



# EL ESTADO DE SINALOA

## ÓRGANO OFICIAL DEL GOBIERNO DEL ESTADO

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Decreto Número 380 del H. Congreso del Estado.- Ley de Ingresos y Presupuesto de Egresos del Estado de Sinaloa para el Ejercicio Fiscal del año 2023 y Anexos.

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GOBIERNO DEL ESTADO

Anexo 53  
Objetivos Anuales, Estrategias, Metas y Riesgos Relevantes de los Ingresos

| Concepto | Descripción  |
|----------|--|
|          | <p>Presiones internacionales del petróleo deprimidos o un bajo dinamismo de la plataforma de producción de petróleo. Esta situación afectaría adversamente el nivel de ingresos petroleros, generando presiones a las finanzas públicas en el mediano plazo, así como a la tasa de crecimiento potencial de la economía</p> <p>La situación cambiante asociada a los Desastres Naturales, implica la previsión y planificación de recursos financieros para mitigar los efectos que produzcan los fenómenos naturales perturbadores.</p> <p>Una disminución de la Recaudación Federal Participable (RFP). Estipulada en el artículo primero de la Ley de Ingresos de la Federación para 2023, la cual se consideró para el cálculo de las Participaciones Federales que tienen como base la RFP, el impacto será proporcional a la caída que registre este concepto.</p> <p>Una caída en los coeficientes de distribución. Aunque el Gobierno del Estado realiza un esfuerzo por mantener la recaudación de ingresos por impuestos y derechos que forman parte de la distribución del 40% del excedente de las Participaciones Federales derivadas del Fondo General de Participaciones, existen factores ajenos que no se pueden controlar, como la recaudación municipal del Impuesto Predial y los derechos de agua, así como de los ingresos que obtengan las otras entidades en estos cuatro conceptos.</p> <p>Una caída en el dinamismo de la economía nacional y estatal. Esta disminución tendrá un impacto importante en la recaudación de los impuestos y derechos que cobra el Gobierno del Estado.</p> <p>El fortalecimiento de los Ingresos propios derivados de la aplicación de la Ley de Hacienda del Estado.</p> <p>Lograr que la recaudación de los Impuestos y Derechos Estatales, crezca por ambos del promedio nacional, para de esta forma incrementar el coeficiente de distribución de la segunda y tercera parte del Fondo General de Participaciones, y lograr incrementar los recursos que reciba el Estado de Participaciones Federales por concepto del Fondo General de Participaciones.</p> <p>Trabajar conjuntamente con los municipios para implementar una política para hacer más eficiente la recaudación del Impuesto Predial y los Derechos de agua, con el objetivo de incrementar el Coeficiente de Sinaloa de la segunda y tercer parte del excedente del Fondo General de Participaciones y del Fondo de Fomento Municipal.</p> <p>Hacer un uso mejor de los recursos públicos mediante la eficiencia y eficacia de todos los mismos, para con ello dotar a los sinaloenses de una mayor provisión de bienes y servicios públicos de calidad.</p> <p>Realizar un manejo responsable de las finanzas públicas e implementar los ajustes necesarios a fin de mantener el equilibrio fiscal.</p> <p>Seleccionar proyectos de gasto de inversión que tengan mayor expectativa de rentabilidad financiera y social en los determinantes del crecimiento de la economía local.</p> |

**Anexo 54**  
**Proyecciones de Ingresos**

| Concepto  | 2023                  | 2024                  | 2025                  | 2026                  | 2027                  | 2028                  |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>1. Ingresos de Libre Disposición (1=A+B+C+E+F+G+H+I+J+K+L)</b>                                   | <b>33,945,984,014</b> | <b>36,328,812,112</b> | <b>38,911,716,791</b> | <b>41,718,541,981</b> | <b>44,777,524,588</b> | <b>48,122,346,882</b> |
| A. Impuestos  | 3,162,027,660         | 3,383,228,616         | 3,619,903,660         | 3,873,135,208         | 4,144,081,060         | 4,433,982,798         |
| B. Cuotas y Aportaciones de Seguridad Social  | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| C. Contribuciones de Mejoras  | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| D. Derechos   | 4,613,725,865         | 4,979,301,088         | 5,373,843,190         | 5,799,647,405         | 6,259,190,831         | 6,755,146,843         |
| E. Productos  | 62,137,052            | 58,675,930            | 55,407,598            | 52,321,316            | 49,406,945            | 46,654,908            |
| F. Aprovechamientos   | 26,565,236            | 30,305,254            | 34,571,813            | 39,439,048            | 44,991,517            | 51,325,699            |
| G. Ingresos por Venta de Bienes y Prestación de Servicios   | 91,835,385            | 125,043,088           | 170,258,708           | 231,824,308           | 315,652,045           | 429,791,919           |
| H. Participaciones  | 24,913,724,604        | 26,448,145,884        | 28,077,071,248        | 29,806,321,139        | 31,642,074,490        | 33,590,890,784        |
| I. Incentivos derivados de la Colaboración Fiscal   | 1,075,048,212         | 1,304,112,353         | 1,580,660,878         | 1,915,853,471         | 2,322,128,800         | 2,814,553,909         |
| J. Transferencias y Asignaciones  | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| K. Convenios  | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| L. Otros Ingresos de Libre Disposición  | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| <b>2. Transferencias Federales Etiquetadas (2=A+B+C+D+E)</b>  | <b>30,558,550,662</b> | <b>31,329,496,521</b> | <b>32,222,806,234</b> | <b>33,227,237,200</b> | <b>34,335,109,434</b> | <b>35,641,491,222</b> |
| A. Aportaciones   | 23,325,225,403        | 24,502,904,888        | 25,740,044,848        | 27,039,647,413        | 28,404,666,291        | 29,839,014,417        |
| B. Convenios  | 1,007,445,830         | 764,481,226           | 580,112,129           | 440,207,125           | 334,042,656           | 253,482,108           |
| C. Fondos Distintos de Aportaciones   | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| D. Transferencias, Asignaciones, Subsidios y Subvenciones, y Pensiones y Jubilaciones               | 6,225,879,429         | 6,062,110,407         | 6,902,649,256         | 6,747,382,662         | 5,596,200,280         | 5,448,994,697         |
| E. Otras Transferencias Federales Etiquetadas   | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| <b>3. Ingresos Derivados de Financiamientos (3=A)</b>   | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              | <b>0</b>              |
| A. Ingresos Derivados de Financiamientos  | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| <b>4. Total de Proyecciones de Ingresos (4=1+2+3)</b>   | <b>64,504,514,676</b> | <b>67,658,308,633</b> | <b>71,134,523,025</b> | <b>74,945,779,181</b> | <b>79,112,634,022</b> | <b>83,863,838,084</b> |
| <b>Datos Informativos</b>   |                       |                       |                       |                       |                       |                       |
| 1. Ingresos Derivados de Financiamientos con Fuente de Pago de Recursos de Libre Disposición        | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| 2. Ingresos Derivados de Financiamientos con Fuente de Pago de Transferencias Federales Etiquetadas | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |
| 3. Ingresos Derivados de Financiamiento (3=1+2)   | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     |

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### Anexo 56 Tabulador de Sueldos Poder Legislativo

| Categoría                                       | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto     |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |            |
|---|-------------------------|------------|------------------------------|-----------|-----------|------------|--|-----------|-----------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo    | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b>     |                         |            |                              |           |           |            |  |           |           |            |
| Asesor  | 20,435.34               | 62,435.34  | 6,964.50                     | 13,964.50 | 27,399.84 | 76,399.84  | 6,383.84                                   | 23,370.80 | 21,016.00 | 53,029.04  |
| Auditor Especial                                | 22,861.30               | 54,861.30  | 6,881.17                     | 12,214.50 | 29,742.47 | 67,073.30  | 7,094.26                                   | 21,503.86 | 22,646.21 | 45,511.94  |
| Auditor Superior del Estado                     | 30,274.36               | 84,074.36  | 8,795.97                     | 17,762.65 | 39,070.32 | 101,837.01 | 9,999.46                                   | 33,146.65 | 29,070.87 | 68,690.36  |
| Coordinador de Unidad                           | 13,639.22               | 42,599.22  | 4,659.81                     | 9,486.47  | 18,299.02 | 52,085.69  | 3,707.67                                   | 14,308.07 | 14,591.35 | 37,779.62  |
| Diputado  | 28,234.20               | 140,941.34 | 4,705.70                     | 20,359.47 | 32,939.90 | 161,300.81 | 6,653.22                                   | 47,250.00 | 26,286.68 | 114,050.81 |
| Director  | 17,215.08               | 54,215.08  | 5,437.28                     | 11,603.94 | 22,652.35 | 65,819.02  | 4,980.63                                   | 21,009.63 | 17,671.72 | 44,810.39  |
| Director Administrativo del Congreso del Estado | 17,215.08               | 55,999.08  | 5,437.28                     | 11,901.28 | 22,652.35 | 67,900.35  | 5,497.08                                   | 21,822.60 | 17,155.27 | 46,077.75  |
| Jefe de Departamento                            | 9,846.17                | 39,598.17  | 3,824.82                     | 8,866.82  | 13,670.99 | 48,464.99  | 2,354.20                                   | 13,000.62 | 11,316.70 | 34,564.37  |
| Secretario General del Congreso del Estado      | 30,274.36               | 72,334.36  | 8,259.09                     | 15,269.09 | 38,533.45 | 87,603.45  | 10,781.41                                  | 29,866.76 | 27,752.04 | 57,736.69  |
| Sub-Auditor Superior del Estado                 | 22,861.30               | 64,861.30  | 7,002.40                     | 14,002.40 | 29,863.70 | 78,863.70  | 7,808.62                                   | 26,162.74 | 22,055.08 | 52,700.96  |
| <b>Confianza</b>                                |                         |            |                              |           |           |            |  |           |           |            |
| Asistente "B"                                   | 9,268.30                | 21,700.30  | 3,541.89                     | 5,813.89  | 12,810.19 | 27,314.19  | 2,429.30                                   | 6,629.01  | 10,380.89 | 20,485.18  |
| Auditor   | 8,276.11                | 30,768.11  | 3,508.33                     | 7,752.83  | 11,784.44 | 38,520.94  | 1,891.79                                   | 10,428.31 | 9,892.65  | 28,092.63  |
| Auditor de Cuenta Pública                       | 8,276.11                | 27,626.12  | 3,508.33                     | 6,900.00  | 11,784.44 | 34,526.12  | 1,891.79                                   | 8,373.95  | 9,892.65  | 26,152.17  |
| Auditor Parlamentario                           | 6,994.33                | 22,400.33  | 3,094.13                     | 6,240.86  | 10,088.46 | 28,641.29  | 1,515.15                                   | 6,840.47  | 8,573.31  | 21,800.83  |
| Investigador Legislativo                        | 11,020.63               | 30,768.63  | 4,086.98                     | 7,874.15  | 15,107.61 | 38,642.78  | 2,753.08                                   | 8,537.36  | 12,354.53 | 29,105.42  |
| Secretaria                                      | 3,453.26                | 11,233.26  | 2,525.11                     | 4,400.94  | 5,978.38  | 15,634.21  | 889.32                                     | 3,215.37  | 5,089.06  | 12,418.84  |
| Secretaria Parlamentaria                        | 7,538.21                | 22,774.21  | 3,222.32                     | 6,340.82  | 10,760.53 | 29,115.03  | 1,664.16                                   | 6,863.45  | 9,096.37  | 22,431.58  |
| Secretario Técnico Legislativo                  | 11,020.63               | 41,412.63  | 4,003.65                     | 9,564.81  | 15,024.28 | 50,977.44  | 2,749.05                                   | 14,914.97 | 12,275.23 | 36,062.47  |
| Técnico en Sistemas                             | 7,756.84                | 21,756.84  | 3,272.94                     | 5,801.44  | 11,029.78 | 27,558.28  | 1,723.91                                   | 6,463.39  | 8,305.87  | 21,094.89  |
| Vigilante                                       | 5,153.86                | 14,393.86  | 2,911.89                     | 7,033.23  | 8,065.75  | 21,427.10  | 1,148.94                                   | 4,379.05  | 6,916.81  | 17,048.05  |
| <b>Base</b>                                     |                         |            |                              |           |           |            |  |           |           |            |
| Analista  | 10,408.38               | 40,490.44  | 4,224.09                     | 10,161.73 | 14,632.47 | 50,652.17  | 2,608.24                                   | 13,471.35 | 12,024.23 | 37,180.82  |
| Auxiliar Técnico                                | 9,884.17                | 25,314.85  | 4,164.19                     | 7,312.86  | 14,048.56 | 32,627.71  | 2,443.53                                   | 7,669.00  | 11,604.83 | 24,958.71  |
| Jefe de Oficina "A"                             | 9,592.87                | 15,068.87  | 4,200.73                     | 5,821.73  | 13,793.60 | 20,890.60  | 2,647.91                                   | 4,208.67  | 11,145.68 | 16,681.92  |
| Jefe de Sección "A"                             | 8,389.25                | 14,865.25  | 4,143.07                     | 5,680.73  | 13,532.32 | 20,545.98  | 2,571.56                                   | 4,112.00  | 10,960.75 | 16,433.98  |
| Profesionista                                   | 18,952.28               | 34,877.40  | 6,352.75                     | 10,192.36 | 26,305.03 | 45,089.76  | 5,957.54                                   | 11,681.40 | 20,347.49 | 33,388.36  |

**Anexo 56**  
**Tabulador de Sueldos Poder Judicial**

| Categoría   | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|---|-------------------------|------------|------------------------------|-----------|------------|------------|--|-----------|------------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b>           |                         |            |                              |           |            |            |  |           |            |            |
| Administrador Sede Reg. de Just. Penal Acusat. y Oral | 57,761.34               | 75,909.05  | 6,499.01                     | 7,569.03  | 64,260.35  | 83,478.98  | 18,444.32                                  | 18,516.52 | 45,816.03  | 64,962.48  |
| Auditor STJ   | 19,163.49               | 25,184.65  | 3,559.88                     | 3,559.88  | 22,723.36  | 28,744.53  | 4,086.64                                   | 4,086.64  | 18,636.72  | 24,657.89  |
| Coordinador   | 22,719.54               | 43,956.46  | 7,036.29                     | 7,036.29  | 29,755.83  | 50,992.75  | 8,814.52                                   | 8,814.52  | 20,941.31  | 42,178.23  |
| Coordinador Centro de Convivencia                     | 40,924.42               | 53,782.67  | 7,036.29                     | 7,036.29  | 47,960.71  | 60,819.16  | 12,109.44                                  | 12,109.44 | 35,851.27  | 48,709.72  |
| Coordinador de Actuantes                              | 34,606.92               | 45,480.41  | 5,350.48                     | 5,350.48  | 39,957.40  | 50,830.89  | 8,506.16                                   | 8,506.16  | 31,451.24  | 42,324.73  |
| Coordinador STJ                                       | 33,399.34               | 44,315.40  | 4,303.84                     | 4,332.79  | 37,703.18  | 48,648.19  | 8,814.52                                   | 9,884.42  | 28,888.66  | 38,763.77  |
| Director (Poder Judicial)                             | 44,573.38               | 81,817.63  | 5,908.92                     | 9,144.38  | 50,482.30  | 91,062.01  | 13,538.08                                  | 18,820.58 | 36,944.22  | 72,241.43  |
| Jefe de Departamento (Poder Judicial)                 | 24,718.84               | 47,652.29  | 3,571.04                     | 5,447.80  | 28,287.88  | 53,100.09  | 3,618.96                                   | 9,403.24  | 24,668.92  | 43,696.85  |
| Jefe de Unidad STJ                                    | 18,247.74               | 48,452.24  | 3,566.23                     | 6,257.51  | 21,813.97  | 54,709.75  | 4,116.24                                   | 9,899.28  | 17,697.73  | 44,810.49  |
| Juez  | 55,549.12               | 74,595.86  | 5,551.22                     | 7,569.03  | 61,100.34  | 82,164.89  | 17,811.98                                  | 18,139.02 | 43,288.36  | 64,025.87  |
| Juez "A"  | 56,761.34               | 78,539.77  | 5,666.32                     | 19,334.80 | 62,327.66  | 97,874.57  | 16,238.38                                  | 19,271.94 | 46,089.28  | 78,562.63  |
| Juez "B"  | 44,436.36               | 58,398.26  | 4,468.67                     | 5,879.63  | 48,905.23  | 64,278.09  | 12,652.84                                  | 12,708.48 | 36,252.29  | 51,568.61  |
| Juez "B" (Juzgado de Vigilancia)                      | 44,436.36               | 58,398.26  | 4,763.72                     | 4,844.64  | 49,197.08  | 63,242.90  | 12,652.84                                  | 12,708.48 | 36,544.14  | 50,534.42  |
| Magistrado  | 149,715.66              | 149,715.66 | 12,493.85                    | 12,493.85 | 162,209.51 | 162,209.51 | 45,240.12                                  | 45,240.12 | 116,969.39 | 116,969.39 |
| Magistrado de Circuito                                | 67,071.80               | 135,478.02 | 9,427.86                     | 12,468.36 | 76,499.66  | 147,946.38 | 22,796.34                                  | 23,147.42 | 53,703.32  | 124,798.96 |
| Oficial Mayor (Supremo Tribunal)                      | 73,001.84               | 135,478.02 | 13,025.37                    | 13,025.37 | 86,027.21  | 148,503.39 | 25,034.92                                  | 25,034.92 | 60,992.29  | 123,466.47 |
| Secretario Administrativo                             | 43,542.98               | 57,224.16  | 5,778.82                     | 5,778.82  | 49,321.80  | 63,003.00  | 12,320.26                                  | 12,320.26 | 37,001.54  | 50,682.74  |
| Secretario de Sala                                    | 33,908.42               | 44,562.45  | 4,477.13                     | 4,477.13  | 38,385.55  | 49,039.58  | 8,134.86                                   | 8,134.86  | 30,250.69  | 40,904.72  |
| Sno. Aux. (Srs. de Acuerdos STJ)                      | 34,781.10               | 45,709.32  | 4,430.38                     | 4,477.13  | 39,211.48  | 50,186.45  | 8,569.54                                   | 9,512.98  | 30,641.94  | 40,573.47  |
| Sno. de Acuerdos (Supremo Tribunal)                   | 73,001.82               | 135,478.02 | 13,025.37                    | 13,025.37 | 86,027.19  | 148,503.39 | 25,034.92                                  | 25,034.92 | 60,992.27  | 123,466.47 |
| Sno. de Estudio y Cuenta                              | 33,417.06               | 57,704.45  | 3,105.12                     | 6,803.20  | 36,522.18  | 64,507.65  | 6,537.34                                   | 12,268.90 | 29,984.84  | 52,240.75  |
| Sno. Part. (Del Sno. del Poder Judicial)              | 45,577.84               | 95,461.49  | 7,258.38                     | 7,258.38  | 52,836.32  | 102,739.87 | 13,326.62                                  | 13,326.62 | 39,509.70  | 89,413.25  |
| Sno. Técnico (Poder Judicial)                         | 44,064.82               | 81,978.52  | 7,083.96                     | 7,083.96  | 51,148.78  | 89,062.48  | 13,291.02                                  | 13,291.02 | 37,857.76  | 75,771.46  |
| Titular de Área STJ                                   | 36,461.20               | 55,341.75  | 5,088.65                     | 6,775.91  | 41,549.85  | 62,117.66  | 9,479.88                                   | 12,990.22 | 32,069.97  | 49,127.44  |
| Visitador Coordinador                                 | 56,781.30               | 74,595.70  | 7,569.03                     | 7,569.03  | 64,330.33  | 82,164.73  | 18,139.00                                  | 18,139.00 | 46,191.33  | 64,025.73  |
| Visitador de Juzgados                                 | 32,149.68               | 47,507.91  | 3,957.35                     | 4,477.13  | 36,107.03  | 51,985.04  | 7,510.84                                   | 10,713.86 | 28,596.19  | 41,271.18  |
| <b>Confianza</b>                                      |                         |            |                              |           |            |            |  |           |            |            |
| Auditor Administrativo de Sala de Circuito            | 11,831.30               | 15,548.69  | 1,783.52                     | 1,783.52  | 13,614.82  | 17,332.21  | 2,183.46                                   | 2,183.46  | 11,431.36  | 15,148.75  |
| Auditor de Actas                                      | 9,973.60                | 27,907.47  | 1,783.52                     | 1,783.52  | 11,757.12  | 29,690.99  | 1,523.62                                   | 3,004.86  | 10,233.50  | 26,693.33  |
| Auditor de Atención al Público                        | 17,882.02               | 35,837.97  | 1,783.52                     | 2,482.29  | 19,665.54  | 38,320.23  | 2,897.66                                   | 4,465.05  | 16,767.88  | 33,855.17  |
| Auditor de Causas                                     | 18,025.78               | 27,907.47  | 1,783.52                     | 1,783.52  | 19,809.30  | 29,690.99  | 2,448.50                                   | 2,841.62  | 17,366.80  | 28,849.37  |
| Auditor de Coordinador de Actuantes                   | 8,841.98                | 13,110.98  | 1,559.44                     | 1,584.02  | 10,401.42  | 14,695.00  | 1,183.62                                   | 2,008.98  | 9,217.80   | 12,686.02  |
| Auditor de Magistratura                               | 15,547.82               | 27,765.39  | 887.51                       | 2,995.89  | 16,435.33  | 30,761.28  | 1,512.98                                   | 2,650.52  | 14,922.35  | 28,110.76  |
| Auditor de Sala                                       | 11,499.78               | 26,708.09  | 1,783.52                     | 1,783.52  | 13,283.30  | 28,491.61  | 2,219.56                                   | 2,789.76  | 11,063.74  | 25,701.85  |
| Encargado de Atención al Público                      | 20,578.58               | 31,182.13  | 2,464.68                     | 2,482.26  | 23,043.26  | 33,664.39  | 2,890.48                                   | 3,349.38  | 20,152.78  | 30,315.01  |
| Encargado de Causas                                   | 23,547.36               | 31,082.01  | 2,458.52                     | 2,504.36  | 26,005.90  | 33,568.37  | 3,386.12                                   | 4,092.54  | 22,619.78  | 29,473.83  |
| Encargado de Mantenimiento Informático                | 15,589.32               | 31,058.28  | 1,783.52                     | 2,746.09  | 17,372.84  | 33,804.37  | 2,315.04                                   | 3,410.88  | 15,057.80  | 30,393.49  |
| Encargado de Sala                                     | 23,355.18               | 30,945.97  | 2,458.52                     | 2,788.24  | 25,813.70  | 33,734.21  | 3,300.82                                   | 4,092.54  | 22,512.88  | 29,641.67  |
| Encargado de Soporte Técnico y Videogración           | 15,938.58               | 22,704.88  | 1,783.52                     | 2,461.72  | 17,722.10  | 25,166.60  | 2,315.04                                   | 2,833.34  | 15,407.06  | 22,333.26  |
| Facilitador   | 23,573.48               | 31,017.43  | 2,286.57                     | 2,632.80  | 25,860.15  | 33,650.23  | 2,727.14                                   | 3,271.52  | 23,133.01  | 30,378.71  |
| Geocodificador  | 12,133.00               | 17,152.62  | 1,633.02                     | 1,633.02  | 13,766.02  | 18,785.64  | 1,786.24                                   | 1,960.76  | 11,979.78  | 16,804.88  |
| Invitado  | 20,056.36               | 26,356.07  | 1,903.77                     | 1,903.77  | 21,960.13  | 28,261.84  | 2,864.48                                   | 2,864.48  | 19,095.65  | 25,397.36  |
| Jefe de Unidad de Seguimiento de Causas Am al Púb.    | 27,168.74               | 38,538.23  | 3,651.62                     | 3,712.18  | 30,820.36  | 40,250.41  | 6,220.54                                   | 6,574.42  | 24,599.82  | 33,675.99  |
| Jefe de Unidad Tecnologías Inf. y Comunicaciones      | 27,168.74               | 35,706.13  | 3,708.29                     | 3,708.29  | 30,877.03  | 39,414.42  | 6,220.54                                   | 6,220.76  | 24,656.49  | 33,193.66  |
| Juez menor "A"  | 10,869.80               | 17,997.73  | 2,449.49                     | 2,449.49  | 13,319.29  | 20,447.22  | 1,991.34                                   | 2,473.10  | 11,327.95  | 17,974.12  |
| Juez menor "B"  | 4,197.30                | 16,145.34  | 938.23                       | 938.23    | 5,135.53   | 17,083.57  | 506.82                                     | 1,515.20  | 4,628.71   | 15,568.37  |
| Juez menor "C"  | 3,659.90                | 10,151.85  | 880.64                       | 1,104.98  | 4,540.54   | 11,256.83  | 465.18                                     | 706.04    | 4,075.38   | 10,550.79  |
| Recepcionista   | 10,530.26               | 18,004.67  | 1,857.72                     | 1,857.72  | 12,387.98  | 19,862.39  | 2,210.98                                   | 2,547.78  | 10,177.00  | 17,314.61  |
| Secretario "B" (Juzgado de Vigilancia)                | 20,225.28               | 26,997.82  | 2,375.66                     | 2,415.67  | 22,600.94  | 29,413.49  | 2,831.56                                   | 2,917.40  | 19,769.38  | 26,496.09  |
| Srio "A" (Juzgado 1a. Instancia)                      | 20,628.62               | 36,421.71  | 1,878.85                     | 3,741.91  | 22,307.47  | 40,163.62  | 2,727.14                                   | 4,553.10  | 19,580.33  | 35,810.52  |
| Srio "B" (Juzgado Mido)                               | 20,488.98               | 26,997.82  | 2,414.05                     | 2,738.83  | 22,903.03  | 29,736.65  | 2,891.66                                   | 3,508.02  | 20,011.37  | 26,228.63  |
| Sno. "B" (Juzgado Menor)                              | 5,038.96                | 7,558.44   | 1,386.39                     | 1,386.39  | 6,425.35   | 8,944.83   | 572.04                                     | 572.04    | 5,853.31   | 8,372.79   |
| Sno. de Sala de Circuito                              | 25,818.66               | 38,323.73  | 3,896.86                     | 4,782.80  | 29,716.52  | 41,106.53  | 5,524.58                                   | 6,475.14  | 24,181.94  | 34,631.39  |
| Sno. Estudio y Cuenta de Magistratura de Circuito     | 27,803.38               | 44,816.40  | 3,850.46                     | 4,378.31  | 31,653.84  | 49,195.71  | 6,538.88                                   | 8,460.74  | 25,113.96  | 40,734.97  |

### Anexo 56 Tabulador de Sueldos Poder Judicial

| Categoría                              | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|--|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|----------|-----------|-----------|
|  | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| Sno. Estudio y Cuenta Sala de Circuito | 27,484.36               | 41,705.07 | 3,879.44                     | 4,868.79 | 31,363.80 | 46,573.86 | 6,413.62                                   | 6,574.84 | 24,950.18 | 39,999.22 |
| Sub-jefe Depto. (Poder Judicial)       | 23,584.28               | 30,984.48 | 2,185.85                     | 2,185.85 | 25,749.93 | 33,180.11 | 4,220.94                                   | 4,220.94 | 21,528.99 | 28,959.17 |
| Base                                   |                         |           |                              |          |           |           |  |          |           |           |
| Analista                               | 8,092.56                | 37,700.74 | 1,887.55                     | 5,028.14 | 9,980.11  | 42,728.88 | 254.22                                     | 7,620.44 | 9,725.89  | 35,108.44 |
| Auxiliar Técnico                       | 9,584.22                | 28,573.73 | 2,308.86                     | 3,640.06 | 11,870.88 | 32,213.79 | 1,744.74                                   | 4,282.84 | 10,126.14 | 27,931.15 |
| Jefe de oficina "A"                    | 11,017.32               | 19,735.78 | 2,807.02                     | 3,624.15 | 13,824.34 | 23,359.91 | 2,070.04                                   | 3,955.16 | 11,754.30 | 19,404.75 |
| Profesionista                          | 20,444.54               | 29,317.04 | 4,841.21                     | 4,839.14 | 25,085.75 | 34,156.18 | 6,257.54                                   | 6,899.68 | 18,828.21 | 27,256.52 |

**Anexo 56  
Tabulador de Sueldos Poder Ejecutivo**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Agente Fiscal                               | 10,088.48               | 10,088.48 | 4,208.86                     | 4,218.86  | 14,297.34 | 14,307.34 | 2,020.60                                   | 2,431.94  | 12,276.74 | 11,875.40 |
| Auxiliar del Srío.                          | 10,088.48               | 10,088.48 | 6,547.52                     | 6,547.52  | 16,636.00 | 16,636.00 | 2,679.38                                   | 2,679.38  | 13,956.64 | 13,956.64 |
| Comisionado Estatal                         | 25,226.18               | 25,226.18 | 17,311.82                    | 17,311.82 | 42,538.00 | 42,538.00 | 11,013.48                                  | 11,013.48 | 31,524.52 | 31,524.52 |
| Consejero Judicial                          | 34,493.12               | 34,493.12 | 23,548.98                    | 23,548.98 | 58,042.10 | 58,042.10 | 16,146.96                                  | 16,146.96 | 41,895.14 | 41,895.14 |
| Coordinador                                 | 25,226.06               | 25,226.18 | 17,311.28                    | 17,311.82 | 42,537.34 | 42,538.00 | 9,899.30                                   | 11,013.48 | 32,638.04 | 31,524.52 |
| Coordinador Administrativo                  | 17,365.66               | 17,590.22 | 10,049.82                    | 11,101.24 | 27,415.48 | 28,691.46 | 5,225.46                                   | 6,314.80  | 22,190.02 | 22,376.66 |
| Coordinador General                         | 21,483.02               | 34,492.84 | 14,334.84                    | 23,548.00 | 35,817.86 | 58,040.84 | 5,443.34                                   | 16,146.58 | 30,374.52 | 41,894.26 |
| Delegado "A"                                | 16,144.20               | 16,144.20 | 0.00                         | 0.00      | 16,144.20 | 16,144.20 | 3,689.28                                   | 3,689.28  | 12,454.92 | 12,454.92 |
| Delegado "B" (Transito)                     | 10,088.48               | 10,088.48 | 0.00                         | 0.00      | 10,088.48 | 10,088.48 | 1,681.02                                   | 1,683.68  | 8,407.46  | 8,104.80  |
| Director                                    | 16,144.20               | 17,660.28 | 0.00                         | 11,429.18 | 16,144.20 | 29,089.46 | 3,204.96                                   | 6,419.72  | 12,939.24 | 22,669.74 |
| Director Adjunto                            | 20,530.04               | 23,866.12 | 0.00                         | 15,809.18 | 20,530.04 | 39,675.30 | 4,542.44                                   | 9,083.96  | 15,987.60 | 30,591.34 |
| Director General                            | 25,183.86               | 25,226.18 | 17,311.80                    | 17,311.82 | 42,315.66 | 42,538.00 | 9,794.80                                   | 11,013.48 | 32,520.86 | 31,524.52 |
| Gobernador                                  | 53,502.52               | 53,502.52 | 35,504.86                    | 35,504.86 | 89,007.38 | 89,007.38 | 24,728.38                                  | 24,728.38 | 64,279.00 | 64,279.00 |
| Jefe de Departamento                        | 10,088.48               | 10,141.84 | 0.00                         | 10,876.00 | 10,088.48 | 21,017.64 | 911.78                                     | 3,192.42  | 9,176.70  | 17,825.22 |
| Jefe de Departamento (R.C.)                 | 10,088.48               | 10,088.48 | 4,084.84                     | 8,451.80  | 14,153.32 | 18,540.28 | 1,990.96                                   | 2,415.56  | 12,162.36 | 16,124.72 |
| Jefe de Departamento Adjunto                | 13,980.00               | 14,841.92 | 0.00                         | 10,640.00 | 13,980.00 | 25,481.92 | 2,691.08                                   | 4,395.08  | 11,288.92 | 21,089.84 |
| Jefe de Reclutamiento                       | 9,776.56                | 9,776.56  | 9,607.78                     | 9,607.78  | 19,386.34 | 19,386.34 | 2,922.70                                   | 2,922.70  | 16,463.64 | 16,463.64 |
| Jefe de Unidad                              | 10,088.48               | 10,088.48 | 2,938.34                     | 8,389.76  | 13,026.82 | 16,478.24 | 2,168.24                                   | 2,295.88  | 10,858.58 | 14,182.36 |
| Presidente (CAMES)                          | 17,184.00               | 17,184.00 | 9,199.36                     | 9,199.36  | 26,383.36 | 26,383.36 | 4,946.18                                   | 4,946.18  | 21,437.18 | 21,437.18 |
| Presidente (Jta Conc. Delegs.)              | 17,063.62               | 17,063.62 | 8,635.76                     | 8,635.76  | 25,699.38 | 25,699.38 | 4,813.80                                   | 5,526.24  | 20,885.58 | 20,173.14 |
| Presidente (Jta. Loc. Conc.)                | 31,235.28               | 31,235.28 | 11,514.32                    | 11,514.32 | 42,749.60 | 42,749.60 | 11,610.44                                  | 11,610.44 | 31,139.16 | 31,139.16 |
| Presidente (T. L. de C. y A.)               | 25,260.60               | 25,260.60 | 17,312.86                    | 17,312.86 | 42,573.46 | 42,573.46 | 11,023.30                                  | 11,023.30 | 31,550.16 | 31,550.16 |
| Procurador (Del Trabajo)                    | 10,088.48               | 10,088.48 | 5,861.04                     | 5,861.04  | 15,949.52 | 15,949.52 | 2,608.42                                   | 2,608.42  | 13,341.10 | 13,341.10 |
| Procurador Fiscal                           | 25,226.18               | 25,226.18 | 17,311.82                    | 17,311.82 | 42,538.00 | 42,538.00 | 11,013.48                                  | 11,013.48 | 31,524.52 | 31,524.52 |
| Profesionista(C)                            | 13,095.42               | 13,095.42 | 3,592.62                     | 3,592.62  | 16,688.04 | 16,688.04 | 2,950.70                                   | 2,950.70  | 13,737.34 | 13,737.34 |
| Proyocista                                  | 15,023.56               | 15,023.56 | 3,000.00                     | 3,000.00  | 18,023.56 | 18,023.56 | 3,647.54                                   | 3,647.54  | 14,376.02 | 14,376.02 |
| Recaudador                                  | 10,088.48               | 10,088.48 | 0.00                         | 6,701.52  | 10,088.48 | 16,790.00 | 1,908.06                                   | 2,695.72  | 8,100.42  | 14,094.28 |
| Secretario                                  | 33,838.60               | 34,493.14 | 21,367.24                    | 23,549.02 | 55,205.84 | 58,042.16 | 14,585.26                                  | 16,146.96 | 40,620.58 | 41,895.18 |
| Secretario (CAMES)                          | 16,618.88               | 16,618.88 | 6,553.60                     | 6,553.60  | 23,172.48 | 23,172.48 | 4,179.32                                   | 4,179.32  | 18,993.16 | 18,993.16 |
| Sno. (Trib. Loc. de Con. y Arb.)            | 17,693.60               | 17,693.60 | 11,428.94                    | 11,428.94 | 29,122.74 | 29,122.74 | 5,600.46                                   | 5,600.46  | 23,522.28 | 23,522.28 |
| Sno. Gral. de Conciliacion y Arbitraje      | 17,063.60               | 17,063.60 | 8,635.76                     | 8,635.76  | 25,699.36 | 25,699.36 | 4,813.80                                   | 4,813.80  | 20,885.56 | 20,885.56 |
| Sno. Part. (Del C. Gobernador)              | 34,715.06               | 34,715.06 | 24,288.78                    | 24,288.78 | 59,003.84 | 59,003.84 | 16,447.50                                  | 16,447.50 | 42,556.34 | 42,556.34 |
| Sno. Tecnico                                | 17,463.10               | 17,931.50 | 10,508.02                    | 12,699.00 | 27,969.12 | 30,630.50 | 5,324.94                                   | 6,825.86  | 22,644.18 | 23,804.64 |
| Sno. Part. (Del Srío)                       | 17,323.18               | 17,601.76 | 9,851.00                     | 11,155.24 | 27,174.18 | 28,757.00 | 5,914.94                                   | 6,332.08  | 21,259.24 | 22,424.92 |
| Subcoordinador Administrativo               | 21,380.42               | 21,380.42 | 10,406.00                    | 10,406.00 | 31,786.42 | 31,786.42 | 6,946.98                                   | 6,946.98  | 24,839.44 | 24,839.44 |
| Subdirector                                 | 10,050.82               | 11,229.34 | 4,630.00                     | 17,031.72 | 14,680.82 | 26,261.06 | 2,472.68                                   | 4,179.98  | 12,218.14 | 24,081.08 |
| Subdirector Adjunta                         | 16,920.02               | 18,237.14 | 0.00                         | 9,722.00  | 16,920.02 | 27,959.14 | 3,422.48                                   | 5,486.78  | 13,517.54 | 22,472.38 |
| Sub-Procurador (Fiscal)                     | 17,660.26               | 17,660.26 | 11,429.10                    | 11,429.10 | 29,089.36 | 29,089.36 | 5,592.48                                   | 5,626.98  | 23,496.88 | 23,462.40 |
| Subsecretario                               | 24,391.06               | 25,226.18 | 13,761.14                    | 17,311.82 | 38,152.20 | 42,538.00 | 9,601.10                                   | 11,013.48 | 28,551.10 | 31,524.52 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 0.00                         | 13,536.20 | 6,840.00  | 20,376.20 | 787.06                                     | 2,430.48  | 6,052.94  | 17,945.72 |
| Asistente "A"                               | 10,150.04               | 10,150.04 | 0.00                         | 10,139.98 | 10,150.04 | 20,290.00 | 1,695.54                                   | 2,790.86  | 8,454.50  | 17,499.14 |
| Asistente "B"                               | 6,840.00                | 6,840.00  | 1,560.00                     | 2,390.00  | 8,400.00  | 9,230.00  | 906.00                                     | 1,246.16  | 7,494.00  | 7,983.82  |
| Asistente "C"                               | 4,317.82                | 4,317.82  | 0.00                         | 12,797.34 | 4,317.82  | 17,114.96 | 493.38                                     | 1,975.80  | 3,824.24  | 15,139.16 |
| Asistente "D"                               | 2,249.46                | 2,249.46  | 0.00                         | 6,170.00  | 2,249.46  | 10,419.46 | 381.28                                     | 847.84    | 1,668.18  | 9,471.62  |
| Asistente Administrativo                    | 3,350.52                | 3,350.52  | 0.00                         | 3,137.02  | 3,350.52  | 6,487.54  | 505.44                                     | 660.92    | 2,845.08  | 5,826.62  |
| Auditor Administrativo                      | 3,698.38                | 3,698.38  | 0.00                         | 0.00      | 3,698.38  | 3,698.38  | 544.92                                     | 544.92    | 3,153.46  | 3,153.46  |
| Defensor Publico                            | 8,268.10                | 8,268.10  | 5,865.28                     | 11,774.54 | 14,133.38 | 20,042.64 | 2,055.80                                   | 2,681.96  | 12,077.58 | 17,360.68 |
| Delegado "C" (Transito)                     | 3,791.82                | 3,791.82  | 0.00                         | 1,850.00  | 3,791.82  | 5,641.82  | 356.32                                     | 752.90    | 3,235.50  | 4,888.92  |
| Evaluador                                   | 10,513.58               | 10,513.58 | 6,833.82                     | 6,833.82  | 17,347.40 | 17,347.40 | 1,139.22                                   | 1,139.22  | 16,208.18 | 16,208.18 |
| Inspector "A"                               | 3,098.74                | 3,098.74  | 0.00                         | 5,200.00  | 3,098.74  | 8,298.74  | 475.42                                     | 790.92    | 2,623.32  | 7,507.82  |
| Inspector Administrativo                    | 4,152.16                | 4,152.16  | 0.00                         | 3,684.60  | 4,152.16  | 7,836.76  | 587.22                                     | 760.80    | 3,554.94  | 7,075.96  |
| Inspector de Alcoholes                      | 4,058.36                | 4,058.36  | 0.00                         | 0.00      | 4,058.36  | 4,058.36  | 473.04                                     | 587.72    | 3,585.32  | 3,470.64  |
| Jefe de Grupo (Alcoholes)                   | 4,058.36                | 4,058.36  | 0.00                         | 0.00      | 4,058.36  | 4,058.36  | 477.82                                     | 587.72    | 3,580.54  | 3,470.64  |
| Oficial de Registro Civil                   | 390.84                  | 402.54    | 224.90                       | 704.42    | 625.74    | 1,106.96  | 18.22                                      | 74.86     | 607.52    | 1,032.10  |
| Psicologo                                   | 6,765.68                | 6,765.68  | 4,512.40                     | 5,968.88  | 11,278.08 | 12,734.66 | 1,089.10                                   | 1,216.08  | 10,188.98 | 11,519.58 |
| Psicologo (Iam)                             | 6,787.88                | 6,787.88  | 4,900.00                     | 5,000.00  | 11,687.88 | 11,787.88 | 1,120.34                                   | 1,127.96  | 10,567.54 | 10,659.92 |
| Rep Sunhuas                                 | 4,342.38                | 4,342.38  | 0.00                         | 0.00      | 4,342.38  | 4,342.38  | 495.04                                     | 495.04    | 3,847.34  | 3,847.34  |
| Rep UAS                                     | 4,342.38                | 4,342.38  | 0.00                         | 0.00      | 4,342.38  | 4,342.38  | 495.04                                     | 495.04    | 3,847.34  | 3,847.34  |
| Representante (Del Cap y del Trab)          | 4,578.64                | 4,492.28  | 0.00                         | 0.00      | 4,578.64  | 6,492.28  | 514.14                                     | 903.32    | 4,064.50  | 5,588.96  |
| Secretaria                                  | 6,765.68                | 6,765.68  | 1,596.00                     | 1,596.00  | 8,361.68  | 8,361.68  | 1,117.56                                   | 1,117.56  | 7,244.12  | 7,244.12  |
| Sno. Aux. (Jta. Loc. Conc.)                 | 3,853.74                | 3,853.74  | 1,750.00                     | 1,750.00  | 5,603.74  | 5,603.74  | 749.24                                     | 749.24    | 4,854.50  | 4,854.50  |
| Sub-Jefe Depto                              | 6,924.36                | 6,924.36  | 0.00                         | 13,438.96 | 6,924.36  | 20,363.32 | 783.62                                     | 2,419.24  | 6,140.74  | 17,944.08 |



