



INSTITUTO ELECTORAL Y DE PARTICIPACION  
CIUDADANA DE TABASCO

TABULADOR DE SUELDOS 2026

| CATEGORIA               | PERCEPCIONES ORDINARIAS 2026 |                             |                          | ISR       | DEDUCCIONES<br>ISSET | TOTAL<br>DEDUCCIONES | NETO MENSUAL<br>PERCEP.<br>ORDINARIAS<br>MÍNIMAS | NETO<br>MENSUAL<br>PERCEP.<br>ORDINARIAS<br>MÁXIMAS | NETO MENSUAL<br>PERCEP.<br>ORDINARIAS |
|-------------------------|------------------------------|-----------------------------|--------------------------|-----------|----------------------|----------------------|--------------------------------------------------|-----------------------------------------------------|---------------------------------------|
|                         | SUELDO                       | COMPENSACIÓN<br>GARANTIZADA | TOTAL DE<br>PERCEPCIONES | I.S.R.    |                      |                      |                                                  |                                                     |                                       |
| PERMANENTES             |                              |                             |                          |           |                      |                      |                                                  |                                                     |                                       |
| CONSEJERO PRESIDENTE    | 36,285.30                    | 92,100.00                   | 128,385.30               | 32,801.42 | 5,805.64             | 38,607.06            | 4,279.51                                         | 128,385.30                                          | 89,778.24                             |
| CONSEJERO ELECTORAL     | 36,285.30                    | 92,100.00                   | 128,385.30               | 32,801.42 | 5,805.64             | 38,607.06            | 4,279.51                                         | 128,385.30                                          | 89,778.24                             |
| SECRETARIO EJECUTIVO    | 35,240.10                    | 88,020.00                   | 123,260.10               | 31,161.36 | 5,638.40             | 36,799.76            | 4,108.67                                         | 123,260.10                                          | 86,460.34                             |
| CONTRALOR GENERAL       | 35,059.20                    | 62,100.00                   | 97,159.20                | 22,966.20 | 5,609.50             | 28,575.70            | 3,238.64                                         | 97,159.20                                           | 68,583.50                             |
| DIRECTOR                | 34,731.90                    | 61,530.00                   | 96,261.90                | 22,697.00 | 5,557.10             | 28,254.10            | 3,208.73                                         | 96,261.90                                           | 68,007.80                             |
| TITULAR DE OTF          | 34,731.90                    | 61,530.00                   | 96,261.90                | 22,697.00 | 5,557.10             | 28,254.10            | 3,208.73                                         | 96,261.90                                           | 68,007.80                             |
| COORDINADOR DE ASESORES | 34,370.10                    | 44,887.20                   | 79,257.30                | 17,595.62 | 5,499.24             | 23,094.86            | 2,641.91                                         | 79,257.30                                           | 56,162.44                             |
| SUBDIRECTOR             | 27,507.00                    | 36,461.10                   | 63,968.10                | 13,008.86 | 4,401.12             | 17,409.98            | 2,132.27                                         | 63,968.10                                           | 46,558.12                             |
| COORDINADOR A           | 25,307.10                    | 34,261.20                   | 59,568.30                | 11,688.92 | 4,049.12             | 15,738.04            | 1,985.61                                         | 59,568.30                                           | 43,830.26                             |
| SECRETARIO TÉCNICO      | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 2,540.02             | 8,605.80             | 1,230.61                                         | 36,918.30                                           | 28,312.50                             |
| COORDINADOR OPERATIVO   | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 2,540.02             | 8,605.80             | 1,230.61                                         | 36,918.30                                           | 28,312.50                             |
| COORDINADOR             | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 2,540.02             | 8,605.80             | 1,230.61                                         | 36,918.30                                           | 28,312.50                             |
| TITULAR DE LA UNIDAD    | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 2,540.02             | 8,605.80             | 1,230.61                                         | 36,918.30                                           | 28,312.50                             |
| TÉCNICO ADMINISTRATIVO  | 12,862.20                    | 17,048.70                   | 29,910.90                | 4,525.48  | 2,057.96             | 6,583.44             | 997.03                                           | 29,910.90                                           | 23,327.46                             |
| TÉCNICO                 | 12,862.20                    | 17,048.70                   | 29,910.90                | 4,525.48  | 2,057.96             | 6,583.44             | 997.03                                           | 29,910.90                                           | 23,327.46                             |