### Anexo 56 Tabulador de Sueldos Poder Ejecutivo

| Categoría                         | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|-----------------------------------|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|                                   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Sub-Procurador (Trabajo)          | 2,772.30                | 2,772.30  | 6,030.00                     | 6,030.00  | 8,802.30  | 8,802.30  | 827.78                                     | 827.78    | 7,974.52  | 7,974.52  |
| Supervisor (Iam)                  | 3,408.54                | 3,408.54  | 4,223.94                     | 7,223.84  | 7,632.48  | 10,632.48 | 960.78                                     | 1,279.50  | 6,671.72  | 9,352.98  |
| Trabajadora Social                | 6,787.88                | 7,868.76  | 4,512.40                     | 6,512.40  | 11,300.28 | 14,379.16 | 1,090.78                                   | 1,484.04  | 10,209.50 | 12,895.12 |
| Trabajadora Social (IRSS)         | 2,870.98                | 2,870.98  | 100.00                       | 13,975.14 | 2,970.98  | 16,846.12 | 386.94                                     | 1,441.60  | 2,584.04  | 15,404.52 |
| <b>Base</b>                       |                         |           |                              |           |           |           |  |           |           |           |
| Analista                          | 10,716.74               | 13,444.70 | 0.00                         | 22,523.80 | 10,716.74 | 35,968.50 | 1,485.72                                   | 6,358.62  | 9,231.02  | 29,698.88 |
| Auxiliar Técnico                  | 10,172.88               | 10,172.90 | 0.00                         | 9,513.04  | 10,172.88 | 19,685.94 | 1,414.06                                   | 2,494.74  | 8,758.82  | 17,191.20 |
| Dictaminador "A"                  | 10,716.74               | 11,145.68 | 0.00                         | 6,458.04  | 10,716.74 | 17,603.72 | 1,556.66                                   | 2,560.96  | 9,160.08  | 15,042.76 |
| Inspector de Transportes          | 11,130.04               | 11,337.26 | 0.00                         | 7,705.12  | 11,130.04 | 19,042.38 | 1,914.80                                   | 3,134.14  | 9,215.14  | 15,908.24 |
| Jefe de Maquinaria y Equipo       | 12,465.90               | 12,465.90 | 1,217.24                     | 4,681.86  | 13,683.14 | 17,147.76 | 2,494.18                                   | 2,762.70  | 11,188.96 | 14,385.06 |
| Jefe de Oficina "A"               | 9,865.34                | 9,865.36  | 0.00                         | 8,611.10  | 9,865.34  | 18,476.46 | 1,302.60                                   | 2,012.36  | 8,562.74  | 16,464.10 |
| Jefe de Sección "A"               | 9,668.68                | 9,668.70  | 0.00                         | 8,320.02  | 9,668.68  | 17,998.72 | 1,257.58                                   | 2,431.64  | 8,411.10  | 15,557.28 |
| Profesionista                     | 20,587.30               | 24,035.54 | 0.00                         | 12,217.24 | 20,587.30 | 36,252.78 | 3,764.52                                   | 8,422.34  | 16,822.78 | 27,830.44 |
| Sno. de Acuerdo (Jta. Loc. Conc.) | 11,554.82               | 11,779.42 | 798.60                       | 4,119.76  | 12,353.42 | 15,899.18 | 2,165.62                                   | 2,683.88  | 10,187.80 | 13,215.30 |
| Sno.Aux. (Jta. Loc. Conciliación) | 10,716.74               | 10,892.14 | 0.00                         | 5,305.12  | 10,716.74 | 16,187.26 | 1,537.58                                   | 2,471.62  | 9,179.16  | 13,725.64 |
| <b>Operativo Policial</b>         |                         |           |                              |           |           |           |  |           |           |           |
| Agente de Gobierno                | 8,573.32                | 8,573.32  | 0.00                         | 7,500.00  | 8,573.32  | 16,073.32 | 278.86                                     | 278.86    | 8,294.46  | 15,794.46 |
| Agente Especial de Seguridad      | 4,417.18                | 8,042.24  | 2,784.00                     | 9,763.92  | 7,201.18  | 17,806.16 | 181.52                                     | 409.20    | 7,019.66  | 17,396.96 |
| Colador                           | 4,168.74                | 13,245.44 | 0.00                         | 14,859.86 | 4,168.74  | 28,105.30 | 181.54                                     | 1,398.04  | 3,987.20  | 26,707.26 |
| Comandante "A"                    | 22,459.58               | 38,598.44 | 10,110.96                    | 16,203.88 | 32,570.54 | 54,802.32 | 4,937.08                                   | 10,047.70 | 27,633.48 | 44,754.62 |
| Comandante "B"                    | 21,670.98               | 21,670.98 | 16,752.40                    | 16,752.40 | 38,423.38 | 38,423.38 | 5,917.62                                   | 5,917.62  | 32,505.76 | 32,505.76 |
| Comandante "C"                    | 17,981.56               | 24,028.88 | 9,948.64                     | 14,102.88 | 27,930.20 | 38,131.76 | 3,973.52                                   | 5,187.14  | 23,956.68 | 32,944.62 |
| Coordinador General               | 21,483.02               | 34,492.84 | 14,334.84                    | 23,548.00 | 35,817.86 | 58,040.84 | 5,443.34                                   | 16,146.58 | 30,374.52 | 41,894.26 |
| Coordinador Zona Centro           | 14,511.24               | 14,511.24 | 15,831.92                    | 15,831.92 | 30,343.16 | 30,343.16 | 2,997.28                                   | 2,997.28  | 27,345.88 | 27,345.88 |
| Coordinador Zona Norte            | 13,089.64               | 13,089.64 | 9,106.66                     | 9,106.66  | 22,196.30 | 22,196.30 | 1,575.70                                   | 1,575.70  | 20,620.60 | 20,620.60 |
| Coordinador Zona Sur              | 12,685.14               | 12,685.14 | 9,106.66                     | 9,106.66  | 21,791.80 | 21,791.80 | 1,452.94                                   | 1,452.94  | 20,338.86 | 20,338.86 |
| Custodio                          | 9,635.94                | 9,635.94  | 1,758.00                     | 7,811.06  | 11,393.94 | 17,668.14 | 742.04                                     | 766.10    | 10,651.90 | 16,902.04 |
| Escorta                           | 10,179.62               | 10,860.40 | 2,329.16                     | 15,009.26 | 12,508.78 | 25,869.66 | 746.80                                     | 1,427.58  | 11,761.98 | 24,442.08 |
| Investigador                      | 8,573.32                | 10,313.58 | 0.00                         | 7,305.00  | 8,573.32  | 17,618.58 | 278.86                                     | 919.38    | 8,294.46  | 16,699.20 |
| Investigador Policial             | 13,094.24               | 13,094.24 | 4,030.00                     | 4,030.00  | 17,114.24 | 17,114.24 | 1,395.82                                   | 1,395.82  | 15,718.42 | 15,718.42 |
| Jefe de Celadores                 | 10,810.90               | 13,561.62 | 1,546.00                     | 2,551.80  | 12,356.90 | 16,113.62 | 987.68                                     | 1,454.74  | 11,369.22 | 14,658.88 |
| Jefe de Grupo (IRSS)              | 6,127.32                | 13,956.52 | 1,471.64                     | 2,593.70  | 7,598.96  | 16,520.22 | 181.52                                     | 1,525.46  | 7,417.44  | 14,994.76 |
| Jefe de Vigilancia                | 11,793.14               | 13,522.88 | 1,778.00                     | 2,912.12  | 13,571.14 | 16,434.98 | 1,144.84                                   | 1,447.70  | 12,426.30 | 14,987.22 |
| Observador de Conducta            | 10,732.28               | 13,245.02 | 1,551.82                     | 4,273.94  | 12,284.10 | 17,518.96 | 975.10                                     | 1,397.96  | 11,309.00 | 16,121.00 |
| Oficial Táctico                   | 10,313.58               | 10,313.58 | 5,140.30                     | 6,531.14  | 15,453.88 | 18,844.72 | 919.38                                     | 919.38    | 14,534.50 | 15,923.34 |
| Oficial de Seguridad              | 11,223.52               | 11,223.52 | 2,988.00                     | 2,988.00  | 14,211.52 | 14,211.52 | 2,564.76                                   | 2,564.76  | 11,646.76 | 11,646.76 |
| Oficial Operativo                 | 4,244.74                | 12,952.78 | 0.00                         | 14,805.90 | 4,244.74  | 27,758.88 | 181.52                                     | 2,192.06  | 4,063.22  | 25,695.62 |
| Oficial Operativo Cond. (Prev.)   | 7,268.94                | 15,162.26 | 729.18                       | 3,840.86  | 7,998.12  | 19,003.14 | 334.88                                     | 1,763.08  | 7,663.24  | 17,240.06 |
| Oficial Operativo Especial        | 10,412.74               | 12,952.76 | 1,935.14                     | 3,648.64  | 12,347.88 | 16,601.40 | 920.86                                     | 1,339.66  | 11,418.02 | 15,261.74 |
| Oficial Primero                   | 12,852.30               | 14,009.16 | 4,827.54                     | 13,358.42 | 17,679.84 | 27,367.58 | 1,243.62                                   | 2,400.48  | 16,436.22 | 24,967.10 |
| Oficial Segundo                   | 12,608.78               | 15,399.06 | 3,378.00                     | 11,776.18 | 15,984.78 | 27,175.24 | 1,219.74                                   | 2,576.22  | 14,765.04 | 24,499.02 |
| Oficial Tercero                   | 6,281.84                | 13,754.60 | 652.00                       | 10,447.62 | 6,933.84  | 24,202.22 | 181.52                                     | 1,948.92  | 6,752.32  | 22,253.30 |
| Primer Comandante                 | 28,864.14               | 29,991.94 | 2,364.00                     | 7,163.74  | 31,228.14 | 37,155.68 | 4,810.28                                   | 5,938.82  | 26,417.86 | 31,216.76 |
| Primer Oficial                    | 8,375.74                | 23,882.80 | 3,161.24                     | 6,684.16  | 11,536.98 | 30,376.96 | 255.90                                     | 4,211.58  | 11,281.38 | 29,165.58 |
| Segundo Comandante                | 9,738.38                | 27,089.36 | 0.00                         | 24,821.06 | 9,738.38  | 51,910.42 | 368.44                                     | 6,363.42  | 9,369.94  | 43,547.00 |
| Segundo Oficial                   | 7,832.10                | 21,427.68 | 1,758.48                     | 5,008.48  | 9,590.58  | 26,436.16 | 251.16                                     | 3,409.24  | 9,339.42  | 23,026.52 |
| Subcoordinador Operativo          | 23,096.60               | 23,096.60 | 10,907.12                    | 10,907.12 | 34,003.72 | 34,003.72 | 5,194.24                                   | 5,194.24  | 28,809.48 | 28,809.48 |
| Supervisor                        | 7,244.94                | 12,580.76 | 3,345.72                     | 6,287.66  | 10,590.66 | 18,878.42 | 278.88                                     | 1,255.52  | 10,313.78 | 17,622.90 |
| Supervisor Técnico en Seguridad   | 8,375.74                | 8,375.74  | 4,529.16                     | 7,428.16  | 12,904.90 | 15,804.90 | 255.90                                     | 255.90    | 12,649.00 | 15,549.00 |
| Tercer Oficial                    | 6,939.92                | 16,679.08 | 1,203.18                     | 5,586.00  | 8,143.10  | 24,265.08 | 201.86                                     | 5,588.22  | 7,941.14  | 18,676.86 |
| <b>Homologados Salud</b>          |                         |           |                              |           |           |           |  |           |           |           |
| Auxiliar de Enfermería            | 21,224.38               | 21,353.58 | 100.00                       | 1,025.00  | 21,324.38 | 22,378.58 | 5,076.08                                   | 5,303.60  | 16,248.30 | 17,074.98 |
| Crujera Dentista "A"              | 36,015.00               | 36,645.30 | 0.00                         | 3,000.00  | 36,015.00 | 39,645.30 | 10,132.76                                  | 11,040.58 | 25,882.24 | 28,604.72 |
| Enfermera General "A"             | 24,350.36               | 24,479.56 | 100.00                       | 1,025.00  | 24,450.36 | 25,504.56 | 6,122.20                                   | 6,353.62  | 18,329.16 | 19,150.94 |
| Médico Especialista               | 44,418.40               | 44,418.40 | 125.00                       | 125.00    | 44,543.40 | 44,543.40 | 13,158.52                                  | 13,158.52 | 31,384.88 | 31,384.88 |
| Médico Especialista "C"           | 51,009.96               | 51,009.96 | 700.00                       | 1,000.00  | 51,709.96 | 52,099.96 | 16,055.46                                  | 16,168.70 | 35,641.26 | 35,931.26 |
| Médico General "A"                | 37,842.00               | 38,007.80 | 0.00                         | 1,025.00  | 37,842.00 | 39,032.80 | 10,796.94                                  | 11,006.50 | 27,045.56 | 27,036.30 |
| Nutricionista                     | 25,737.72               | 25,737.72 | 125.00                       | 125.00    | 25,862.72 | 25,862.72 | 6,825.18                                   | 6,825.18  | 19,037.54 | 19,037.54 |
| Odentólogo "C"                    | 39,969.28               | 39,969.28 | 925.00                       | 925.00    | 40,894.28 | 40,894.28 | 11,676.14                                  | 11,676.14 | 29,218.14 | 29,218.14 |
| Psicólogo Clínico                 | 30,294.00               | 31,447.64 | 0.00                         | 5,225.00  | 30,294.00 | 36,572.64 | 8,218.88                                   | 9,784.18  | 22,075.12 | 26,888.46 |
| Químico "A"                       | 33,150.02               | 33,315.80 | 0.00                         | 1,025.00  | 33,150.02 | 34,340.80 | 9,200.94                                   | 9,456.44  | 23,943.08 | 24,884.36 |
| Trabajo Social Área Médica        | 22,089.70               | 22,678.16 | 125.00                       | 3,200.00  | 22,214.70 | 25,878.16 | 5,429.66                                   | 6,252.58  | 16,765.04 | 19,625.58 |

**Anexo 56**  
**Tabulador de Sueldos Comisión Estatal de Derechos Humanos**

| Categoría   | Percepciones Ordinarias |            | Percepciones Extraordinarias |        | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|---|-------------------------|------------|------------------------------|--------|------------|------------|--|-----------|------------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b>             |                         |            |                              |        |            |            |  |           |            |            |
| Presidencia   | 148,058.00              | 148,058.00 | 0.00                         | 0.00   | 148,058.00 | 148,058.00 | 36,782.20                                  | 36,782.20 | 111,295.80 | 111,295.80 |
| Titular del Órgano Interno de Control                   | 75,807.36               | 84,024.84  | 0.00                         | 0.00   | 75,807.36  | 84,024.84  | 8,050.25                                   | 8,050.25  | 67,757.11  | 75,974.59  |
| Titulares de Dirección y Secretaría Técnica             | 34,005.98               | 71,690.28  | 0.00                         | 0.00   | 34,005.98  | 71,690.28  | 2,100.19                                   | 7,222.26  | 31,905.79  | 64,468.02  |
| Titulares de Visitaduría General y Secretaría Ejecutiva | 75,807.36               | 84,024.84  | 0.00                         | 0.00   | 75,807.36  | 84,024.84  | 8,030.25                                   | 8,050.25  | 67,757.11  | 75,974.59  |
| <b>Confianza</b>  |                         |            |                              |        |            |            |  |           |            |            |
| Personal Administrativo                                 | 4,129.66                | 19,978.57  | 0.00                         | 0.00   | 4,129.66   | 19,978.57  | -263.86                                    | 547.90    | 4,393.52   | 19,430.67  |
| Personal del Órgano Interno de Control                  | 9,279.08                | 18,935.38  | 0.00                         | 0.00   | 9,279.08   | 18,935.38  | -174.12                                    | 547.90    | 9,453.18   | 18,387.48  |
| Promotores/as Técnicos/as y Ejecutivos/as               | 12,445.73               | 19,978.57  | 0.00                         | 0.00   | 12,445.73  | 19,978.57  | 186.16                                     | 547.90    | 12,279.57  | 19,430.67  |
| Titulares de Unidades y Oficina                         | 17,130.27               | 33,692.92  | 0.00                         | 0.00   | 17,130.27  | 33,692.92  | 547.90                                     | 1,138.07  | 16,582.37  | 32,554.85  |
| Visitadoras/as Adjuntas/as                              | 12,445.73               | 23,129.28  | 0.00                         | 0.00   | 12,445.73  | 23,129.28  | 186.16                                     | 645.86    | 12,279.57  | 22,483.42  |

**Anexo 56**  
**Tabulador de Sueldos Tribunal de Justicia Administrativa del Estado de Sinaloa**

| Categoría                                     | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|---|-------------------------|------------|------------------------------|-----------|------------|------------|--|-----------|------------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b>   |                         |            |                              |           |            |            |  |           |            |            |
| Coordinador de Secretaría General de Acuerdos | 29,010.00               | 43,830.00  | 5,040.00                     | 8,480.00  | 34,050.00  | 52,320.00  | 9,281.00                                   | 14,682.00 | 24,769.00  | 37,638.00  |
| Coordinador Jurisdiccional de Sala Regional   | 29,010.00               | 40,710.00  | 7,753.00                     | 11,543.00 | 36,763.00  | 52,253.00  | 9,587.00                                   | 13,889.00 | 27,176.00  | 38,354.00  |
| Coordinador Jurisdiccional de Sala Superior   | 42,750.00               | 57,930.00  | 10,571.00                    | 16,471.00 | 53,321.00  | 74,401.00  | 15,086.00                                  | 21,683.00 | 38,235.00  | 52,518.00  |
| Director                                      | 36,930.00               | 69,570.00  | 6,118.00                     | 15,571.00 | 43,048.00  | 85,141.00  | 12,522.00                                  | 26,729.00 | 30,526.00  | 58,412.00  |
| Jefe de Departamento                          | 29,040.00               | 45,750.00  | 5,976.00                     | 10,151.00 | 35,016.00  | 55,901.00  | 9,658.00                                   | 15,876.00 | 25,358.00  | 40,025.00  |
| Magistratura de Sala Especializada            | 90,540.00               | 110,040.00 | 29,753.00                    | 45,903.00 | 120,293.00 | 155,943.00 | 38,447.00                                  | 50,443.00 | 81,846.00  | 105,500.00 |
| Magistratura de Sala Regional                 | 90,540.00               | 110,040.00 | 29,753.00                    | 45,903.00 | 120,293.00 | 155,943.00 | 38,447.00                                  | 50,443.00 | 81,846.00  | 105,500.00 |
| Magistratura de Sala Superior                 | 163,140.00              | 185,880.00 | 53,915.00                    | 88,565.00 | 217,055.00 | 274,445.00 | 78,825.00                                  | 96,801.00 | 140,230.00 | 177,644.00 |
| Secretario de Presidencia                     | 49,590.00               | 52,890.00  | 7,113.00                     | 14,638.00 | 56,703.00  | 67,528.00  | 17,589.00                                  | 19,558.00 | 39,114.00  | 47,970.00  |
| Secretario General de Acuerdos                | 66,420.00               | 77,970.00  | 19,047.00                    | 29,847.00 | 85,467.00  | 107,817.00 | 26,052.00                                  | 32,934.00 | 59,415.00  | 74,883.00  |
| Tribunal del Organismo Interno de Control     | 51,480.00               | 69,570.00  | 16,879.00                    | 26,029.00 | 68,359.00  | 95,599.00  | 19,522.00                                  | 28,628.00 | 48,837.00  | 66,971.00  |
| <b>Confianza</b>                              |                         |            |                              |           |            |            |  |           |            |            |
| Actuario de Sala Regional                     | 18,750.00               | 23,040.00  | 4,819.00                     | 7,365.00  | 23,569.00  | 30,405.00  | 5,284.00                                   | 6,819.00  | 18,285.00  | 23,589.00  |
| Actuario de Sala Superior                     | 18,840.00               | 31,170.00  | 6,638.00                     | 9,868.00  | 25,478.00  | 41,038.00  | 5,692.00                                   | 10,010.00 | 19,786.00  | 31,028.00  |
| Archivista                                    | 16,470.00               | 18,990.00  | 2,540.00                     | 4,855.00  | 19,010.00  | 23,845.00  | 4,343.00                                   | 5,297.00  | 14,667.00  | 18,548.00  |
| Asesor Jurídico                               | 28,380.00               | 63,000.00  | 3,980.00                     | 15,284.00 | 32,360.00  | 78,284.00  | 9,144.00                                   | 24,003.00 | 23,216.00  | 54,281.00  |
| Asesor Jurídico Auxiliar                      | 16,470.00               | 27,840.00  | 2,540.00                     | 4,855.00  | 19,010.00  | 32,695.00  | 4,343.00                                   | 8,153.00  | 14,667.00  | 24,542.00  |
| Asistente                                     | 11,580.00               | 24,930.00  | 2,230.00                     | 5,336.00  | 13,810.00  | 30,286.00  | 2,731.00                                   | 7,303.00  | 11,079.00  | 22,983.00  |
| Asistente Administrativo Sala Regional        | 12,000.00               | 20,490.00  | 2,682.00                     | 5,107.00  | 14,682.00  | 25,597.00  | 3,003.00                                   | 5,832.00  | 11,679.00  | 19,765.00  |
| Asistente Administrativo Sala Superior        | 16,020.00               | 23,040.00  | 3,012.00                     | 5,692.00  | 19,032.00  | 28,732.00  | 4,360.00                                   | 6,777.00  | 14,672.00  | 21,655.00  |
| Auxiliar Jurídico de Sala Superior            | 22,110.00               | 32,760.00  | 3,780.00                     | 7,330.00  | 25,890.00  | 40,090.00  | 6,571.00                                   | 10,337.00 | 19,319.00  | 29,753.00  |
| Oficial de Partes Sala Regional               | 12,000.00               | 20,490.00  | 2,682.00                     | 5,107.00  | 14,682.00  | 25,597.00  | 3,003.00                                   | 5,832.00  | 11,679.00  | 19,765.00  |
| Oficial de Partes Sala Superior               | 19,920.00               | 21,980.00  | 3,025.00                     | 5,680.00  | 22,925.00  | 27,640.00  | 5,605.00                                   | 6,429.00  | 17,320.00  | 21,211.00  |
| Oficial Jurisdiccional de Sala Regional       | 19,020.00               | 21,240.00  | 2,811.00                     | 5,336.00  | 21,831.00  | 26,576.00  | 5,251.00                                   | 6,123.00  | 16,580.00  | 20,453.00  |
| Proyectista de Sala Superior                  | 29,010.00               | 45,750.00  | 8,481.00                     | 12,806.00 | 37,491.00  | 58,556.00  | 9,809.00                                   | 16,156.00 | 27,682.00  | 42,400.00  |
| Proyectista Especializado de Sala Superior    | 29,010.00               | 45,750.00  | 8,481.00                     | 12,806.00 | 37,491.00  | 58,556.00  | 9,809.00                                   | 16,156.00 | 27,682.00  | 42,400.00  |
| Secretario de Acuerdos de Sala Regional       | 28,140.00               | 35,940.00  | 6,466.00                     | 10,791.00 | 34,606.00  | 46,731.00  | 8,946.00                                   | 11,862.00 | 25,660.00  | 34,788.00  |
| Secretario Particular de Sala Superior        | 20,010.00               | 30,990.00  | 3,012.00                     | 5,692.00  | 23,022.00  | 36,682.00  | 5,635.00                                   | 9,614.00  | 17,386.00  | 27,268.00  |
| Subjefe de Departamento                       | 18,750.00               | 25,020.00  | 3,225.00                     | 6,070.00  | 21,975.00  | 31,090.00  | 5,306.00                                   | 7,484.00  | 16,689.00  | 23,596.00  |
| Visitador                                     | 66,420.00               | 77,970.00  | 19,047.00                    | 29,847.00 | 85,467.00  | 107,817.00 | 26,052.00                                  | 32,934.00 | 59,415.00  | 74,883.00  |
| <b>Base</b>                                   |                         |            |                              |           |            |            |  |           |            |            |
| Analista                                      | 10,718.74               | 12,110.40  | 0.00                         | 18,277.04 | 10,718.74  | 28,387.44  | 1,753.82                                   | 4,540.20  | 8,962.92   | 23,847.24  |
| Auxiliar Técnico                              | 10,172.88               | 10,172.90  | 2,280.36                     | 7,358.60  | 12,453.24  | 17,531.50  | 1,618.44                                   | 2,119.86  | 10,834.80  | 15,411.64  |
| Jefe De Sección "A"                           | 9,668.68                | 9,668.68   | 5,280.36                     | 5,280.38  | 14,949.04  | 14,949.04  | 1,731.80                                   | 1,731.80  | 13,217.24  | 13,217.24  |
| Profesionista                                 | 20,607.20               | 20,607.20  | 111.10                       | 111.10    | 20,718.30  | 20,718.30  | 3,812.82                                   | 3,812.82  | 16,905.48  | 16,905.48  |

**Anexo 56**  
**Tabulador de Sueldos Comisión Estatal para el Acceso a la Información Pública**

| Categoría                                   | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto     |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|------------|------------------------------|-----------|-----------|------------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo    | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |            |                              |           |           |            |  |           |           |           |
| Comisionado Presidente                      | 89,900.00               | 119,000.00 | 0.00                         | 20,000.00 | 89,900.00 | 139,000.00 | 30,834.73                                  | 41,042.09 | 59,065.27 | 97,957.91 |
| Comisionados (as)                           | 89,900.00               | 102,300.00 | 0.00                         | 15,000.00 | 89,900.00 | 117,300.00 | 29,059.73                                  | 37,292.09 | 60,840.27 | 80,007.91 |
| Contralor Interno                           | 38,850.00               | 59,000.00  | 0.00                         | 8,000.00  | 38,850.00 | 67,000.00  | 9,909.20                                   | 18,007.83 | 28,940.80 | 48,992.17 |
| Coordinador                                 | 30,600.00               | 41,440.00  | 0.00                         | 8,000.00  | 30,600.00 | 47,440.00  | 6,784.40                                   | 10,609.35 | 23,815.60 | 36,830.65 |
| Director (a)                                | 38,850.00               | 59,000.00  | 0.00                         | 8,000.00  | 38,850.00 | 67,000.00  | 9,909.20                                   | 18,007.83 | 28,940.80 | 48,992.17 |
| Jefe de departamento A                      | 25,050.00               | 31,620.00  | 0.00                         | 5,000.00  | 25,050.00 | 36,620.00  | 5,284.79                                   | 7,870.61  | 19,765.21 | 26,749.39 |
| Secretaría Ejecutiva                        | 38,850.00               | 59,000.00  | 0.00                         | 8,000.00  | 38,850.00 | 67,000.00  | 9,909.20                                   | 18,007.83 | 28,940.80 | 48,992.17 |
| Secretario Técnico                          | 25,050.00               | 40,145.00  | 0.00                         | 4,000.00  | 25,050.00 | 44,145.00  | 3,642.71                                   | 7,870.61  | 21,407.29 | 36,274.39 |
| Titular de la Unidad                        | 25,050.00               | 35,050.00  | 0.00                         | 5,000.00  | 25,050.00 | 40,050.00  | 2,884.48                                   | 6,591.21  | 22,165.52 | 33,458.79 |
| <b>Confianza</b>                            |                         |            |                              |           |           |            |  |           |           |           |
| Analista A                                  | 19,450.00               | 31,620.00  | 0.00                         | 3,000.00  | 19,450.00 | 34,620.00  | 3,642.71                                   | 7,870.61  | 15,807.29 | 26,749.39 |
| Analista B                                  | 14,400.00               | 19,450.00  | 0.00                         | 2,000.00  | 14,400.00 | 21,450.00  | 2,387.28                                   | 3,063.47  | 12,012.72 | 18,386.53 |
| Auxiliar A                                  | 13,130.00               | 18,400.00  | 0.00                         | 2,000.00  | 13,130.00 | 21,400.00  | 2,635.88                                   | 3,501.00  | 10,494.12 | 17,899.00 |
| Auxiliar de Ponencia                        | 14,400.00               | 25,050.00  | 0.00                         | 2,000.00  | 14,400.00 | 27,050.00  | 2,635.88                                   | 5,284.79  | 11,764.12 | 21,765.21 |
| Centro de atención telefónica               | 13,000.00               | 19,400.00  | 0.00                         | 2,000.00  | 13,000.00 | 21,400.00  | 2,635.88                                   | 3,376.70  | 10,364.12 | 18,023.30 |
| Oficial de partes                           | 18,450.00               | 21,450.00  | 0.00                         | 2,000.00  | 18,450.00 | 23,450.00  | 2,635.88                                   | 3,376.70  | 15,814.12 | 20,073.30 |
| Secretaría de Acuerdos y Proyectos          | 25,050.00               | 40,145.00  | 0.00                         | 3,000.00  | 25,050.00 | 43,145.00  | 5,034.87                                   | 9,673.03  | 20,015.13 | 33,471.97 |
| Velador                                     | 9,600.00                | 13,130.00  | 0.00                         | 2,000.00  | 9,600.00  | 15,130.00  | 1,600.00                                   | 2,500.00  | 8,000.00  | 12,630.00 |

### Anexo 56 Tabulador de Sueldos Fiscalía General del Estado

| Categoría                                    | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|--|-------------------------|------------|------------------------------|-----------|------------|------------|--|-----------|------------|------------|
|  | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b>  |                         |            |                              |           |            |            |  |           |            |            |
| Director                                     | 19,763.06               | 63,162.12  | 0.00                         | 0.00      | 19,763.06  | 63,162.12  | 1,499.03                                   | 4,790.85  | 18,264.03  | 58,371.27  |
| Director Adjunto                             | 19,873.06               | 53,162.12  | 0.00                         | 0.00      | 19,873.06  | 53,162.12  | 1,499.03                                   | 4,790.85  | 18,374.03  | 48,371.27  |
| Fiscal General del Estado                    | 149,715.66              | 149,715.66 | 12,493.85                    | 12,493.85 | 162,209.51 | 162,209.51 | 45,240.12                                  | 45,240.12 | 116,969.39 | 116,969.39 |
| Jefe de Departamento                         | 13,311.52               | 44,376.38  | 0.00                         | 0.00      | 13,311.52  | 44,376.38  | 1,009.68                                   | 3,365.95  | 12,301.84  | 41,010.43  |
| Jefe de Departamento Adjunto                 | 13,311.52               | 44,376.38  | 0.00                         | 0.00      | 13,311.52  | 44,376.38  | 1,009.68                                   | 3,365.95  | 12,301.84  | 41,010.43  |
| Oficial Mayor                                | 26,087.92               | 63,162.12  | 0.00                         | 0.00      | 26,087.92  | 63,162.12  | 1,978.77                                   | 2,176.65  | 24,109.15  | 60,985.47  |
| Subdirector                                  | 41,609.98               | 61,235.82  | 0.00                         | 0.00      | 41,609.98  | 61,235.82  | 3,156.12                                   | 4,644.74  | 38,453.86  | 56,591.08  |
| Subdirector Adjunto                          | 31,609.98               | 51,235.82  | 0.00                         | 0.00      | 31,609.98  | 51,235.82  | 3,156.12                                   | 4,644.74  | 28,453.86  | 46,591.08  |
| Titular del Órgano Interno de Control        | 29,681.12               | 32,649.23  | 0.00                         | 0.00      | 29,681.12  | 32,649.23  | 2,251.31                                   | 2,476.44  | 27,429.81  | 30,172.79  |
| Vicefiscal                                   | 28,313.68               | 81,536.00  | 0.00                         | 0.00      | 28,313.68  | 81,536.00  | 2,147.59                                   | 6,895.00  | 26,166.09  | 74,641.00  |
| Vicefiscal General                           | 28,313.68               | 107,448.00 | 0.00                         | 0.00      | 28,313.68  | 107,448.00 | 2,147.59                                   | 7,585.00  | 26,166.09  | 99,863.00  |
| <b>Confianza</b>                             |                         |            |                              |           |            |            |  |           |            |            |
| Agente                                       | 17,561.26               | 30,028.00  | 0.00                         | 0.00      | 17,561.26  | 30,028.00  | 1,332.02                                   | 2,277.62  | 16,229.24  | 27,750.38  |
| Agente Chofer                                | 18,455.40               | 20,300.94  | 0.00                         | 0.00      | 18,455.40  | 20,300.94  | 1,399.84                                   | 1,539.83  | 17,055.56  | 18,761.11  |
| Agente de Inteligencia                       | 18,798.26               | 23,308.48  | 0.00                         | 0.00      | 18,798.26  | 23,308.48  | 1,274.15                                   | 1,767.95  | 15,524.11  | 21,540.53  |
| Agente de Investigación                      | 4,680.80                | 22,459.32  | 0.00                         | 0.00      | 4,680.80   | 22,459.32  | 355.04                                     | 1,703.54  | 4,325.76   | 20,755.78  |
| Agente DP                                    | 17,954.24               | 24,506.74  | 0.00                         | 0.00      | 17,954.24  | 24,506.74  | 1,361.83                                   | 1,858.84  | 16,592.41  | 22,647.90  |
| Agente Especial                              | 22,126.58               | 27,516.62  | 0.00                         | 0.00      | 22,126.58  | 27,516.62  | 1,678.30                                   | 2,087.14  | 20,448.28  | 25,429.48  |
| Agente Int (UEA)                             | 17,715.74               | 19,487.31  | 0.00                         | 0.00      | 17,715.74  | 19,487.31  | 1,343.74                                   | 1,478.11  | 16,372.00  | 18,009.20  |
| Agente Justicia Adolescentes                 | 16,798.26               | 18,478.09  | 0.00                         | 0.00      | 16,798.26  | 18,478.09  | 1,274.15                                   | 1,401.56  | 15,524.11  | 17,076.52  |
| Agente OA UNESA                              | 20,581.26               | 28,299.62  | 0.00                         | 0.00      | 20,581.26  | 28,299.62  | 1,561.09                                   | 2,146.53  | 19,020.17  | 26,153.09  |
| Agente RI (UEA)                              | 26,934.18               | 31,243.60  | 0.00                         | 0.00      | 26,934.18  | 31,243.60  | 2,042.96                                   | 2,369.63  | 24,891.22  | 28,873.77  |
| Agente UIM                                   | 15,040.68               | 23,040.68  | 0.00                         | 0.00      | 15,040.68  | 23,040.68  | 1,140.84                                   | 1,747.64  | 13,899.84  | 21,293.04  |
| Asesor                                       | 23,196.92               | 29,696.92  | 0.00                         | 0.00      | 23,196.92  | 29,696.92  | 1,759.49                                   | 2,252.51  | 21,437.43  | 27,444.41  |
| Asesor (Fiscal)                              | 26,087.92               | 45,654.30  | 0.00                         | 0.00      | 26,087.92  | 45,654.30  | 1,978.77                                   | 3,452.88  | 24,109.15  | 42,191.42  |
| Asesor Informático UNESA                     | 21,660.34               | 23,826.37  | 0.00                         | 0.00      | 21,660.34  | 23,826.37  | 1,642.94                                   | 1,807.23  | 20,017.40  | 22,019.14  |
| Asesor Jurídico                              | 18,514.34               | 31,410.92  | 0.00                         | 0.00      | 18,514.34  | 31,410.92  | 1,404.31                                   | 2,392.52  | 17,110.03  | 29,028.40  |
| Asistente A                                  | 9,357.56                | 18,291.60  | 0.00                         | 0.00      | 9,357.56   | 18,291.60  | 739.77                                     | 1,387.42  | 8,617.79   | 16,904.18  |
| Asistente B                                  | 6,553.66                | 15,626.14  | 0.00                         | 0.00      | 6,553.66   | 15,626.14  | 497.10                                     | 1,185.24  | 6,056.56   | 14,440.90  |
| Asistente C                                  | 4,343.30                | 13,023.40  | 0.00                         | 0.00      | 4,343.30   | 13,023.40  | 329.44                                     | 987.82    | 4,013.86   | 12,035.58  |
| Auxiliar Administrativo                      | 10,939.18               | 16,469.66  | 0.00                         | 0.00      | 10,939.18  | 16,469.66  | 829.74                                     | 1,249.22  | 10,109.44  | 15,220.44  |
| Auxiliar Informático                         | 11,703.58               | 12,873.94  | 0.00                         | 0.00      | 11,703.58  | 12,873.94  | 887.72                                     | 976.49    | 10,815.86  | 11,897.45  |
| Comandante A                                 | 22,357.58               | 24,593.34  | 0.00                         | 0.00      | 22,357.58  | 24,593.34  | 1,695.82                                   | 1,865.40  | 20,661.76  | 22,727.93  |
| Comandante B                                 | 21,528.42               | 25,135.20  | 0.00                         | 0.00      | 21,528.42  | 25,135.20  | 1,632.93                                   | 1,906.50  | 19,895.49  | 23,228.70  |
| Comandante C                                 | 13,282.00               | 32,534.92  | 0.00                         | 0.00      | 13,282.00  | 32,534.92  | 1,007.44                                   | 2,467.77  | 12,274.56  | 30,067.15  |
| Coordinador                                  | 39,513.06               | 43,464.37  | 0.00                         | 0.00      | 39,513.06  | 43,464.37  | 2,997.07                                   | 3,296.77  | 36,515.99  | 40,167.59  |
| Coordinador Análisis Táctico UMIP            | 34,413.22               | 37,854.54  | 0.00                         | 0.00      | 34,413.22  | 37,854.54  | 2,610.24                                   | 2,871.27  | 31,802.98  | 34,983.28  |
| Coordinador de Análisis Táctico              | 35,733.28               | 39,306.61  | 0.00                         | 0.00      | 35,733.28  | 39,306.61  | 2,710.37                                   | 2,981.41  | 33,022.91  | 36,325.20  |
| Coordinador de Investigación UMIP            | 35,733.28               | 39,306.61  | 0.00                         | 0.00      | 35,733.28  | 39,306.61  | 2,710.37                                   | 2,981.41  | 33,022.91  | 36,325.20  |
| Coordinador de Investigación UNESA           | 37,414.66               | 41,156.13  | 0.00                         | 0.00      | 37,414.66  | 41,156.13  | 2,637.90                                   | 3,121.89  | 34,776.76  | 38,034.43  |
| Coordinador de Investigaciones UNEDEP        | 35,733.28               | 39,306.61  | 0.00                         | 0.00      | 35,733.28  | 39,306.61  | 2,710.37                                   | 2,981.41  | 33,022.91  | 36,325.20  |
| Coordinador de Ministerio Público UEA        | 49,636.80               | 54,600.48  | 0.00                         | 0.00      | 49,636.80  | 54,600.48  | 3,764.95                                   | 4,141.45  | 45,871.85  | 50,458.03  |
| Coordinador de Reacción UMIP                 | 35,733.28               | 39,306.61  | 0.00                         | 0.00      | 35,733.28  | 39,306.61  | 2,710.37                                   | 2,981.41  | 33,022.91  | 36,325.20  |
| Coordinador de Reacción UNEDEP               | 35,733.28               | 36,155.46  | 0.00                         | 0.00      | 35,733.28  | 36,155.46  | 2,710.37                                   | 2,742.39  | 33,022.91  | 33,413.07  |
| Coordinador de Reacción UNESA                | 41,250.52               | 45,375.57  | 0.00                         | 0.00      | 41,250.52  | 45,375.57  | 3,128.85                                   | 3,441.74  | 38,121.67  | 41,933.83  |
| Coordinador del Centro Regional              | 26,596.32               | 26,906.85  | 0.00                         | 0.00      | 26,596.32  | 26,906.85  | 2,015.06                                   | 2,040.88  | 24,581.26  | 24,865.97  |
| Coordinador del Grupo FRI UEA                | 48,561.26               | 53,417.39  | 0.00                         | 0.00      | 48,561.26  | 53,417.39  | 3,683.37                                   | 4,051.71  | 44,877.89  | 49,365.68  |
| Coordinador General                          | 50,151.24               | 52,831.78  | 0.00                         | 0.00      | 50,151.24  | 52,831.78  | 3,803.97                                   | 3,992.12  | 46,347.27  | 48,839.66  |
| Coordinador General de Centros de Mecanismos | 37,625.54               | 41,388.09  | 0.00                         | 0.00      | 37,625.54  | 41,388.09  | 2,853.90                                   | 3,139.29  | 34,771.64  | 38,248.81  |
| Coordinador General UMIP                     | 52,718.44               | 57,890.28  | 0.00                         | 0.00      | 52,718.44  | 57,890.28  | 3,998.69                                   | 4,398.56  | 48,719.75  | 53,491.72  |
| Coordinador General UNESA                    | 56,735.36               | 62,408.90  | 0.00                         | 0.00      | 56,735.36  | 62,408.90  | 4,303.38                                   | 4,733.71  | 52,431.98  | 57,675.18  |
| Coordinador Jurídico UNESA                   | 38,013.84               | 41,815.22  | 0.00                         | 0.00      | 38,013.84  | 41,815.22  | 2,883.35                                   | 3,171.58  | 35,130.49  | 38,643.54  |
| Coordinador Táctico                          | 38,013.84               | 41,815.22  | 0.00                         | 0.00      | 38,013.84  | 41,815.22  | 2,883.35                                   | 3,171.58  | 35,130.49  | 38,643.54  |
| Facilitador                                  | 24,699.98               | 24,931.46  | 0.00                         | 0.00      | 24,699.98  | 24,931.46  | 1,873.49                                   | 1,891.05  | 22,826.48  | 23,040.41  |
| Investigador (UEA)                           | 17,915.74               | 19,915.76  | 0.00                         | 0.00      | 17,915.74  | 19,915.76  | 1,358.91                                   | 1,510.81  | 16,556.83  | 18,405.15  |
| Investigador Policial                        | 6,130.42                | 32,734.68  | 0.00                         | 0.00      | 6,130.42   | 32,734.68  | 464.99                                     | 2,482.93  | 5,665.43   | 30,251.75  |
| Jefe de Área (UEA)                           | 31,498.48               | 34,648.33  | 0.00                         | 0.00      | 31,498.48  | 34,648.33  | 2,389.16                                   | 2,628.08  | 29,109.32  | 32,020.25  |
| Jefe de Grupo                                | 4,370.18                | 21,529.28  | 0.00                         | 0.00      | 4,370.18   | 21,529.28  | 331.48                                     | 1,633.00  | 4,038.70   | 19,896.28  |
| Jefe de Investigación (UEA)                  | 28,700.36               | 31,499.48  | 0.00                         | 0.00      | 28,700.36  | 31,499.48  | 2,176.92                                   | 2,389.24  | 26,523.44  | 29,110.24  |
| Licenciado en Derecho                        | 18,399.98               | 26,205.10  | 0.00                         | 0.00      | 18,399.98  | 26,205.10  | 1,395.64                                   | 1,987.66  | 17,004.34  | 24,212.44  |

**Anexo 56**  
**Tabulador de Sueldos Fiscalía General del Estado**

| Categoría                     | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|-------------------------------|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|                               | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Ministeno Publico             | 29,041.50               | 44,887.80 | 0.00                         | 0.00     | 29,041.50 | 44,887.80 | 2,202.80                                   | 3,404.74  | 26,838.70 | 41,483.06 |
| Negociador                    | 29,718.20               | 32,690.02 | 0.00                         | 0.00     | 29,718.20 | 32,690.02 | 2,254.13                                   | 2,479.54  | 27,464.07 | 30,210.48 |
| Notificador                   | 15,536.12               | 15,555.66 | 0.00                         | 0.00     | 15,536.12 | 15,555.66 | 1,178.41                                   | 1,179.90  | 14,357.71 | 14,375.76 |
| Pento (Esp)                   | 18,053.58               | 23,203.58 | 0.00                         | 0.00     | 18,053.58 | 23,203.58 | 1,389.38                                   | 1,759.99  | 16,664.22 | 21,443.59 |
| Pento en Medicina             | 27,341.50               | 28,098.14 | 0.00                         | 0.00     | 27,341.50 | 28,098.14 | 2,073.85                                   | 2,131.24  | 25,267.65 | 25,966.90 |
| Pento Genetista               | 27,341.50               | 28,098.14 | 0.00                         | 0.00     | 27,341.50 | 28,098.14 | 2,073.85                                   | 2,131.24  | 25,267.65 | 25,966.90 |
| Psicólogo                     | 14,017.30               | 18,817.30 | 0.00                         | 0.00     | 14,017.30 | 18,817.30 | 1,063.21                                   | 1,427.29  | 12,954.09 | 17,390.01 |
| Secretaria                    | 8,246.36                | 9,071.00  | 0.00                         | 0.00     | 8,246.36  | 9,071.00  | 625.49                                     | 688.04    | 7,620.87  | 8,382.96  |
| Secretaria (JEA)              | 10,939.18               | 12,033.10 | 0.00                         | 0.00     | 10,939.18 | 12,033.10 | 829.74                                     | 912.71    | 10,109.44 | 11,120.39 |
| Secretaria Particular         | 26,087.92               | 63,162.12 | 0.00                         | 0.00     | 26,087.92 | 63,162.12 | 1,978.77                                   | 2,176.65  | 24,109.15 | 60,985.47 |
| Secretaria UNESA              | 14,348.98               | 15,783.88 | 0.00                         | 0.00     | 14,348.98 | 15,783.88 | 1,068.37                                   | 1,197.21  | 13,280.61 | 14,586.67 |
| Sub Coordinador Grupo FRI UEA | 35,957.28               | 39,553.01 | 0.00                         | 0.00     | 35,957.28 | 39,553.01 | 2,727.38                                   | 3,000.10  | 33,229.92 | 36,552.91 |
| Sub Jefe Departamento         | 9,706.82                | 10,677.28 | 0.00                         | 0.00     | 9,706.82  | 10,677.28 | 736.25                                     | 809.87    | 8,970.57  | 9,867.41  |
| Supervisor de Mecanismos      | 24,595.24               | 27,054.76 | 0.00                         | 0.00     | 24,595.24 | 27,054.76 | 1,865.55                                   | 2,052.10  | 22,729.69 | 25,002.66 |
| Supervisor Operativo          | 21,106.16               | 24,606.16 | 0.00                         | 0.00     | 21,106.16 | 24,606.16 | 1,600.90                                   | 1,866.38  | 19,505.26 | 22,738.78 |
| Técnico en Informática        | 11,535.66               | 15,222.10 | 0.00                         | 0.00     | 11,535.66 | 15,222.10 | 874.58                                     | 1,154.60  | 10,661.08 | 14,067.50 |
| Técnico IT (UEA)              | 10,288.40               | 19,915.72 | 0.00                         | 0.00     | 10,288.40 | 19,915.72 | 780.38                                     | 1,510.61  | 9,508.02  | 18,405.11 |
| Técnico Jurídico              | 24,899.98               | 27,389.98 | 0.00                         | 0.00     | 24,899.98 | 27,389.98 | 1,888.66                                   | 2,077.53  | 23,011.32 | 25,312.45 |
| Base                          |                         |           |                              |          |           |           |  |           |           |           |
| Analista                      | 10,716.74               | 11,145.68 | 0.00                         | 6,115.48 | 10,716.74 | 17,281.16 | 1,485.72                                   | 2,474.22  | 9,231.02  | 14,796.94 |
| Auxiliar Técnico              | 10,172.88               | 10,172.88 | 0.00                         | 1,298.60 | 10,172.88 | 11,471.50 | 1,414.06                                   | 1,877.04  | 8,758.82  | 9,594.46  |
| Jefe de Oficina "A"           | 9,865.34                | 9,865.34  | 513.04                       | 611.10   | 10,378.38 | 10,476.44 | 1,402.36                                   | 1,438.82  | 8,976.02  | 9,037.62  |
| Jefe de Sección "A"           | 9,668.68                | 9,668.70  | 0.00                         | 611.10   | 9,668.68  | 10,279.80 | 1,257.58                                   | 1,406.34  | 8,411.10  | 8,873.46  |
| Profesionista                 | 20,607.20               | 21,730.66 | 111.10                       | 1,717.24 | 20,718.30 | 23,447.90 | 3,812.82                                   | 5,303.70  | 16,905.48 | 18,144.20 |
| Homologados Salud             |                         |           |                              |          |           |           |  |           |           |           |
| Cirujano Dentista "A"         | 36,151.38               | 36,221.94 | 900.00                       | 1,200.00 | 37,051.38 | 37,421.94 | 10,337.76                                  | 10,477.72 | 26,713.62 | 26,944.22 |
| Enfermera General "A"         | 24,366.38               | 24,366.38 | 175.00                       | 175.00   | 24,541.38 | 24,541.38 | 6,174.56                                   | 6,174.56  | 18,366.82 | 18,366.82 |
| Médico General "A"            | 37,894.92               | 38,007.80 | 225.00                       | 1,025.00 | 38,119.92 | 39,032.80 | 10,883.46                                  | 11,058.34 | 27,236.46 | 27,974.46 |
| Químico "A"                   | 33,202.92               | 33,315.80 | 225.00                       | 1,025.00 | 33,427.92 | 34,340.80 | 9,281.56                                   | 9,456.44  | 24,146.36 | 24,884.36 |
| Trabajo Social Area Médica    | 22,213.58               | 22,213.58 | 1,025.00                     | 1,025.00 | 23,238.58 | 23,238.58 | 5,651.02                                   | 5,651.02  | 17,587.56 | 17,587.56 |

**Anexo 56**  
**Tabulador de Sueldos Instituto para la Protección de Personas**  
**Defensoras de Derechos Humanos y Periodistas**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Contador                                    | 34,282.52               | 34,282.52 | 0.00                         | 0.00      | 34,282.52 | 34,282.52 | 4,282.52                                   | 4,282.52  | 30,000.00 | 30,000.00 |
| Coordinador                                 | 46,411.40               | 46,411.40 | 0.00                         | 9,282.28  | 46,411.40 | 55,693.68 | 6,411.40                                   | 8,678.90  | 40,000.00 | 46,816.78 |
| Director                                    | 71,995.48               | 71,995.48 | 0.00                         | 21,598.64 | 71,995.48 | 93,594.12 | 11,995.48                                  | 19,131.88 | 60,000.00 | 74,462.24 |
| Secretaría Técnica                          | 40,301.14               | 40,301.14 | 0.00                         | 0.00      | 40,301.14 | 40,301.14 | 5,301.14                                   | 5,301.14  | 35,000.00 | 35,000.00 |
| Sub Coordinador                             | 34,282.52               | 34,282.52 | 0.00                         | 6,856.50  | 34,282.52 | 41,139.02 | 4,282.52                                   | 6,009.48  | 30,000.00 | 35,129.54 |
| Titular OTC                                 | 34,282.52               | 34,282.52 | 0.00                         | 0.00      | 34,282.52 | 34,282.52 | 4,282.52                                   | 4,282.52  | 30,000.00 | 30,000.00 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 28,263.80               | 28,263.80 | 0.00                         | 0.00      | 28,263.80 | 28,263.80 | 3,263.80                                   | 3,263.80  | 25,000.00 | 25,000.00 |
| Capacitador                                 | 28,263.80               | 28,263.80 | 0.00                         | 0.00      | 28,263.80 | 28,263.80 | 3,263.80                                   | 3,263.80  | 25,000.00 | 25,000.00 |
| Chofer                                      | 16,358.16               | 16,358.16 | 0.00                         | 0.00      | 16,358.16 | 16,358.16 | 1,358.16                                   | 1,358.16  | 15,000.00 | 15,000.00 |
| Recepcionista                               | 16,358.16               | 16,358.16 | 0.00                         | 0.00      | 16,358.16 | 16,358.16 | 1,358.16                                   | 1,358.16  | 15,000.00 | 15,000.00 |

**Anexo 56**  
**Tabulador de Sueldos Instituto Electoral del Estado de Sinaloa**

| Categoría  | Percepciones Ordinarias |            | Percepciones Extraordinarias |        | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |            |
|--|-------------------------|------------|------------------------------|--------|------------|------------|--|-----------|-----------|------------|
|  | Mínimo                  | Máximo     | Mínimo                       | Máximo | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b>                  |                         |            |                              |        |            |            |  |           |           |            |
| Consejero Electoral  | 96,542.00               | 111,023.00 | 0.00                         | 0.00   | 96,542.00  | 111,023.00 | 26,522.00                                  | 30,500.00 | 70,020.00 | 80,523.00  |
| Consejero Presidente   | 138,862.00              | 157,391.00 | 0.00                         | 0.00   | 138,862.00 | 157,391.00 | 39,996.00                                  | 45,995.00 | 96,866.00 | 111,396.00 |
| Coordinador/a de Administración                              | 76,722.00               | 88,230.00  | 0.00                         | 0.00   | 76,722.00  | 88,230.00  | 20,270.00                                  | 23,311.00 | 56,452.00 | 64,919.00  |
| Coordinador/a de Capacitación Electoral                      | 65,619.00               | 75,462.00  | 0.00                         | 0.00   | 65,619.00  | 75,462.00  | 16,939.00                                  | 19,480.00 | 48,680.00 | 55,982.00  |
| Coordinador/a de Educación Cívica                            | 65,619.00               | 75,462.00  | 0.00                         | 0.00   | 65,619.00  | 75,462.00  | 16,939.00                                  | 19,480.00 | 48,680.00 | 55,982.00  |
| Coordinador/a de Organización                                | 65,619.00               | 75,462.00  | 0.00                         | 0.00   | 65,619.00  | 75,462.00  | 16,939.00                                  | 19,480.00 | 48,680.00 | 55,982.00  |
| Coordinador/a de Prerrogativas de Partidos Políticos         | 65,619.00               | 75,462.00  | 0.00                         | 0.00   | 65,619.00  | 75,462.00  | 16,939.00                                  | 19,480.00 | 48,680.00 | 55,982.00  |
| Jefe/a Administrativo/a de Zona                              | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Jefe/a de Comunicación                                       | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Jefe/a de la Unidad de Transparencia                         | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Jefe/a de Participación Ciudadana                            | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Jefe/a de Presidencia  | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Jefe/a del Área de Archivo                                   | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Jefe/a del Área de Sistemas Informáticos                     | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Secretario/a Ejecutivo/a                                     | 95,908.00               | 110,294.00 | 0.00                         | 0.00   | 95,908.00  | 110,294.00 | 26,319.00                                  | 30,267.00 | 69,589.00 | 80,027.00  |
| Titular de la Unidad Técnica de lo Contencioso               | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Titular de la Unidad Técnica de Vinculación INE y SPEN       | 50,774.00               | 58,390.00  | 0.00                         | 0.00   | 50,774.00  | 58,390.00  | 12,141.00                                  | 13,962.00 | 38,633.00 | 44,428.00  |
| Titular del Órgano Interno de Control                        | 65,619.00               | 75,462.00  | 0.00                         | 0.00   | 65,619.00  | 75,462.00  | 16,939.00                                  | 19,480.00 | 48,680.00 | 55,982.00  |
| <b>Confianza</b>   |                         |            |                              |        |            |            |  |           |           |            |
| Analista   | 35,635.00               | 40,980.00  | 0.00                         | 0.00   | 35,635.00  | 40,980.00  | 7,532.00                                   | 8,662.00  | 28,103.00 | 32,318.00  |
| Analista A   | 48,827.00               | 53,851.00  | 0.00                         | 0.00   | 48,827.00  | 53,851.00  | 10,823.00                                  | 12,448.00 | 36,004.00 | 41,405.00  |
| Asistente Técnico  | 27,483.00               | 31,605.00  | 0.00                         | 0.00   | 27,483.00  | 31,605.00  | 5,338.00                                   | 6,139.00  | 22,145.00 | 25,466.00  |
| Auxiliar   | 17,509.00               | 20,135.00  | 0.00                         | 0.00   | 17,509.00  | 20,135.00  | 2,858.00                                   | 3,287.00  | 14,651.00 | 16,848.00  |
| Auxiliar A   | 19,176.00               | 22,052.00  | 0.00                         | 0.00   | 19,176.00  | 22,052.00  | 3,271.00                                   | 3,762.00  | 15,905.00 | 18,290.00  |
| Auxiliar de Servicios  | 7,383.00                | 8,490.00   | 0.00                         | 0.00   | 7,383.00   | 8,490.00   | 744.00                                     | 858.00    | 6,639.00  | 7,634.00   |
| Auxiliar Técnico/a   | 11,061.00               | 12,720.00  | 0.00                         | 0.00   | 11,061.00  | 12,720.00  | 1,344.00                                   | 1,548.00  | 9,717.00  | 11,174.00  |
| Coordinador/a de Educación Cívica del SPEN                   | 28,792.00               | 34,550.00  | 0.00                         | 0.00   | 28,792.00  | 34,550.00  | 5,690.00                                   | 6,828.00  | 23,102.00 | 27,722.00  |
| Coordinador/a de Organización Electoral del SPEN             | 28,792.00               | 34,550.00  | 0.00                         | 0.00   | 28,792.00  | 34,550.00  | 5,690.00                                   | 6,828.00  | 23,102.00 | 27,722.00  |
| Coordinador/a de Participación Ciudadana del SPEN            | 28,792.00               | 34,550.00  | 0.00                         | 0.00   | 28,792.00  | 34,550.00  | 5,690.00                                   | 6,828.00  | 23,102.00 | 27,722.00  |
| Coordinador/a de Prerrogativas y Partidos Políticos del SPEN | 28,792.00               | 34,550.00  | 0.00                         | 0.00   | 28,792.00  | 34,550.00  | 5,690.00                                   | 6,828.00  | 23,102.00 | 27,722.00  |
| Supervisor/a   | 23,220.00               | 26,703.00  | 0.00                         | 0.00   | 23,220.00  | 26,703.00  | 4,272.00                                   | 4,913.00  | 18,948.00 | 21,790.00  |
| Técnico/a de Educación Cívica del SPEN                       | 24,328.00               | 29,191.00  | 0.00                         | 0.00   | 24,328.00  | 29,191.00  | 4,545.00                                   | 5,454.00  | 19,781.00 | 23,737.00  |
| Técnico/a de Organización Electoral del SPEN                 | 24,328.00               | 29,191.00  | 0.00                         | 0.00   | 24,328.00  | 29,191.00  | 4,545.00                                   | 5,454.00  | 19,781.00 | 23,737.00  |
| Técnico/a de Participación Ciudadana del SPEN                | 24,328.00               | 29,191.00  | 0.00                         | 0.00   | 24,328.00  | 29,191.00  | 4,545.00                                   | 5,454.00  | 19,781.00 | 23,737.00  |
| Técnico/a de Prerrogativas y Partidos Políticos del SPEN     | 24,328.00               | 29,191.00  | 0.00                         | 0.00   | 24,328.00  | 29,191.00  | 4,545.00                                   | 5,454.00  | 19,781.00 | 23,737.00  |
| <b>Honorarios</b>  |                         |            |                              |        |            |            |  |           |           |            |
| Auxiliar Electoral   | 6,940.00                | 7,981.00   | 0.00                         | 0.00   | 6,940.00   | 7,981.00   | 461.00                                     | 553.00    | 6,459.00  | 7,428.00   |
| Coordinador/a Administrativo/a                               | 11,040.00               | 12,696.00  | 0.00                         | 0.00   | 11,040.00  | 12,696.00  | 1,000.00                                   | 1,150.00  | 10,040.00 | 11,546.00  |
| Coordinador/a Electoral                                      | 11,040.00               | 12,696.00  | 0.00                         | 0.00   | 11,040.00  | 12,696.00  | 1,000.00                                   | 1,150.00  | 10,040.00 | 11,546.00  |
| Intendente   | 3,718.00                | 4,276.00   | 0.00                         | 0.00   | 3,718.00   | 4,276.00   | 210.00                                     | 242.00    | 3,508.00  | 4,034.00   |
| Supervisor/a   | 23,220.00               | 26,703.00  | 0.00                         | 0.00   | 23,220.00  | 26,703.00  | 3,519.00                                   | 4,047.00  | 19,701.00 | 22,656.00  |
| Velador/a  | 3,718.00                | 4,276.00   | 0.00                         | 0.00   | 3,718.00   | 4,276.00   | 210.00                                     | 242.00    | 3,508.00  | 4,034.00   |



### Anexo 56 Tabulador de Sueldos Tribunal Electoral del Estado de Sinaloa

| Categoría                                     | Percepciones Ordinarias |            | Percepciones Extraordinarias |        | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|------------|------------------------------|--------|------------|------------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Confianza Mandos Medios y Superiores          |                         |            |                              |        |            |            |  |           |           |           |
| Archivo Jurisdiccional                        | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Coordinación de Enlace Institucional          | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Encargado del Órgano Interno de Control       | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Magistrada Presidente                         | 122,414.74              | 126,495.23 | 0.00                         | 0.00   | 122,414.74 | 126,495.23 | 33,050.60                                  | 34,437.97 | 89,364.14 | 92,057.26 |
| Magistrados                                   | 102,650.72              | 106,072.41 | 0.00                         | 0.00   | 102,650.72 | 106,072.41 | 26,443.46                                  | 27,538.40 | 76,207.26 | 78,534.01 |
| Secretaría General                            | 79,052.89               | 81,687.99  | 0.00                         | 0.00   | 79,052.89  | 81,687.99  | 18,935.32                                  | 19,735.38 | 60,117.57 | 61,952.61 |
| Secretaría Particular de Presidencia          | 48,972.00               | 50,604.40  | 0.00                         | 0.00   | 48,972.00  | 50,604.40  | 9,911.05                                   | 10,400.77 | 39,060.95 | 40,203.63 |
| Secretaría Técnica                            | 51,652.74               | 53,374.50  | 0.00                         | 0.00   | 51,652.74  | 53,374.50  | 10,715.28                                  | 11,231.80 | 40,937.46 | 42,142.70 |
| Unidad de Administración y Recursos Humanos   | 40,914.52               | 42,278.33  | 0.00                         | 0.00   | 40,914.52  | 42,278.33  | 7,598.98                                   | 7,919.75  | 33,315.54 | 34,358.59 |
| Unidad de Apoyo Jurisdiccional                | 40,914.52               | 42,278.33  | 0.00                         | 0.00   | 40,914.52  | 42,278.33  | 7,598.98                                   | 7,919.75  | 33,315.54 | 34,358.59 |
| Unidad de Capacitación e Investigación        | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Unidad de Comunicación                        | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Unidad de Igualdad de Derechos                | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Unidad de Transparencia                       | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |
| Confianza                                     |                         |            |                              |        |            |            |  |           |           |           |
| Actuario                                      | 21,855.50               | 22,584.02  | 0.00                         | 0.00   | 21,855.50  | 22,584.02  | 3,227.17                                   | 3,382.78  | 18,628.33 | 19,201.24 |
| Asistente de Presidencia                      | 18,675.50               | 19,298.02  | 0.00                         | 0.00   | 18,675.50  | 19,298.02  | 2,547.92                                   | 2,680.89  | 16,127.58 | 16,617.13 |
| Auxiliar Administrativo (A)                   | 18,675.50               | 19,298.02  | 0.00                         | 0.00   | 18,675.50  | 19,298.02  | 2,547.92                                   | 2,680.89  | 16,127.58 | 16,617.13 |
| Auxiliar Administrativo (B)                   | 12,826.21               | 13,253.75  | 0.00                         | 0.00   | 12,826.21  | 13,253.75  | 1,317.62                                   | 1,394.23  | 11,508.60 | 11,859.52 |
| Auxiliar de la Unidad de Igualdad de Derechos | 19,649.86               | 20,304.85  | 0.00                         | 0.00   | 19,649.86  | 20,304.85  | 2,756.05                                   | 2,895.95  | 16,893.81 | 17,408.90 |
| Auxiliar del Órgano Interno de Control        | 18,675.50               | 19,298.02  | 0.00                         | 0.00   | 18,675.50  | 19,298.02  | 2,547.92                                   | 2,680.89  | 16,127.58 | 16,617.13 |
| Auxiliar Jurídico (A)                         | 21,855.50               | 22,584.02  | 0.00                         | 0.00   | 21,855.50  | 22,584.02  | 3,227.17                                   | 3,382.78  | 18,628.33 | 19,201.24 |
| Auxiliar Jurídico (B)                         | 18,675.50               | 19,298.02  | 0.00                         | 0.00   | 18,675.50  | 19,298.02  | 2,547.92                                   | 2,680.89  | 16,127.58 | 16,617.13 |
| Capataza                                      | 15,600.76               | 16,120.79  | 0.00                         | 0.00   | 15,600.76  | 16,120.79  | 1,891.16                                   | 2,002.24  | 13,709.60 | 14,118.55 |
| Chofer  | 12,826.21               | 13,253.75  | 0.00                         | 0.00   | 12,826.21  | 13,253.75  | 1,317.62                                   | 1,394.23  | 11,508.60 | 11,859.52 |
| Intendente                                    | 12,826.21               | 13,253.75  | 0.00                         | 0.00   | 12,826.21  | 13,253.75  | 1,317.62                                   | 1,394.23  | 11,508.60 | 11,859.52 |
| Secretaria Ejecutiva                          | 15,600.76               | 16,120.79  | 0.00                         | 0.00   | 15,600.76  | 16,120.79  | 1,891.16                                   | 2,002.24  | 13,709.60 | 14,118.55 |
| Secretario de Estudio y Cuenta                | 32,705.03               | 33,795.20  | 0.00                         | 0.00   | 32,705.03  | 33,795.20  | 5,668.11                                   | 5,924.51  | 27,036.92 | 27,870.68 |

**Anexo 56**  
**Tabulador de Sueldos Instituto Estatal de Protección Civil de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Director General                            | 23,021.88               | 23,021.88 | 17,311.82                    | 17,311.82 | 40,333.68 | 40,333.68 | 10,443.46                                  | 10,443.46 | 29,890.22 | 29,890.22 |
| Jefe de Departamento                        | 10,088.48               | 10,088.48 | 4,284.18                     | 4,405.04  | 14,372.66 | 14,493.52 | 2,007.70                                   | 2,035.02  | 12,364.96 | 12,458.50 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 2,285.68                     | 3,200.00  | 9,125.68  | 10,040.00 | 981.34                                     | 1,332.28  | 8,144.34  | 8,707.74  |
| Asistente Administrativo                    | 3,350.52                | 3,350.52  | 8,100.00                     | 8,100.00  | 11,450.52 | 11,450.52 | 1,366.06                                   | 1,366.06  | 10,084.46 | 10,084.46 |
| Sub-Jefe Departamento                       | 6,924.38                | 6,924.38  | 3,968.98                     | 6,468.98  | 10,893.34 | 13,393.32 | 1,086.28                                   | 1,466.18  | 9,807.08  | 11,927.14 |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 10,718.74               | 11,145.88 | 1,217.24                     | 8,333.38  | 11,933.98 | 17,479.08 | 1,842.48                                   | 2,909.08  | 10,291.50 | 14,570.00 |
| Auxiliar Técnico                            | 10,172.88               | 10,172.88 | 2,311.10                     | 2,311.10  | 12,483.98 | 12,483.98 | 1,602.38                                   | 1,602.38  | 10,881.62 | 10,881.62 |

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**Anexo 56**  
**Tabulador de Sueldos Comisión Estatal de Atención Integral a Víctimas**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Comisionado Estatal                         | 25,226.18               | 25,226.18 | 17,311.82                    | 17,311.82 | 42,538.00 | 42,538.00 | 11,013.48                                  | 11,013.48 | 31,524.52 | 31,524.52 |
| Director                                    | 16,841.46               | 17,463.10 | 7,585.78                     | 10,506.02 | 24,437.24 | 27,969.12 | 4,511.06                                   | 6,124.44  | 19,926.18 | 21,844.68 |
| Jefe de Departamento                        | 10,068.48               | 10,068.48 | 8,451.80                     | 8,451.80  | 18,540.28 | 18,540.28 | 2,325.48                                   | 2,881.68  | 16,214.80 | 15,658.60 |
| Jefe de Departamento Adjunto                | 13,980.00               | 13,980.00 | 4,800.00                     | 4,800.00  | 18,780.00 | 18,780.00 | 3,057.08                                   | 3,620.48  | 15,722.92 | 15,159.52 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 2,249.68                     | 2,285.68  | 9,089.68  | 9,125.68  | 961.34                                     | 1,235.10  | 8,128.34  | 7,890.58  |
| Asistente D                                 | 2,249.46                | 2,249.46  | 0.00                         | 0.00      | 2,249.46  | 2,249.46  | 381.28                                     | 381.28    | 1,868.18  | 1,868.18  |
| Sub-Jefe de Departamento                    | 6,924.36                | 6,924.36  | 5,968.96                     | 5,968.96  | 12,893.32 | 12,893.32 | 1,238.78                                   | 1,625.56  | 11,654.56 | 11,267.76 |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 10,716.74               | 10,716.74 | 2,156.06                     | 2,156.06  | 12,872.80 | 12,872.80 | 1,680.62                                   | 1,680.62  | 11,192.18 | 11,192.18 |

**Anexo 56**  
**Tabulador de Sueldos Centro de Conciliación Laboral del Estado de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |          |           |           |
| Conciliador                                 | 17,354.56               | 17,354.56 | 5,590.00                     | 5,590.00  | 22,944.56 | 22,944.56 | 4,201.38                                   | 4,938.54 | 18,653.18 | 18,006.02 |
| Coordinador Administrativo                  | 17,365.66               | 17,365.66 | 10,049.82                    | 10,049.82 | 27,415.48 | 27,415.48 | 5,978.54                                   | 5,978.54 | 21,436.94 | 21,436.94 |
| Director General                            | 25,228.18               | 25,228.18 | 17,311.82                    | 17,311.82 | 42,538.00 | 42,538.00 | 9,899.30                                   | 9,899.30 | 32,638.70 | 32,638.70 |
| Jefe De Departamento                        | 10,088.48               | 10,088.48 | 8,451.80                     | 8,451.80  | 18,540.28 | 18,540.28 | 2,348.66                                   | 2,881.68 | 16,191.62 | 15,658.60 |
| Orientador                                  | 17,354.56               | 17,354.56 | 5,590.00                     | 5,590.00  | 22,944.56 | 22,944.56 | 4,938.54                                   | 4,938.54 | 18,006.02 | 18,006.02 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |          |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 3,535.68                     | 4,655.88  | 10,375.68 | 11,495.68 | 1,367.92                                   | 1,486.92 | 9,007.76  | 10,008.76 |

**Anexo 56**  
**Tabulador de Sueldos Universidad de la Policía del Estado de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Director                                    | 17,463.10               | 17,463.10 | 10,506.00                    | 10,506.00 | 27,969.10 | 27,969.10 | 5,324.94                                   | 6,124.44  | 22,644.16 | 21,844.66 |
| Jefe de Departamento                        | 10,088.48               | 10,088.48 | 4,154.06                     | 8,451.80  | 14,242.54 | 18,540.28 | 2,325.48                                   | 2,881.68  | 11,917.06 | 15,658.60 |
| Rector (UNIPOL)                             | 25,753.10               | 25,753.10 | 19,552.08                    | 19,552.08 | 45,305.18 | 45,305.18 | 11,778.44                                  | 11,778.44 | 33,526.74 | 33,526.74 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 780.00                       | 4,090.00  | 7,620.00  | 10,930.00 | 848.52                                     | 1,246.16  | 6,771.48  | 9,683.82  |
| Asistente A                                 | 10,150.04               | 10,150.04 | 2,150.00                     | 2,150.00  | 12,300.04 | 12,300.04 | 1,859.48                                   | 1,859.48  | 10,440.56 | 10,440.56 |
| Sub-Jefe de Departamento                    | 6,924.36                | 6,924.36  | 4,968.96                     | 5,968.96  | 11,893.32 | 12,893.32 | 1,162.50                                   | 1,625.56  | 10,730.82 | 11,267.76 |

**Anexo 56**  
**Tabulador de Sueldos Colegio de Bachilleres del Estado de Sinaloa**  
**(COBAES)**

| Categoría                                      | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|-----------|-----------|-----------|
|  | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>    |                         |           |                              |        |           |           |  |           |           |           |
| Auxiliar del Responsable del Centro A          | 15,949.96               | 22,741.50 | 0.00                         | 0.00   | 15,949.96 | 22,741.50 | 3,660.42                                   | 4,956.94  | 12,289.54 | 17,784.56 |
| Auxiliar del Responsable del Centro A Zona III | 19,296.96               | 26,825.58 | 0.00                         | 0.00   | 19,296.96 | 26,825.58 | 4,730.96                                   | 6,228.18  | 14,566.00 | 20,597.40 |
| Auxiliar del Responsable del Centro B          | 22,824.02               | 25,248.60 | 0.00                         | 0.00   | 22,824.02 | 25,248.60 | 5,228.76                                   | 5,746.66  | 17,595.26 | 19,501.94 |
| Auxiliar del Responsable del Centro B Zona III | 22,191.60               | 22,191.60 | 0.00                         | 0.00   | 22,191.60 | 22,191.60 | 5,656.82                                   | 5,656.82  | 16,534.78 | 16,534.78 |
| Auxiliar del Responsable del Centro C          | 21,093.56               | 21,093.56 | 0.00                         | 0.00   | 21,093.56 | 21,093.56 | 5,305.60                                   | 5,305.60  | 15,787.96 | 15,787.96 |
| Auxiliar del Responsable del Centro C Zona III | 40,329.40               | 40,329.40 | 0.00                         | 0.00   | 40,329.40 | 40,329.40 | 10,003.18                                  | 10,003.18 | 30,326.24 | 30,326.24 |
| Contralor Interno                              | 56,818.48               | 56,818.48 | 0.00                         | 0.00   | 56,818.48 | 56,818.48 | 11,278.40                                  | 11,278.40 | 45,540.08 | 45,540.08 |
| Coordinador de Zona                            | 52,922.72               | 56,922.72 | 0.00                         | 0.00   | 52,922.72 | 56,922.72 | 6,250.96                                   | 11,278.40 | 46,671.74 | 45,644.32 |
| Director de Área                               | 56,818.48               | 62,264.94 | 0.00                         | 0.00   | 56,818.48 | 62,264.94 | 11,278.40                                  | 12,695.84 | 45,540.08 | 49,569.10 |
| Director de Plantel A                          | 41,196.80               | 63,467.66 | 0.00                         | 0.00   | 41,196.80 | 63,467.66 | 8,935.32                                   | 20,017.69 | 32,261.48 | 43,449.98 |
| Director de Plantel A Zona III                 | 51,103.36               | 66,282.02 | 0.00                         | 0.00   | 51,103.36 | 66,282.02 | 11,835.34                                  | 20,136.90 | 39,268.02 | 48,143.12 |
| Director de Plantel B                          | 42,366.14               | 72,985.82 | 0.00                         | 0.00   | 42,366.14 | 72,985.82 | 9,947.84                                   | 21,341.76 | 32,418.30 | 51,644.06 |
| Director de plantel B Zona III                 | 56,890.74               | 71,685.54 | 0.00                         | 0.00   | 56,890.74 | 71,685.54 | 13,226.44                                  | 21,713.18 | 43,654.30 | 49,972.36 |
| Director de Plantel C                          | 58,094.90               | 67,496.78 | 0.00                         | 0.00   | 58,094.90 | 67,496.78 | 14,328.06                                  | 19,552.02 | 43,766.84 | 47,944.76 |
| Director General                               | 82,261.10               | 82,261.10 | 0.00                         | 0.00   | 82,261.10 | 82,261.10 | 15,531.56                                  | 15,531.56 | 66,729.54 | 66,729.54 |
| Jefe de Departamento                           | 33,186.86               | 58,582.38 | 0.00                         | 0.00   | 33,186.86 | 58,582.38 | 8,189.02                                   | 14,522.86 | 24,997.84 | 44,059.52 |
| Jefe de Materia                                | 24,849.98               | 47,239.54 | 0.00                         | 0.00   | 24,849.98 | 47,239.54 | 6,502.32                                   | 14,633.32 | 18,347.66 | 32,606.22 |
| Jefe de Materia Zona III                       | 30,642.04               | 48,694.30 | 0.00                         | 0.00   | 30,642.04 | 48,694.30 | 8,249.90                                   | 14,055.12 | 22,392.14 | 34,639.18 |
| Responsable del Centro A                       | 21,409.36               | 34,040.88 | 0.00                         | 0.00   | 21,409.36 | 34,040.88 | 5,408.62                                   | 11,559.19 | 16,002.74 | 22,481.72 |
| Responsable del Centro A Zona III              | 29,632.42               | 35,928.46 | 0.00                         | 0.00   | 29,632.42 | 35,928.46 | 7,527.84                                   | 9,006.66  | 22,104.58 | 26,919.80 |
| Responsable del Centro B                       | 30,382.02               | 39,448.00 | 0.00                         | 0.00   | 30,382.02 | 39,448.00 | 7,567.96                                   | 9,700.25  | 22,814.06 | 29,747.72 |
| Responsable del Centro C                       | 39,034.38               | 39,034.38 | 0.00                         | 0.00   | 39,034.38 | 39,034.38 | 9,995.40                                   | 9,995.40  | 29,038.98 | 29,038.98 |
| Responsable del Centro C Zona III              | 42,271.74               | 42,271.74 | 0.00                         | 0.00   | 42,271.74 | 42,271.74 | 10,815.48                                  | 10,815.48 | 31,456.26 | 31,456.26 |
| Subdirector de Plantel B                       | 27,645.08               | 53,655.58 | 0.00                         | 0.00   | 27,645.08 | 53,655.58 | 5,489.06                                   | 15,683.84 | 22,156.02 | 37,971.74 |
| Subdirector de Plantel B Zona III              | 43,114.28               | 45,553.86 | 0.00                         | 0.00   | 43,114.28 | 45,553.86 | 9,518.46                                   | 11,695.96 | 33,595.82 | 33,857.90 |
| Subdirector de Plantel C                       | 38,825.98               | 47,898.88 | 0.00                         | 0.00   | 38,825.98 | 47,898.88 | 8,491.92                                   | 12,439.62 | 30,334.06 | 35,409.26 |
| <b>Confianza</b>                               |                         |           |                              |        |           |           |  |           |           |           |
| Analista Especializado                         | 10,159.48               | 15,129.70 | 0.00                         | 0.00   | 10,159.48 | 15,129.70 | 1,981.52                                   | 2,697.20  | 8,177.96  | 12,432.50 |
| Analista Técnico                               | 9,025.18                | 18,241.92 | 0.00                         | 0.00   | 9,025.18  | 18,241.92 | 1,725.60                                   | 4,317.84  | 7,299.58  | 13,924.08 |
| Analista Técnico Zona III                      | 10,875.18               | 18,635.66 | 0.00                         | 0.00   | 10,875.18 | 18,635.66 | 2,694.50                                   | 3,958.52  | 8,190.68  | 14,677.14 |
| Auxiliar Administrativo                        | 6,710.60                | 22,092.26 | 0.00                         | 0.00   | 6,710.60  | 22,092.26 | 961.10                                     | 4,596.04  | 5,749.50  | 17,496.22 |
| Auxiliar Administrativo Zona III               | 8,057.40                | 13,167.70 | 0.00                         | 0.00   | 8,057.40  | 13,167.70 | 1,780.90                                   | 3,051.10  | 6,276.50  | 10,136.60 |
| Auxiliar de Intendencia                        | 8,407.98                | 10,191.58 | 0.00                         | 0.00   | 8,407.98  | 10,191.58 | 390.30                                     | 2,805.88  | 6,017.68  | 7,385.68  |
| Auxiliar de Intendencia Zona III               | 7,720.38                | 12,272.10 | 0.00                         | 0.00   | 7,720.38  | 12,272.10 | 1,706.22                                   | 3,480.80  | 6,014.16  | 8,791.50  |
| Bibliotecario Zona III                         | 9,855.88                | 14,132.70 | 0.00                         | 0.00   | 9,855.88  | 14,132.70 | 2,000.40                                   | 3,519.84  | 7,855.48  | 10,612.86 |
| Captunista                                     | 9,206.14                | 16,197.52 | 0.00                         | 0.00   | 9,206.14  | 16,197.52 | 2,056.52                                   | 3,518.96  | 7,149.62  | 12,678.58 |
| Chofer   | 6,711.26                | 13,539.26 | 0.00                         | 0.00   | 6,711.26  | 13,539.26 | 1,136.54                                   | 2,553.78  | 5,574.72  | 10,985.48 |
| Conserje                                       | 6,407.98                | 14,191.82 | 0.00                         | 0.00   | 6,407.98  | 14,191.82 | 1,062.82                                   | 5,576.78  | 5,315.16  | 8,515.04  |
| Contador                                       | 11,249.80               | 25,394.32 | 0.00                         | 0.00   | 11,249.80 | 25,394.32 | 2,329.02                                   | 5,720.42  | 8,920.78  | 19,873.90 |
| Coordinador de Técnicos                        | 12,774.06               | 29,931.66 | 0.00                         | 0.00   | 12,774.06 | 29,931.66 | 2,813.34                                   | 6,834.90  | 9,960.72  | 23,092.62 |
| Encargado de Orden Prefecto                    | 8,179.16                | 16,158.56 | 0.00                         | 0.00   | 8,179.16  | 16,158.56 | 1,253.24                                   | 4,181.10  | 6,925.92  | 11,997.46 |
| Encargado de Sala de Cómputo B                 | 9,599.74                | 11,840.20 | 0.00                         | 0.00   | 9,599.74  | 11,840.20 | 2,378.74                                   | 2,640.84  | 7,221.00  | 9,199.36  |
| Encargado de Sala de Cómputo B Zona III        | 15,479.76               | 15,479.76 | 0.00                         | 0.00   | 15,479.76 | 15,479.76 | 3,654.92                                   | 3,654.92  | 11,824.84 | 11,824.84 |
| Encargado de Sala de Cómputo C                 | 11,010.80               | 11,010.80 | 0.00                         | 0.00   | 11,010.80 | 11,010.80 | 2,835.74                                   | 2,835.74  | 8,175.06  | 8,175.06  |
| Encargado de Sala de Cómputo C Zona III        | 13,321.66               | 13,321.66 | 0.00                         | 0.00   | 13,321.66 | 13,321.66 | 3,379.12                                   | 3,379.12  | 9,942.54  | 9,942.54  |
| Escenógrafo                                    | 9,190.86                | 14,483.66 | 0.00                         | 0.00   | 9,190.86  | 14,483.66 | 1,360.84                                   | 2,859.48  | 7,830.02  | 11,624.20 |
| Ingeniero en Sistemas                          | 12,743.96               | 27,285.32 | 0.00                         | 0.00   | 12,743.96 | 27,285.32 | 2,806.90                                   | 6,216.62  | 9,937.06  | 21,068.70 |
| Ingeniero en Sistemas Zona III                 | 15,397.96               | 34,208.00 | 0.00                         | 0.00   | 15,397.96 | 34,208.00 | 3,509.38                                   | 7,859.68  | 11,888.58 | 26,348.32 |
| Jefe de Oficina                                | 13,099.82               | 27,044.42 | 0.00                         | 0.00   | 13,099.82 | 27,044.42 | 3,091.38                                   | 6,080.80  | 10,008.44 | 20,963.62 |
| Jefe de Oficina Zona III                       | 13,444.48               | 22,377.30 | 0.00                         | 0.00   | 13,444.48 | 22,377.30 | 2,881.00                                   | 5,885.92  | 10,563.48 | 16,491.38 |
| Jefe de Sección                                | 10,662.82               | 18,246.86 | 0.00                         | 0.00   | 10,662.82 | 18,246.86 | 2,356.00                                   | 5,393.96  | 8,308.82  | 12,852.90 |
| Mecanógrafa                                    | 7,099.82                | 13,587.62 | 0.00                         | 0.00   | 7,099.82  | 13,587.62 | 710.74                                     | 2,553.38  | 6,388.08  | 11,034.24 |
| Oficial de Servicios                           | 7,570.96                | 9,463.68  | 0.00                         | 0.00   | 7,570.96  | 9,463.68  | 1,224.82                                   | 1,722.34  | 6,346.14  | 7,741.34  |
| Oficial de Servicios Zona III                  | 7,762.86                | 7,762.86  | 0.00                         | 0.00   | 7,762.86  | 7,762.86  | 1,723.74                                   | 1,723.74  | 6,039.12  | 6,039.12  |
| Programador                                    | 10,498.04               | 16,677.06 | 0.00                         | 0.00   | 10,498.04 | 16,677.06 | 2,134.88                                   | 5,426.34  | 8,363.16  | 11,250.72 |
| Programador Zona III                           | 15,244.80               | 19,837.96 | 0.00                         | 0.00   | 15,244.80 | 19,837.96 | 3,537.44                                   | 5,737.26  | 11,707.36 | 13,900.70 |
| Responsable de Laboratorio Técnico             | 12,771.52               | 21,881.94 | 0.00                         | 0.00   | 12,771.52 | 21,881.94 | 1,752.80                                   | 7,481.50  | 11,018.72 | 14,400.44 |