| TÉCNICO A               | 12,453.00                    | 11,493.90                   | 23,946.90                | 3,251.58  | 1,992.50             | 5,244.08             | 798.23                                           | 23,946.90                                           | 18,702.82                             |
| PROYECTISTA             | 11,714.70                    | 9,762.90                    | 21,477.60                | 2,724.14  | 1,874.36             | 4,598.50             | 715.92                                           | 21,477.60                                           | 16,879.10                             |
| AUDITOR                 | 11,714.70                    | 9,762.90                    | 21,477.60                | 2,724.14  | 1,874.36             | 4,598.50             | 715.92                                           | 21,477.60                                           | 16,879.10                             |
| AUXILIAR DE COORDINADOR | 11,714.70                    | 7,809.00                    | 19,523.70                | 2,306.78  | 1,874.36             | 4,181.14             | 650.79                                           | 19,523.70                                           | 15,342.56                             |
| AUXILIAR DE ÁREA        | 10,563.60                    | 7,041.00                    | 17,604.60                | 1,896.86  | 1,690.18             | 3,587.04             | 586.82                                           | 17,604.60                                           | 14,017.56                             |
| CHOFER EJECUTIVO        | 9,302.40                     | 6,199.50                    | 15,501.90                | 1,509.66  | 1,488.38             | 2,998.04             | 516.73                                           | 15,501.90                                           | 12,503.86                             |
| AUXILIAR DE PROYECTO    | 8,549.10                     | 4,905.30                    | 13,454.40                | 1,161.94  | 1,367.86             | 2,529.80             | 448.48                                           | 13,454.40                                           | 10,924.60                             |
| FOTOCOPISTA             | 9,171.00                     | 3,127.20                    | 12,298.20                | 983.86    | 1,467.38             | 2,451.24             | 409.94                                           | 12,298.20                                           | 9,846.96                              |
| CHOFER DE DIRECCIÓN     | 9,171.00                     | 3,127.20                    | 12,298.20                | 983.86    | 1,467.38             | 2,451.24             | 409.94                                           | 12,298.20                                           | 9,846.96                              |
| CHOFER                  | 8,903.70                     | 3,226.50                    | 12,130.20                | 965.58    | 1,424.60             | 2,390.18             | 404.34                                           | 12,130.20                                           | 9,740.02                              |
| AUXILIAR                | 8,744.70                     | 3,264.60                    | 12,009.30                | 952.42    | 1,399.16             | 2,351.58             | 400.31                                           | 12,009.30                                           | 9,657.72                              |
| SECRETARIA              | 8,744.70                     | 3,264.60                    | 12,009.30                | 952.42    | 1,399.16             | 2,351.58             | 400.31                                           | 12,009.30                                           | 9,657.72                              |
| INTENDENTE              | 8,476.80                     | 3,467.70                    | 11,944.50                | 945.38    | 1,356.28             | 2,301.66             | 398.15                                           | 11,944.50                                           | 9,642.84                              |
| AUXILIAR B              | 8,476.80                     | 3,467.70                    | 11,944.50                | 945.38    | 1,356.28             | 2,301.66             | 398.15                                           | 11,944.50                                           | 9,642.84                              |



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| CATEGORIA               | PERCEPCIONES ORDINARIAS 2026 |                             |                          | ISR       | DEDUCCIONES<br>ISSET | TOTAL<br>DEDUCCIONES | NETO MENSUAL<br>PERCEP.<br>ORDINARIAS<br>MÍNIMAS | NETO<br>MENSUAL<br>PERCEP.<br>ORDINARIAS<br>MÁXIMAS | NETO MENSUAL<br>PERCEP.<br>ORDINARIAS |
|-------------------------|------------------------------|-----------------------------|--------------------------|-----------|----------------------|----------------------|--------------------------------------------------|-----------------------------------------------------|---------------------------------------|
|                         | SUELDO                       | COMPENSACIÓN<br>GARANTIZADA | TOTAL DE<br>PERCEPCIONES | I.S.R.    |                      |                      |                                                  |                                                     |                                       |
| MIEMBROS DEL SPEN       |                              |                             |                          |           |                      |                      |                                                  |                                                     |                                       |
| COORDINADOR A           | 27,774.30                    | 36,814.80                   | 64,589.10                | 13,195.16 | 4,443.90             | 17,639.06            | 2,152.97                                         | 64,589.10                                           | 46,950.04                             |
| COORDINADOR B           | 21,408.00                    | 28,377.00                   | 49,785.00                | 9,092.04  | 3,425.28             | 12,517.32            | 1,659.50                                         | 49,785.00                                           | 37,267.68                             |