**Anexo 56**  
**Tabulador de Sueldos Colegio de Bachilleres del Estado de Sinaloa**  
**(COBAES)**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| Secretaria de Director de Área              | 9,812.62                | 15,342.90 | 0.00                         | 0.00   | 9,812.62  | 15,342.90 | 2,069.00                                   | 3,002.64 | 7,743.62  | 12,340.26 |
| Secretaria de Jefe de Oficina               | 7,676.24                | 12,011.40 | 0.00                         | 0.00   | 7,676.24  | 12,011.40 | 1,823.92                                   | 2,557.04 | 5,852.32  | 9,454.36  |
| Técnico                                     | 8,589.12                | 19,932.40 | 0.00                         | 0.00   | 8,589.12  | 19,932.40 | 1,570.82                                   | 4,407.44 | 7,018.30  | 15,524.96 |
| Técnico Zona III                            | 10,355.50               | 16,984.62 | 0.00                         | 0.00   | 10,355.50 | 16,984.62 | 1,989.54                                   | 3,741.06 | 8,365.96  | 13,243.56 |
| Técnico en Mantenimiento                    | 6,712.10                | 12,559.50 | 0.00                         | 0.00   | 6,712.10  | 12,559.50 | 875.86                                     | 2,871.80 | 5,836.24  | 9,687.70  |
| Técnico en Mantenimiento Zona III           | 9,651.26                | 12,063.92 | 0.00                         | 0.00   | 9,651.26  | 12,063.92 | 1,927.84                                   | 2,721.74 | 7,723.42  | 9,342.18  |
| Técnico Especializado                       | 11,277.36               | 30,873.68 | 0.00                         | 0.00   | 11,277.36 | 30,873.68 | 2,334.92                                   | 6,978.18 | 8,942.44  | 23,895.50 |
| Técnico Especializado Zona III              | 13,444.48               | 27,187.06 | 0.00                         | 0.00   | 13,444.48 | 27,187.06 | 2,881.00                                   | 6,234.82 | 10,563.48 | 20,952.24 |
| Vigilante                                   | 6,709.32                | 10,516.26 | 0.00                         | 0.00   | 6,709.32  | 10,516.26 | 917.88                                     | 2,334.18 | 5,791.44  | 8,182.08  |
| Vigilante Zona III                          | 8,059.08                | 12,810.64 | 0.00                         | 0.00   | 8,059.08  | 12,810.64 | 1,472.74                                   | 3,548.64 | 6,586.34  | 9,261.00  |
| Base  |                         |           |                              |        |           |           |  |          |           |           |
| Analista Técnico                            | 9,025.18                | 18,241.92 | 0.00                         | 0.00   | 9,025.18  | 18,241.92 | 1,725.60                                   | 4,317.84 | 7,299.58  | 13,924.08 |
| Auxiliar Administrativo                     | 6,710.60                | 22,092.26 | 0.00                         | 0.00   | 6,710.60  | 22,092.26 | 961.10                                     | 4,596.04 | 5,749.50  | 17,496.22 |
| Auxiliar Administrativo Zona III            | 8,257.40                | 13,187.70 | 0.00                         | 0.00   | 8,257.40  | 13,187.70 | 1,780.90                                   | 3,051.10 | 6,276.50  | 10,136.60 |
| Auxiliar de Biblioteca                      | 7,099.82                | 9,740.56  | 0.00                         | 0.00   | 7,099.82  | 9,740.56  | 1,414.80                                   | 2,935.82 | 5,685.02  | 6,804.74  |
| Auxiliar de Biblioteca Zona III             | 8,550.68                | 12,321.32 | 0.00                         | 0.00   | 8,550.68  | 12,321.32 | 1,473.78                                   | 3,963.94 | 7,076.90  | 8,357.38  |
| Auxiliar de Intendencia                     | 6,407.98                | 10,191.56 | 0.00                         | 0.00   | 6,407.98  | 10,191.56 | 390.30                                     | 2,805.88 | 6,017.68  | 7,385.68  |
| Auxiliar de Intendencia Zona III            | 7,729.38                | 12,272.10 | 0.00                         | 0.00   | 7,729.38  | 12,272.10 | 1,706.22                                   | 3,480.50 | 6,014.16  | 8,791.50  |
| Bibliotecario                               | 7,375.94                | 12,604.90 | 0.00                         | 0.00   | 7,375.94  | 12,604.90 | 1,774.56                                   | 3,321.46 | 5,601.38  | 9,283.44  |
| Bibliotecario Zona III                      | 9,855.68                | 14,132.70 | 0.00                         | 0.00   | 9,855.68  | 14,132.70 | 2,500.40                                   | 3,519.84 | 7,335.84  | 10,612.86 |
| Capitularia                                 | 9,206.14                | 16,197.52 | 0.00                         | 0.00   | 9,206.14  | 16,197.52 | 2,056.52                                   | 3,518.96 | 7,149.62  | 12,678.56 |
| Chofer                                      | 6,711.26                | 13,539.26 | 0.00                         | 0.00   | 6,711.26  | 13,539.26 | 1,136.54                                   | 2,553.78 | 5,574.72  | 10,985.48 |
| Conserje                                    | 6,407.98                | 14,191.82 | 0.00                         | 0.00   | 6,407.98  | 14,191.82 | 1,092.82                                   | 5,578.78 | 5,315.16  | 8,515.04  |
| Coordinador de Técnicos                     | 12,774.06               | 29,931.86 | 0.00                         | 0.00   | 12,774.06 | 29,931.86 | 2,813.34                                   | 6,839.04 | 9,960.72  | 23,092.62 |
| Encargado de Orden Prefecto                 | 8,179.16                | 16,158.56 | 0.00                         | 0.00   | 8,179.16  | 16,158.56 | 1,253.24                                   | 4,161.10 | 6,925.92  | 11,997.46 |
| Encargado de Orden Prefecto Zona III        | 10,749.08               | 15,668.34 | 0.00                         | 0.00   | 10,749.08 | 15,668.34 | 2,478.90                                   | 4,775.34 | 8,270.18  | 10,893.00 |
| Escenógrafo                                 | 9,190.86                | 14,483.66 | 0.00                         | 0.00   | 9,190.86  | 14,483.66 | 1,360.84                                   | 2,859.46 | 7,830.02  | 11,624.20 |
| Jefe de Oficina                             | 13,099.82               | 27,044.42 | 0.00                         | 0.00   | 13,099.82 | 27,044.42 | 3,091.38                                   | 6,080.80 | 10,008.44 | 20,963.62 |
| Jefe de Oficina Zona III                    | 13,444.48               | 22,377.30 | 0.00                         | 0.00   | 13,444.48 | 22,377.30 | 2,881.00                                   | 5,885.92 | 10,563.48 | 16,491.38 |
| Jefe de Sección                             | 10,862.82               | 18,246.86 | 0.00                         | 0.00   | 10,862.82 | 18,246.86 | 2,356.00                                   | 5,393.96 | 8,306.82  | 12,852.90 |
| Laboratorista Zona III                      | 15,190.64               | 15,190.64 | 0.00                         | 0.00   | 15,190.64 | 15,190.64 | 3,807.80                                   | 3,807.80 | 11,382.84 | 11,382.84 |
| Mensajero                                   | 8,596.02                | 10,181.76 | 0.00                         | 0.00   | 8,596.02  | 10,181.76 | 1,583.60                                   | 2,412.80 | 7,013.42  | 7,768.96  |
| Programador                                 | 10,498.04               | 16,677.06 | 0.00                         | 0.00   | 10,498.04 | 16,677.06 | 2,134.88                                   | 5,426.34 | 8,363.16  | 11,250.72 |
| Programador Zona III                        | 15,244.80               | 19,637.96 | 0.00                         | 0.00   | 15,244.80 | 19,637.96 | 3,537.44                                   | 5,737.26 | 11,707.36 | 13,900.70 |
| Responsable de Laboratorio Técnico          | 12,771.52               | 21,881.94 | 0.00                         | 0.00   | 12,771.52 | 21,881.94 | 1,752.80                                   | 7,481.50 | 11,018.72 | 14,400.44 |
| Responsable de Laboratorio Técnico Zona III | 15,431.38               | 24,516.18 | 0.00                         | 0.00   | 15,431.38 | 24,516.18 | 2,393.90                                   | 7,992.62 | 13,037.48 | 16,523.56 |
| Secretaria de Director de Área              | 9,812.62                | 15,342.90 | 0.00                         | 0.00   | 9,812.62  | 15,342.90 | 2,069.00                                   | 3,002.64 | 7,743.62  | 12,340.26 |
| Secretaria de Director de Plantel           | 9,480.14                | 9,480.14  | 0.00                         | 0.00   | 9,480.14  | 9,480.14  | 2,160.36                                   | 2,160.36 | 7,319.78  | 7,319.78  |
| Secretaria de Director General              | 21,013.14               | 21,013.14 | 0.00                         | 0.00   | 21,013.14 | 21,013.14 | 4,564.34                                   | 4,564.34 | 16,448.80 | 16,448.80 |
| Secretaria de Jefe de Oficina               | 7,676.24                | 12,011.40 | 0.00                         | 0.00   | 7,676.24  | 12,011.40 | 1,823.92                                   | 2,557.04 | 5,852.32  | 9,454.36  |
| Técnico                                     | 8,589.12                | 19,932.40 | 0.00                         | 0.00   | 8,589.12  | 19,932.40 | 1,570.82                                   | 4,407.44 | 7,018.30  | 15,524.96 |
| Técnico Zona III                            | 10,355.50               | 16,984.62 | 0.00                         | 0.00   | 10,355.50 | 16,984.62 | 1,989.54                                   | 3,741.06 | 8,365.96  | 13,243.56 |
| Técnico en Mantenimiento                    | 6,712.10                | 12,559.50 | 0.00                         | 0.00   | 6,712.10  | 12,559.50 | 875.86                                     | 2,871.80 | 5,836.24  | 9,687.70  |
| Técnico en Mantenimiento Zona III           | 9,651.26                | 12,063.92 | 0.00                         | 0.00   | 9,651.26  | 12,063.92 | 1,927.84                                   | 2,721.74 | 7,723.42  | 9,342.18  |
| Técnico Especializado                       | 11,277.36               | 30,873.68 | 0.00                         | 0.00   | 11,277.36 | 30,873.68 | 2,334.92                                   | 6,978.18 | 8,942.44  | 23,895.50 |
| Técnico Especializado Zona III              | 13,444.48               | 27,187.06 | 0.00                         | 0.00   | 13,444.48 | 27,187.06 | 2,881.00                                   | 6,234.82 | 10,563.48 | 20,952.24 |
| Vigilante Zona III                          | 8,059.08                | 12,810.64 | 0.00                         | 0.00   | 8,059.08  | 12,810.64 | 1,472.74                                   | 3,548.64 | 6,586.34  | 9,261.00  |

**Anexo 56**  
**Tabulador de Sueldos Universidad Autónoma de Occidente**

| Categoría                                    | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|  | Minimo                  | Máximo    | Minimo                       | Máximo   | Minimo    | Máximo    | Minimo                                     | Máximo    | Minimo    | Máximo    |
| Jefe Depto. Produc. y Program.               | 9,124.58                | 9,124.58  | 4,091.35                     | 4,091.35 | 13,215.93 | 13,215.93 | 3,113.95                                   | 3,113.95  | 10,101.98 | 10,101.98 |
| Laboratorista                                | 4,538.17                | 4,538.17  | 2,394.38                     | 2,394.38 | 6,932.55  | 6,932.55  | 1,110.15                                   | 1,110.15  | 5,822.40  | 5,822.40  |
| Ofical de Herrero                            | 3,847.38                | 3,847.38  | 2,138.79                     | 2,138.79 | 5,986.17  | 5,986.17  | 838.75                                     | 838.75    | 5,147.42  | 5,147.42  |
| Operador de Audio                            | 4,301.58                | 4,301.58  | 2,306.85                     | 2,306.85 | 6,608.43  | 6,608.43  | 989.59                                     | 989.59    | 5,618.84  | 5,618.84  |
| Productor A                                  | 5,165.98                | 5,165.98  | 2,626.67                     | 2,626.67 | 7,792.65  | 7,792.65  | 1,360.60                                   | 1,360.60  | 6,432.05  | 6,432.05  |
| Productor B                                  | 5,842.84                | 5,842.84  | 2,877.11                     | 2,877.11 | 8,719.95  | 8,719.95  | 1,807.27                                   | 1,807.27  | 6,912.68  | 6,912.68  |
| Profesor Asignatura Titulado de Licenciatura | 5,146.38                | 5,146.38  | 504.53                       | 504.53   | 5,650.91  | 5,650.91  | 780.53                                     | 780.53    | 4,870.38  | 4,870.38  |
| Profesor Asignatura Titulado de Licenciatura | 343.08                  | 343.08    | 17.82                        | 17.82    | 360.91    | 360.91    | 50.36                                      | 50.36     | 310.55    | 310.55    |
| Profesor Asignatura Titulado de Licenciatura | 5,146.38                | 5,146.38  | 267.23                       | 267.23   | 5,413.61  | 5,413.61  | 755.32                                     | 755.32    | 4,658.29  | 4,658.29  |
| Profesor Técnico Docente                     | 5,775.92                | 5,775.92  | 0.00                         | 0.00     | 5,775.92  | 5,775.92  | 883.27                                     | 883.27    | 4,892.65  | 4,892.65  |
| Profesor Técnico Docente                     | 385.06                  | 385.06    | 0.00                         | 0.00     | 385.06    | 385.06    | 54.39                                      | 54.39     | 330.67    | 330.67    |
| Representante ante Unesco                    | 9,125.53                | 9,125.53  | 4,091.71                     | 4,091.71 | 13,217.24 | 13,217.24 | 3,114.36                                   | 3,114.36  | 10,102.88 | 10,102.88 |
| Secretaría Ejecutiva                         | 4,058.99                | 4,058.99  | 2,217.09                     | 2,217.09 | 6,276.08  | 6,276.08  | 905.48                                     | 905.48    | 5,370.60  | 5,370.60  |
| Supervisor Académico                         | 5,165.98                | 5,165.98  | 2,626.67                     | 2,626.67 | 7,792.65  | 7,792.65  | 1,360.60                                   | 1,360.60  | 6,432.05  | 6,432.05  |
| Técnico de Grabaciones A                     | 4,301.58                | 4,301.58  | 2,306.85                     | 2,306.85 | 6,608.43  | 6,608.43  | 989.59                                     | 989.59    | 5,618.84  | 5,618.84  |
| Velador                                      | 3,847.38                | 3,847.38  | 2,138.79                     | 2,138.79 | 5,986.17  | 5,986.17  | 838.75                                     | 838.75    | 5,147.42  | 5,147.42  |
| Vigilante                                    | 3,847.38                | 3,847.38  | 2,138.79                     | 2,138.79 | 5,986.17  | 5,986.17  | 838.75                                     | 838.75    | 5,147.42  | 5,147.42  |
| Vigilante de Unidad                          | 2,971.22                | 2,971.22  | 1,814.61                     | 1,814.61 | 4,785.83  | 4,785.83  | 650.96                                     | 650.96    | 4,134.87  | 4,134.87  |
| Base   |                         |           |                              |          |           |           |  |           |           |           |
| Analista                                     | 4,538.17                | 4,538.17  | 3,220.05                     | 3,220.05 | 7,758.22  | 7,758.22  | 1,197.88                                   | 1,197.88  | 6,560.34  | 6,560.34  |
| Auxiliar Técnico                             | 4,403.21                | 4,403.21  | 2,828.98                     | 2,828.98 | 7,232.19  | 7,232.19  | 1,074.89                                   | 1,074.89  | 6,157.30  | 6,157.30  |
| Jefe de Maquinaria y Equipo                  | 4,538.16                | 4,538.16  | 4,086.37                     | 4,086.37 | 8,624.53  | 8,624.53  | 1,419.52                                   | 1,419.52  | 7,205.01  | 7,205.01  |
| Jefe de Oficina A                            | 4,193.14                | 4,193.14  | 2,751.25                     | 2,751.25 | 6,944.39  | 6,944.39  | 1,002.92                                   | 1,002.92  | 5,941.47  | 5,941.47  |
| Jefe de Sección                              | 4,058.99                | 4,058.99  | 2,701.62                     | 2,701.62 | 6,760.61  | 6,760.61  | 956.86                                     | 956.86    | 5,803.65  | 5,803.65  |
| Profesor Asig. Categoría A                   | 3,759.11                | 3,759.11  | 337.47                       | 337.47   | 4,096.58  | 4,096.58  | 566.83                                     | 566.83    | 3,529.75  | 3,529.75  |
| Profesor Asig. Categoría A                   | 5,638.62                | 5,638.62  | 506.22                       | 506.22   | 6,144.84  | 6,144.84  | 906.18                                     | 906.18    | 5,238.66  | 5,238.66  |
| Profesor Asig. Categoría A                   | 375.91                  | 375.91    | 33.75                        | 33.75    | 409.66    | 409.66    | 56.69                                      | 56.69     | 352.97    | 352.97    |
| Profesor Asig. Categoría A                   | 1,879.56                | 1,879.56  | 168.75                       | 168.75   | 2,048.31  | 2,048.31  | 283.41                                     | 283.41    | 1,764.90  | 1,764.90  |
| Profesor Asig. Categoría B                   | 4,284.07                | 4,284.07  | 340.32                       | 340.32   | 4,624.39  | 4,624.39  | 641.28                                     | 641.28    | 3,983.11  | 3,983.11  |
| Profesor Asig. Categoría B                   | 2,142.03                | 2,142.03  | 170.17                       | 170.17   | 2,312.20  | 2,312.20  | 320.64                                     | 320.64    | 1,991.56  | 1,991.56  |
| Profesor Asig. Categoría B                   | 6,426.10                | 6,426.10  | 510.49                       | 510.49   | 6,936.59  | 6,936.59  | 1,144.50                                   | 1,144.50  | 5,792.09  | 5,792.09  |
| Profesor Asig. Categoría B                   | 428.41                  | 428.41    | 34.03                        | 34.03    | 462.44    | 462.44    | 64.12                                      | 64.12     | 398.32    | 398.32    |
| Profesor Asig. Categoría C                   | 2,397.54                | 2,397.54  | 172.15                       | 172.15   | 2,569.69  | 2,569.69  | 356.94                                     | 356.94    | 2,212.75  | 2,212.75  |
| Profesor Asig. Categoría C                   | 7,192.61                | 7,192.61  | 518.44                       | 518.44   | 7,709.05  | 7,709.05  | 1,372.85                                   | 1,372.85  | 6,336.20  | 6,336.20  |
| Profesor Asig. Categoría C                   | 479.51                  | 479.51    | 34.43                        | 34.43    | 513.94    | 513.94    | 71.39                                      | 71.39     | 442.55    | 442.55    |
| Profesor Asig. Categoría C                   | 4,795.07                | 4,795.07  | 344.29                       | 344.29   | 5,139.36  | 5,139.36  | 713.89                                     | 713.89    | 4,425.47  | 4,425.47  |
| Profesor Carrera Medio Tiempo A              | 9,303.13                | 9,303.13  | 679.62                       | 679.62   | 9,982.75  | 9,982.75  | 2,133.24                                   | 2,133.24  | 7,849.51  | 7,849.51  |
| Profesor Carrera Medio Tiempo B              | 10,754.57               | 10,754.57 | 683.90                       | 683.90   | 11,438.47 | 11,438.47 | 2,484.53                                   | 2,484.53  | 8,953.94  | 8,953.94  |
| Profesor Carrera Medio Tiempo C              | 12,729.31               | 12,729.31 | 692.65                       | 692.65   | 13,421.96 | 13,421.96 | 3,195.51                                   | 3,195.51  | 10,226.45 | 10,226.45 |
| Profesor Carrera Medio Tiempo D              | 14,923.31               | 14,923.31 | 709.96                       | 709.96   | 15,633.27 | 15,633.27 | 3,965.33                                   | 3,965.33  | 11,667.94 | 11,667.94 |
| Profesor Carrera Tiempo Completo A           | 16,606.23               | 16,606.23 | 1,359.23                     | 1,359.23 | 17,965.46 | 17,965.46 | 5,344.69                                   | 5,344.69  | 14,620.77 | 14,620.77 |
| Profesor Carrera Tiempo Completo B           | 21,509.16               | 21,509.16 | 1,367.78                     | 1,367.78 | 22,876.94 | 22,876.94 | 6,377.51                                   | 6,377.51  | 16,499.43 | 16,499.43 |
| Profesor Carrera Tiempo Completo C           | 25,458.55               | 25,458.55 | 1,385.29                     | 1,385.29 | 26,843.84 | 26,843.84 | 7,784.57                                   | 7,784.57  | 19,059.27 | 19,059.27 |
| Profesor Carrera Tiempo Completo D           | 29,846.67               | 29,846.67 | 1,419.90                     | 1,419.90 | 31,266.57 | 31,266.57 | 9,425.26                                   | 9,425.26  | 21,841.31 | 21,841.31 |
| Profesor Investigador Tiempo Completo        | 35,060.25               | 35,060.25 | 1,428.45                     | 1,428.45 | 36,488.70 | 36,488.70 | 11,390.63                                  | 11,390.63 | 25,097.67 | 25,097.67 |



### Anexo 56 Tabulador de Sueldos Universidad Autónoma de Occidente

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Abogado General                             | 8,113.88                | 8,113.88  | 23,660.12                    | 23,660.12 | 31,774.00 | 31,774.00 | 9,161.67                                   | 9,161.67  | 22,612.33 | 22,612.33 |
| Contralor Universitario                     | 9,330.46                | 9,330.46  | 30,325.43                    | 30,325.43 | 39,655.89 | 39,655.89 | 11,909.15                                  | 11,909.15 | 27,746.74 | 27,746.74 |
| Coordinador                                 | 7,408.43                | 7,408.43  | 24,126.38                    | 24,126.38 | 31,534.81 | 31,534.81 | 9,047.40                                   | 9,047.40  | 22,487.41 | 22,487.41 |
| Director de Área A                          | 8,113.87                | 8,113.87  | 14,112.12                    | 14,112.12 | 22,225.99 | 22,225.99 | 6,002.89                                   | 6,002.89  | 16,223.10 | 16,223.10 |
| Director de Área B                          | 8,113.87                | 8,113.87  | 17,302.12                    | 17,302.12 | 25,415.99 | 25,415.99 | 7,023.21                                   | 7,023.21  | 18,392.78 | 18,392.78 |
| Director de Área C                          | 8,113.87                | 8,113.87  | 23,660.12                    | 23,660.12 | 31,773.99 | 31,773.99 | 9,161.67                                   | 9,161.67  | 22,612.32 | 22,612.32 |
| Director de Radio                           | 8,928.28                | 8,928.28  | 10,412.73                    | 10,412.73 | 19,341.01 | 19,341.01 | 5,117.75                                   | 5,117.75  | 14,223.26 | 14,223.26 |
| Director de Unidad A                        | 8,928.28                | 8,928.28  | 15,784.73                    | 15,784.73 | 24,713.01 | 24,713.01 | 6,835.99                                   | 6,835.99  | 17,877.02 | 17,877.02 |
| Director de Unidad B                        | 8,928.28                | 8,928.28  | 16,882.73                    | 16,882.73 | 25,811.01 | 25,811.01 | 7,167.19                                   | 7,167.19  | 18,643.82 | 18,643.82 |
| Director del Cele                           | 8,928.28                | 8,928.28  | 16,788.73                    | 16,788.73 | 25,717.01 | 25,717.01 | 7,157.12                                   | 7,157.12  | 18,559.89 | 18,559.89 |
| Jefe de Departamento Académico A            | 7,514.43                | 7,514.43  | 7,080.30                     | 7,080.30  | 14,594.73 | 14,594.73 | 3,534.34                                   | 3,534.34  | 11,060.39 | 11,060.39 |
| Jefe de Departamento Académico B            | 7,514.43                | 7,514.43  | 9,265.30                     | 9,265.30  | 16,778.73 | 16,778.73 | 4,233.20                                   | 4,233.20  | 12,545.53 | 12,545.53 |
| Jefe de Departamento Administrativo A       | 7,852.94                | 7,852.94  | 8,786.62                     | 8,786.62  | 16,639.56 | 16,639.56 | 4,204.00                                   | 4,204.00  | 12,435.56 | 12,435.56 |
| Jefe de Departamento Administrativo B       | 7,852.94                | 7,852.94  | 12,426.62                    | 12,426.62 | 20,279.56 | 20,279.56 | 5,368.27                                   | 5,368.27  | 14,911.29 | 14,911.29 |
| Jefe de Departamento Administrativo C       | 7,852.94                | 7,852.94  | 13,579.62                    | 13,579.62 | 21,432.56 | 21,432.56 | 5,737.06                                   | 5,737.06  | 15,695.50 | 15,695.50 |
| Jefe Depto Admvo de Unidad A                | 7,514.43                | 7,514.43  | 5,320.30                     | 5,320.30  | 12,834.73 | 12,834.73 | 2,993.56                                   | 2,993.56  | 9,841.17  | 9,841.17  |
| Jefe Depto Admvo de Unidad B                | 7,514.43                | 7,514.43  | 6,390.30                     | 6,390.30  | 13,904.73 | 13,904.73 | 3,313.63                                   | 3,313.63  | 10,591.10 | 10,591.10 |
| Jefe Depto Admvo de Unidad C                | 7,514.43                | 7,514.43  | 9,330.30                     | 9,330.30  | 16,844.73 | 16,844.73 | 4,254.00                                   | 4,254.00  | 12,590.73 | 12,590.73 |
| Rector                                      | 10,730.52               | 10,730.52 | 51,463.98                    | 51,463.98 | 62,214.50 | 62,214.50 | 20,969.94                                  | 20,969.94 | 41,244.56 | 41,244.56 |
| Secretario Particular del Rector            | 8,113.87                | 8,113.87  | 15,401.92                    | 15,401.92 | 23,515.79 | 23,515.79 | 6,415.43                                   | 6,415.43  | 17,100.36 | 17,100.36 |
| Secretario Técnico                          | 8,113.87                | 8,113.87  | 17,038.98                    | 17,038.98 | 25,152.85 | 25,152.85 | 6,939.03                                   | 6,939.03  | 18,213.82 | 18,213.82 |
| Subdirector de Área                         | 8,113.87                | 8,113.87  | 12,961.58                    | 12,961.58 | 21,075.45 | 21,075.45 | 5,634.89                                   | 5,634.89  | 15,440.56 | 15,440.56 |
| Subdirector de Área A                       | 8,113.88                | 8,113.88  | 18,351.42                    | 18,351.42 | 26,465.30 | 26,465.30 | 7,358.82                                   | 7,358.82  | 19,106.48 | 19,106.48 |
| Subdirector de Unidad A                     | 7,764.49                | 7,764.49  | 7,710.62                     | 7,710.62  | 15,475.11 | 15,475.11 | 3,827.47                                   | 3,827.47  | 11,647.64 | 11,647.64 |
| Subdirector de Unidad B                     | 7,764.49                | 7,764.49  | 13,182.50                    | 13,182.50 | 20,946.99 | 20,946.99 | 5,577.66                                   | 5,577.66  | 15,369.33 | 15,369.33 |
| Vice rector                                 | 9,330.46                | 9,330.46  | 36,220.47                    | 36,220.47 | 45,550.93 | 45,550.93 | 14,135.70                                  | 14,135.70 | 31,415.23 | 31,415.23 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente de Área                           | 7,440.13                | 7,440.13  | 3,468.11                     | 3,468.11  | 10,908.24 | 10,908.24 | 2,310.53                                   | 2,310.53  | 8,597.71  | 8,597.71  |
| Auxiliar Administrativo A                   | 4,301.58                | 4,301.58  | 2,306.85                     | 2,306.85  | 6,608.43  | 6,608.43  | 988.59                                     | 988.59    | 5,619.84  | 5,619.84  |
| Auxiliar Administrativo B                   | 5,165.98                | 5,165.98  | 2,626.67                     | 2,626.67  | 7,792.65  | 7,792.65  | 1,360.60                                   | 1,360.60  | 6,432.05  | 6,432.05  |
| Auxiliar Administrativo C                   | 5,842.84                | 5,842.84  | 3,477.11                     | 3,477.11  | 9,319.95  | 9,319.95  | 1,936.30                                   | 1,936.30  | 7,383.65  | 7,383.65  |
| Bibliotecario                               | 4,301.58                | 4,301.58  | 2,306.85                     | 2,306.85  | 6,608.43  | 6,608.43  | 988.59                                     | 988.59    | 5,619.84  | 5,619.84  |
| Chofer A                                    | 4,173.66                | 4,173.66  | 2,259.51                     | 2,259.51  | 6,433.17  | 6,433.17  | 944.77                                     | 944.77    | 5,488.40  | 5,488.40  |
| Coord. de Programa Educativo A              | 8,275.95                | 8,275.95  | 5,877.36                     | 5,877.36  | 14,153.31 | 14,153.31 | 3,348.92                                   | 3,348.92  | 10,804.39 | 10,804.39 |
| Coord. de Programa Educativo B              | 8,275.95                | 8,275.95  | 7,117.36                     | 7,117.36  | 15,393.31 | 15,393.31 | 3,745.53                                   | 3,745.53  | 11,647.78 | 11,647.78 |
| Coord. de Programa Educativo C              | 8,275.95                | 8,275.95  | 8,257.36                     | 8,257.36  | 16,533.31 | 16,533.31 | 4,110.15                                   | 4,110.15  | 12,423.16 | 12,423.16 |
| Diseñador Gráfico                           | 6,817.19                | 6,817.19  | 3,237.62                     | 3,237.62  | 10,054.81 | 10,054.81 | 2,141.06                                   | 2,141.06  | 7,913.75  | 7,913.75  |
| Encargado de Centro de Cómputo              | 6,817.19                | 6,817.19  | 3,237.62                     | 3,237.62  | 10,054.81 | 10,054.81 | 2,141.06                                   | 2,141.06  | 7,913.75  | 7,913.75  |
| Encargado de Computador                     | 3,190.46                | 3,190.46  | 1,895.73                     | 1,895.73  | 5,086.19  | 5,086.19  | 693.39                                     | 693.39    | 4,392.80  | 4,392.80  |
| Encargado de Fotocopiado                    | 3,626.86                | 3,626.86  | 2,057.20                     | 2,057.20  | 5,684.06  | 5,684.06  | 777.84                                     | 777.84    | 4,906.22  | 4,906.22  |
| Encargado de Laboratorio A                  | 4,301.57                | 4,301.57  | 2,306.84                     | 2,306.84  | 6,608.41  | 6,608.41  | 988.58                                     | 988.58    | 5,619.83  | 5,619.83  |
| Encargado de Laboratorio B                  | 7,052.26                | 7,052.26  | 3,324.60                     | 3,324.60  | 10,376.86 | 10,376.86 | 2,150.46                                   | 2,150.46  | 8,226.40  | 8,226.40  |
| Encargado del Ceta                          | 7,440.13                | 7,440.13  | 3,468.11                     | 3,468.11  | 10,908.24 | 10,908.24 | 2,310.53                                   | 2,310.53  | 8,597.71  | 8,597.71  |
| Instructor A                                | 2,869.83                | 2,869.83  | 1,777.09                     | 1,777.09  | 4,646.92  | 4,646.92  | 631.35                                     | 631.35    | 4,015.57  | 4,015.57  |
| Instructor B                                | 2,555.07                | 2,555.07  | 1,660.64                     | 1,660.64  | 4,215.71  | 4,215.71  | 570.44                                     | 570.44    | 3,645.27  | 3,645.27  |
| Instructor C                                | 3,847.38                | 3,847.38  | 2,138.79                     | 2,138.79  | 5,986.17  | 5,986.17  | 838.75                                     | 838.75    | 5,147.42  | 5,147.42  |
| Instructor D                                | 4,301.58                | 4,301.58  | 2,306.84                     | 2,306.84  | 6,608.42  | 6,608.42  | 988.58                                     | 988.58    | 5,619.84  | 5,619.84  |
| Instructor E                                | 5,538.24                | 5,538.24  | 2,764.41                     | 2,764.41  | 8,302.65  | 8,302.65  | 1,702.94                                   | 1,702.94  | 6,599.71  | 6,599.71  |
| Intendente                                  | 2,457.86                | 2,457.86  | 1,624.67                     | 1,624.67  | 4,082.53  | 4,082.53  | 551.62                                     | 551.62    | 3,530.91  | 3,530.91  |
| Intendente A                                | 3,847.38                | 3,847.38  | 2,138.79                     | 2,138.79  | 5,986.17  | 5,986.17  | 838.75                                     | 838.75    | 5,147.42  | 5,147.42  |
| Jardinero                                   | 3,847.38                | 3,847.38  | 2,138.79                     | 2,138.79  | 5,986.17  | 5,986.17  | 838.75                                     | 838.75    | 5,147.42  | 5,147.42  |
| Jefe de Área A                              | 9,125.55                | 9,125.55  | 5,884.71                     | 5,884.71  | 15,010.26 | 15,010.26 | 3,663.75                                   | 3,663.75  | 11,346.51 | 11,346.51 |
| Jefe de Área de Unidad                      | 7,440.13                | 7,440.13  | 3,468.11                     | 3,468.11  | 10,908.24 | 10,908.24 | 2,310.53                                   | 2,310.53  | 8,597.71  | 8,597.71  |
| Jefe de Área de Unidad A                    | 8,731.14                | 8,731.14  | 5,725.78                     | 5,725.78  | 14,456.92 | 14,456.92 | 3,467.85                                   | 3,467.85  | 10,989.07 | 10,989.07 |
| Jefe de Área de Unidad B                    | 8,731.14                | 8,731.14  | 6,331.78                     | 6,331.78  | 15,062.92 | 15,062.92 | 3,661.68                                   | 3,661.68  | 11,401.24 | 11,401.24 |
| Jefe de Centeve                             | 9,124.57                | 9,124.57  | 4,841.25                     | 4,841.25  | 13,965.92 | 13,965.92 | 3,329.68                                   | 3,329.68  | 10,636.24 | 10,636.24 |
| Jefe de Mantenimiento                       | 4,538.17                | 4,538.17  | 2,394.38                     | 2,394.38  | 6,932.55  | 6,932.55  | 1,110.15                                   | 1,110.15  | 5,822.40  | 5,822.40  |
| Jefe de Sección A                           | 7,440.13                | 7,440.13  | 3,468.11                     | 3,468.11  | 10,908.24 | 10,908.24 | 2,310.53                                   | 2,310.53  | 8,597.71  | 8,597.71  |
| Jefe de Sección B                           | 9,125.54                | 9,125.54  | 6,127.71                     | 6,127.71  | 15,253.25 | 15,253.25 | 3,741.47                                   | 3,741.47  | 11,511.78 | 11,511.78 |
| Jefe de Sección C                           | 9,125.54                | 9,125.54  | 7,947.71                     | 7,947.71  | 17,073.25 | 17,073.25 | 4,323.60                                   | 4,323.60  | 12,749.65 | 12,749.65 |
| Jefe de Sección de Unidad A                 | 8,731.14                | 8,731.14  | 5,725.78                     | 5,725.78  | 14,456.92 | 14,456.92 | 3,467.85                                   | 3,467.85  | 10,989.07 | 10,989.07 |

**Anexo 56**  
**Tabulador de Sueldos Escuela Normal de Especialización del Estado de Sinaloa**

| Categoría                                  | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|-----------|-----------|-----------|
|  | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Basa                                       |                         |           |                              |        |           |           |  |           |           |           |
| Oficial Administrativo D                   | 10,591.36               | 17,749.24 | 0.00                         | 0.00   | 10,591.36 | 17,749.24 | 1,696.50                                   | 3,190.96  | 8,894.86  | 14,558.28 |
| Oficial De Servicios D                     | 8,519.30                | 9,373.00  | 0.00                         | 0.00   | 8,519.30  | 9,373.00  | 927.10                                     | 1,129.36  | 7,592.20  | 8,243.64  |
| Prof. Asig. E. S. B.                       | 1,421.52                | 13,133.66 | 0.00                         | 0.00   | 1,421.52  | 13,133.66 | 265.20                                     | 2,266.16  | 1,156.32  | 10,867.50 |
| Prof. Enseñanzas Sup. Tit. A 1/2 Tmpo.     | 18,274.10               | 18,762.02 | 0.00                         | 0.00   | 18,274.10 | 18,762.02 | 3,761.78                                   | 3,905.02  | 14,512.32 | 14,857.00 |
| Profesor Enseñanzas Sup. Asoc. B 1/2 Tmpo. | 13,245.34               | 13,245.34 | 0.00                         | 0.00   | 13,245.34 | 13,245.34 | 2,296.96                                   | 2,296.96  | 10,948.38 | 10,948.38 |
| Profesor Enseñanzas Sup. Asociado C 3/4    | 21,357.18               | 21,357.18 | 0.00                         | 0.00   | 21,357.18 | 21,357.18 | 4,711.72                                   | 4,711.72  | 16,645.46 | 16,645.46 |
| Profesor Enseñanzas Sup. Tit. A T/C        | 50,670.32               | 50,670.32 | 0.00                         | 0.00   | 50,670.32 | 50,670.32 | 13,446.50                                  | 13,446.50 | 37,223.82 | 37,223.82 |
| Profesor Enseñanzas Superior Tit. B T/C    | 41,294.92               | 41,871.62 | 0.00                         | 0.00   | 41,294.92 | 41,871.62 | 11,255.48                                  | 11,437.26 | 30,039.44 | 30,434.36 |
| Profr. Ens. Sup. Asoc. A 1/2 Tiempo        | 11,984.24               | 11,984.24 | 0.00                         | 0.00   | 11,984.24 | 11,984.24 | 1,869.24                                   | 1,869.24  | 10,015.00 | 10,015.00 |
| Profr. Ens. Sup. Tit. C T/C                | 37,084.50               | 72,458.56 | 0.00                         | 0.00   | 37,084.50 | 72,458.56 | 10,085.08                                  | 21,461.58 | 26,999.42 | 50,996.98 |
| Profr. Enseñanzas Sup. Asoc. C 1/2 Tmpo.   | 13,165.28               | 16,336.02 | 0.00                         | 0.00   | 13,165.28 | 16,336.02 | 2,316.00                                   | 3,406.66  | 10,849.28 | 12,929.36 |
| Técnico Docente Asociado A 1/2 T           | 9,344.98                | 9,344.98  | 0.00                         | 0.00   | 9,344.98  | 9,344.98  | 1,168.98                                   | 1,168.98  | 8,176.00  | 8,176.00  |
| Técnico Docente Asociado A 3/4 T           | 14,804.30               | 22,555.38 | 0.00                         | 0.00   | 14,804.30 | 22,555.38 | 2,648.96                                   | 4,845.14  | 12,154.34 | 17,910.24 |
| Técnico Docente Asociado A T/C             | 21,884.26               | 21,884.26 | 0.00                         | 0.00   | 21,884.26 | 21,884.26 | 4,757.68                                   | 4,757.68  | 17,126.58 | 17,126.58 |
| Técnico Docente Asociado B 1/2 Tmpo.       | 8,879.72                | 11,353.38 | 0.00                         | 0.00   | 8,879.72  | 11,353.38 | 1,551.54                                   | 1,827.94  | 7,328.18  | 9,525.44  |
| Técnico Docente Asociado B 3/4 Tiempo      | 16,331.88               | 16,331.88 | 0.00                         | 0.00   | 16,331.88 | 16,331.88 | 3,076.98                                   | 3,076.98  | 13,254.90 | 13,254.90 |
| Técnico Docente Asociado B T/C             | 17,744.02               | 34,041.36 | 0.00                         | 0.00   | 17,744.02 | 34,041.36 | 3,846.48                                   | 7,968.16  | 13,897.54 | 26,053.20 |
| Técnico Docente Ens. Sup. Asoc. C 3/4 Tmpo | 15,895.70               | 17,718.44 | 0.00                         | 0.00   | 15,895.70 | 17,718.44 | 3,006.52                                   | 3,538.40  | 12,889.18 | 14,180.04 |
| Técnico Docente Ens. Sup. Asoc. C T/C      | 23,274.14               | 23,274.14 | 0.00                         | 0.00   | 23,274.14 | 23,274.14 | 5,284.84                                   | 5,284.84  | 17,989.30 | 17,989.30 |
| Técnico Docente Titular A 1/2 Tiempo       | 13,244.42               | 13,244.42 | 0.00                         | 0.00   | 13,244.42 | 13,244.42 | 2,296.96                                   | 2,296.96  | 10,947.46 | 10,947.46 |
| Técnico Docente Titular A 3/4 Tiempo       | 19,205.48               | 19,205.48 | 0.00                         | 0.00   | 19,205.48 | 19,205.48 | 4,017.62                                   | 4,017.62  | 15,187.86 | 15,187.86 |

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**Anexo 56**  
**Tabulador de Sueldos Instituto Sinaloense de Cultura Física y el Deporte**  
**(ISDE)**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |            |
|---|-------------------------|-----------|------------------------------|-----------|-----------|------------|--|-----------|-----------|------------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |            |  |           |           |            |
| Director de Área                            | 30,517.14               | 30,517.15 | 2,000.00                     | 47,851.93 | 32,517.14 | 78,369.08  | 4,897.88                                   | 6,979.83  | 27,619.26 | 71,389.25  |
| Director General                            | 50,785.62               | 50,785.63 | 2,000.00                     | 63,570.35 | 52,795.62 | 114,365.98 | 9,553.40                                   | 10,000.00 | 43,242.22 | 104,365.98 |
| Jefe de Departamento                        | 21,960.56               | 21,960.57 | 2,000.00                     | 35,211.45 | 23,960.56 | 57,172.02  | 2,063.56                                   | 3,906.32  | 21,897.00 | 53,265.70  |
| Subdirector de Área                         | 22,550.71               | 22,550.72 | 2,000.00                     | 45,000.00 | 24,550.71 | 67,550.72  | 3,669.50                                   | 4,897.87  | 20,881.21 | 62,652.85  |
| Subdirector General                         | 37,999.90               | 37,999.91 | 2,000.00                     | 49,500.00 | 39,999.90 | 87,499.91  | 6,979.84                                   | 8,500.00  | 33,020.06 | 78,999.91  |
| <b>Confianza</b>                            |                         |           |                              |           |           |            |  |           |           |            |
| Coordinador de Área                         | 17,875.90               | 17,875.91 | 2,000.00                     | 28,521.42 | 19,975.90 | 46,497.33  | 788.24                                     | 2,775.60  | 19,187.66 | 43,720.73  |
| Promotor de Área                            | 12,844.16               | 12,844.17 | 2,000.00                     | 25,973.96 | 14,844.16 | 39,818.13  | 480.48                                     | 1,657.12  | 14,363.68 | 37,961.01  |
| Subpromotor de Área                         | 6,724.93                | 6,724.94  | 2,000.00                     | 22,869.92 | 8,724.93  | 29,614.86  | 480.48                                     | 1,074.96  | 8,244.45  | 28,539.90  |

**Anexo 56**  
**Tabulador de Sueldos Colegio de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Director                                    | 24,000.00               | 35,000.00 | 4,500.00                     | 5,000.00  | 28,500.00 | 40,000.00 | 7,694.00                                   | 11,889.00 | 20,806.00 | 28,111.00 |
| Jefe de Departamento                        | 12,760.00               | 30,000.00 | 1,500.00                     | 5,000.00  | 14,260.00 | 35,000.00 | 3,145.00                                   | 9,786.00  | 11,135.00 | 25,214.00 |
| Presidentes                                 | 33,391.00               | 45,000.00 | 22,230.00                    | 25,000.00 | 55,621.00 | 70,000.00 | 12,393.00                                  | 16,484.00 | 43,228.00 | 53,516.00 |
| Secretaria General                          | 33,154.00               | 43,000.00 | 810.00                       | 13,000.00 | 33,964.00 | 56,000.00 | 12,037.00                                  | 16,485.00 | 21,927.00 | 39,515.00 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Auxiliar de Biblioteca                      | 5,720.00                | 10,000.00 | 0.00                         | 0.00      | 5,720.00  | 10,000.00 | 690.00                                     | 1,973.00  | 5,030.00  | 8,027.00  |
| Auxiliar de Contabilidad                    | 7,700.00                | 16,000.00 | 0.00                         | 0.00      | 7,700.00  | 16,000.00 | 1,421.00                                   | 3,365.00  | 6,279.00  | 12,635.00 |
| Auxiliar Editorial y de Comunicación        | 7,700.00                | 16,000.00 | 0.00                         | 0.00      | 7,700.00  | 16,000.00 | 1,651.00                                   | 3,365.00  | 6,049.00  | 12,635.00 |
| Diseñador Editorial y Gráfico               | 6,820.00                | 12,000.00 | 0.00                         | 0.00      | 6,820.00  | 12,000.00 | 973.00                                     | 2,305.00  | 5,847.00  | 9,695.00  |
| Encargado de Biblioteca                     | 13,000.00               | 20,000.00 | 0.00                         | 0.00      | 13,000.00 | 20,000.00 | 2,614.00                                   | 3,670.00  | 10,386.00 | 16,330.00 |
| Intendente                                  | 5,830.00                | 10,000.00 | 0.00                         | 0.00      | 5,830.00  | 10,000.00 | 715.00                                     | 1,720.00  | 5,115.00  | 8,280.00  |
| Secretaria de Presidencia                   | 11,500.00               | 16,000.00 | 0.00                         | 0.00      | 11,500.00 | 16,000.00 | 2,373.00                                   | 3,365.00  | 9,127.00  | 12,635.00 |
| Secretaria Ejecutiva                        | 6,600.00                | 10,000.00 | 0.00                         | 0.00      | 6,600.00  | 10,000.00 | 825.00                                     | 1,720.00  | 5,875.00  | 8,280.00  |
| Técnicos Museográficos y de Sonido          | 8,800.00                | 15,000.00 | 0.00                         | 0.00      | 8,800.00  | 15,000.00 | 1,663.00                                   | 2,976.00  | 7,137.00  | 12,024.00 |
| Velador                                     | 5,500.00                | 10,000.00 | 0.00                         | 0.00      | 5,500.00  | 10,000.00 | 642.00                                     | 1,720.00  | 4,858.00  | 8,280.00  |

**Anexo 56**  
**Tabulador de Sueldos Instituto Sinaloense de Cultura**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |          |           |           |
| Director                                    | 15,518.36               | 15,518.48 | 8,642.00                     | 8,642.56  | 24,160.36 | 24,161.04 | 4,498.52                                   | 5,203.90 | 19,661.84 | 18,957.14 |
| Director General                            | 23,474.28               | 23,474.28 | 19,235.34                    | 19,235.34 | 42,709.62 | 42,709.62 | 9,931.04                                   | 9,931.04 | 32,778.58 | 32,778.58 |
| Jefe de Departamento                        | 8,378.86                | 8,378.86  | 2,854.56                     | 6,701.52  | 11,233.42 | 15,080.38 | 1,675.72                                   | 2,421.46 | 9,557.70  | 12,658.92 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |          |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 885.68                       | 885.68    | 7,725.68  | 7,725.68  | 854.58                                     | 854.58   | 6,871.10  | 6,871.10  |
| Asistente Académico                         | 1,357.28                | 1,357.28  | 0.00                         | 0.00      | 1,357.28  | 1,357.28  | 283.80                                     | 283.80   | 1,073.48  | 1,073.48  |
| Asistente Relaciones Pub. A                 | 4,732.16                | 4,732.16  | 0.00                         | 0.00      | 4,732.16  | 4,732.16  | 531.86                                     | 531.86   | 4,200.30  | 4,200.30  |
| Auxiliar de Museografía A                   | 3,821.06                | 3,821.06  | 0.00                         | 0.00      | 3,821.06  | 3,821.06  | 455.66                                     | 563.52   | 3,365.40  | 3,257.54  |
| Capitán A                                   | 5,549.90                | 5,549.90  | 3,000.00                     | 3,000.00  | 8,549.90  | 8,549.90  | 831.92                                     | 831.92   | 7,717.98  | 7,717.98  |
| Capitán B                                   | 4,455.78                | 4,455.78  | 1,500.00                     | 1,500.00  | 5,955.78  | 5,955.78  | 797.70                                     | 797.70   | 5,158.08  | 5,158.08  |
| Chofer                                      | 2,332.44                | 2,332.44  | 0.00                         | 0.00      | 2,332.44  | 2,332.44  | 394.50                                     | 394.50   | 1,937.94  | 1,937.94  |
| Custodio                                    | 2,332.44                | 2,332.44  | 1,000.00                     | 1,000.00  | 3,332.44  | 3,332.44  | 410.62                                     | 410.62   | 2,921.82  | 2,521.82  |
| Encargado de Mantenimiento                  | 4,065.82                | 4,065.82  | 0.00                         | 0.00      | 4,065.82  | 4,065.82  | 477.60                                     | 477.60   | 3,588.22  | 3,588.22  |
| Guía Cultural A                             | 2,985.56                | 2,985.56  | 3,150.00                     | 3,150.00  | 6,135.56  | 6,135.56  | 803.36                                     | 803.36   | 5,332.20  | 5,332.20  |
| Instructor (Taller de Danza)                | 1,515.36                | 1,515.36  | 0.00                         | 0.00      | 1,515.36  | 1,515.36  | 267.80                                     | 267.80   | 1,247.56  | 1,247.56  |
| Instructor de Coro                          | 2,326.90                | 2,326.90  | 1,000.00                     | 1,000.00  | 3,326.90  | 3,326.90  | 410.18                                     | 410.18   | 2,916.72  | 2,916.72  |
| Instructor de Danza Folclórica B            | 1,086.12                | 1,086.12  | 0.00                         | 0.00      | 1,086.12  | 1,086.12  | 233.86                                     | 233.86   | 852.26    | 852.26    |
| Maestro Artes Plásticas                     | 2,769.66                | 2,769.66  | 0.00                         | 0.00      | 2,769.66  | 2,769.66  | 370.02                                     | 370.02   | 2,399.64  | 2,399.64  |
| Maestro Artes Plásticas B                   | 1,120.30                | 1,120.30  | 0.00                         | 0.00      | 1,120.30  | 1,120.30  | 236.50                                     | 236.50   | 883.80    | 883.80    |
| Maestro Taller Artes Plásticas              | 1,513.50                | 1,513.50  | 0.00                         | 0.00      | 1,513.50  | 1,513.50  | 269.06                                     | 269.06   | 1,244.44  | 1,244.44  |
| Maestro Taller Grabado en Mader             | 1,013.94                | 1,013.94  | 0.00                         | 0.00      | 1,013.94  | 1,013.94  | 228.24                                     | 228.24   | 785.70    | 785.70    |
| Secretaria D                                | 2,674.72                | 2,674.72  | 813.00                       | 813.00    | 3,487.72  | 3,487.72  | 519.76                                     | 519.76   | 2,967.96  | 2,967.96  |
| Secretaria E                                | 2,561.20                | 2,561.20  | 0.00                         | 0.00      | 2,561.20  | 2,561.20  | 420.50                                     | 420.50   | 2,140.70  | 2,140.70  |
| Sub-Jefe de Dpto.                           | 6,924.36                | 6,924.36  | 3,968.98                     | 3,968.98  | 10,893.34 | 10,893.34 | 1,099.88                                   | 1,099.88 | 9,793.46  | 9,793.46  |
| Templero                                    | 3,821.06                | 3,821.06  | 0.00                         | 0.00      | 3,821.06  | 3,821.06  | 455.66                                     | 455.66   | 3,365.40  | 3,365.40  |
| Velador                                     | 2,332.44                | 2,332.44  | 0.00                         | 0.00      | 2,332.44  | 2,332.44  | 334.36                                     | 334.36   | 1,998.08  | 1,998.08  |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |          |           |           |
| Analista                                    | 10,716.74               | 11,145.68 | 0.00                         | 7,633.40  | 10,716.74 | 18,979.08 | 1,499.10                                   | 3,058.60 | 9,217.54  | 15,920.48 |
| Asesor Acad. 40 Hrs.                        | 13,507.72               | 13,507.72 | 798.60                       | 1,328.28  | 14,306.32 | 14,836.00 | 2,728.30                                   | 2,854.22 | 11,578.02 | 11,981.78 |
| Auxiliar Técnico                            | 10,172.88               | 10,172.90 | 0.00                         | 780.36    | 10,172.88 | 10,953.26 | 1,504.06                                   | 1,743.14 | 8,668.82  | 9,210.12  |
| Jefe de Oficina A                           | 9,865.34                | 9,865.34  | 0.00                         | 0.00      | 9,865.34  | 9,865.34  | 1,598.56                                   | 1,598.56 | 8,266.78  | 8,266.78  |
| Jefe de Sección A                           | 9,668.68                | 9,668.70  | 0.00                         | 513.04    | 9,668.68  | 10,181.74 | 1,406.34                                   | 1,547.64 | 8,262.34  | 8,634.10  |
| Profesionista                               | 20,761.12               | 21,623.86 | 798.60                       | 1,217.24  | 21,559.72 | 22,841.10 | 4,173.58                                   | 5,158.16 | 17,386.16 | 17,682.94 |
| <b>Homologados Salud</b>                    |                         |           |                              |           |           |           |  |          |           |           |
| Psicólogo Clínico                           | 30,346.92               | 30,346.92 | 225.00                       | 225.00    | 30,571.92 | 30,571.92 | 8,295.96                                   | 8,295.96 | 22,275.96 | 22,275.96 |
| Trabajo Social Área Médica                  | 22,100.38               | 22,100.38 | 175.00                       | 175.00    | 22,275.38 | 22,275.38 | 5,471.94                                   | 5,471.94 | 16,803.44 | 16,803.44 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Autónoma Indígena de México**

| Categoría   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| Base  |                         |           |                              |           |           |           |  |          |           |           |
| Asesor de Rectoría  | 14,500.00               | 16,000.00 | 0.00                         | 0.00      | 14,500.00 | 16,000.00 | 2,800.00                                   | 2,900.00 | 11,700.00 | 13,100.00 |
| Asistente   | 3,100.00                | 4,000.00  | 6,000.00                     | 6,300.00  | 9,100.00  | 10,300.00 | 350.00                                     | 400.00   | 8,750.00  | 9,900.00  |
| Asistente de Contraloría  | 3,000.00                | 3,000.00  | 1,200.00                     | 1,300.00  | 4,200.00  | 4,300.00  | 50.00                                      | 59.00    | 4,150.00  | 4,241.00  |
| Auxiliar Administrativo   | 3,000.00                | 4,100.00  | 1,500.00                     | 2,700.00  | 4,500.00  | 6,800.00  | 100.00                                     | 200.00   | 4,400.00  | 6,600.00  |
| Auxiliar Contable   | 2,700.00                | 3,900.00  | 1,400.00                     | 1,500.00  | 4,100.00  | 5,400.00  | 150.00                                     | 212.00   | 3,950.00  | 5,188.00  |
| Auxiliar de Albergue Varonil                                    | 2,700.00                | 3,600.00  | 1,400.00                     | 1,500.00  | 4,100.00  | 5,100.00  | 100.00                                     | 200.00   | 4,000.00  | 4,900.00  |
| Auxiliar de Biblioteca  | 2,700.00                | 4,200.00  | 2,500.00                     | 2,900.00  | 5,200.00  | 7,100.00  | 200.00                                     | 226.00   | 5,000.00  | 6,874.00  |
| Auxiliar de Comedor   | 2,700.00                | 3,400.00  | 2,200.00                     | 2,300.00  | 4,900.00  | 5,700.00  | 100.00                                     | 200.00   | 4,800.00  | 5,500.00  |
| Auxiliar de Diseño Gráfico                                      | 2,700.00                | 3,000.00  | 1,700.00                     | 1,800.00  | 4,400.00  | 4,800.00  | 50.00                                      | 53.00    | 4,350.00  | 4,747.00  |
| Auxiliar de Escolar   | 2,700.00                | 7,197.00  | 1,500.00                     | 3,500.00  | 4,200.00  | 10,697.00 | 100.00                                     | 110.00   | 4,100.00  | 10,587.00 |
| Auxiliar de Mantenimiento                                       | 2,700.00                | 7,000.00  | 1,400.00                     | 1,500.00  | 4,100.00  | 8,500.00  | 40.00                                      | 212.00   | 4,060.00  | 8,288.00  |
| Auxiliar de Planeación  | 2,700.00                | 3,100.00  | 0.00                         | 0.00      | 2,700.00  | 3,100.00  | 100.00                                     | 110.00   | 2,600.00  | 2,990.00  |
| Auxiliar de Posgrado  | 2,700.00                | 3,000.00  | 3,000.00                     | 3,400.00  | 5,700.00  | 6,400.00  | 100.00                                     | 150.00   | 5,600.00  | 6,250.00  |
| Auxiliar de Recursos Humanos                                    | 2,700.00                | 3,800.00  | 8,000.00                     | 8,600.00  | 10,700.00 | 12,200.00 | 200.00                                     | 212.00   | 10,500.00 | 11,988.00 |
| Auxiliar de Servicio Social                                     | 2,700.00                | 3,600.00  | 3,500.00                     | 3,800.00  | 6,200.00  | 7,400.00  | 200.00                                     | 212.00   | 6,000.00  | 7,188.00  |
| Auxiliar de Soporte Técnico                                     | 2,700.00                | 4,100.00  | 1,400.00                     | 1,400.00  | 3,800.00  | 5,500.00  | 40.00                                      | 41.00    | 3,760.00  | 5,459.00  |
| Bibliotecario   | 2,700.00                | 4,200.00  | 1,400.00                     | 1,600.00  | 4,100.00  | 5,800.00  | 200.00                                     | 226.00   | 3,900.00  | 5,574.00  |
| Chofer  | 3,000.00                | 3,400.00  | 1,700.00                     | 1,800.00  | 4,700.00  | 5,200.00  | 50.00                                      | 51.00    | 4,650.00  | 5,149.00  |
| Cocinera  | 2,700.00                | 9,900.00  | 1,900.00                     | 2,000.00  | 4,600.00  | 11,900.00 | 1,500.00                                   | 1,547.00 | 3,100.00  | 10,353.00 |
| Comisionado de Biblioteca                                       | 3,000.00                | 3,400.00  | 1,500.00                     | 1,600.00  | 4,500.00  | 5,000.00  | 200.00                                     | 212.00   | 4,300.00  | 4,788.00  |
| Comisionado de Mantenimiento                                    | 3,000.00                | 4,200.00  | 3,500.00                     | 3,700.00  | 6,500.00  | 7,900.00  | 150.00                                     | 183.00   | 6,350.00  | 7,717.00  |
| Comisionado del Sistema de Gestión de Calidad                   | 3,000.00                | 3,500.00  | 2,000.00                     | 2,300.00  | 5,000.00  | 5,800.00  | 200.00                                     | 212.00   | 4,800.00  | 5,588.00  |
| Contralor Interno   | 2,800.00                | 3,900.00  | 4,900.00                     | 5,000.00  | 7,700.00  | 8,900.00  | 200.00                                     | 204.00   | 7,500.00  | 8,696.00  |
| Cordinador de Programa Educativo Lic. en Turismo                | 2,800.00                | 3,900.00  | 3,500.00                     | 3,700.00  | 6,300.00  | 7,600.00  | 200.00                                     | 210.00   | 6,100.00  | 7,390.00  |
| Cordinador General Administrativo                               | 8,800.00                | 12,100.00 | 0.00                         | 0.00      | 8,800.00  | 12,100.00 | 1,800.00                                   | 1,900.00 | 7,000.00  | 10,200.00 |
| Cordinador General de Investigación                             | 5,500.00                | 12,400.00 | 11,900.00                    | 12,000.00 | 17,400.00 | 24,400.00 | 1,900.00                                   | 2,000.00 | 15,500.00 | 22,400.00 |
| Cordinador de Programa Educativo de Ing. Forestal               | 2,700.00                | 3,800.00  | 7,700.00                     | 7,800.00  | 10,400.00 | 11,600.00 | 120.00                                     | 180.00   | 10,280.00 | 11,420.00 |
| Cordinador de Programa Educativo de Lic. en Contaduría          | 3,000.00                | 7,200.00  | 6,800.00                     | 7,700.00  | 9,800.00  | 14,900.00 | 700.00                                     | 768.00   | 9,100.00  | 14,134.00 |
| Cordinador de Programa Educativo de Lic. en Sociología          | 2,700.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,300.00  | 13,700.00 | 700.00                                     | 800.00   | 8,600.00  | 12,900.00 |
| Cordinador de Programa Educativo en Sistemas Computacionales    | 2,800.00                | 6,300.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,000.00 | 1,000.00                                   | 1,100.00 | 8,400.00  | 11,900.00 |
| Cordinador General de Programa Educativo                        | 3,000.00                | 7,200.00  | 6,800.00                     | 7,700.00  | 9,800.00  | 14,900.00 | 700.00                                     | 768.00   | 9,100.00  | 14,134.00 |
| Cordinador Programa Educativo Ingeniería en Sistemas de Calidad | 2,800.00                | 6,700.00  | 6,100.00                     | 6,200.00  | 10,900.00 | 14,900.00 | 700.00                                     | 800.00   | 10,200.00 | 14,100.00 |
| Director Académico de Unidad                                    | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Director de Planeación y Desarrollo                             | 3,100.00                | 3,500.00  | 11,400.00                    | 11,400.00 | 14,500.00 | 14,900.00 | 120.00                                     | 200.00   | 14,380.00 | 14,700.00 |
| Director de Servicios Escolares                                 | 3,700.00                | 8,400.00  | 9,000.00                     | 9,100.00  | 12,700.00 | 17,500.00 | 1,000.00                                   | 1,150.00 | 11,700.00 | 16,350.00 |
| Director de Servicios Jurídicos                                 | 2,800.00                | 3,100.00  | 4,000.00                     | 4,100.00  | 6,800.00  | 7,200.00  | 100.00                                     | 200.00   | 6,700.00  | 7,000.00  |
| Director de Vinculación   | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Director de Vinculación y Prog. Esp.                            | 13,500.00               | 15,000.00 | 0.00                         | 0.00      | 13,500.00 | 15,000.00 | 2,600.00                                   | 2,800.00 | 10,900.00 | 12,200.00 |
| Director General de Unidad                                      | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Directora Área Administrativa Unidad Mochichahu                 | 2,600.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Directora Área Administrativa Unidad Mochis                     | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Directora Área Administrativa Unidad Virtual                    | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Directora General de Unidad Choix                               | 2,700.00                | 3,000.00  | 3,800.00                     | 3,900.00  | 6,500.00  | 6,900.00  | 50.00                                      | 53.00    | 6,450.00  | 6,847.00  |
| Directora General de Unidad Mochichahu                          | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Directora General de Unidad Mochis                              | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 800.00                                     | 900.00   | 8,600.00  | 12,800.00 |
| Diseñador Gráfico   | 2,700.00                | 3,700.00  | 2,500.00                     | 2,600.00  | 5,200.00  | 6,300.00  | 1,000.00                                   | 1,041.00 | 4,200.00  | 5,259.00  |
| Encargado de Albergue Femenil                                   | 2,700.00                | 3,100.00  | 1,500.00                     | 1,600.00  | 4,200.00  | 4,700.00  | 100.00                                     | 110.00   | 4,100.00  | 4,590.00  |
| Encargado de Albergue Varonil                                   | 2,700.00                | 3,100.00  | 4,900.00                     | 5,000.00  | 7,600.00  | 8,100.00  | 100.00                                     | 110.00   | 7,500.00  | 7,990.00  |
| Encargado de Bodega   | 2,700.00                | 3,100.00  | 800.00                       | 900.00    | 3,500.00  | 4,000.00  | 100.00                                     | 110.00   | 3,400.00  | 3,890.00  |
| Encargado de Despacho de Coordinación General                   | 3,200.00                | 8,000.00  | 7,600.00                     | 7,700.00  | 10,800.00 | 15,700.00 | 1,000.00                                   | 1,100.00 | 9,800.00  | 14,600.00 |
| Encargado de Laboratorio  | 2,700.00                | 3,100.00  | 4,100.00                     | 4,200.00  | 6,800.00  | 7,300.00  | 50.00                                      | 51.00    | 6,750.00  | 7,249.00  |
| Encargado de Radio Uaam   | 2,700.00                | 3,100.00  | 2,400.00                     | 2,500.00  | 5,100.00  | 5,600.00  | 50.00                                      | 53.00    | 5,050.00  | 5,547.00  |
| Encargado de Servicio Social                                    | 3,100.00                | 4,100.00  | 7,700.00                     | 7,800.00  | 10,800.00 | 11,900.00 | 200.00                                     | 212.00   | 10,600.00 | 11,688.00 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Autónoma Indígena de México**

| Categoría  | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|--|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|----------|-----------|-----------|
|  | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| Encargado de Servicos Multimedia                 | 8,000.00                | 9,300.00  | 0.00                         | 0.00      | 8,000.00  | 9,300.00  | 1,400.00                                   | 1,419.00 | 6,600.00  | 7,881.00  |
| Encargado de Turno de Comedor                    | 2,700.00                | 3,400.00  | 2,600.00                     | 2,700.00  | 5,300.00  | 6,100.00  | 100.00                                     | 200.00   | 5,200.00  | 5,900.00  |
| Encargado del Centro de Computo                  | 2,700.00                | 4,200.00  | 3,500.00                     | 3,700.00  | 6,200.00  | 7,900.00  | 200.00                                     | 226.00   | 6,000.00  | 7,674.00  |
| Encargado del Despacho de Dirección              | 5,100.00                | 5,700.00  | 3,700.00                     | 5,300.00  | 8,800.00  | 11,000.00 | 550.00                                     | 650.00   | 8,250.00  | 10,350.00 |
| Enfermera  | 2,500.00                | 3,400.00  | 1,500.00                     | 1,800.00  | 4,000.00  | 5,000.00  | 120.00                                     | 200.00   | 3,880.00  | 4,800.00  |
| Facilitador de Asignatura                        | 2,700.00                | 3,000.00  | 3,200.00                     | 3,200.00  | 5,900.00  | 6,200.00  | 40.00                                      | 44.00    | 5,860.00  | 6,156.00  |
| Facilitador Educativo TC B                       | 3,200.00                | 10,000.00 | 7,600.00                     | 7,700.00  | 10,800.00 | 17,700.00 | 1,500.00                                   | 1,534.00 | 9,300.00  | 16,166.00 |
| Facilitador Educativo                            | 7,700.00                | 10,900.00 | 1,100.00                     | 1,200.00  | 8,800.00  | 12,100.00 | 1,600.00                                   | 1,700.00 | 7,200.00  | 10,400.00 |
| Facilitador Educativo TC A                       | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 700.00                                     | 800.00   | 8,700.00  | 12,900.00 |
| Facilitador Educativo TC C                       | 3,700.00                | 8,400.00  | 9,000.00                     | 9,100.00  | 12,700.00 | 17,500.00 | 1,000.00                                   | 1,100.00 | 11,700.00 | 16,400.00 |
| Intendente                                       | 2,700.00                | 7,300.00  | 1,100.00                     | 1,200.00  | 3,800.00  | 8,500.00  | 50.00                                      | 56.00    | 3,750.00  | 8,444.00  |
| Jefe de Departamento de Información y Evaluación | 2,900.00                | 3,900.00  | 6,800.00                     | 6,900.00  | 9,700.00  | 10,800.00 | 200.00                                     | 210.00   | 9,500.00  | 10,590.00 |
| Jefe de Departamento de Recursos Humanos         | 2,800.00                | 3,200.00  | 1,100.00                     | 1,200.00  | 3,900.00  | 4,400.00  | 100.00                                     | 200.00   | 3,800.00  | 4,200.00  |
| Jefe de Departamento Oficina CTT                 | 7,700.00                | 10,300.00 | 1,200.00                     | 1,300.00  | 8,900.00  | 11,600.00 | 1,500.00                                   | 1,600.00 | 7,400.00  | 10,000.00 |
| Jefe de Depto. de Prod. EGE                      | 3,700.00                | 9,300.00  | 9,000.00                     | 9,100.00  | 12,700.00 | 18,400.00 | 1,300.00                                   | 1,384.00 | 11,400.00 | 17,016.00 |
| Jefe de Difusión Cultural                        | 3,100.00                | 3,500.00  | 4,800.00                     | 4,900.00  | 7,900.00  | 8,400.00  | 120.00                                     | 200.00   | 7,780.00  | 8,200.00  |
| Jefe de Intendencia                              | 2,700.00                | 7,300.00  | 1,100.00                     | 1,200.00  | 3,800.00  | 8,500.00  | 50.00                                      | 56.00    | 3,750.00  | 8,444.00  |
| Jefe de Mantenimiento                            | 2,900.00                | 6,500.00  | 6,400.00                     | 6,500.00  | 9,300.00  | 13,000.00 | 700.00                                     | 800.00   | 8,600.00  | 12,200.00 |
| Jefe de Servicios Escolares                      | 2,800.00                | 6,700.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,400.00 | 700.00                                     | 800.00   | 8,700.00  | 12,600.00 |
| Promotor de Cultura                              | 2,700.00                | 3,900.00  | 3,400.00                     | 3,500.00  | 6,100.00  | 6,500.00  | 100.00                                     | 150.00   | 6,000.00  | 6,350.00  |
| Rector   | 10,800.00               | 14,200.00 | 34,000.00                    | 34,000.00 | 44,800.00 | 49,200.00 | 2,300.00                                   | 2,498.00 | 42,500.00 | 45,704.00 |
| Responsable Bufete Jurídico                      | 2,800.00                | 7,000.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 13,700.00 | 700.00                                     | 800.00   | 8,700.00  | 12,900.00 |
| Secretario General                               | 3,200.00                | 8,800.00  | 7,800.00                     | 7,700.00  | 10,800.00 | 16,500.00 | 1,500.00                                   | 1,534.00 | 9,300.00  | 14,966.00 |
| Secretario Técnico Operativo                     | 2,800.00                | 4,900.00  | 6,600.00                     | 6,700.00  | 9,400.00  | 11,600.00 | 300.00                                     | 450.00   | 9,100.00  | 11,150.00 |
| Supervisor Administrativo                        | 8,400.00                | 9,900.00  | 1,800.00                     | 2,000.00  | 10,300.00 | 11,900.00 | 1,500.00                                   | 1,547.00 | 8,800.00  | 10,353.00 |
| Vigilante  | 2,700.00                | 3,100.00  | 1,400.00                     | 1,500.00  | 4,100.00  | 4,600.00  | 100.00                                     | 110.00   | 4,000.00  | 4,490.00  |

**Anexo 56**  
**Tabulador de Sueldos Servicios de Educación Pública Descentralizada**  
**del Estado de Sinaloa (SEPDES)**

| Categoría   | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>           |                         |           |                              |          |           |           |  |          |           |           |
| Director de Área                                      | 9,481.04                | 10,094.04 | 325.06                       | 415.06   | 9,806.10  | 10,509.10 | 1,784.92                                   | 1,696.75 | 8,041.18  | 8,812.35  |
| Director General                                      | 16,509.82               | 17,080.98 | 325.06                       | 415.06   | 16,834.88 | 17,496.04 | 3,839.50                                   | 4,022.19 | 12,995.38 | 13,473.85 |
| Jefe de Departamento                                  | 7,041.26                | 7,383.18  | 325.06                       | 415.06   | 7,366.32  | 7,798.22  | 996.71                                     | 1,060.23 | 6,379.61  | 6,737.99  |
| Secretario Particular de SPS-33                       | 7,363.72                | 8,012.08  | 325.06                       | 415.06   | 7,688.78  | 8,427.14  | 1,091.98                                   | 1,231.41 | 6,596.80  | 7,195.73  |
| Subdirector de Área                                   | 7,395.58                | 7,395.56  | 325.06                       | 415.06   | 7,720.62  | 7,810.62  | 1,316.44                                   | 1,316.44 | 6,404.18  | 6,494.18  |
| <b>Confianza</b>                                      |                         |           |                              |          |           |           |  |          |           |           |
| Analista Administrativo                               | 7,788.52                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,723.90  | 18,649.48 | 1,400.94                                   | 1,696.76 | 8,322.96  | 14,952.72 |
| Analista Programador B                                | 8,489.80                | 9,252.20  | 2,470.60                     | 8,321.10 | 10,960.40 | 17,573.30 | 1,551.75                                   | 1,715.71 | 9,408.65  | 15,857.59 |
| Asistente de Almacén                                  | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Auxiliar de Administrador                             | 7,110.96                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,043.68  | 16,646.82 | 1,001.69                                   | 1,443.22 | 8,041.99  | 15,203.60 |
| Auxiliar de Manejador de Valores                      | 7,110.96                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,043.68  | 16,646.82 | 1,001.69                                   | 1,443.22 | 8,041.99  | 15,203.60 |
| Chofer de Director de Área                            | 7,110.96                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,043.68  | 16,646.82 | 1,001.69                                   | 1,443.22 | 8,041.99  | 15,203.60 |
| Chofer de SPS   | 7,788.52                | 9,164.10  | 1,932.72                     | 7,482.72 | 8,721.24  | 16,646.82 | 1,400.94                                   | 1,696.76 | 8,320.30  | 14,950.06 |
| Columnista  | 7,110.96                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,043.68  | 16,646.82 | 1,001.69                                   | 1,443.22 | 8,041.99  | 15,203.60 |
| Coordinador de Profesores                             | 8,518.60                | 9,229.44  | 2,434.66                     | 8,025.30 | 10,953.26 | 17,254.74 | 1,557.05                                   | 1,710.81 | 9,395.31  | 15,543.93 |
| Dictaminadores  |                         |           |                              |          |           |           |  |          |           |           |
| Coordinador de Técnico en Computación                 | 7,999.68                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,932.40  | 16,646.82 | 1,446.35                                   | 1,696.76 | 8,486.05  | 14,950.06 |
| Especialista en Teleinformática                       | 8,632.58                | 9,315.64  | 3,716.54                     | 9,637.86 | 12,349.12 | 18,953.50 | 1,582.46                                   | 1,729.35 | 10,766.66 | 17,224.15 |
| Especialista Técnico                                  | 7,788.52                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,721.24  | 16,646.82 | 1,400.94                                   | 1,696.76 | 8,320.30  | 14,950.06 |
| Jefe de Oficina                                       | 8,489.80                | 9,252.20  | 2,390.38                     | 8,233.14 | 10,880.18 | 17,485.34 | 1,551.75                                   | 1,715.71 | 9,328.43  | 15,769.63 |
| Oficial Técnico                                       | 7,110.96                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,043.68  | 16,646.82 | 1,001.69                                   | 1,443.22 | 8,041.99  | 15,203.60 |
| Responsable de Fondos y Valores                       | 7,425.56                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,360.94  | 16,649.48 | 1,322.89                                   | 1,696.76 | 8,038.05  | 14,952.72 |
| Secretaría Ejecutiva A                                | 8,632.58                | 9,315.64  | 3,716.54                     | 9,637.86 | 12,349.12 | 18,953.50 | 1,582.46                                   | 1,729.35 | 10,766.66 | 17,224.15 |
| Secretaría Ejecutiva B                                | 8,489.80                | 9,252.20  | 2,470.60                     | 8,321.10 | 10,960.40 | 17,573.30 | 1,551.75                                   | 1,715.71 | 9,408.65  | 15,857.59 |
| Secretaría Ejecutiva C                                | 7,999.68                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,935.06  | 16,649.48 | 1,446.35                                   | 1,696.76 | 8,488.71  | 14,952.72 |
| Secretaría Ejecutiva D                                | 7,425.56                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,358.28  | 16,646.82 | 1,322.89                                   | 1,696.76 | 8,035.39  | 14,950.06 |
| Supervisor  | 7,425.56                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,358.28  | 16,646.82 | 1,322.89                                   | 1,696.76 | 8,035.39  | 14,950.06 |
| Supervisor Administrativo                             | 7,425.56                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,360.94  | 16,649.48 | 1,322.89                                   | 1,696.76 | 8,038.05  | 14,952.72 |
| Técnico Especializado                                 | 8,489.80                | 9,252.20  | 2,390.38                     | 8,233.14 | 10,880.18 | 17,485.34 | 1,551.75                                   | 1,715.71 | 9,328.43  | 15,769.63 |
| Técnico Superior                                      | 8,632.58                | 9,315.64  | 3,763.60                     | 9,704.80 | 12,416.18 | 19,020.54 | 1,582.46                                   | 1,729.35 | 10,833.72 | 17,291.19 |
| <b>Base</b>   |                         |           |                              |          |           |           |  |          |           |           |
| Abogado   | 8,489.80                | 9,252.20  | 2,360.54                     | 8,203.34 | 10,850.34 | 17,455.54 | 1,551.75                                   | 1,715.71 | 9,298.59  | 15,739.83 |
| Administrativo Especializado                          | 7,110.96                | 9,164.10  | 1,932.72                     | 7,482.72 | 9,043.68  | 16,646.84 | 1,001.69                                   | 1,443.22 | 8,041.99  | 15,203.62 |
| Analista Administrativo                               | 8,247.40                | 9,164.10  | 1,935.38                     | 7,485.38 | 10,182.78 | 16,649.48 | 1,499.63                                   | 1,696.76 | 8,683.15  | 14,952.72 |
| Asesor Técnico Pedagógico de Educación Telesecundaria | 25,708.76               | 33,445.02 | 1,934.43                     | 4,947.78 | 27,643.19 | 38,392.80 | 6,781.78                                   | 8,769.70 | 20,861.41 | 29,623.10 |
| Asistente de Cocina                                   | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Asistente de Servicios en Plantel                     | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Asistente de Servicios y Mantenimiento                | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Asistente Especial de Servicio Naval                  | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| ATP Sec Especial                                      | 15,914.94               | 21,700.77 | 2,812.74                     | 3,343.91 | 18,727.68 | 25,044.68 | 3,649.23                                   | 5,499.83 | 15,078.45 | 19,544.85 |
| ATP Sec Física  | 25,708.76               | 33,445.02 | 3,153.80                     | 5,237.86 | 28,862.56 | 38,882.88 | 6,781.78                                   | 8,769.70 | 22,080.78 | 29,913.18 |
| ATP Sec Generales                                     | 25,708.76               | 33,445.02 | 3,187.76                     | 5,134.60 | 28,896.52 | 38,579.62 | 6,781.78                                   | 8,769.70 | 22,114.74 | 29,809.92 |
| ATP Sec Preescolar                                    | 15,302.84               | 20,866.10 | 2,859.14                     | 3,504.07 | 18,161.98 | 24,370.17 | 3,453.45                                   | 5,232.96 | 14,708.53 | 19,137.31 |
| ATP Sec Primarias                                     | 15,302.84               | 20,866.11 | 2,812.74                     | 3,343.91 | 18,115.58 | 24,210.02 | 3,453.45                                   | 5,232.96 | 14,662.13 | 19,977.18 |
| ATP Sec Técnicas                                      | 25,708.76               | 33,445.02 | 3,187.76                     | 5,134.60 | 28,896.52 | 38,579.62 | 6,781.78                                   | 8,769.70 | 22,114.74 | 29,809.92 |
| Auxiliar Administrativo                               | 10,265.70               | 10,925.24 | 1,252.72                     | 1,358.66 | 11,548.42 | 12,281.90 | 2,142.60                                   | 2,142.60 | 9,405.82  | 10,139.30 |
| Auxiliar de Administrador                             | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Auxiliar de Servicios y Mantenimiento en Plantel      | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Ayte. B de Taller de Enseñ. Agrupe                    | 10,358.72               | 13,378.54 | 1,876.44                     | 8,862.81 | 12,235.16 | 22,241.35 | 1,991.76                                   | 2,795.78 | 10,243.40 | 19,445.56 |
| Ayte. G de Taller Foráneo                             | 13,024.54               | 16,927.18 | 2,186.26                     | 8,977.77 | 15,210.80 | 25,904.95 | 2,737.01                                   | 3,851.02 | 12,473.79 | 22,053.93 |
| Ayudante Administrativo                               | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Ayudante de Trabajo Social                            | 7,110.96                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,046.34  | 16,649.48 | 1,001.69                                   | 1,443.22 | 8,044.65  | 15,206.26 |
| Ayudante F de Taller Foráneo                          | 8,684.54                | 12,462.50 | 1,766.86                     | 8,739.37 | 11,451.40 | 21,201.87 | 1,812.26                                   | 2,551.89 | 9,639.14  | 18,648.98 |
| Ayudante Taller de Primaria                           | 5,576.30                | 7,132.22  | 1,293.82                     | 8,812.43 | 6,870.12  | 15,744.65 | 630.58                                     | 955.18   | 6,239.54  | 14,779.47 |
| Chofer  | 7,423.38                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,358.74  | 16,649.48 | 1,322.42                                   | 1,696.76 | 8,036.32  | 14,952.72 |
| Cocinera  | 7,601.48                | 9,164.10  | 1,935.38                     | 7,485.38 | 9,536.86  | 16,649.48 | 1,360.72                                   | 1,696.76 | 8,176.14  | 14,952.72 |
| Coordinador de Técnica en Computación                 | 8,247.40                | 9,164.10  | 1,932.72                     | 7,482.72 | 10,180.12 | 16,646.82 | 1,499.63                                   | 1,696.76 | 8,680.49  | 14,950.06 |
| Dentista Crujano                                      | 8,632.58                | 9,315.64  | 3,352.88                     | 9,209.22 | 11,985.46 | 18,524.86 | 1,582.46                                   | 1,729.35 | 10,403.00 | 16,795.51 |