| COORDINADOR C           | 18,591.90                    | 24,644.40                   | 43,236.30                | 7,551.78  | 2,974.70             | 10,526.48            | 1,441.21                                         | 43,236.30                                           | 32,709.82                             |
| TÉCNICO                 | 15,013.50                    | 19,900.20                   | 34,913.70                | 5,594.30  | 2,402.16             | 7,996.46             | 1,163.79                                         | 34,913.70                                           | 26,917.24                             |
| TÉCNICO A               | 12,862.20                    | 17,048.70                   | 29,910.90                | 4,525.48  | 2,057.96             | 6,583.44             | 997.03                                           | 29,910.90                                           | 23,327.46                             |
| TÉCNICO B               | 12,453.00                    | 11,493.90                   | 23,946.90                | 3,251.58  | 1,992.50             | 5,244.08             | 798.23                                           | 23,946.90                                           | 18,702.82                             |
| EVENTUALES              |                              |                             |                          |           |                      |                      |                                                  |                                                     |                                       |
| SECRETARIO TÉCNICO      | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 555.62               | 6,621.40             | 1,230.61                                         | 36,918.30                                           | 30,296.90                             |
| COORDINADOR OPERATIVO   | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 555.62               | 6,621.40             | 1,230.61                                         | 36,918.30                                           | 30,296.90                             |
| COORDINADOR             | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 555.62               | 6,621.40             | 1,230.61                                         | 36,918.30                                           | 30,296.90                             |
| TITULAR DE LA UNIDAD    | 15,875.10                    | 21,043.20                   | 36,918.30                | 6,065.78  | 555.62               | 6,621.40             | 1,230.61                                         | 36,918.30                                           | 30,296.90                             |
| TÉCNICO ADMINISTRATIVO  | 12,862.20                    | 17,048.70                   | 29,910.90                | 4,525.48  | 450.18               | 4,975.66             | 997.03                                           | 29,910.90                                           | 24,935.24                             |
| TÉCNICO                 | 12,862.20                    | 17,048.70                   | 29,910.90                | 4,525.48  | 450.18               | 4,975.66             | 997.03                                           | 29,910.90                                           | 24,935.24                             |
| TÉCNICO A               | 12,453.00                    | 11,493.90                   | 23,946.90                | 3,251.58  | 435.86               | 3,687.44             | 798.23                                           | 23,946.90                                           | 20,259.46                             |
| PROYECTISTA             | 11,714.70                    | 9,762.90                    | 21,477.60                | 2,724.14  | 410.02               | 3,134.16             | 715.92                                           | 21,477.60                                           | 18,343.44                             |
| AUDITOR                 | 11,714.70                    | 9,762.90                    | 21,477.60                | 2,724.14  | 410.02               | 3,134.16             | 715.92                                           | 21,477.60                                           | 18,343.44                             |
| AUXILIAR DE COORDINADOR | 11,714.70                    | 7,809.00                    | 19,523.70                | 2,306.78  | 410.02               | 2,716.80             | 650.79                                           | 19,523.70                                           | 16,806.90                             |
| AUXILIAR DE ÁREA        | 10,563.60                    | 7,041.00                    | 17,604.60                | 1,896.86  | 369.72               | 2,266.58             | 586.82                                           | 17,604.60                                           | 15,338.02                             |
| CHOFER EJECUTIVO        | 9,302.40                     | 6,199.50                    | 15,501.90                | 1,509.66  | 325.58               | 1,835.24             | 516.73                                           | 15,501.90                                           | 13,666.66                             |
| AUXILIAR DE PROYECTO    | 8,549.10                     | 4,905.30                    | 13,454.40                | 1,161.94  | 299.22               | 1,461.16             | 448.48                                           | 13,454.40                                           | 11,993.24                             |
| FOTOCOPISTA             | 9,171.00                     | 2,849.10                    | 12,020.10                | 953.60    | 320.98               | 1,274.58             | 400.67                                           | 12,020.10                                           | 10,745.52                             |