**Anexo 56**  
**Tabulador de Sueldos Servicios de Educación Pública Descentralizada**  
**del Estado de Sinaloa (SEPDES)**

| Categoría  | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto     |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |            |
|--|-------------------------|------------|------------------------------|-----------|-----------|------------|--|-----------|-----------|------------|
|  | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo    | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo     |
| Director Bilingüe de Educación Preescolar Indígena         | 12,071.90               | 54,971.61  | 3,533.99                     | 11,646.07 | 15,605.89 | 66,617.68  | 2,465.06                                   | 11,937.08 | 13,140.81 | 54,680.60  |
| Director Bilingüe de Educación Primaria Indígena           | 12,091.12               | 57,851.94  | 3,533.99                     | 11,651.58 | 15,625.11 | 69,503.52  | 2,470.57                                   | 12,412.02 | 13,154.54 | 57,091.50  |
| Director de Escuela Sec. Tec. For.                         | 29,573.94               | 121,080.56 | 11,179.29                    | 20,644.68 | 40,753.23 | 141,725.24 | 7,998.69                                   | 29,239.08 | 32,754.54 | 112,495.16 |
| Director de Primaria, Foráneo                              | 12,802.64               | 61,402.28  | 3,534.05                     | 11,651.74 | 16,336.69 | 73,054.02  | 2,673.67                                   | 12,934.39 | 13,663.02 | 60,119.53  |
| Director de Secundaria para Trabajadores, Foráneos         | 29,573.94               | 117,969.04 | 5,582.37                     | 15,045.44 | 35,156.31 | 133,014.48 | 7,998.69                                   | 28,514.50 | 27,157.62 | 104,499.98 |
| Director Educación Básica para Adultos Nocturno            | 6,478.46                | 31,095.30  | 1,969.90                     | 9,955.40  | 8,447.36  | 41,050.70  | 1,119.22                                   | 8,102.85  | 7,328.14  | 34,947.85  |
| Director Escuela Educación Especial                        | 12,948.30               | 62,511.60  | 3,589.27                     | 11,672.68 | 16,536.57 | 74,184.28  | 2,715.25                                   | 13,131.21 | 13,821.32 | 61,033.07  |
| Director Escuela Secundaria Foránea                        | 26,870.00               | 121,847.98 | 11,179.29                    | 20,644.68 | 41,049.29 | 142,492.66 | 8,068.32                                   | 29,417.79 | 32,980.97 | 113,074.87 |
| Director Maestro de Telesecundaria                         | 29,499.10               | 119,908.56 | 7,298.39                     | 16,964.83 | 36,797.49 | 136,873.39 | 7,981.08                                   | 28,966.15 | 28,916.41 | 107,907.24 |
| Directora de Jardín de Niños, Foránea                      | 12,798.84               | 61,398.44  | 3,533.99                     | 11,651.58 | 16,332.83 | 73,050.02  | 2,672.59                                   | 12,933.71 | 13,660.24 | 60,116.31  |
| Directora para Cedi  | 17,654.78               | 85,485.22  | 3,689.21                     | 12,556.26 | 21,343.99 | 98,041.48  | 4,205.72                                   | 19,734.70 | 17,138.27 | 78,336.78  |
| Economista (uso exclusivo de plantales)                    | 7,601.48                | 9,164.10   | 1,935.38                     | 7,485.36  | 9,536.86  | 16,549.48  | 1,360.72                                   | 1,696.76  | 8,176.14  | 14,952.72  |
| Educadora Cedi   | 13,678.30               | 69,436.82  | 2,373.16                     | 12,355.50 | 16,051.46 | 81,792.32  | 2,933.84                                   | 16,408.43 | 13,117.62 | 65,383.89  |
| Electronista   | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,546.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Enfermera  | 7,425.56                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,358.28  | 16,546.82  | 1,322.89                                   | 1,696.76  | 8,035.39  | 14,950.06  |
| Enfermera Especializada                                    | 7,788.52                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,723.90  | 16,649.48  | 1,400.94                                   | 1,696.76  | 8,322.96  | 14,952.72  |
| Especialista de Servicio Naval                             | 7,601.48                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,536.86  | 16,549.48  | 1,360.72                                   | 1,696.76  | 8,176.14  | 14,952.72  |
| Especialista Técnico                                       | 8,244.92                | 9,164.10   | 1,932.72                     | 7,482.72  | 10,177.64 | 16,546.82  | 1,499.09                                   | 1,696.76  | 8,678.55  | 14,950.06  |
| Fotógrafo  | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,546.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Horas Acompañante Música Jardín Niños                      | 446.42                  | 95,103.12  | 78.28                        | 7,477.34  | 524.70    | 102,580.46 | 284.96                                     | 4,566.43  | 259.74    | 97,994.03  |
| Horas de Aytz. A Foráneo                                   | 417.52                  | 22,608.60  | 75.56                        | 7,728.85  | 493.08    | 30,337.45  | 152.02                                     | 2,429.23  | 341.06    | 27,908.22  |
| Horas de Enseñanza Adiestramiento Secundaria General       | 484.22                  | 105,028.56 | 83.82                        | 7,491.82  | 568.04    | 112,520.38 | 306.78                                     | 4,817.12  | 281.26    | 107,703.26 |
| Horas de Enseñanza Adiestramiento Secundaria General       | 501.46                  | 106,779.96 | 91.26                        | 7,497.90  | 592.72    | 114,277.86 | 307.11                                     | 4,850.75  | 285.61    | 109,427.11 |
| Horas de Enseñanza Adiestramiento Secundaria Técnica       | 501.46                  | 106,779.96 | 91.26                        | 7,497.90  | 592.72    | 114,277.86 | 307.11                                     | 4,850.75  | 285.61    | 109,427.11 |
| Horas de Enseñanza Secundaria para Fortalecimiento Curric. | 507.88                  | 106,494.36 | 91.94                        | 7,499.28  | 599.82    | 113,993.64 | 307.23                                     | 4,850.75  | 292.59    | 109,142.89 |
| Horas de Maestro Telesecundaria Foráneo                    | 498.52                  | 106,374.24 | 148.33                       | 7,562.22  | 646.85    | 113,936.46 | 307.05                                     | 4,848.44  | 339.80    | 109,068.02 |
| Horas Educación Física para Fortalecimiento Curricular     | 499.84                  | 106,712.76 | 91.22                        | 7,497.80  | 591.06    | 114,210.56 | 307.08                                     | 4,849.45  | 283.98    | 109,361.11 |
| Horas Enseñanza Artística y Música Postp                   | 499.84                  | 106,712.76 | 91.22                        | 7,497.80  | 591.06    | 114,210.56 | 307.08                                     | 4,849.45  | 283.98    | 109,361.11 |
| Horas Enseñanza Secundaria Técnica para Fortalecimiento    | 507.88                  | 106,494.36 | 91.94                        | 7,499.28  | 599.82    | 113,993.64 | 307.23                                     | 4,850.75  | 292.59    | 109,142.89 |
| Horas Telesecundaria para Fortalecimiento Curricular       | 498.52                  | 106,559.84 | 91.20                        | 7,497.74  | 589.72    | 114,157.58 | 307.05                                     | 4,848.44  | 282.67    | 109,309.14 |
| Inspector Bilingüe Educación Primaria Indígena             | 21,598.06               | 84,476.28  | 9,479.67                     | 36,600.52 | 31,078.33 | 123,076.80 | 5,467.17                                   | 19,669.98 | 25,611.16 | 103,406.82 |
| Inspector de Misiones Culturales                           | 20,792.18               | 85,318.92  | 9,085.90                     | 36,528.58 | 29,878.08 | 124,847.50 | 5,209.21                                   | 19,881.02 | 24,668.87 | 104,966.48 |
| Inspector de Zona de Enseñanza Primaria, Foráneo           | 22,913.66               | 94,269.04  | 10,090.65                    | 39,124.86 | 33,004.31 | 133,393.90 | 5,887.77                                   | 21,562.35 | 27,116.54 | 111,831.55 |
| Inspector Educación Básica para Adultos                    | 6,491.78                | 35,130.06  | 6,787.08                     | 34,768.80 | 13,278.88 | 70,896.86  | 1,122.08                                   | 6,645.21  | 12,156.78 | 64,253.65  |
| Inspector General de Jardín de Niños Foráneos              | 25,587.48               | 104,751.80 | 10,179.47                    | 39,856.58 | 35,786.95 | 144,408.48 | 6,742.99                                   | 23,779.32 | 29,023.96 | 120,629.16 |
| Inspector General de Secundaria Técnica                    | 34,601.56               | 141,131.46 | 13,700.21                    | 22,927.35 | 48,301.77 | 164,058.81 | 9,181.18                                   | 33,908.36 | 39,120.59 | 130,150.45 |
| Inspector General de Seg. Enseñanza Foráneo                | 34,601.56               | 141,131.46 | 13,184.08                    | 22,927.35 | 47,785.64 | 164,058.81 | 9,181.18                                   | 33,908.36 | 38,604.46 | 130,150.45 |
| Inspector Jardín de Niños, Foráneo                         | 22,906.76               | 94,254.02  | 10,056.93                    | 39,124.86 | 32,963.69 | 133,379.30 | 5,885.56                                   | 21,559.30 | 27,078.13 | 111,820.00 |
| Inspector Normalista Educación Física Foráneo              | 29,268.22               | 126,942.46 | 15,996.64                    | 45,763.17 | 45,264.86 | 172,705.63 | 7,926.78                                   | 30,604.15 | 37,338.08 | 142,101.48 |
| Inspector Zona de Telesecundaria Foráneo                   | 32,506.18               | 127,050.60 | 12,431.48                    | 22,980.07 | 44,937.66 | 149,110.67 | 8,688.35                                   | 30,629.33 | 36,249.31 | 118,481.34 |
| Inspectora para Cedi                                       | 21,413.42               | 88,636.42  | 9,245.29                     | 39,121.76 | 30,658.71 | 127,756.18 | 5,407.92                                   | 20,558.59 | 25,250.79 | 107,199.59 |
| Jefe Brigada Mejor-Incígena Normalista                     | 13,037.42               | 61,920.31  | 3,388.20                     | 11,754.39 | 16,425.62 | 73,674.70  | 2,740.69                                   | 13,182.29 | 13,684.93 | 60,492.41  |
| Jefe de Enseñanza Secundaria Foráneo                       | 31,362.74               | 127,105.78 | 11,345.10                    | 20,857.31 | 42,707.84 | 147,993.09 | 8,419.41                                   | 30,642.18 | 34,288.43 | 117,320.91 |

**Anexo 56**  
**Tabulador de Sueldos Servicios de Educación Pública Descentralizada**  
**del Estado de Sinaloa (SEPDES)**

| Categoría  | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto     |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |            |
|--|-------------------------|------------|------------------------------|-----------|-----------|------------|--|-----------|-----------|------------|
|  | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo    | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo     |
| Jefe de Enseñanza Secundaria Técnico Foráneo                         | 31,051.82               | 129,698.82 | 11,286.86                    | 20,657.31 | 42,338.68 | 147,556.13 | 8,346.28                                   | 30,547.41 | 33,992.40 | 117,008.72 |
| Jefe de Misión Cultural Normalista                                   | 13,834.70               | 73,292.48  | 3,395.70                     | 11,777.62 | 17,230.40 | 85,070.10  | 2,983.86                                   | 17,071.13 | 14,246.54 | 67,998.97  |
| Jefe de Oficina  | 10,925.24               | 13,109.78  | 1,252.72                     | 1,356.66  | 12,177.96 | 14,466.44  | 2,142.60                                   | 2,724.23  | 10,035.36 | 11,742.21  |
| Jefe de Oficina  | 8,628.92                | 9,312.78   | 3,419.92                     | 9,278.28  | 12,049.84 | 18,589.04  | 1,581.89                                   | 1,728.74  | 10,457.95 | 16,860.30  |
| Jefe de Sección  | 10,925.24               | 11,351.92  | 1,252.72                     | 1,356.66  | 12,177.96 | 12,708.58  | 2,142.60                                   | 2,256.20  | 10,035.36 | 10,452.38  |
| Jefe de Sector Educación Primaria                                    | 25,595.20               | 104,439.72 | 10,179.55                    | 39,656.76 | 35,774.75 | 144,096.48 | 6,745.46                                   | 23,713.30 | 29,029.29 | 120,383.18 |
| Jefe de Servicios y Mantenimiento                                    | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,646.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Maestra Jardín de Niños 3/4 Tiempo                                   | 12,719.22               | 16,487.04  | 2,294.40                     | 9,076.59  | 15,013.62 | 25,563.63  | 2,649.86                                   | 3,725.38  | 12,363.76 | 21,838.25  |
| Maestro A Brtp. Mejoramiento Indig                                   | 11,427.92               | 15,042.64  | 2,023.54                     | 8,935.97  | 13,451.46 | 23,978.61  | 2,281.26                                   | 3,313.08  | 11,170.20 | 20,665.53  |
| Maestro Bilingüe Educación Preescolar Indígena                       | 9,835.44                | 48,871.06  | 1,975.20                     | 11,589.78 | 11,810.84 | 60,460.84  | 1,852.44                                   | 10,065.73 | 9,958.20  | 50,395.11  |
| Maestro Bilingüe Educación Primaria 3/4                              | 12,716.34               | 16,484.22  | 2,294.34                     | 9,076.59  | 15,010.88 | 25,560.81  | 2,649.04                                   | 3,724.58  | 12,361.84 | 21,836.23  |
| Maestro Bilingüe Educación Primaria Indígena                         | 9,835.44                | 48,871.06  | 1,975.20                     | 11,589.78 | 11,810.84 | 60,460.84  | 1,852.44                                   | 10,065.73 | 9,958.20  | 50,395.11  |
| Maestro C de Misión Cultural   | 12,164.20               | 61,772.48  | 2,098.88                     | 12,044.44 | 14,263.08 | 73,816.92  | 2,491.43                                   | 13,084.12 | 11,771.65 | 60,732.80  |
| Maestro de Educación Especial  | 10,241.20               | 50,995.48  | 1,990.00                     | 11,663.42 | 12,231.20 | 62,658.90  | 1,960.47                                   | 10,400.84 | 10,270.73 | 52,258.06  |
| Maestro de Enseñanza Musical Elemental Jardín de Niños               | 433.60                  | 85,174.32  | 76.84                        | 7,471.64  | 510.44    | 92,645.96  | 264.72                                     | 4,395.79  | 245.72    | 88,250.17  |
| Maestro de Escuela Exp. Pedagógica, Foráneo                          | 10,241.20               | 50,995.48  | 1,864.00                     | 11,576.56 | 12,105.20 | 62,572.04  | 1,960.47                                   | 10,400.84 | 10,144.73 | 52,171.20  |
| Maestro de Grupo Primaria, Foráneo                                   | 9,838.28                | 48,873.90  | 1,975.26                     | 11,589.94 | 11,813.54 | 60,483.84  | 1,853.19                                   | 10,066.19 | 9,860.35  | 50,397.85  |
| Maestro Grupo Primaria 3/4 T   | 12,719.22               | 16,487.04  | 2,775.32                     | 9,076.59  | 15,494.54 | 25,563.63  | 2,649.86                                   | 3,725.38  | 12,844.68 | 21,838.25  |
| Maestro Jardín de Niños, Foráneo                                     | 9,835.44                | 48,871.06  | 1,975.26                     | 11,589.86 | 11,810.70 | 60,460.82  | 1,852.44                                   | 10,065.73 | 9,958.26  | 50,395.19  |
| Maestro Psicólogo Orientación Educación Especial                     | 10,241.20               | 50,995.48  | 1,990.00                     | 11,663.42 | 12,231.20 | 62,658.90  | 1,960.47                                   | 10,400.84 | 10,270.73 | 52,258.06  |
| Maestro Tiempo Completo Mixto, Trujado                               | 18,029.18               | 23,831.22  | 2,867.14                     | 9,207.17  | 20,896.32 | 32,838.39  | 4,325.47                                   | 6,117.28  | 16,570.85 | 26,721.11  |
| Médico   | 8,629.92                | 9,312.78   | 3,419.92                     | 9,278.28  | 12,049.84 | 18,589.04  | 1,581.89                                   | 1,728.74  | 10,467.95 | 16,860.30  |
| Mesero   | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,646.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Músico   | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,646.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Niñera Especializada   | 7,786.14                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,721.52  | 16,649.48  | 1,400.43                                   | 1,896.76  | 8,321.09  | 14,952.72  |
| Oficial de Mantenimiento Mecánico                                    | 7,423.36                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,356.08  | 16,646.82  | 1,322.42                                   | 1,696.76  | 8,033.66  | 14,950.08  |
| Oficial de Servicios y Mantenimiento                                 | 7,110.96                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,046.34  | 16,649.48  | 1,001.69                                   | 1,443.22  | 8,044.65  | 15,206.26  |
| Operador de Equipo   | 7,110.96                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,046.34  | 16,649.48  | 1,001.69                                   | 1,443.22  | 8,044.65  | 15,206.26  |
| Operador de Equipo de Comunicaciones                                 | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,646.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Orientador de Comun. de Prom. Ind.                                   | 9,835.44                | 48,871.06  | 1,824.88                     | 11,472.46 | 11,660.32 | 60,343.52  | 1,852.44                                   | 10,065.73 | 9,807.88  | 50,277.79  |
| Prefecto   | 10,589.38               | 13,616.12  | 1,897.78                     | 8,878.21  | 12,587.16 | 22,494.33  | 2,079.80                                   | 2,859.04  | 10,507.36 | 19,635.29  |
| Prefecto B Foráneo   | 10,589.38               | 13,616.12  | 1,898.30                     | 8,878.71  | 12,587.68 | 22,498.07  | 2,079.80                                   | 2,859.91  | 10,507.88 | 19,638.16  |
| Prefecto Foráneo   | 10,589.38               | 13,628.94  | 1,901.52                     | 8,881.07  | 12,597.34 | 22,510.01  | 2,081.51                                   | 2,862.46  | 10,515.63 | 19,647.55  |
| Profesor Titular C 3/4 de Tiempo                                     | 25,866.54               | 31,131.42  | 2,329.58                     | 2,376.96  | 28,216.12 | 33,508.38  | 6,838.65                                   | 8,275.52  | 21,377.47 | 25,232.86  |
| Profesor Adiestramiento Enseñanza Tecnológica Vocacional             | 482.60                  | 104,963.88 | 83.78                        | 7,491.72  | 566.38    | 112,455.00 | 306.75                                     | 4,815.88  | 259.63    | 107,639.72 |
| Profesor Asignatura B (Educación Superior)                           | 470.78                  | 23,885.40  | 836.55                       | 839.07    | 1,307.33  | 24,724.47  | 153.04                                     | 2,589.40  | 1,154.29  | 22,135.07  |
| Profesor Asociado B (Educación Superior) Capacitación y Mejoramiento | 19,255.98               | 22,879.32  | 2,366.42                     | 2,459.78  | 21,622.40 | 25,339.10  | 4,717.86                                   | 5,876.79  | 16,904.54 | 19,462.31  |
| Profesor Asociado B 1/2 Tiempo                                       | 9,893.00                | 11,839.88  | 1,727.25                     | 1,813.99  | 11,610.25 | 13,653.67  | 1,865.10                                   | 2,386.07  | 9,745.15  | 11,267.60  |
| Profesor Asociado C (Educación Superior)                             | 21,664.14               | 25,745.10  | 2,447.94                     | 2,526.98  | 24,112.08 | 28,272.08  | 5,488.11                                   | 6,793.41  | 18,623.97 | 21,478.67  |
| Profesor Asociado C (Educación Superior) Capacitación y Mejoramiento | 11,102.10               | 13,212.52  | 1,788.01                     | 1,847.59  | 12,870.11 | 15,060.11  | 2,189.69                                   | 2,751.59  | 10,680.42 | 12,308.52  |
| Profesor Asociado C (Educación Superior) de Capacitación             | 16,453.10               | 19,538.82  | 2,107.92                     | 2,187.20  | 18,561.02 | 21,726.02  | 3,821.36                                   | 4,808.33  | 14,739.66 | 16,917.69  |
| Profesor de Adiestramiento de Sector Técnico Foráneo                 | 501.48                  | 106,779.96 | 91.26                        | 7,497.90  | 592.72    | 114,277.86 | 307.11                                     | 4,850.75  | 285.61    | 109,427.11 |
| Profesor de Adiestramiento de Secundaria Foráneo                     | 501.48                  | 106,779.96 | 91.26                        | 7,497.90  | 592.72    | 114,277.86 | 307.11                                     | 4,850.75  | 285.61    | 109,427.11 |
| Profesor de Adiestramiento de Secundaria Técnico Foráneo             | 484.22                  | 105,028.56 | 83.82                        | 7,491.82  | 568.04    | 112,520.38 | 306.78                                     | 4,817.12  | 261.26    | 107,703.26 |
| Profesor de Educación Básica para Adultos Nocturno Foráneo           | 4,959.86                | 24,098.92  | 1,232.84                     | 9,799.34  | 6,192.70  | 33,898.26  | 839.58                                     | 4,021.18  | 5,353.12  | 29,877.07  |
| Profesor de Enseñanza Artística para Postprimaria                    | 489.02                  | 106,175.16 | 85.36                        | 7,493.14  | 574.38    | 113,668.30 | 306.87                                     | 4,839.13  | 267.51    | 108,829.17 |

**Anexo 56**  
**Tabulador de Sueldos Servicios de Educación Pública Descentralizada**  
**del Estado de Sinaloa (SEPDES)**

| Categoría   | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto     |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |            |
|---|-------------------------|------------|------------------------------|-----------|-----------|------------|--|-----------|-----------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo    | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo     |
| Profesor de Enseñanza Artesica para Postprimaria                        | 499.84                  | 106,039.92 | 91.22                        | 7,853.33  | 591.06    | 113,893.25 | 307.08                                     | 4,849.44  | 283.98    | 109,043.81 |
| Profesor de Enseñanza de Adiestramiento de Secundaria Foráneo           | 484.22                  | 105,025.56 | 83.82                        | 7,491.82  | 568.04    | 112,520.38 | 306.78                                     | 4,817.12  | 261.26    | 107,703.26 |
| Profesor de Enseñanza de Inglés   | 504.68                  | 27,617.52  | 91.74                        | 7,473.12  | 596.42    | 35,090.64  | 153.89                                     | 3,057.60  | 442.73    | 32,033.04  |
| Profesor de Enseñanza Secundaria Técnica Foráneo                        | 504.68                  | 106,494.36 | 168.08                       | 7,498.78  | 672.76    | 113,993.14 | 307.17                                     | 4,850.75  | 365.59    | 109,142.39 |
| Profesor de Enseñanza Secundaria, Foráneo                               | 504.68                  | 106,544.76 | 168.08                       | 7,498.78  | 672.76    | 114,043.54 | 307.17                                     | 4,850.75  | 365.59    | 109,192.79 |
| Profesor de Inglés Normal   | 34,385.84               | 41,352.88  | 2,530.08                     | 2,832.04  | 36,915.90 | 44,184.92  | 9,130.44                                   | 10,789.09 | 27,785.46 | 33,415.83  |
| Profesor de Mater. Profesional de Enseñanza Normal                      | 499.84                  | 27,566.28  | 85.18                        | 7,733.13  | 585.02    | 35,299.41  | 153.60                                     | 3,051.17  | 431.42    | 32,248.24  |
| Profesor Educación Básica para Adultos Nocturno Foral                   | 6,357.52                | 8,170.28   | 1,414.06                     | 8,677.19  | 7,771.58  | 16,847.47  | 839.67                                     | 1,229.50  | 6,931.91  | 15,617.97  |
| Profesor Enseñanza Técnica Superior, Foráneo                            | 499.84                  | 27,566.28  | 85.18                        | 7,733.13  | 585.02    | 35,299.41  | 153.60                                     | 3,051.17  | 431.42    | 32,248.24  |
| Profesor Enseñanza Tecnológica Foráneo                                  | 499.84                  | 106,712.76 | 91.22                        | 7,497.80  | 591.06    | 114,210.56 | 307.08                                     | 4,849.45  | 283.98    | 109,361.11 |
| Profesor Enseñanza Vocacional, Foráneo                                  | 499.84                  | 27,566.28  | 85.18                        | 7,733.13  | 585.02    | 35,299.41  | 153.60                                     | 3,051.17  | 431.42    | 32,248.24  |
| Profesor Normal de Educación Física Foráneo                             | 503.06                  | 106,427.16 | 91.70                        | 7,498.66  | 594.76    | 113,925.82 | 307.14                                     | 4,849.45  | 287.62    | 109,076.37 |
| Profesor Orientación de Enseñanza Secundaria Foráneo                    | 501.46                  | 106,779.96 | 91.25                        | 7,497.90  | 592.72    | 114,277.86 | 307.11                                     | 4,850.75  | 285.61    | 109,427.11 |
| Profesor Orientador Profesional Enseñanza Superior Foráneo              | 499.84                  | 106,712.76 | 85.18                        | 7,494.94  | 585.02    | 114,207.70 | 307.08                                     | 4,849.45  | 277.94    | 109,358.25 |
| Profesor Titulado A (Educación Superior) de Capacitación y Mejoramiento | 12,691.14               | 15,221.70  | 1,815.51                     | 1,886.89  | 14,506.65 | 17,108.59  | 2,641.84                                   | 3,364.19  | 11,864.81 | 13,744.40  |
| Profesor Titulado B 3/4 de Tiempo                                       | 22,158.70               | 26,332.14  | 2,240.60                     | 2,264.86  | 24,399.30 | 28,597.00  | 5,646.30                                   | 6,981.17  | 18,753.00 | 21,615.83  |
| Profesor Titular A Tiempo Completo                                      | 24,702.26               | 29,703.38  | 2,497.88                     | 2,578.18  | 27,200.14 | 32,281.56  | 6,459.85                                   | 7,970.49  | 20,740.29 | 24,311.07  |
| Profesor Titular B  | 29,198.24               | 35,109.50  | 2,629.48                     | 2,676.44  | 31,827.72 | 37,785.94  | 7,910.32                                   | 9,300.85  | 23,917.40 | 28,485.29  |
| Profesor Titular C  | 34,515.34               | 41,508.54  | 2,757.98                     | 2,782.08  | 37,273.32 | 44,290.62  | 9,160.90                                   | 10,805.70 | 28,112.42 | 33,484.92  |
| Profesor Titular C 1/2 Tiempo   | 17,657.70               | 21,014.28  | 1,935.97                     | 1,984.75  | 19,593.67 | 22,999.03  | 4,206.65                                   | 5,280.25  | 15,387.02 | 17,718.78  |
| Prof. A de Adiest. Tec. p/ind. F.                                       | 9,581.82                | 12,321.22  | 1,797.20                     | 8,865.17  | 11,379.02 | 21,186.39  | 1,786.59                                   | 2,375.70  | 9,592.43  | 18,810.69  |
| Promotor  | 7,425.56                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,360.94  | 16,649.48  | 1,322.89                                   | 1,696.76  | 8,038.05  | 14,952.72  |
| Promotor Bilingüe Educación Primaria Indígena                           | 9,484.38                | 12,253.84  | 1,638.48                     | 8,494.26  | 11,122.86 | 20,748.10  | 1,765.64                                   | 2,361.21  | 9,357.22  | 18,386.89  |
| Promotor Bilingüe Proes Indígena  | 9,484.38                | 12,253.84  | 1,638.48                     | 8,494.26  | 11,122.86 | 20,748.10  | 1,765.64                                   | 2,361.21  | 9,357.22  | 18,386.89  |
| Psicólogo   | 8,629.92                | 9,312.78   | 3,419.92                     | 9,276.26  | 12,049.84 | 18,589.04  | 1,581.89                                   | 1,728.74  | 10,467.95 | 16,860.30  |
| Puercultar (uso exclusivo de plantales)                                 | 8,489.80                | 9,252.20   | 3,115.79                     | 8,950.59  | 11,605.59 | 18,210.79  | 1,551.75                                   | 1,715.71  | 10,053.84 | 16,495.08  |
| Secretaria de Apoyo   | 7,110.96                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,046.34  | 16,649.48  | 1,001.88                                   | 1,443.22  | 8,044.65  | 15,206.26  |
| Secretaria C  | 7,601.48                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,534.20  | 16,646.82  | 1,360.72                                   | 1,696.76  | 8,173.48  | 14,950.06  |
| Secretario de Director del Plantel                                      | 10,295.70               | 10,925.24  | 1,252.72                     | 1,356.66  | 11,548.42 | 12,281.90  | 2,142.60                                   | 2,142.60  | 9,405.82  | 10,139.30  |
| Subdirector Académico de Primaria, Foráneo                              | 15,175.10               | 15,175.10  | 356.00                       | 10,690.04 | 15,531.10 | 25,865.14  | 144.03                                     | 1,496.70  | 15,387.07 | 24,368.44  |
| Subdirector de Gestión Escolar de Primaria, Foráneo                     | 15,175.10               | 15,175.10  | 103.26                       | 356.00    | 15,278.36 | 15,531.10  | 144.03                                     | 1,496.70  | 15,134.33 | 14,034.40  |
| Subdirector Secret. de Secundaria Foránea                               | 28,720.66               | 117,259.70 | 5,749.07                     | 15,045.98 | 34,469.73 | 132,305.68 | 7,782.55                                   | 28,349.31 | 26,687.18 | 103,956.37 |
| Subdirector Srta. Escuela Técnica Foráneo                               | 28,436.28               | 116,887.46 | 5,684.37                     | 15,045.98 | 34,120.65 | 131,933.44 | 7,685.45                                   | 28,262.63 | 26,435.20 | 103,670.81 |
| Supervisor Educación Especial Foráneo                                   | 22,282.90               | 92,235.38  | 9,916.61                     | 39,121.78 | 32,199.51 | 131,357.14 | 5,686.02                                   | 21,132.26 | 26,513.49 | 110,224.88 |
| Técnico Bibliotecario   | 7,423.36                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,358.74  | 16,649.48  | 1,322.42                                   | 1,696.76  | 8,036.32  | 14,952.72  |
| Técnico Docente Asignatura A  | 307.42                  | 15,710.52  | 830.97                       | 834.51    | 1,138.39  | 16,545.03  | 149.91                                     | 1,563.86  | 988.48    | 14,981.17  |
| Técnico Docente Asociado B Tiempo Completo                              | 16,157.74               | 19,304.32  | 2,216.62                     | 2,339.42  | 18,374.36 | 21,643.74  | 3,726.89                                   | 4,733.32  | 14,647.47 | 16,910.42  |
| Técnico Medio   | 7,788.52                | 9,164.10   | 1,935.38                     | 7,485.38  | 9,723.90  | 16,649.48  | 1,400.94                                   | 1,696.76  | 8,322.96  | 14,952.72  |
| Técnico Medio en Imprenta   | 7,110.96                | 9,164.10   | 1,932.72                     | 7,482.72  | 9,043.68  | 16,646.82  | 1,001.69                                   | 1,443.22  | 8,041.99  | 15,203.60  |
| Trabajadora Social  | 8,247.40                | 9,164.10   | 2,706.03                     | 8,256.03  | 10,953.43 | 17,420.13  | 1,499.63                                   | 1,696.76  | 9,453.80  | 15,723.37  |

**Anexo 56**  
**Tabulador de Sueldos Universidad Politécnica de Sinaloa**

| Categoría   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|------------|------------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>           |                         |           |                              |           |            |            |  |           |           |           |
| Abogado General                                       | 43,042.75               | 49,407.90 | 15,041.26                    | 17,159.97 | 58,084.01  | 66,567.87  | 13,005.01                                  | 14,904.55 | 45,079.00 | 51,663.32 |
| Asistente de Rector                                   | 17,588.58               | 17,588.58 | 10,562.92                    | 10,562.92 | 28,151.50  | 28,151.50  | 5,630.30                                   | 5,630.30  | 22,521.20 | 22,521.20 |
| Contralor Interno                                     | 43,042.75               | 49,407.90 | 15,041.26                    | 17,159.97 | 58,084.01  | 66,567.87  | 13,005.01                                  | 14,904.55 | 45,079.00 | 51,663.32 |
| Coordinador de Rectoría                               | 22,010.57               | 28,376.91 | 8,040.46                     | 10,159.57 | 30,051.03  | 38,536.48  | 6,611.23                                   | 8,478.03  | 23,439.80 | 30,058.45 |
| Director de División de Estudios Profesionales        | 43,042.75               | 49,407.90 | 24,816.27                    | 28,380.50 | 67,859.02  | 77,788.40  | 17,188.69                                  | 18,703.80 | 50,670.33 | 58,084.60 |
| Director de Posgrado                                  | 29,313.06               | 36,935.84 | 17,128.17                    | 21,396.63 | 46,441.23  | 58,332.47  | 10,890.47                                  | 13,678.97 | 35,550.76 | 44,653.50 |
| Director de Programa Académico                        | 29,313.06               | 36,935.84 | 17,128.17                    | 21,396.63 | 46,441.23  | 58,332.47  | 10,449.28                                  | 13,124.81 | 35,991.95 | 45,207.66 |
| Director de Servicios Administrativos                 | 43,042.75               | 49,407.90 | 15,041.26                    | 17,159.97 | 58,084.01  | 66,567.87  | 13,005.01                                  | 14,904.55 | 45,079.00 | 51,663.32 |
| Director de Vinculación y Extensión                   | 43,042.75               | 49,407.90 | 24,816.27                    | 28,380.50 | 67,859.02  | 77,788.40  | 16,449.03                                  | 18,655.91 | 51,409.99 | 58,932.49 |
| Rector  | 93,792.11               | 93,792.11 | 45,120.92                    | 45,120.92 | 138,913.03 | 138,913.03 | 39,201.26                                  | 39,201.26 | 99,711.77 | 99,711.77 |
| Secretaría(o) Técnica de Rectoría                     | 25,415.75               | 28,138.64 | 9,173.91                     | 10,060.26 | 34,589.66  | 38,218.90  | 6,554.74                                   | 7,242.48  | 28,034.92 | 30,976.42 |
| Secretario(a) Académico                               | 75,029.53               | 75,029.53 | 42,727.62                    | 42,727.62 | 117,757.15 | 117,757.15 | 30,028.07                                  | 30,028.07 | 87,729.08 | 87,729.08 |
| Secretario(a) Administrativo                          | 75,029.53               | 75,029.53 | 25,688.41                    | 25,688.41 | 100,717.94 | 100,717.94 | 27,556.43                                  | 25,688.08 | 73,161.51 | 75,034.88 |
| Subdirector de Desarrollo de Software                 | 29,313.06               | 36,935.84 | 17,128.17                    | 21,396.63 | 46,441.23  | 58,332.47  | 10,449.28                                  | 13,124.81 | 35,991.95 | 45,207.66 |
| Subdirector de Planeación, Programación y Presupuesto | 29,313.06               | 36,935.84 | 17,128.17                    | 21,396.63 | 46,441.23  | 58,332.47  | 10,449.28                                  | 13,124.81 | 35,991.95 | 45,207.66 |
| Subdirector de Recursos Financieros                   | 29,313.06               | 36,935.84 | 17,128.17                    | 21,396.63 | 46,441.23  | 58,332.47  | 10,449.28                                  | 13,124.81 | 35,991.95 | 45,207.66 |
| Subdirector de Recursos Humanos                       | 29,313.06               | 36,935.84 | 17,128.17                    | 21,396.63 | 46,441.23  | 58,332.47  | 10,449.28                                  | 13,124.81 | 35,991.95 | 45,207.66 |
| Titular del Órgano Interno de Control                 | 43,042.75               | 49,407.90 | 15,041.26                    | 17,159.97 | 58,084.01  | 66,567.87  | 13,005.01                                  | 14,904.55 | 45,079.00 | 51,663.32 |
| <b>Confianza</b>                                      |                         |           |                              |           |            |            |  |           |           |           |
| Asesor  | 14,854.94               | 21,808.90 | 9,032.19                     | 12,926.14 | 23,887.13  | 34,735.04  | 4,538.55                                   | 6,599.66  | 19,348.58 | 28,135.38 |
| Asistente administrativo                              | 9,089.58                | 11,119.32 | 5,803.81                     | 6,940.38  | 14,893.39  | 18,059.70  | 2,085.07                                   | 2,528.36  | 12,808.32 | 15,531.34 |
| Asistente de Alta Dirección                           | 13,344.58               | 17,588.58 | 8,166.45                     | 10,562.92 | 21,531.03  | 28,151.50  | 3,229.65                                   | 4,222.73  | 18,301.38 | 23,928.77 |
| Asistente de Dirección                                | 7,454.17                | 11,437.27 | 4,888.05                     | 7,118.43  | 12,342.22  | 18,555.70  | 1,727.91                                   | 2,597.60  | 10,614.31 | 15,957.90 |
| Asistente de Oficina                                  | 5,367.61                | 11,437.27 | 3,719.65                     | 7,118.43  | 9,087.26   | 18,555.70  | 726.98                                     | 1,484.46  | 8,360.28  | 17,071.24 |
| Coordinador(a) de Maestría                            | 25,415.75               | 28,138.64 | 14,945.83                    | 16,470.54 | 40,361.58  | 44,809.18  | 8,475.93                                   | 9,387.93  | 31,885.65 | 35,241.25 |
| Intendente  | 5,367.61                | 6,560.88  | 3,719.65                     | 4,387.84  | 9,087.26   | 10,948.72  | 390.75                                     | 470.79    | 8,696.51  | 10,477.93 |
| Jardineru   | 5,367.61                | 6,560.88  | 3,719.65                     | 4,387.84  | 9,087.26   | 10,948.72  | 481.62                                     | 580.26    | 8,605.64  | 10,368.46 |
| Jefe de Departamento                                  | 21,808.90               | 28,138.75 | 12,926.14                    | 16,470.54 | 34,735.04  | 44,609.36  | 6,947.01                                   | 8,921.87  | 27,788.03 | 35,687.49 |
| Jefe de Oficina                                       | 11,113.73               | 21,808.90 | 6,937.26                     | 12,926.14 | 18,059.99  | 34,735.04  | 2,870.11                                   | 5,522.87  | 15,180.88 | 29,212.17 |
| Jefe de Servicios                                     | 9,342.01                | 9,342.01  | 5,945.16                     | 5,945.16  | 15,287.17  | 15,287.17  | 2,140.20                                   | 2,140.20  | 13,146.97 | 13,146.97 |
| Laborantista  | 7,224.40                | 11,108.14 | 4,759.38                     | 6,934.13  | 11,983.78  | 18,042.27  | 1,557.89                                   | 2,345.49  | 10,425.89 | 15,696.78 |
| Prefecto  | 7,059.84                | 11,119.32 | 4,687.24                     | 6,940.38  | 11,727.08  | 18,059.70  | 1,524.52                                   | 2,347.76  | 10,202.56 | 15,711.94 |
| Prestador de Servicios Profesionales Docentes         | 972.31                  | 8,005.34  | 0.00                         | 0.00      | 972.31     | 8,005.34   | 45.88                                      | 941.02    | 926.43    | 7,064.32  |
| Profesor de Asignatura Sindicalizado Horas Excedentes | 310.50                  | 14,904.00 | 55.85                        | 2,680.65  | 366.35     | 17,584.65  | 3.66                                       | 2,461.85  | 382.69    | 15,122.80 |
| Profesor(a) de Asignatura                             | 2,126.93                | 25,093.64 | 371.74                       | 4,527.27  | 2,498.67   | 29,620.91  | 174.91                                     | 5,331.76  | 2,323.76  | 24,289.15 |
| Profesor(a) de Tiempo Completo                        | 22,347.93               | 28,376.91 | 13,227.97                    | 16,803.97 | 35,575.90  | 44,980.88  | 7,542.09                                   | 9,535.95  | 28,033.81 | 35,444.93 |
| Programador Analista                                  | 15,891.70               | 23,215.46 | 9,612.73                     | 13,713.75 | 25,504.43  | 36,929.21  | 4,634.16                                   | 6,710.04  | 20,870.27 | 30,219.17 |
| Técnico de Mantenimiento                              | 9,412.80                | 14,352.60 | 5,984.80                     | 8,750.90  | 15,397.60  | 23,103.50  | 2,448.22                                   | 3,673.46  | 12,949.38 | 19,430.04 |
| Vigilante   | 6,560.88                | 6,560.88  | 4,387.84                     | 4,387.84  | 10,948.72  | 10,948.72  | 875.90                                     | 875.90    | 10,072.82 | 10,072.82 |
| <b>Base</b>   |                         |           |                              |           |            |            |  |           |           |           |
| Jefe de Departamento A                                | 17,755.85               | 17,755.85 | 7,986.30                     | 9,163.31  | 25,742.15  | 26,919.16  | 4,453.39                                   | 4,657.01  | 21,288.76 | 22,262.15 |
| Jefe de Departamento B                                | 21,308.89               | 21,308.89 | 10,650.31                    | 12,722.95 | 32,157.20  | 34,029.84  | 7,621.26                                   | 8,065.07  | 24,535.94 | 25,964.77 |
| Jefe de Departamento C                                | 23,899.21               | 23,899.21 | 10,497.60                    | 13,407.99 | 34,396.81  | 37,307.20  | 6,659.22                                   | 7,222.67  | 27,737.59 | 30,084.53 |
| Jefe de Departamento C1                               | 30,895.02               | 30,895.02 | 10,696.79                    | 10,696.79 | 41,591.81  | 41,591.81  | 8,052.18                                   | 8,052.18  | 33,539.63 | 33,539.63 |
| Jefe de Departamento C2                               | 34,020.00               | 34,020.00 | 14,634.61                    | 19,512.52 | 48,654.81  | 53,532.52  | 10,412.13                                  | 11,455.96 | 38,242.68 | 42,076.56 |
| Jefe de Oficina A                                     | 7,778.27                | 7,778.27  | 3,297.21                     | 4,244.43  | 11,075.48  | 12,022.70  | 1,218.30                                   | 1,322.50  | 9,857.18  | 10,700.20 |
| Jefe de Oficina B                                     | 12,217.07               | 12,217.07 | 4,783.37                     | 5,458.25  | 16,980.44  | 17,675.32  | 2,377.26                                   | 2,474.54  | 14,603.18 | 15,200.78 |
| Jefe de Oficina B+                                    | 13,837.07               | 13,837.07 | 6,384.36                     | 8,517.73  | 20,221.43  | 22,354.80  | 3,255.65                                   | 3,599.12  | 16,965.78 | 18,755.68 |
| Jefe de Oficina C                                     | 15,880.21               | 15,880.21 | 6,878.55                     | 9,667.84  | 22,756.78  | 25,548.15  | 3,823.14                                   | 4,292.09  | 18,933.62 | 21,256.08 |
| Profesor de Asignatura A (10 Horas)                   | 8,894.17                | 8,894.17  | 2,290.66                     | 4,059.41  | 11,184.83  | 12,953.58  | 1,230.33                                   | 1,424.89  | 9,954.50  | 11,528.69 |
| Profesor de Asignatura A (20 Horas)                   | 17,788.33               | 17,788.33 | 4,840.37                     | 7,967.18  | 22,628.70  | 25,785.49  | 3,801.62                                   | 4,326.92  | 18,827.08 | 21,428.57 |
| Profesor de Asignatura A (23 Horas)                   | 20,456.58               | 20,456.58 | 8,611.17                     | 9,053.03  | 29,067.75  | 29,509.61  | 5,232.20                                   | 5,311.73  | 23,835.55 | 24,197.88 |
| Profesor de Asignatura B (20 Horas)                   | 19,656.00               | 19,656.00 | 5,326.74                     | 6,727.23  | 24,982.74  | 28,383.23  | 4,496.89                                   | 5,108.96  | 20,485.85 | 23,274.27 |
| Profesor de Asignatura B (23 Horas)                   | 22,604.40               | 22,604.40 | 8,919.21                     | 9,927.11  | 31,523.61  | 32,531.51  | 6,935.19                                   | 7,156.93  | 24,588.42 | 25,374.58 |
| Profesor de Asignatura B (25 Horas)                   | 24,570.00               | 24,570.00 | 10,727.03                    | 10,727.03 | 35,297.03  | 35,297.03  | 7,765.35                                   | 7,765.35  | 27,531.68 | 27,531.68 |
| Profesor de Asignatura B (5 Horas)                    | 4,914.00                | 4,914.00  | 2,727.81                     | 2,727.81  | 7,641.81   | 7,641.81   | 1,245.61                                   | 1,245.61  | 6,396.20  | 6,396.20  |
| Profesor de Asignatura C (10 Horas)                   | 10,372.70               | 10,372.70 | 3,350.05                     | 3,350.05  | 13,722.75  | 13,722.75  | 2,195.64                                   | 2,195.64  | 11,527.11 | 11,527.11 |
| Profesor de Asignatura C (20 Horas)                   | 20,745.40               | 20,745.40 | 5,972.09                     | 5,972.09  | 26,717.49  | 26,717.49  | 5,343.50                                   | 5,343.50  | 21,373.99 | 21,373.99 |
| Profesor de Asignatura C (23 Horas)                   | 23,657.21               | 23,657.21 | 10,436.96                    | 10,436.96 | 34,294.17  | 34,294.17  | 7,544.72                                   | 7,544.72  | 26,749.45 | 26,749.45 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Politécnica de Sinaloa**

| Categoría                           | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|-------------------------------------|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|                                     | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Profesor de Asignatura C (25 Horas) | 25,931.75               | 25,931.75 | 11,281.21                    | 11,281.21 | 37,212.96 | 37,212.96 | 8,188.85                                   | 8,188.85  | 29,025.11 | 29,025.11 |
| Profesor de Tiempo Completo A       | 23,928.91               | 23,928.91 | 14,197.92                    | 14,197.92 | 38,124.83 | 38,124.83 | 7,624.97                                   | 7,624.97  | 30,499.86 | 30,499.86 |
| Profesor de Tiempo Completo B       | 28,658.77               | 28,658.77 | 16,552.26                    | 16,861.77 | 45,211.03 | 45,520.54 | 9,359.53                                   | 9,604.83  | 35,851.50 | 35,915.71 |
| Profesor de Tiempo Completo C       | 31,402.66               | 31,402.66 | 17,728.18                    | 18,406.48 | 49,130.84 | 49,809.14 | 10,563.13                                  | 10,708.96 | 38,567.71 | 39,100.18 |
| Profesor de Tiempo Completo D       | 37,358.50               | 37,358.50 | 21,355.91                    | 21,759.38 | 58,714.41 | 59,117.88 | 13,504.31                                  | 13,597.11 | 45,210.10 | 45,520.77 |

**Anexo 56**  
**Tabulador de Sueldos Instituto Sinaloense de la Infraestructura Física**  
**Educativa (ISIFE)**

| Categoría   | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>             |                         |           |                              |          |           |           |  |           |           |           |
| Director General  | 46,853.22               | 50,797.73 | 9,110.32                     | 9,877.34 | 55,963.54 | 60,675.07 | 15,169.93                                  | 16,754.73 | 40,793.61 | 43,920.34 |
| Director de Área  | 32,557.94               | 38,086.04 | 6,330.74                     | 7,425.62 | 38,888.68 | 45,491.66 | 9,605.24                                   | 11,464.89 | 29,283.44 | 34,026.77 |
| Jefe del Departamento                                   | 13,800.56               | 25,272.00 | 1,903.39                     | 5,500.00 | 15,703.95 | 30,772.00 | 2,074.31                                   | 7,101.51  | 13,629.64 | 23,670.49 |
| <b>Confianza</b>  |                         |           |                              |          |           |           |  |           |           |           |
| Analista de Apoyo B                                     | 8,389.74                | 10,164.00 | 750.00                       | 1,458.33 | 9,139.74  | 11,622.33 | 750.00                                     | 1,275.20  | 8,389.74  | 10,347.13 |
| Analista de Área  | 12,004.80               | 17,998.84 | 2,179.36                     | 3,694.22 | 14,184.16 | 21,693.06 | 2,658.30                                   | 5,121.85  | 11,525.86 | 16,571.21 |
| Analista de Área 1                                      | 13,600.00               | 18,300.50 | 750.00                       | 3,500.46 | 14,350.00 | 21,800.96 | 3,300.56                                   | 4,999.50  | 11,049.44 | 16,801.46 |
| Analista de Área 2                                      | 13,150.80               | 17,500.56 | 350.00                       | 3,300.25 | 13,500.80 | 20,800.81 | 3,300.56                                   | 4,850.60  | 10,200.24 | 15,950.21 |
| Analista de Área A                                      | 11,387.30               | 14,200.58 | 2,010.58                     | 2,900.58 | 13,397.88 | 17,101.12 | 2,135.21                                   | 3,341.41  | 11,262.65 | 13,759.71 |
| Analista de Área A1                                     | 11,387.30               | 13,779.52 | 1,943.29                     | 2,879.36 | 13,330.59 | 16,458.88 | 2,135.21                                   | 3,341.41  | 11,195.38 | 13,117.47 |
| Analista de Área B                                      | 9,993.84                | 12,200.50 | 1,250.08                     | 2,679.36 | 11,243.90 | 14,879.86 | 1,995.56                                   | 3,341.41  | 9,248.34  | 11,538.45 |
| Analista de Área B1                                     | 9,900.50                | 12,100.25 | 1,100.50                     | 2,679.36 | 11,001.00 | 14,779.51 | 1,995.56                                   | 3,341.41  | 9,005.44  | 11,438.20 |
| Analista de Área B2                                     | 9,600.56                | 12,050.58 | 1,250.08                     | 2,679.36 | 10,750.62 | 14,729.92 | 1,995.56                                   | 3,341.41  | 8,755.06  | 11,388.51 |
| Asistente   | 13,782.10               | 18,998.84 | 2,679.36                     | 3,694.22 | 16,441.46 | 22,693.06 | 3,341.41                                   | 5,121.85  | 13,100.05 | 17,571.21 |
| Auxiliar 2  | 6,100.00                | 7,500.00  | 280.00                       | 1,458.33 | 6,380.00  | 8,958.33  | 750.00                                     | 1,275.20  | 5,630.00  | 7,683.13  |
| Jardinero   | 7,359.68                | 8,473.73  | 1,200.56                     | 1,800.00 | 8,560.24  | 10,273.73 | 950.56                                     | 1,400.56  | 7,609.68  | 8,873.17  |
| Jefe de Área  | 13,006.80               | 16,800.25 | 300.00                       | 3,600.00 | 13,306.80 | 20,400.25 | 2,965.02                                   | 6,500.25  | 10,341.78 | 13,900.00 |
| Jefe de Área 1  | 12,500.50               | 16,750.30 | 250.00                       | 3,500.00 | 12,750.50 | 20,250.30 | 2,965.02                                   | 6,500.25  | 9,785.48  | 13,750.05 |
| Jefe de Área 2  | 12,450.00               | 15,738.57 | 200.25                       | 3,500.00 | 12,650.25 | 19,238.57 | 2,965.02                                   | 6,500.25  | 9,885.23  | 12,738.32 |
| Jefe de Grupo de Supervisión Zona (Norte, Centro y Sur) | 7,258.57                | 14,954.43 | 1,411.00                     | 2,907.81 | 8,667.57  | 17,862.24 | 1,349.18                                   | 4,642.23  | 7,318.39  | 13,220.01 |
| Supervisor de Obra (Norte, Centro y Sur)                | 9,946.63                | 14,526.44 | 1,934.07                     | 2,824.59 | 11,880.70 | 17,351.03 | 2,121.12                                   | 4,498.31  | 9,759.58  | 12,854.72 |
| Vigilante   | 6,200.00                | 8,200.00  | 600.00                       | 1,500.56 | 6,800.00  | 9,700.56  | 635.90                                     | 1,350.56  | 6,164.10  | 8,350.00  |

### Anexo 56 Tabulador de Sueldos Instituto Tecnológico Superior de Guasave

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto     |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo   | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |          |           |
| Director General                            | 0.00                    | 58,189.65 | 0.00                         | 10,341.27 | 0.00      | 68,510.92 | 0.00                                       | 23,258.26 | 0.00     | 45,252.66 |
| Jefe de Departamento                        | 0.00                    | 20,452.30 | 0.00                         | 3,635.96  | 0.00      | 24,088.26 | 0.00                                       | 8,217.86  | 0.00     | 15,870.40 |
| Jefe de División                            | 0.00                    | 28,848.30 | 0.00                         | 5,128.59  | 0.00      | 33,976.89 | 0.00                                       | 11,565.90 | 0.00     | 22,410.99 |
| Subdirector de Área                         | 0.00                    | 38,377.90 | 0.00                         | 6,822.74  | 0.00      | 45,200.64 | 0.00                                       | 15,365.98 | 0.00     | 29,834.66 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |          |           |
| Chofer de Director                          | 6,338.16                | 6,550.75  | 1,126.78                     | 1,164.58  | 7,464.94  | 7,715.33  | 2,589.62                                   | 2,674.39  | 4,875.32 | 5,040.94  |
| Ingeniero en Sistemas                       | 10,043.55               | 10,221.95 | 1,785.52                     | 1,817.24  | 11,829.07 | 12,039.19 | 4,067.20                                   | 4,138.34  | 7,761.87 | 7,900.85  |
| Secretaria de Director General              | 8,214.39                | 8,381.70  | 1,460.34                     | 1,490.08  | 9,674.73  | 9,871.78  | 3,337.79                                   | 3,404.51  | 6,336.94 | 6,467.27  |
| Secretaria de Jefe de Departamento          | 5,726.50                | 5,942.05  | 1,018.04                     | 1,056.36  | 6,744.54  | 6,998.41  | 2,345.71                                   | 2,431.66  | 4,398.83 | 4,566.75  |
| Secretaria de Subdirector                   | 6,671.16                | 6,896.45  | 1,185.98                     | 1,224.26  | 7,857.14  | 8,110.71  | 2,722.41                                   | 2,808.26  | 5,134.73 | 5,302.45  |
| Técnico Especializado                       | 9,083.20                | 9,256.00  | 1,614.79                     | 1,645.51  | 10,697.99 | 10,901.51 | 3,684.25                                   | 3,753.15  | 7,013.74 | 7,148.36  |
| <b>Bases</b>                                |                         |           |                              |           |           |           |  |           |          |           |
| Almacenista                                 | 5,190.90                | 5,413.05  | 922.83                       | 962.32    | 6,113.73  | 6,375.37  | 2,132.13                                   | 2,220.72  | 3,981.60 | 4,154.65  |
| Analista Especializado                      | 8,637.21                | 8,806.90  | 1,535.50                     | 1,565.67  | 10,172.71 | 10,372.57 | 3,506.40                                   | 3,574.07  | 6,666.31 | 6,798.50  |
| Auxiliar Administrativo                     | 5,190.90                | 5,413.05  | 922.83                       | 962.32    | 6,113.73  | 6,375.37  | 2,132.13                                   | 2,220.72  | 3,981.60 | 4,154.65  |
| Bibliotecario                               | 5,444.36                | 5,663.30  | 967.89                       | 1,006.81  | 6,412.25  | 6,670.11  | 2,233.20                                   | 2,320.51  | 4,179.05 | 4,349.60  |
| Capitulista                                 | 6,338.16                | 6,550.75  | 1,126.78                     | 1,164.58  | 7,464.94  | 7,715.33  | 2,589.62                                   | 2,674.39  | 4,875.32 | 5,040.94  |
| Coordinador de Promotores                   | 8,637.21                | 8,806.90  | 1,535.50                     | 1,565.67  | 10,172.71 | 10,372.57 | 3,506.40                                   | 3,574.07  | 6,666.31 | 6,798.50  |
| Intendente                                  | 5,190.90                | 5,413.05  | 922.83                       | 962.32    | 6,113.73  | 6,375.37  | 2,132.13                                   | 2,220.72  | 3,981.60 | 4,154.65  |
| Jefe de Oficina                             | 8,214.39                | 8,381.70  | 1,460.34                     | 1,490.08  | 9,674.73  | 9,871.78  | 3,337.79                                   | 3,404.51  | 6,336.94 | 6,467.27  |
| Laboratorista                               | 6,020.33                | 6,236.10  | 1,070.28                     | 1,108.64  | 7,090.61  | 7,344.74  | 2,462.88                                   | 2,548.92  | 4,627.73 | 4,795.82  |
| Médico General                              | 8,637.21                | 8,806.90  | 1,535.50                     | 1,565.67  | 10,172.71 | 10,372.57 | 3,506.40                                   | 3,574.07  | 6,666.31 | 6,798.50  |
| Profesor Asociado "A"                       | 0.00                    | 15,341.15 | 0.00                         | 2,727.32  | 0.00      | 18,068.47 | 0.00                                       | 6,179.71  | 0.00     | 11,888.76 |
| Profesor Asociado "B"                       | 0.00                    | 17,202.90 | 0.00                         | 3,058.29  | 0.00      | 20,261.19 | 0.00                                       | 6,922.11  | 0.00     | 13,339.08 |
| Profesor Asociado "C"                       | 0.00                    | 19,274.30 | 0.00                         | 3,426.54  | 0.00      | 22,700.84 | 0.00                                       | 7,748.11  | 0.00     | 14,952.73 |
| Profesor de Asignatura "A"                  | 0.00                    | 389.30    | 0.00                         | 69.21     | 0.00      | 458.51    | 0.00                                       | 217.41    | 0.00     | 241.10    |
| Profesor de Asignatura "B"                  | 0.00                    | 443.85    | 0.00                         | 78.91     | 0.00      | 522.76    | 0.00                                       | 238.17    | 0.00     | 283.59    |
| Profesor Titular "A"                        | 0.00                    | 22,281.80 | 0.00                         | 3,981.21  | 0.00      | 26,263.01 | 0.00                                       | 8,947.40  | 0.00     | 17,315.61 |
| Profesor Titular "B"                        | 0.00                    | 26,375.25 | 0.00                         | 4,688.93  | 0.00      | 31,064.18 | 0.00                                       | 10,579.73 | 0.00     | 20,484.45 |
| Psicólogo                                   | 8,637.21                | 8,806.90  | 1,535.50                     | 1,565.67  | 10,172.71 | 10,372.57 | 3,506.40                                   | 3,574.07  | 6,666.31 | 6,798.50  |
| Técnico en Mantenimiento                    | 5,444.36                | 5,663.30  | 967.89                       | 1,006.81  | 6,412.25  | 6,670.11  | 2,233.20                                   | 2,320.51  | 4,179.05 | 4,349.60  |
| Vigilante                                   | 0.00                    | 5,022.55  | 0.00                         | 892.90    | 0.00      | 5,915.45  | 0.00                                       | 2,065.00  | 0.00     | 3,850.45  |

**Anexo 56**  
**Tabulador de Sueldos Instituto Tecnológico Superior de Eldorado**

| Categoría                                   | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|---|-------------------------|------------|------------------------------|-----------|------------|------------|--|-----------|------------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b> |                         |            |                              |           |            |            |  |           |            |            |
| Director General                            | 43 159.05               | 43 159.05  | 24 380.50                    | 24 380.50 | 67 539.55  | 67 539.55  | 16 051.75                                  | 16 051.75 | 51 487.80  | 51 487.80  |
| Jefe de División                            | 28 848.20               | 28 848.20  | 1 380.50                     | 1 380.50  | 30 228.70  | 30 228.70  | 6 821.80                                   | 6 821.80  | 23 406.90  | 23 406.90  |
| Jefe Departamento                           | 20 452.30               | 20 452.30  | 3 980.50                     | 3 980.50  | 24 432.80  | 24 432.80  | 3 661.70                                   | 3 661.70  | 20 771.10  | 20 771.10  |
| Subdirector de Área                         | 33 377.90               | 33 377.90  | 8 380.00                     | 8 380.00  | 41 757.90  | 41 757.90  | 10 757.90                                  | 10 757.90 | 31 000.00  | 31 000.00  |
| <b>Confianza</b>                            |                         |            |                              |           |            |            |  |           |            |            |
| Almacenerista                               | 5 413.05                | 5 413.05   | 1 380.50                     | 1 380.50  | 6 793.55   | 6 793.55   | 539.26                                     | 539.26    | 6 254.29   | 6 254.29   |
| Analista Especializado                      | 8 806.90                | 8 806.90   | 1 380.50                     | 1 380.50  | 10 187.40  | 10 187.40  | 2 168.72                                   | 2 168.72  | 8 018.68   | 8 018.68   |
| Analista Técnico                            | 7 602.50                | 7 602.50   | 1 380.50                     | 1 380.50  | 8 983.00   | 8 983.00   | 870.00                                     | 870.00    | 8 113.00   | 8 113.00   |
| Bibliotecario                               | 5 663.30                | 5 663.30   | 1 380.50                     | 1 380.50  | 7 043.80   | 7 043.80   | 285.10                                     | 285.10    | 6 758.70   | 6 758.70   |
| Capurista                                   | 6 550.75                | 6 550.75   | 1 380.50                     | 1 380.50  | 7 931.25   | 7 931.25   | 1 446.00                                   | 1 446.00  | 6 485.25   | 6 485.25   |
| Chofer de Director                          | 6 550.75                | 6 550.75   | 1 380.50                     | 1 380.50  | 7 931.25   | 7 931.25   | 1 446.00                                   | 1 446.00  | 6 485.25   | 6 485.25   |
| Coordinador de Promociones                  | 8 806.90                | 8 806.90   | 1 380.50                     | 1 380.50  | 10 187.40  | 10 187.40  | 2 168.72                                   | 2 168.72  | 8 018.68   | 8 018.68   |
| Ingeniero en Sistemas                       | 10 221.95               | 10 221.95  | 1 380.50                     | 1 380.50  | 11 602.45  | 11 602.45  | 1 224.60                                   | 1 224.60  | 10 377.85  | 10 377.85  |
| Intendente                                  | 5 413.05                | 5 413.05   | 1 380.50                     | 1 380.50  | 6 793.55   | 6 793.55   | 532.88                                     | 532.88    | 6 260.67   | 6 260.67   |
| Jefe de Oficina                             | 8 381.70                | 8 381.70   | 1 380.50                     | 1 380.50  | 9 762.20   | 9 762.20   | 1 685.05                                   | 1 685.05  | 8 077.15   | 8 077.15   |
| Laboratorista                               | 6 236.10                | 6 236.10   | 1 380.50                     | 1 380.50  | 7 616.60   | 7 616.60   | 635.41                                     | 635.41    | 6 981.19   | 6 981.19   |
| Médico General                              | 8 806.90                | 8 806.90   | 1 380.50                     | 1 380.50  | 10 187.40  | 10 187.40  | 1 986.60                                   | 1 986.60  | 8 200.80   | 8 200.80   |
| Profesor Asociado A                         | 15 341.15               | 15 341.15  | 1 991.10                     | 1 991.10  | 17 322.25  | 17 322.25  | 2 604.00                                   | 2 604.00  | 14 718.25  | 14 718.25  |
| Profesor Asociado B                         | 17 202.90               | 17 202.90  | 2 063.15                     | 2 063.15  | 19 266.05  | 19 266.05  | 2 822.61                                   | 2 822.61  | 16 443.44  | 16 443.44  |
| Profesor Asociado C                         | 19 274.30               | 19 274.30  | 2 129.15                     | 2 129.15  | 21 403.45  | 21 403.45  | 3 298.98                                   | 3 298.98  | 18 114.47  | 18 114.47  |
| Profesor de Asignatura A                    | 207 886.20              | 207 886.20 | 27 128.20                    | 27 128.20 | 235 014.40 | 235 014.40 | 35 725.55                                  | 35 725.55 | 199 288.85 | 199 288.85 |
| Profesor de Asignatura B                    | 124 278.00              | 124 278.00 | 13 238.40                    | 13 238.40 | 137 516.40 | 137 516.40 | 20 377.32                                  | 20 377.32 | 117 139.08 | 117 139.08 |
| Profesor Titular A                          | 22 281.60               | 22 281.60  | 2 204.90                     | 2 204.90  | 24 486.70  | 24 486.70  | 3 962.46                                   | 3 962.46  | 20 524.24  | 20 524.24  |
| Profesor Titular B                          | 26 375.25               | 26 375.25  | 2 288.55                     | 2 288.55  | 28 663.80  | 28 663.80  | 4 891.12                                   | 4 891.12  | 23 772.68  | 23 772.68  |
| Programador                                 | 8 381.70                | 8 381.70   | 1 380.50                     | 1 380.50  | 9 762.20   | 9 762.20   | 1 685.05                                   | 1 685.05  | 8 077.15   | 8 077.15   |
| Psicólogo                                   | 6 039.65                | 6 039.65   | 1 380.50                     | 1 380.50  | 7 420.15   | 7 420.15   | 2 174.83                                   | 2 174.83  | 5 245.32   | 5 245.32   |
| Secretaria de Subdirector                   | 6 886.45                | 6 886.45   | 1 380.50                     | 1 380.50  | 8 266.95   | 8 266.95   | 773.62                                     | 773.62    | 7 493.33   | 7 493.33   |
| Secretaria Director General                 | 8 381.70                | 8 381.70   | 1 380.50                     | 1 380.50  | 9 762.20   | 9 762.20   | 998.74                                     | 998.74    | 8 763.46   | 8 763.46   |
| Secretaria Jefe de Departamento             | 5 942.05                | 5 942.05   | 1 380.50                     | 1 380.50  | 7 322.55   | 7 322.55   | 302.18                                     | 302.18    | 7 020.37   | 7 020.37   |
| Técnico Especializado                       | 9 256.00                | 9 256.00   | 1 380.50                     | 1 380.50  | 10 636.50  | 10 636.50  | 1 052.91                                   | 1 052.91  | 9 583.59   | 9 583.59   |
| Técnico Mantenimiento                       | 5 663.30                | 5 663.30   | 1 380.50                     | 1 380.50  | 7 043.80   | 7 043.80   | 565.68                                     | 565.68    | 6 478.12   | 6 478.12   |
| Vigilante                                   | 5 022.55                | 5 022.55   | 1 380.50                     | 1 380.50  | 6 403.05   | 6 403.05   | 245.83                                     | 245.83    | 6 157.22   | 6 157.22   |



**Anexo 56**  
**Tabulador de Sueldos Colegio de Educación Profesional Técnica del**  
**Estado de Sinaloa (CONALEP)**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fijadas y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|---|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                    | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |   |           |           |           |
| Coordinador Ejecutivo II                    | 6,414.30                | 6,414.30  | 12,627.34                    | 12,627.34 | 19,041.64 | 19,041.64 | 3,116.22                                  | 3,116.22  | 15,925.42 | 15,925.42 |
| Coordinador Ejecutivo III                   | 6,280.84                | 6,280.84  | 12,627.34                    | 12,627.34 | 18,908.18 | 18,908.18 | 3,073.53                                  | 3,073.53  | 15,834.65 | 15,834.65 |
| Director de Plantel B y C II                | 7,919.70                | 7,919.70  | 20,450.92                    | 20,450.92 | 28,370.62 | 28,370.62 | 5,285.08                                  | 5,285.08  | 23,085.54 | 23,085.54 |
| Director de Plantel B y C III               | 7,919.70                | 7,919.70  | 20,450.92                    | 20,450.92 | 28,370.62 | 28,370.62 | 5,285.08                                  | 5,285.08  | 23,085.54 | 23,085.54 |
| Director de Plantel D y E II                | 7,510.80                | 7,510.80  | 19,662.58                    | 19,662.58 | 27,173.38 | 27,173.38 | 4,969.66                                  | 4,969.66  | 22,203.72 | 22,203.72 |
| Director de Plantel D y E III               | 7,962.60                | 7,962.60  | 19,218.84                    | 19,218.84 | 27,181.44 | 27,181.44 | 5,019.38                                  | 5,019.38  | 22,162.06 | 22,162.06 |
| Representante                               | 16,141.20               | 16,141.20 | 62,541.02                    | 62,541.02 | 78,682.22 | 78,682.22 | 20,306.52                                 | 20,306.52 | 58,375.70 | 58,375.70 |
| Subcoordinador                              | 7,499.70                | 7,499.70  | 20,814.08                    | 20,814.08 | 28,313.78 | 28,313.78 | 5,227.09                                  | 5,227.09  | 23,086.69 | 23,086.69 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |   |           |           |           |
| Jefe de Proyecto                            | 22,770.99               | 27,627.95 | 3,569.88                     | 3,569.88  | 26,340.87 | 31,197.83 | 6,540.92                                  | 8,162.06  | 19,799.95 | 23,035.77 |
| Subjefe Técnico Especialista                | 14,767.73               | 19,640.94 | 3,569.88                     | 3,569.88  | 18,337.61 | 23,210.82 | 6,540.92                                  | 8,162.06  | 11,796.69 | 15,048.76 |
| <b>Base</b>                                 |                         |           |                              |           |           |           |   |           |           |           |
| Administrativo Técnico Especialista         | 7,467.86                | 9,686.82  | 3,569.88                     | 3,569.88  | 11,037.74 | 13,256.70 | 1,797.44                                  | 2,473.74  | 9,240.30  | 10,782.96 |
| Asistente de Servicios Básicos              | 6,325.65                | 8,413.82  | 3,569.88                     | 3,569.88  | 9,895.53  | 11,983.70 | 1,668.01                                  | 2,255.53  | 8,227.52  | 9,728.17  |
| Asistente Escorial y Social                 | 7,467.86                | 9,932.95  | 3,569.88                     | 3,569.88  | 11,037.74 | 13,502.83 | 1,875.26                                  | 2,584.38  | 9,162.48  | 10,918.45 |
| Auxiliar de Seguridad                       | 8,053.32                | 10,710.49 | 3,569.88                     | 3,569.88  | 11,623.20 | 14,280.37 | 2,032.55                                  | 2,809.77  | 9,590.66  | 11,470.60 |
| Auxiliar de Servicios Generales             | 7,180.02                | 9,690.58  | 3,569.88                     | 3,569.88  | 10,749.90 | 13,260.46 | 1,729.57                                  | 2,404.56  | 9,020.33  | 10,855.90 |
| Promotor Cultural y Deportivo               | 8,350.88                | 9,690.60  | 3,569.88                     | 3,569.88  | 11,920.76 | 13,260.46 | 2,032.55                                  | 2,809.77  | 9,888.22  | 10,450.71 |
| Secretaria B                                | 8,350.88                | 11,105.67 | 3,569.88                     | 3,569.88  | 11,920.76 | 14,675.55 | 2,032.55                                  | 2,404.56  | 9,888.22  | 12,270.99 |
| Secretaria C                                | 7,467.86                | 9,932.95  | 3,569.88                     | 3,569.88  | 11,037.74 | 13,502.83 | 1,797.44                                  | 2,473.74  | 9,240.30  | 11,029.00 |
| Supervisor de Mantenimiento                 | 8,954.02                | 11,105.68 | 3,569.88                     | 3,569.88  | 12,523.90 | 14,675.56 | 3,981.08                                  | 5,539.78  | 8,542.82  | 9,135.78  |
| Técnico Bibliotecario                       | 7,760.14                | 10,320.54 | 3,569.88                     | 3,569.88  | 11,330.02 | 13,890.42 | 1,953.32                                  | 2,635.69  | 9,376.70  | 11,254.73 |
| Técnico en Contabilidad                     | 6,893.74                | 9,168.50  | 3,569.88                     | 3,569.88  | 10,463.62 | 12,738.38 | 1,729.57                                  | 2,404.56  | 8,734.05  | 10,333.82 |
| Técnico en Graficación                      | 7,180.02                | 9,690.58  | 3,569.88                     | 3,569.88  | 10,749.90 | 13,260.46 | 1,797.44                                  | 2,404.56  | 8,952.46  | 10,855.90 |
| Técnico en Materiales Didácticos            | 6,325.65                | 8,413.82  | 3,569.88                     | 3,569.88  | 9,895.53  | 11,983.70 | 1,545.84                                  | 2,049.30  | 8,349.69  | 9,934.40  |
| Técnico Financiero                          | 8,350.88                | 11,105.67 | 3,569.88                     | 3,569.88  | 11,920.76 | 14,675.55 | 2,194.30                                  | 2,809.77  | 9,726.46  | 11,865.78 |
| Tutor Escolar                               | 7,760.14                | 10,320.54 | 3,569.88                     | 3,569.88  | 11,330.02 | 13,890.42 | 1,875.26                                  | 2,584.38  | 9,454.76  | 11,306.04 |
| <b>Personal Docente</b>                     |                         |           |                              |           |           |           |   |           |           |           |
| Profesor Instructor C                       | 3,540.10                | 38,050.21 | 576.11                       | 5,940.73  | 4,116.21  | 43,990.94 | 133.60                                    | 9,384.56  | 3,982.61  | 34,606.38 |
| Técnico CB I                                | 6,689.87                | 28,294.22 | 1,056.32                     | 4,700.22  | 7,746.19  | 32,994.44 | 507.30                                    | 6,483.71  | 7,238.89  | 26,510.74 |
| Técnico CB II                               | 3,780.42                | 32,805.65 | 638.19                       | 5,273.96  | 4,418.61  | 38,079.64 | 133.64                                    | 7,821.56  | 4,284.97  | 30,258.08 |
| Técnico Instructor A                        | 2,963.92                | 21,706.42 | 506.35                       | 3,507.86  | 3,370.27  | 25,214.30 | 133.64                                    | 4,511.58  | 3,236.63  | 20,702.72 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Politécnica del Mar y la Sierra**

| Categoría   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>       |                         |           |                              |        |           |           |  |          |           |           |
| Abogado General                                   | 22,879.38               | 24,709.73 | 0.00                         | 0.00   | 22,879.38 | 24,709.73 | 2,034.58                                   | 2,197.35 | 20,844.80 | 22,512.38 |
| Director de Planeación, Programación y Evaluación | 41,587.09               | 44,914.05 | 0.00                         | 0.00   | 41,587.09 | 44,914.05 | 4,477.62                                   | 4,835.83 | 37,109.47 | 40,078.22 |
| Director de Programa Académico                    | 22,879.38               | 24,709.73 | 0.00                         | 0.00   | 22,879.38 | 24,709.73 | 2,034.58                                   | 2,197.35 | 20,844.80 | 22,512.38 |
| Director de Servicios Administrativos             | 41,587.09               | 44,914.05 | 0.00                         | 0.00   | 41,587.09 | 44,914.05 | 4,477.62                                   | 4,835.83 | 37,109.47 | 40,078.22 |
| Jefe de Departamento A                            | 22,879.38               | 24,709.73 | 0.00                         | 0.00   | 22,879.38 | 24,709.73 | 2,034.58                                   | 2,197.35 | 20,844.80 | 22,512.38 |
| Jefe de Departamento B                            | 27,555.76               | 29,760.22 | 0.00                         | 0.00   | 27,555.76 | 29,760.22 | 2,605.50                                   | 2,813.94 | 24,950.26 | 26,946.28 |
| Rector  | 70,105.74               | 75,714.19 | 0.00                         | 0.00   | 70,105.74 | 75,714.19 | 9,130.77                                   | 9,861.23 | 60,974.97 | 65,852.96 |
| Secretario Académico                              | 49,112.76               | 53,041.78 | 0.00                         | 0.00   | 49,112.76 | 53,041.78 | 5,680.77                                   | 6,135.23 | 43,431.99 | 46,908.55 |
| Secretario Administrativo                         | 49,112.76               | 53,041.78 | 0.00                         | 0.00   | 49,112.76 | 53,041.78 | 5,680.77                                   | 6,135.23 | 43,431.99 | 46,908.55 |
| Subdirector de Vinculación                        | 27,555.76               | 29,760.22 | 0.00                         | 0.00   | 27,555.76 | 29,760.22 | 2,605.50                                   | 2,813.94 | 24,950.26 | 26,946.28 |
| <b>Confianza</b>                                  |                         |           |                              |        |           |           |  |          |           |           |
| Asistente Administrativo                          | 8,528.38                | 9,210.65  | 0.00                         | 0.00   | 8,528.38  | 9,210.65  | 419.22                                     | 452.76   | 8,109.16  | 8,757.89  |
| Bibliotecario                                     | 8,528.38                | 9,210.65  | 0.00                         | 0.00   | 8,528.38  | 9,210.65  | 419.22                                     | 452.76   | 8,109.16  | 8,757.89  |
| Chofer del Rector                                 | 9,105.08                | 9,833.48  | 0.00                         | 0.00   | 9,105.08  | 9,833.48  | 457.80                                     | 494.42   | 8,647.28  | 9,338.06  |
| Chofer Gestor                                     | 9,105.08                | 9,833.48  | 0.00                         | 0.00   | 9,105.08  | 9,833.48  | 457.80                                     | 494.42   | 8,647.28  | 9,338.06  |
| Enfermera   | 14,566.64               | 15,731.97 | 0.00                         | 0.00   | 14,566.64 | 15,731.97 | 1,020.69                                   | 1,102.35 | 13,545.95 | 14,629.62 |
| Jefe de Oficina A                                 | 14,566.64               | 15,731.97 | 0.00                         | 0.00   | 14,566.64 | 15,731.97 | 1,020.69                                   | 1,102.35 | 13,545.95 | 14,629.62 |
| Jefe de Oficina B                                 | 18,396.08               | 19,867.76 | 0.00                         | 0.00   | 18,396.08 | 19,867.76 | 1,483.06                                   | 1,602.57 | 16,912.22 | 18,265.19 |
| Prefecto  | 8,528.38                | 9,210.65  | 0.00                         | 0.00   | 8,528.38  | 9,210.65  | 419.22                                     | 452.76   | 8,109.16  | 8,757.89  |
| Secretaria del Rector                             | 9,105.08                | 9,833.48  | 0.00                         | 0.00   | 9,105.08  | 9,833.48  | 457.80                                     | 494.42   | 8,647.28  | 9,338.06  |
| Técnicos de Mantenimiento                         | 8,528.38                | 9,210.65  | 0.00                         | 0.00   | 8,528.38  | 9,210.65  | 419.22                                     | 452.76   | 8,109.16  | 8,757.89  |
| Tesorero  | 14,566.64               | 15,731.97 | 0.00                         | 0.00   | 14,566.64 | 15,731.97 | 1,020.69                                   | 1,102.35 | 13,545.95 | 14,629.62 |
| <b>Personal Docente</b>                           |                         |           |                              |        |           |           |  |          |           |           |
| Profesor de Asignatura Hora / Clase Nivel A       | 3,469.27                | 3,746.81  | 0.00                         | 0.00   | 3,469.27  | 3,746.81  | 371.84                                     | 401.58   | 3,097.43  | 3,345.23  |
| Profesor de Asignatura Hora / Clase Nivel B       | 3,955.02                | 4,271.42  | 0.00                         | 0.00   | 3,955.02  | 4,271.42  | 423.69                                     | 457.81   | 3,531.09  | 3,813.61  |
| Profesor de Asignatura Hora / Clase Nivel C       | 6,527.66                | 7,049.87  | 0.00                         | 0.00   | 6,527.66  | 7,049.87  | 699.63                                     | 755.80   | 5,828.03  | 6,294.27  |
| Profesor de Tiempo Completo A                     | 22,146.50               | 23,918.22 | 0.00                         | 0.00   | 22,146.50 | 23,918.22 | 1,939.34                                   | 2,094.48 | 20,207.16 | 21,823.73 |
| Profesor de Tiempo Completo B                     | 27,555.76               | 29,760.22 | 0.00                         | 0.00   | 27,555.76 | 29,760.22 | 2,604.21                                   | 2,812.55 | 24,951.55 | 26,947.67 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Politécnica del Valle del Évora**

| Categoría  | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|  | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>                          |                         |           |                              |          |           |           |  |           |           |           |
| Abogado General  | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 18,026.38 | 19,692.31 |
| Director de Planeación   | 32,656.20               | 33,799.17 | 5,705.44                     | 5,905.13 | 38,361.64 | 39,704.30 | 7,846.06                                   | 8,120.67  | 30,515.58 | 31,583.63 |
| <b>Transparencia</b>   |                         |           |                              |          |           |           |  |           |           |           |
| Director de Programa Académico                                       | 32,656.20               | 33,799.17 | 5,705.44                     | 5,905.13 | 38,361.64 | 39,704.30 | 7,846.06                                   | 8,120.67  | 30,515.58 | 31,583.63 |
| Jefe de Departamento de Recursos Financieros                         | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 19,026.38 | 19,692.31 |
| Jefe de Departamento de Recursos Materiales y Servicios Generales    | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 19,026.38 | 19,692.31 |
| Jefe de Departamento de Recursos Humanos                             | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 19,026.38 | 19,692.31 |
| Jefe de Departamento de Servicios Escolares                          | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 19,026.38 | 19,692.31 |
| Jefe de Departamento de Sistemas Informáticos                        | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 19,026.38 | 19,692.31 |
| Jefe de Departamento de Vinculación (Estados y Estadías)             | 19,209.90               | 19,882.25 | 3,688.48                     | 3,817.56 | 22,898.38 | 23,699.83 | 3,872.00                                   | 4,007.52  | 19,026.38 | 19,692.31 |
| Rectora  | 56,100.00               | 58,063.50 | 9,222.00                     | 9,544.77 | 65,322.00 | 67,608.27 | 16,380.82                                  | 16,954.15 | 48,941.18 | 50,654.12 |
| Secretario Académico   | 46,147.50               | 47,762.66 | 7,729.12                     | 7,999.64 | 53,876.62 | 55,762.30 | 12,620.32                                  | 13,062.24 | 41,256.10 | 42,700.06 |
| Secretario Administrativo  | 41,595.30               | 43,051.13 | 7,046.28                     | 7,292.90 | 48,641.58 | 50,344.03 | 10,884.78                                  | 11,265.75 | 37,756.80 | 39,078.28 |
| Subdirector de Planeación, Evaluación y Transparencia                | 20,316.00               | 21,027.06 | 3,854.40                     | 3,989.30 | 24,170.40 | 25,016.36 | 4,181.52                                   | 4,327.87  | 19,988.88 | 20,688.49 |
| Subdirector de Vinculación, Difusión y Extensión Universitaria       | 20,316.00               | 21,027.06 | 3,854.40                     | 3,989.30 | 24,170.40 | 25,016.36 | 4,181.52                                   | 4,327.87  | 19,988.88 | 20,688.49 |
| <b>Confianza</b>   |                         |           |                              |          |           |           |  |           |           |           |
| Asistente Administrativo   | 8,977.20                | 9,291.40  | 2,153.60                     | 2,228.98 | 11,130.80 | 11,520.38 | 1,143.22                                   | 1,183.23  | 9,987.58  | 10,337.15 |
| Bibliotecario  | 8,883.30                | 9,194.22  | 2,139.48                     | 2,214.36 | 11,022.78 | 11,405.58 | 1,124.54                                   | 1,163.90  | 9,898.24  | 10,244.68 |
| Chofer   | 8,005.20                | 8,285.38  | 2,007.80                     | 2,078.07 | 10,013.00 | 10,363.45 | 954.86                                     | 988.28    | 9,058.14  | 9,375.17  |
| Enfermera  | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Almacén y Activo Fijo                             | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Asesoría y Tutorías                               | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Contabilidad                                      | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Control Escolar                                   | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Incubadora de Empresas y Seguimiento de Egresados | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Programas Académicos                              | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Sistemas  | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Jefa de Oficina de Soporte Técnico y Transparencia                   | 13,137.30               | 13,597.11 | 2,777.60                     | 2,874.82 | 15,914.90 | 16,471.93 | 2,180.98                                   | 2,257.31  | 13,733.92 | 14,214.62 |
| Laboratorista  | 8,457.30                | 8,753.31  | 2,075.60                     | 2,148.25 | 10,532.90 | 10,901.56 | 1,030.96                                   | 1,067.04  | 9,501.94  | 9,834.52  |
| Profesor de Asignatura a H/M (Licenciatura) A                        | 386.47                  | 400.00    | 0.00                         | 0.00     | 386.47    | 400.00    | 0.00                                       | 0.00      | 386.47    | 400.00    |
| Profesor de Asignatura a H/M (Maestría) B                            | 514.41                  | 532.41    | 0.00                         | 0.00     | 514.41    | 532.41    | 0.00                                       | 0.00      | 514.41    | 532.41    |
| Profesor de Tiempo Completo A  | 17,820.60               | 18,444.32 | 3,480.08                     | 3,601.88 | 21,300.68 | 22,046.20 | 3,486.62                                   | 3,608.65  | 17,814.06 | 18,437.55 |
| Secretaria de Rectora  | 8,977.20                | 9,291.40  | 2,153.60                     | 2,228.98 | 11,130.80 | 11,520.38 | 1,143.56                                   | 1,183.58  | 9,987.24  | 10,336.80 |
| Técnico en Mantenimiento   | 6,657.60                | 6,890.62  | 1,805.64                     | 1,868.84 | 8,463.24  | 8,759.46  | 744.54                                     | 771.80    | 7,718.70  | 7,987.66  |
| Tesorera (Cajera)  | 9,653.40                | 9,991.27  | 2,255.00                     | 2,333.92 | 11,908.40 | 12,325.19 | 1,282.22                                   | 1,337.45  | 10,616.18 | 10,987.74 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Tecnológica de Culiacán**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Medios Medios y Superiores</b> |                         |           |                              |        |           |           |  |           |           |           |
| Director de Área                            | 47,877.20               | 47,877.20 | 0.00                         | 0.00   | 47,877.20 | 47,877.20 | 11,157.22                                  | 11,157.22 | 36,519.98 | 36,519.98 |
| Jefe de Departamento                        | 24,571.60               | 24,571.60 | 0.00                         | 0.00   | 24,571.60 | 24,571.60 | 4,618.60                                   | 4,618.60  | 19,953.00 | 19,953.00 |
| Rector                                      | 63,561.15               | 63,561.15 | 0.00                         | 0.00   | 63,561.15 | 63,561.15 | 16,458.24                                  | 16,458.24 | 47,102.91 | 47,102.91 |
| Subdirector                                 | 33,814.15               | 33,814.15 | 0.00                         | 0.00   | 33,814.15 | 33,814.15 | 7,059.74                                   | 7,059.74  | 26,754.41 | 26,754.41 |
| <b>Confianza</b>                            |                         |           |                              |        |           |           |  |           |           |           |
| Analista Administrativo                     | 6,335.75                | 6,335.75  | 0.00                         | 0.00   | 6,335.75  | 6,335.75  | 351.82                                     | 351.82    | 5,983.93  | 5,983.93  |
| Coordinador                                 | 13,092.25               | 13,092.25 | 0.00                         | 0.00   | 13,092.25 | 13,092.25 | 1,783.22                                   | 1,783.22  | 11,309.03 | 11,309.03 |
| Jefe de Oficina                             | 8,185.45                | 8,185.45  | 0.00                         | 0.00   | 8,185.45  | 8,185.45  | 859.56                                     | 859.56    | 7,325.89  | 7,325.89  |
| Técnico Bibliotecario                       | 7,044.15                | 7,044.15  | 0.00                         | 0.00   | 7,044.15  | 7,044.15  | 484.76                                     | 484.76    | 6,559.39  | 6,559.39  |
| Técnico Especializado en Mantenimiento      | 6,335.75                | 6,335.75  | 0.00                         | 0.00   | 6,335.75  | 6,335.75  | 351.82                                     | 351.82    | 5,983.93  | 5,983.93  |
| <b>Personal Docente</b>                     |                         |           |                              |        |           |           |  |           |           |           |
| Docente                                     | 6,040.16                | 16,730.80 | 0.00                         | 0.00   | 6,040.16  | 16,730.80 | 270.62                                     | 3,173.92  | 5,769.54  | 15,556.88 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Tecnológica de Escuinapa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |            | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|---|-------------------------|-----------|------------------------------|------------|------------|------------|--|-----------|------------|------------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo     | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |            |            |            |  |           |            |            |
| Abogado                                     | 11,422.00               | 11,422.00 | 24,367.00                    | 24,367.00  | 35,789.00  | 35,789.00  | 1,407.06                                   | 1,407.06  | 34,381.94  | 34,381.94  |
| Coordinador                                 | 15,972.00               | 15,972.00 | 34,074.00                    | 34,074.00  | 50,046.00  | 50,046.00  | 2,467.24                                   | 2,467.24  | 47,578.76  | 47,578.76  |
| Jefe de Departamento                        | 26,045.00               | 26,045.00 | 47,750.00                    | 47,750.00  | 73,795.00  | 73,795.00  | 4,914.92                                   | 4,914.92  | 68,880.08  | 68,880.08  |
| Rector                                      | 67,374.00               | 67,374.00 | 123,520.00                   | 123,520.00 | 190,894.00 | 190,894.00 | 17,462.70                                  | 17,462.70 | 173,431.30 | 173,431.30 |
| Subdirector de Área                         | 35,842.00               | 35,842.00 | 65,711.00                    | 65,711.00  | 101,553.00 | 101,553.00 | 7,510.40                                   | 7,510.40  | 94,042.60  | 94,042.60  |
| <b>Confianza</b>                            |                         |           |                              |            |            |            |  |           |            |            |
| Analista Administrativo                     | 7,729.00                | 7,729.00  | 16,489.00                    | 16,489.00  | 24,218.00  | 24,218.00  | 767.94                                     | 767.94    | 23,450.06  | 23,450.06  |
| Asistente de Servicios de Mantenimiento     | 5,935.00                | 5,935.00  | 12,661.00                    | 12,661.00  | 18,596.00  | 18,596.00  | 303.24                                     | 303.24    | 18,292.76  | 18,292.76  |
| Chofer del Rector                           | 7,351.00                | 7,351.00  | 15,683.00                    | 15,683.00  | 23,034.00  | 23,034.00  | 739.90                                     | 739.90    | 22,294.10  | 22,294.10  |
| Jefe de Cocina                              | 9,986.00                | 9,986.00  | 21,303.00                    | 21,303.00  | 31,289.00  | 31,289.00  | 1,127.36                                   | 1,127.36  | 30,161.64  | 30,161.64  |
| Secretaria de departamento                  | 7,068.00                | 7,068.00  | 15,060.00                    | 15,060.00  | 22,148.00  | 22,148.00  | 563.20                                     | 563.20    | 21,584.80  | 21,584.80  |
| Secretaria de Director de Área              | 7,729.00                | 7,729.00  | 16,489.00                    | 16,489.00  | 24,218.00  | 24,218.00  | 767.94                                     | 767.94    | 23,450.06  | 23,450.06  |
| Secretaria de Rector                        | 8,593.00                | 8,593.00  | 18,333.00                    | 18,333.00  | 26,926.00  | 26,926.00  | 905.70                                     | 905.70    | 26,020.30  | 26,020.30  |
| Técnico Bibliotecario                       | 8,593.00                | 8,593.00  | 18,333.00                    | 18,333.00  | 26,926.00  | 26,926.00  | 905.70                                     | 905.70    | 26,020.30  | 26,020.30  |
| Técnico en Contabilidad                     | 8,593.00                | 8,593.00  | 18,333.00                    | 18,333.00  | 26,926.00  | 26,926.00  | 905.70                                     | 905.70    | 26,020.30  | 26,020.30  |
| <b>Personal Docente</b>                     |                         |           |                              |            |            |            |  |           |            |            |
| Profesor Asociado C                         | 22,529.00               | 22,529.00 | 48,063.00                    | 48,063.00  | 70,592.00  | 70,592.00  | 4,354.80                                   | 4,354.80  | 66,237.20  | 66,237.20  |