| CHOFER DE DIRECCIÓN     | 9,171.00                     | 2,849.10                    | 12,020.10                | 953.60    | 320.98               | 1,274.58             | 400.67                                           | 12,020.10                                           | 10,745.52                             |
| CHOFER                  | 8,903.70                     | 2,710.20                    | 11,613.90                | 909.40    | 311.62               | 1,221.02             | 387.13                                           | 11,613.90                                           | 10,392.88                             |
| AUXILIAR                | 8,744.70                     | 2,826.90                    | 11,571.60                | 904.80    | 306.06               | 1,210.86             | 385.72                                           | 11,571.60                                           | 10,360.74                             |
| SECRETARIA              | 8,744.70                     | 2,826.90                    | 11,571.60                | 904.80    | 306.06               | 1,210.86             | 385.72                                           | 11,571.60                                           | 10,360.74                             |
| INTENDENTE              | 8,476.80                     | 2,904.00                    | 11,380.80                | 884.04    | 296.68               | 1,180.72             | 379.36                                           | 11,380.80                                           | 10,200.08                             |
| AUXILIAR B              | 8,476.80                     | 2,904.00                    | 11,380.80                | 884.04    | 296.68               | 1,180.72             | 379.36                                           | 11,380.80                                           | 10,200.08                             |



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| CATEGORIA             | PERCEPCIONES ORDINARIAS 2026 |                             |                          | ISR      | DEDUCCIONES<br>ISSET | TOTAL<br>DEDUCCIONES | NETO MENSUAL<br>PERCEP.<br>ORDINARIAS<br>MÍNIMAS | NETO<br>MENSUAL<br>PERCEP.<br>ORDINARIAS<br>MÁXIMAS | NETO MENSUAL<br>PERCEP.<br>ORDINARIAS |
|-----------------------|------------------------------|-----------------------------|--------------------------|----------|----------------------|----------------------|--------------------------------------------------|-----------------------------------------------------|---------------------------------------|
|                       | SUELDO                       | COMPENSACIÓN<br>GARANTIZADA | TOTAL DE<br>PERCEPCIONES | I.S.R.   |                      |                      |                                                  |                                                     |                                       |
| JUNTAS ELECTORALES    |                              |                             |                          |          |                      |                      |                                                  |                                                     |                                       |
| VOCAL EJECUTIVO       | 14,829.30                    | 13,687.20                   | 28,516.50                | 4,227.64 | 519.02               | 4,746.66             | 950.55                                           | 28,516.50                                           | 23,769.84                             |
| VOCAL SECRETARIO      | 13,814.40                    | 12,752.10                   | 26,566.50                | 3,811.12 | 483.50               | 4,294.62             | 885.55                                           | 26,566.50                                           | 22,271.88                             |
| VOCAL DE ORGANIZACIÓN | 13,814.40                    | 12,752.10                   | 26,566.50                | 3,811.12 | 483.50               | 4,294.62             | 885.55                                           | 26,566.50                                           | 22,271.88                             |
| AUXILIAR              | 7,873.80                     | 4,518.00                    | 12,391.80                | 994.04   | 275.58               | 1,269.62             | 413.06                                           | 12,391.80                                           | 11,122.18                             |
| INTENDENTE            | 7,078.50                     | 3,515.70                    | 10,594.20                | 798.46   | 247.74               | 1,046.20             | 353.14                                           | 10,594.20                                           | 9,548.00                              |
| VIGILANTE             | 7,078.50                     | 3,515.70                    | 10,594.20                | 798.46   | 247.74               | 1,046.20             | 353.14                                           | 10,594.20                                           | 9,548.00                              |
| CAEL                  | 8,187.60                     | 2,453.10                    | 10,640.70                | 803.52   | 286.56               | 1,090.08             | 354.69                                           | 10,640.70                                           | 9,550.62                              |
| SEL                   | 8,117.70                     | 4,239.90                    | 12,357.60                | 990.32   | 284.12               | 1,274.44             | 411.92                                           | 12,357.60                                           | 11,083.16                             |

**NOTA:** Ajuste salarial derivado de las actualizaciones de las tarifas del ISR aplicables para el presente ejercicio 2026, publicadas en el DOF el pasado 28 de diciembre de 2025, mismas que al aumentar los límites de los rangos de ingresos ocasionó que una mayor parte del salario de los trabajadores se ubique en rangos impositivos más bajos o exentos, resultando en un descuento menor del impuesto sobre la nómina.