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**Anexo 56**  
**Tabulador de Sueldos Instituto Sinaloense para la Educación de Jóvenes y Adultos**

| Categoría   | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>       |                         |           |                              |          |           |           |  |          |           |           |
| Coordinador de Zona                               | 17,048.24               | 17,308.24 | 108.48                       | 106.48   | 17,152.72 | 17,412.72 | 1,339.41                                   | 1,423.91 | 15,813.31 | 15,988.81 |
| Coordinador Regional                              | 17,048.24               | 17,048.24 | 338.86                       | 338.86   | 17,385.10 | 17,385.10 | 1,393.47                                   | 1,393.47 | 15,991.63 | 15,991.63 |
| Director General                                  | 65,671.18               | 65,671.18 | 3,427.06                     | 3,427.06 | 69,098.24 | 69,098.24 | 8,268.07                                   | 8,268.07 | 60,830.17 | 60,830.17 |
| Jefe de Departamento                              | 17,048.24               | 17,331.24 | 118.60                       | 118.60   | 17,164.84 | 17,449.84 | 1,358.37                                   | 1,403.95 | 15,806.47 | 16,045.89 |
| <b>Confianza</b>                                  |                         |           |                              |          |           |           |  |          |           |           |
| Coordinador de Unidad de Servicios Especializados | 12,945.12               | 13,130.12 | 748.48                       | 1,186.82 | 13,693.58 | 14,316.94 | 1,196.03                                   | 1,222.43 | 12,497.55 | 13,094.51 |
| Secretaría Ejecutiva B                            | 11,320.86               | 11,320.86 | 899.64                       | 899.64   | 12,220.50 | 12,220.50 | 1,036.67                                   | 1,036.67 | 11,183.83 | 11,183.83 |
| <b>Base</b>                                       |                         |           |                              |          |           |           |  |          |           |           |
| Administrativo Especializado                      | 13,428.62               | 15,314.80 | 2,939.38                     | 2,939.38 | 16,368.00 | 18,254.18 | 1,220.57                                   | 1,425.99 | 15,147.43 | 16,828.19 |
| Analista Administrativo                           | 12,511.58               | 16,063.68 | 3,060.40                     | 3,515.44 | 15,571.98 | 19,579.12 | 1,136.77                                   | 1,504.20 | 14,435.21 | 18,074.92 |
| Coordinador de Técnicos en Computación            | 16,734.06               | 16,734.06 | 3,171.76                     | 3,171.76 | 19,905.82 | 19,905.82 | 1,600.80                                   | 1,600.80 | 18,305.02 | 18,305.02 |
| Especialista en Proyectos Técnicos                | 12,028.80               | 15,410.90 | 1,843.70                     | 3,404.16 | 13,872.30 | 18,815.06 | 1,062.79                                   | 1,473.42 | 12,789.51 | 17,341.64 |
| Jefe de Oficina                                   | 14,861.92               | 17,216.70 | 3,294.30                     | 3,753.54 | 18,156.22 | 20,970.24 | 1,467.36                                   | 1,701.20 | 16,688.86 | 19,269.04 |
| Oficial de Servicios y Mantenimiento              | 13,720.80               | 13,720.80 | 2,939.38                     | 2,939.38 | 16,660.18 | 16,660.18 | 1,253.10                                   | 1,253.10 | 15,407.08 | 15,407.08 |
| Secretaría C                                      | 12,296.42               | 14,730.44 | 2,939.38                     | 3,404.16 | 15,235.80 | 18,134.60 | 1,115.28                                   | 1,400.75 | 14,120.52 | 16,733.85 |
| Técnico Docente                                   | 14,207.00               | 22,892.44 | 2,349.74                     | 3,614.08 | 16,556.74 | 26,508.52 | 1,321.40                                   | 2,297.68 | 15,235.34 | 24,208.84 |
| Técnico Medio                                     | 12,296.42               | 16,461.20 | 2,192.30                     | 2,939.38 | 14,488.72 | 19,400.58 | 1,106.78                                   | 1,569.58 | 13,381.94 | 17,831.00 |
| Técnico Superior                                  | 16,338.94               | 16,728.82 | 3,235.32                     | 3,235.32 | 21,574.26 | 21,964.14 | 1,776.50                                   | 1,819.47 | 19,797.76 | 20,144.67 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Pedagógica del Estado de Sinaloa**

| Categoría                                     | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>   |                         |           |                              |           |           |           |  |           |           |           |
| Abogado General                               | 48,580.54               | 48,580.54 | 6,617.67                     | 6,617.67  | 53,198.21 | 53,198.21 | 6,673.45                                   | 6,673.45  | 46,324.76 | 46,324.76 |
| Director de Unidad                            | 49,556.01               | 49,556.01 | 6,552.15                     | 6,552.15  | 56,108.16 | 56,108.16 | 10,243.06                                  | 10,243.06 | 45,865.10 | 45,865.10 |
| Órgano Interno de Control                     | 33,853.35               | 33,853.35 | 4,151.67                     | 4,151.67  | 38,005.02 | 38,005.02 | 8,943.31                                   | 8,943.31  | 29,061.71 | 29,061.71 |
| Rector  | 81,354.29               | 81,354.29 | 11,350.09                    | 11,350.09 | 92,704.38 | 92,704.38 | 13,253.73                                  | 13,253.73 | 79,450.65 | 79,450.65 |
| Secretaria Académica                          | 59,238.45               | 59,238.45 | 8,390.93                     | 8,390.93  | 67,629.38 | 67,629.38 | 8,892.84                                   | 8,892.84  | 58,736.54 | 58,736.54 |
| Secretaria General                            | 64,766.82               | 64,766.82 | 9,100.20                     | 9,100.20  | 73,867.02 | 73,867.02 | 10,165.53                                  | 10,165.53 | 63,701.49 | 63,701.49 |
| Secretario Administrativo                     | 59,238.45               | 59,238.45 | 8,390.93                     | 8,390.93  | 67,629.38 | 67,629.38 | 8,892.84                                   | 8,892.84  | 58,736.54 | 58,736.54 |
| <b>Confianza</b>                              |                         |           |                              |           |           |           |  |           |           |           |
| Coordinación de Departamento de Unidad A      | 15,447.48               | 15,447.48 | 2,342.73                     | 2,342.73  | 17,790.21 | 17,790.21 | 1,391.07                                   | 1,391.07  | 16,399.14 | 16,399.14 |
| Coordinación de Departamento de Unidad B      | 17,586.78               | 17,586.78 | 2,616.96                     | 2,616.96  | 20,203.74 | 20,203.74 | 1,684.99                                   | 1,684.99  | 18,318.75 | 18,318.75 |
| Coordinación de Departamento de Unidad C      | 19,589.19               | 19,589.19 | 2,928.64                     | 2,928.64  | 22,517.83 | 22,517.83 | 2,017.34                                   | 2,017.34  | 20,500.49 | 20,500.49 |
| Coordinación Estatal                          | 26,718.42               | 26,718.42 | 3,760.72                     | 3,760.72  | 30,479.14 | 30,479.14 | 4,154.11                                   | 4,154.11  | 26,325.03 | 26,325.03 |
| Coordinador Administrativo                    | 26,718.42               | 26,718.42 | 3,760.72                     | 3,760.72  | 30,479.14 | 30,479.14 | 4,154.11                                   | 4,154.11  | 26,325.03 | 26,325.03 |
| Coordinador de Departamento B                 | 20,899.68               | 20,899.68 | 3,111.56                     | 3,111.56  | 24,011.24 | 24,011.24 | 2,230.29                                   | 2,230.29  | 21,780.95 | 21,780.95 |
| Coordinador de Subsección                     | 23,864.69               | 23,864.69 | 3,516.30                     | 3,516.30  | 27,380.99 | 27,380.99 | 2,766.89                                   | 2,766.89  | 24,614.10 | 24,614.10 |
| Coordinador Departamental                     | 12,369.26               | 13,080.62 | 4,568.64                     | 4,568.64  | 16,937.90 | 17,649.26 | 2,260.80                                   | 2,457.96  | 14,677.30 | 15,191.30 |
| Dirección Estatal de Área                     | 28,632.51               | 28,632.51 | 4,011.59                     | 4,011.59  | 32,644.10 | 32,644.10 | 4,562.98                                   | 4,562.98  | 28,081.12 | 28,081.12 |
| Jefe de Departamento Estatal A                | 19,589.19               | 19,589.19 | 2,928.64                     | 2,928.64  | 22,517.83 | 22,517.83 | 2,017.34                                   | 2,017.34  | 20,500.49 | 20,500.49 |
| Jefe de Departamento Estatal B                | 20,899.68               | 20,899.68 | 3,111.56                     | 3,111.56  | 24,011.24 | 24,011.24 | 2,230.29                                   | 2,230.29  | 21,780.95 | 21,780.95 |
| Jefe de Departamento Estatal C                | 23,864.67               | 23,864.67 | 3,516.30                     | 3,516.30  | 27,380.97 | 27,380.97 | 2,766.89                                   | 2,766.89  | 24,613.88 | 24,613.88 |
| Jefe de Unidad Seed                           | 11,012.02               | 11,059.86 | 3,463.04                     | 3,485.90  | 14,475.06 | 14,545.56 | 1,877.72                                   | 1,890.42  | 12,597.34 | 12,655.14 |
| Subdirector Académico                         | 26,718.42               | 26,718.42 | 3,760.72                     | 3,760.72  | 30,479.14 | 30,479.14 | 4,154.11                                   | 4,154.11  | 26,325.03 | 26,325.03 |
| <b>Base</b>                                   |                         |           |                              |           |           |           |  |           |           |           |
| Analista Especializado                        | 16,192.58               | 21,178.45 | 4,905.30                     | 6,835.54  | 21,097.88 | 28,013.99 | 2,943.41                                   | 4,767.96  | 18,154.47 | 23,246.03 |
| Auxiliar Académico Administrativo A           | 13,206.75               | 13,844.75 | 2,200.82                     | 2,307.46  | 15,407.67 | 16,152.21 | 1,274.28                                   | 1,274.28  | 14,133.39 | 14,877.93 |
| Auxiliar Académico Administrativo B           | 15,964.87               | 15,964.87 | 2,680.81                     | 2,680.81  | 18,625.68 | 18,625.68 | 1,505.57                                   | 1,505.57  | 17,120.11 | 17,120.11 |
| Auxiliar Académico Administrativo C           | 18,812.49               | 29,591.50 | 3,135.41                     | 4,931.92  | 21,947.90 | 34,523.42 | 1,860.07                                   | 5,783.49  | 20,087.83 | 28,739.93 |
| Auxiliar Académico Administrativo de Unidad A | 10,106.20               | 10,594.41 | 1,684.36                     | 1,765.73  | 11,790.56 | 12,360.14 | 514.12                                     | 553.15    | 11,276.44 | 11,806.99 |
| Auxiliar Académico Administrativo de Unidad B | 11,297.13               | 11,846.12 | 1,882.85                     | 1,974.35  | 13,179.98 | 13,820.47 | 628.79                                     | 970.28    | 12,551.19 | 12,850.19 |
| Auxiliar Académico Administrativo de Unidad C | 13,206.74               | 16,175.81 | 2,201.12                     | 2,704.61  | 15,407.86 | 20,880.42 | 1,116.82                                   | 1,948.12  | 14,291.04 | 18,932.30 |
| Auxiliar Académico Administrativo de Unidad D | 15,762.04               | 20,245.29 | 2,627.00                     | 3,026.72  | 18,389.04 | 23,272.01 | 1,408.49                                   | 2,084.91  | 16,980.55 | 21,187.10 |
| Auxiliar de Analista Administrativo           | 11,041.63               | 13,944.71 | 3,672.71                     | 4,766.66  | 14,714.34 | 18,711.37 | 1,576.93                                   | 2,522.18  | 13,137.41 | 16,189.19 |
| Auxiliar de Servicios Generales de Unidad A   | 7,477.45                | 7,838.67  | 1,246.23                     | 1,306.44  | 8,723.68  | 9,145.11  | 232.51                                     | 235.63    | 8,491.17  | 8,909.48  |
| Auxiliar de Servicios Generales de Unidad B   | 10,106.20               | 10,594.41 | 1,684.36                     | 1,765.73  | 11,790.56 | 12,360.14 | 514.12                                     | 553.15    | 11,276.44 | 11,806.99 |
| Auxiliar de Servicios Generales de Unidad C   | 13,206.74               | 13,844.75 | 2,201.12                     | 2,307.46  | 15,407.86 | 16,152.21 | 1,116.82                                   | 1,274.28  | 14,291.04 | 14,877.93 |
| Bibliotecario                                 | 12,435.34               | 13,020.35 | 4,153.52                     | 5,266.40  | 16,588.86 | 18,286.75 | 1,888.77                                   | 2,292.26  | 14,700.09 | 15,994.49 |
| Bibliotecario Especializado                   | 12,435.34               | 13,020.35 | 4,153.69                     | 6,804.21  | 16,589.03 | 19,824.56 | 1,888.77                                   | 2,292.26  | 14,700.26 | 17,332.30 |
| Guardián                                      | 10,541.59               | 11,709.71 | 3,245.21                     | 4,113.32  | 13,786.80 | 15,823.03 | 1,226.53                                   | 1,554.68  | 12,560.27 | 14,268.35 |
| Intendente                                    | 9,194.49                | 10,455.84 | 3,018.96                     | 3,675.41  | 12,213.45 | 14,131.25 | 1,384.98                                   | 1,649.67  | 10,828.47 | 12,481.58 |
| Secretaria                                    | 14,169.56               | 18,066.05 | 3,822.94                     | 5,837.86  | 17,992.50 | 23,903.91 | 2,367.95                                   | 3,798.58  | 15,624.55 | 20,105.33 |
| Secretaria                                    | 14,169.56               | 18,066.05 | 3,822.94                     | 5,837.86  | 17,992.50 | 23,903.91 | 2,367.95                                   | 3,798.58  | 15,624.55 | 20,105.33 |
| Secretaria                                    | 14,169.56               | 18,066.05 | 3,822.94                     | 5,837.86  | 17,992.50 | 23,903.91 | 2,367.95                                   | 3,798.58  | 15,624.55 | 20,105.33 |
| Secretaria Ejecutiva                          | 18,286.25               | 19,488.86 | 5,452.13                     | 6,230.19  | 23,738.38 | 25,719.05 | 3,423.14                                   | 4,253.24  | 20,315.24 | 21,465.81 |
| <b>Personal Docente</b>                       |                         |           |                              |           |           |           |  |           |           |           |
| Docente                                       | 845.81                  | 19,511.65 | 91.62                        | 2,819.62  | 937.43    | 22,331.27 | 0.00                                       | 2,593.90  | 937.43    | 19,737.37 |
| Profesor Asignatura A                         | 2,351.10                | 6,164.19  | 912.33                       | 5,083.77  | 3,263.43  | 11,247.96 | 223.37                                     | 563.10    | 3,040.06  | 10,684.86 |
| Profesor Asignatura B                         | 2,637.58                | 17,964.93 | 1,036.70                     | 5,294.55  | 3,674.28  | 23,259.48 | 253.13                                     | 3,882.75  | 3,421.15  | 19,376.73 |
| Profesor Asociado A 1/2 Tiempo                | 10,359.06               | 15,035.64 | 3,103.12                     | 4,252.74  | 13,462.18 | 19,288.38 | 2,104.79                                   | 2,864.26  | 11,357.39 | 16,424.12 |
| Profesor Asociado A T.C.                      | 20,718.12               | 20,718.12 | 6,206.33                     | 6,396.09  | 26,924.45 | 26,114.21 | 4,209.58                                   | 4,209.58  | 22,714.87 | 24,904.63 |
| Profesor Asociado B 1/2 T                     | 11,234.86               | 11,234.86 | 3,377.19                     | 3,377.19  | 14,612.15 | 14,612.15 | 1,795.26                                   | 1,795.26  | 12,816.89 | 12,816.89 |
| Profesor Asociado C 1/2 T                     | 13,874.80               | 13,874.80 | 3,926.91                     | 12,432.97 | 17,801.71 | 26,307.77 | 2,209.99                                   | 2,209.99  | 15,591.72 | 24,097.78 |
| Profesor Titular A 1/2 T                      | 14,583.76               | 28,606.41 | 6,209.60                     | 6,209.60  | 20,793.36 | 34,816.01 | 3,409.71                                   | 7,169.81  | 17,383.55 | 27,646.20 |
| Profesor Titular A T.C.                       | 29,167.52               | 29,167.52 | 12,419.20                    | 12,419.20 | 41,586.72 | 41,586.72 | 6,819.40                                   | 6,819.40  | 34,767.32 | 34,767.32 |
| Profesor Titular B 1/2 T                      | 24,948.61               | 29,420.06 | 5,352.83                     | 7,337.62  | 30,301.44 | 36,757.70 | 6,317.81                                   | 7,529.18  | 23,983.63 | 29,228.52 |
| Profesor Titular B T.C.                       | 49,897.21               | 49,897.21 | 10,705.67                    | 14,675.24 | 60,602.88 | 64,572.45 | 12,635.64                                  | 12,635.64 | 47,967.24 | 51,936.81 |

**Anexo 56**  
**Tabulador de Sueldos Universidad Pedagógica del Estado de Sinaloa**

| Categoría                     | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|-------------------------------|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|                               | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Profesor Titular C 1/2 Tiempo | 19,842.57               | 34,782.43 | 6,325.53                     | 18,036.43 | 26,168.10 | 52,798.86 | 4,809.05                                   | 8,912.03  | 21,359.05 | 43,886.83 |
| Profesor Titular C.T.C.       | 39,685.15               | 69,560.90 | 12,651.04                    | 20,857.99 | 52,336.19 | 90,418.89 | 9,918.09                                   | 18,220.04 | 42,718.10 | 72,198.85 |



**Anexo 56**  
**Tabulador de Sueldos Centro de Estudios de Bachillerato**

| Categoría                                     | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| Base  |                         |           |                              |        |           |           |  |          |           |           |
| Maestro CB-4                                  | 16,473.78               | 16,473.78 | 0.00                         | 0.00   | 16,473.78 | 16,473.78 | 3,190.68                                   | 3,190.68 | 13,283.10 | 13,283.10 |
| Oficial Administrativo D                      | 11,404.22               | 13,029.96 | 0.00                         | 0.00   | 11,404.22 | 13,029.96 | 1,849.96                                   | 2,205.68 | 9,554.26  | 10,824.28 |
| Oficial de Servicios D                        | 8,519.30                | 9,982.78  | 0.00                         | 0.00   | 8,519.30  | 9,982.78  | 927.10                                     | 1,549.04 | 7,592.20  | 8,433.74  |
| Profecto D                                    | 14,715.94               | 16,506.64 | 0.00                         | 0.00   | 14,715.94 | 16,506.64 | 2,434.68                                   | 2,898.80 | 12,281.26 | 13,607.84 |
| Prof. Asig. E.S.B.                            | 1,077.06                | 12,573.12 | 0.00                         | 0.00   | 1,077.06  | 12,573.12 | 194.02                                     | 2,495.40 | 883.04    | 10,077.72 |
| Prof. Ens. Sup. Asoc. A 3/4 T                 | 20,861.00               | 21,487.32 | 0.00                         | 0.00   | 20,861.00 | 21,487.32 | 4,448.44                                   | 4,832.32 | 16,412.56 | 16,655.00 |
| Prof. Ens. Sup. Tit. A 3/4 Tmpo.              | 29,474.82               | 29,474.82 | 0.00                         | 0.00   | 29,474.82 | 29,474.82 | 7,191.10                                   | 7,191.10 | 22,283.72 | 22,283.72 |
| Prof. Enseñanzas Sup. Tit. A 1/2 Tmpo.        | 21,621.24               | 21,621.24 | 0.00                         | 0.00   | 21,621.24 | 21,621.24 | 5,066.88                                   | 5,066.88 | 16,554.36 | 16,554.36 |
| Profesor Enseñanzas Sup. Asoc. B 3/4 de Tmpo. | 23,926.42               | 23,926.42 | 0.00                         | 0.00   | 23,926.42 | 23,926.42 | 5,403.70                                   | 5,403.70 | 18,522.72 | 18,522.72 |
| Profesor Enseñanzas Sup. Asociado C 3/4       | 23,259.64               | 25,479.18 | 0.00                         | 0.00   | 23,259.64 | 25,479.18 | 5,270.28                                   | 5,921.94 | 17,989.36 | 19,557.24 |
| Profesor Enseñanzas Sup. Tit. A T/C           | 26,938.40               | 26,938.40 | 0.00                         | 0.00   | 26,938.40 | 26,938.40 | 6,819.18                                   | 6,819.18 | 20,119.22 | 20,119.22 |
| Prof. Ens. Sup. Asoc. A 1/2 Tmpo.             | 11,650.20               | 14,364.28 | 0.00                         | 0.00   | 11,650.20 | 14,364.28 | 1,906.16                                   | 2,549.50 | 9,744.04  | 11,814.78 |
| Prof. Enseñanzas Sup. Asoc. C 1/2 Tmpo.       | 16,124.64               | 16,124.64 | 0.00                         | 0.00   | 16,124.64 | 16,124.64 | 3,076.44                                   | 3,076.44 | 13,048.20 | 13,048.20 |
| Técnico Docente Asociado B 1/2 Tmpo.          | 12,290.34               | 14,945.10 | 0.00                         | 0.00   | 12,290.34 | 14,945.10 | 2,016.28                                   | 2,476.30 | 10,274.06 | 12,468.80 |
| Técnico Docente Ens. Sup. Tit. C 1/2 Tmpo.    | 16,575.92               | 16,575.92 | 0.00                         | 0.00   | 16,575.92 | 16,575.92 | 3,190.40                                   | 3,190.40 | 13,385.52 | 13,385.52 |

**Anexo 56**

**Tabulador de Sueldos Colegio de Estudios Científicos y Tecnológicos del Estado de Sinaloa**

| Categoría                             | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---------------------------------------|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|                                       | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Confianza                             |                         |           |                              |          |           |           |  |           |           |           |
| Coordinador Académico                 | 31,412.80               | 31,412.80 | 0.00                         | 0.00     | 31,412.80 | 31,412.80 | 5,257.03                                   | 5,257.03  | 26,155.77 | 26,155.77 |
| Director de Área                      | 41,603.25               | 41,603.25 | 0.00                         | 0.00     | 41,603.25 | 41,603.25 | 7,626.69                                   | 7,626.69  | 33,976.56 | 33,976.56 |
| Director de Plantel A                 | 38,387.90               | 38,387.90 | 0.00                         | 0.00     | 38,387.90 | 38,387.90 | 6,838.29                                   | 6,838.29  | 31,549.61 | 31,549.61 |
| Director General                      | 55,234.65               | 55,234.65 | 0.00                         | 0.00     | 55,234.65 | 55,234.65 | 11,568.34                                  | 11,568.34 | 43,666.31 | 43,666.31 |
| Jefe de Departamento                  | 29,186.65               | 29,186.65 | 0.00                         | 0.00     | 29,186.65 | 29,186.65 | 4,752.34                                   | 4,752.34  | 24,434.31 | 24,434.31 |
| Base                                  |                         |           |                              |          |           |           |  |           |           |           |
| Administrativo Especializado          | 7,480.40                | 7,480.40  | 0.00                         | 0.00     | 7,480.40  | 7,480.40  | 500.51                                     | 500.51    | 6,979.89  | 6,979.89  |
| Analista Especializado                | 10,079.80               | 10,079.80 | 0.00                         | 0.00     | 10,079.80 | 10,079.80 | 792.71                                     | 792.71    | 9,287.09  | 9,287.09  |
| Auxiliar de Servicios y Mantenimiento | 6,154.05                | 6,154.05  | 0.00                         | 0.00     | 6,154.05  | 6,154.05  | 366.83                                     | 366.83    | 5,787.22  | 5,787.22  |
| Bibliotecaria                         | 7,079.65                | 7,079.65  | 0.00                         | 0.00     | 7,079.65  | 7,079.65  | 414.11                                     | 414.11    | 6,665.54  | 6,665.54  |
| Capturista                            | 7,852.20                | 7,852.20  | 0.00                         | 1,000.00 | 7,852.20  | 8,852.20  | 539.49                                     | 652.64    | 7,312.71  | 8,199.56  |
| Chofer                                | 6,444.10                | 6,444.10  | 0.00                         | 1,000.00 | 6,444.10  | 7,444.10  | 395.08                                     | 508.23    | 6,049.02  | 6,935.87  |
| Coord. De Técnicos Especializados     | 12,265.60               | 12,265.60 | 1,000.00                     | 4,500.00 | 13,265.60 | 16,765.60 | 1,165.01                                   | 2,137.93  | 12,100.59 | 14,627.67 |
| Encargado del Orden                   | 7,852.20                | 7,852.20  | 539.49                       | 539.49   | 8,391.69  | 8,391.69  | 0.00                                       | 0.00      | 8,391.69  | 8,391.69  |
| Enfermera                             | 8,245.90                | 8,245.90  | 0.00                         | 0.00     | 8,245.90  | 8,245.90  | 468.27                                     | 468.27    | 7,777.63  | 7,777.63  |
| Ingeniero en Sistemas                 | 12,265.60               | 12,265.60 | 0.00                         | 0.00     | 12,265.60 | 12,265.60 | 1,165.01                                   | 1,165.01  | 11,100.59 | 11,100.59 |
| Jefe de Oficina                       | 10,827.55               | 10,827.55 | 1,000.00                     | 6,000.00 | 11,827.55 | 16,827.55 | 902.45                                     | 2,152.72  | 10,925.10 | 14,674.83 |
| Laboratorista                         | 7,852.20                | 7,852.20  | 0.00                         | 0.00     | 7,852.20  | 7,852.20  | 539.49                                     | 539.49    | 7,312.71  | 7,312.71  |
| Oficial de Mantenimiento              | 6,444.10                | 6,444.10  | 0.00                         | 0.00     | 6,444.10  | 6,444.10  | 395.08                                     | 395.08    | 6,049.02  | 6,049.02  |
| Profesor CECyTE                       | 732.88                  | 8,962.38  | 0.00                         | 0.00     | 732.88    | 8,962.38  | 34.18                                      | 848.99    | 698.70    | 8,113.37  |
| Programador                           | 10,079.80               | 10,079.80 | 0.00                         | 3,000.00 | 10,079.80 | 13,079.80 | 792.71                                     | 1,339.79  | 9,287.09  | 11,740.01 |
| Secretaría de Director de Área        | 8,664.50                | 8,664.50  | 0.00                         | 0.00     | 8,664.50  | 8,664.50  | 621.41                                     | 621.41    | 8,043.09  | 8,043.09  |
| Secretaría de Director de Plantel     | 7,852.20                | 7,852.20  | 0.00                         | 5,000.00 | 7,852.20  | 12,852.20 | 539.49                                     | 1,338.21  | 7,312.71  | 11,513.99 |
| Secretaría de Director General        | 10,079.80               | 10,079.80 | 0.00                         | 2,000.00 | 10,079.80 | 12,079.80 | 1,147.70                                   | 1,147.70  | 8,932.10  | 10,932.10 |
| Supervisor                            | 12,265.60               | 12,265.60 | 2,000.00                     | 2,500.00 | 14,265.60 | 14,765.60 | 1,165.01                                   | 1,693.64  | 13,100.59 | 13,071.96 |
| Técnico Especializado                 | 10,827.55               | 10,827.55 | 2,000.00                     | 4,000.00 | 12,827.55 | 14,827.55 | 795.23                                     | 1,708.43  | 12,032.32 | 13,119.12 |
| Trabajadora Social                    | 8,664.50                | 8,664.50  | 0.00                         | 0.00     | 8,664.50  | 8,664.50  | 621.42                                     | 621.42    | 8,043.08  | 8,043.08  |
| Vigilante                             | 6,444.10                | 6,444.10  | 0.00                         | 0.00     | 6,444.10  | 6,444.10  | 395.08                                     | 395.08    | 6,049.02  | 6,049.02  |

**Anexo 56**  
**Tabulador de Sueldos Escuela Normal Experimental de El Fuerte**

| Categoría                            | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--------------------------------------|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|                                      | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Confianza Mandos Medios y Superiores |                         |           |                              |          |           |           |  |           |           |           |
| Coordinación                         | 11,718.66               | 29,806.96 | 1,953.11                     | 4,967.63 | 13,671.77 | 34,774.79 | 1,394.00                                   | 5,452.84  | 12,277.77 | 29,321.95 |
| Dirección General                    | 36,908.78               | 50,000.00 | 6,151.48                     | 8,333.33 | 43,060.24 | 58,333.33 | 7,263.53                                   | 11,320.90 | 35,666.71 | 47,012.43 |
| Jefe de Departamento                 | 6,571.00                | 22,963.91 | 1,095.17                     | 3,830.65 | 7,666.17  | 26,814.56 | 504.06                                     | 3,848.06  | 7,162.11  | 22,966.50 |
| Subdirección Académica               | 22,946.14               | 36,000.00 | 3,824.36                     | 6,000.00 | 26,770.50 | 42,000.00 | 3,638.17                                   | 7,120.90  | 22,931.33 | 34,879.10 |
| Subdirección Administrativa          | 22,946.14               | 36,000.00 | 3,824.36                     | 6,000.00 | 26,770.50 | 42,000.00 | 3,638.17                                   | 7,120.90  | 22,931.33 | 34,879.10 |
| Confianza                            |                         |           |                              |          |           |           |  |           |           |           |
| Auditor Administrativo               | 3,000.00                | 12,500.00 | 500.00                       | 2,083.33 | 3,500.00  | 14,583.33 | 189.77                                     | 1,580.89  | 3,330.23  | 13,022.44 |
| Cocinera                             | 4,680.22                | 10,322.00 | 780.04                       | 1,720.33 | 5,460.26  | 12,042.33 | 248.93                                     | 1,095.67  | 5,211.33  | 10,946.66 |
| Docente                              | 85.00                   | 6,800.00  | 14.17                        | 1,133.33 | 98.17     | 7,933.33  | 1.63                                       | 528.98    | 87.54     | 7,404.35  |
| Intendente                           | 4,000.00                | 9,800.00  | 666.67                       | 1,633.33 | 4,666.67  | 11,433.33 | 233.77                                     | 1,001.32  | 4,432.90  | 10,432.01 |
| Prefectura                           | 450.00                  | 10,322.00 | 75.00                        | 1,720.33 | 525.00    | 12,042.33 | 8.84                                       | 1,085.67  | 516.36    | 10,946.66 |

**Anexo 56**  
**Tabulador de Sueldos Ciudad Educadora del Saber de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |          |           |           |
| Director General                            | 25,228.18               | 25,228.18 | 17,311.82                    | 17,311.82 | 42,538.00 | 42,538.00 | 9,850.86                                   | 9,850.86 | 32,687.14 | 32,687.14 |
| Jefe De Departamento                        | 10,088.48               | 10,088.48 | 8,451.80                     | 8,451.80  | 18,540.28 | 18,540.28 | 2,325.48                                   | 2,881.68 | 16,214.80 | 15,658.60 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |          |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 885.68                       | 885.68    | 7,725.68  | 7,725.68  | 1,086.38                                   | 1,086.38 | 6,639.32  | 6,639.32  |

**Anexo 56**  
**Tabulador de Sueldos Sistema Sinaloense de Radio y Televisión**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Director                                    | 17,463.10               | 17,463.10 | 10,506.02                    | 10,506.02 | 27,969.12 | 27,969.12 | 6,124.44                                   | 6,124.44  | 21,844.68 | 21,844.68 |
| Director General                            | 25,226.06               | 25,226.06 | 17,311.26                    | 17,311.26 | 42,537.34 | 42,537.34 | 11,013.32                                  | 11,013.32 | 31,524.02 | 31,524.02 |
| Jefe de Departamento                        | 10,068.48               | 10,068.48 | 7,001.80                     | 7,001.80  | 17,090.28 | 17,090.28 | 2,214.92                                   | 2,214.92  | 14,875.36 | 14,875.36 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 885.68                       | 2,285.68  | 7,725.68  | 9,125.68  | 854.58                                     | 1,235.10  | 6,871.10  | 7,890.58  |
| Sub-Jefe Depto                              | 6,924.36                | 6,924.36  | 3,968.96                     | 5,968.96  | 10,893.34 | 12,893.32 | 1,066.26                                   | 1,625.56  | 9,807.08  | 11,267.76 |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 10,716.74               | 10,716.76 | 0.00                         | 6,665.48  | 10,716.74 | 17,382.24 | 1,465.72                                   | 2,392.36  | 9,231.02  | 14,989.88 |
| Auxiliar Técnico                            | 10,172.88               | 10,172.88 | 6,785.04                     | 6,785.04  | 16,937.92 | 18,937.92 | 2,138.20                                   | 2,138.20  | 16,799.72 | 16,799.72 |
| Jefe de Sección A                           | 9,668.70                | 9,668.70  | 111.10                       | 111.10    | 9,779.80  | 9,779.80  | 1,278.14                                   | 1,278.14  | 8,501.66  | 8,501.66  |

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**Anexo 56**  
**Tabulador de Sueldos Preesforzados Concretos y Agregados de Sinaloa**  
**(PREECASIN)**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |        |           |           |  |          |           |           |
| Administrador                               | 41,018.95               | 41,018.95 | 0.00                         | 0.00   | 41,018.95 | 41,018.95 | 8,424.58                                   | 8,424.58 | 32,594.39 | 32,594.39 |
| Director de Producción                      | 32,820.40               | 32,820.40 | 0.00                         | 0.00   | 32,820.40 | 32,820.40 | 6,834.56                                   | 6,834.56 | 26,185.84 | 26,185.84 |
| <b>Confianza</b>                            |                         |           |                              |        |           |           |  |          |           |           |
| Jefatura de Planta                          | 16,652.60               | 19,307.85 | 0.00                         | 0.00   | 16,652.60 | 19,307.85 | 2,433.48                                   | 3,053.80 | 14,219.12 | 16,254.05 |
| Jefe de Departamento                        | 19,307.85               | 30,014.07 | 0.00                         | 0.00   | 19,307.85 | 30,014.07 | 3,053.80                                   | 5,619.14 | 16,254.05 | 24,394.93 |
| <b>Honorarios</b>                           |                         |           |                              |        |           |           |  |          |           |           |
| Asesor Técnico                              | 39,265.88               | 39,265.88 | 0.00                         | 0.00   | 39,265.88 | 39,265.88 | 7,211.22                                   | 7,211.22 | 32,054.66 | 32,054.66 |
| Auxiliar Administrativo                     | 15,996.00               | 15,996.00 | 0.00                         | 0.00   | 15,996.00 | 15,996.00 | 1,984.66                                   | 1,984.66 | 14,011.34 | 14,011.34 |
| Jefe de Departamento                        | 23,604.83               | 23,604.83 | 0.00                         | 0.00   | 23,604.83 | 23,604.83 | 3,600.00                                   | 3,600.00 | 20,004.83 | 20,004.83 |

### Anexo 56 Tabulador de Sueldos Instituto de Capacitación para el Trabajo del Estado de Sinaloa (ICATSIN)

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social * |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                       | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Director (de planta)                        | 26,175.60               | 31,815.31 | 260.00                       | 9,404.01  | 26,435.60 | 41,219.32 | 2,112.28                                     | 4,575.96  | 24,323.32 | 36,643.36 |
| Director de Área                            | 32,449.20               | 32,449.21 | 18,033.00                    | 18,520.01 | 50,482.20 | 50,969.22 | 13,499.96                                    | 13,640.07 | 36,982.24 | 37,329.15 |
| Director General                            | 41,940.60               | 41,940.61 | 49,180.00                    | 49,180.01 | 91,120.60 | 91,120.62 | 25,905.10                                    | 25,905.11 | 65,215.50 | 65,215.51 |
| Jefe de Capacitación                        | 21,332.10               | 26,298.91 | 0.00                         | 3,720.83  | 21,332.10 | 30,019.74 | 3,144.46                                     | 7,857.31  | 18,187.64 | 22,162.43 |
| Jefe de Departamento                        | 23,038.50               | 23,038.51 | 2,053.50                     | 11,247.35 | 25,092.00 | 34,285.86 | 1,968.79                                     | 8,514.31  | 23,123.21 | 25,771.55 |
| Jefe de Vinculación                         | 21,332.10               | 26,298.91 | 0.00                         | 2,651.19  | 21,332.10 | 28,950.10 | 5,401.00                                     | 7,190.69  | 15,931.10 | 21,759.41 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Administrativo Especializado                | 6,507.00                | 6,507.01  | 2,594.84                     | 14,781.87 | 9,101.84  | 21,288.88 | 1,411.32                                     | 4,060.15  | 7,690.32  | 17,228.73 |
| Analista Profesional                        | 7,648.20                | 8,561.71  | 2,433.11                     | 10,462.11 | 10,081.31 | 19,023.82 | 1,669.52                                     | 3,898.59  | 8,411.79  | 15,125.23 |
| Asistente de Almacén                        | 6,507.00                | 7,557.61  | 1,551.50                     | 13,765.71 | 8,058.50  | 21,323.32 | 1,419.96                                     | 3,599.55  | 6,638.54  | 17,723.77 |
| Asistente de Servicio y Mantenimiento       | 6,507.00                | 7,557.61  | 1,435.88                     | 12,613.51 | 7,942.88  | 20,171.12 | 1,285.26                                     | 3,353.43  | 6,657.62  | 16,817.89 |
| Chofer                                      | 6,507.00                | 7,557.61  | 1,551.62                     | 7,379.91  | 8,058.62  | 14,937.52 | 1,163.10                                     | 2,381.09  | 6,895.52  | 12,556.43 |
| Dibujante                                   | 7,099.50                | 7,099.51  | 10,810.80                    | 10,810.81 | 17,910.30 | 17,910.32 | 3,157.90                                     | 3,157.91  | 14,752.40 | 14,752.41 |
| Guarda                                      | 6,507.00                | 7,557.61  | 1,435.88                     | 12,652.91 | 7,942.88  | 20,210.52 | 1,285.26                                     | 3,361.85  | 6,657.62  | 16,848.67 |
| Jefe de Oficina                             | 7,885.20                | 8,761.81  | 2,648.74                     | 14,426.51 | 10,533.94 | 23,183.32 | 1,786.32                                     | 4,181.49  | 8,747.62  | 19,006.83 |
| Jefe de Servicios y Mantenimiento           | 6,507.00                | 7,557.61  | 1,435.88                     | 7,401.35  | 7,942.88  | 14,958.96 | 1,285.26                                     | 2,391.29  | 6,657.62  | 12,567.67 |
| Operador de Equipo                          | 6,507.00                | 6,507.01  | 3,618.60                     | 8,989.81  | 10,125.60 | 15,496.62 | 1,674.90                                     | 2,556.19  | 8,450.70  | 12,940.43 |
| Programador Especializado                   | 7,648.20                | 8,561.71  | 1,289.90                     | 14,046.15 | 8,938.10  | 22,607.86 | 1,556.30                                     | 4,024.47  | 7,381.80  | 18,583.39 |
| Secretaria de Apoyo                         | 6,507.00                | 7,557.61  | 1,435.88                     | 6,449.81  | 7,942.88  | 14,007.22 | 1,285.26                                     | 2,045.31  | 6,657.62  | 11,961.91 |
| Secretaria Ejecutiva B                      | 7,885.20                | 7,885.21  | 3,836.74                     | 5,428.91  | 11,721.94 | 13,314.12 | 2,100.44                                     | 2,259.61  | 9,621.50  | 11,054.51 |
| Secretaria Ejecutiva C                      | 7,648.20                | 7,648.21  | 6,800.46                     | 10,591.09 | 14,448.66 | 18,239.30 | 2,476.78                                     | 3,428.85  | 11,971.88 | 14,810.45 |
| Secretaria Ejecutiva D                      | 7,099.50                | 8,133.61  | 1,595.40                     | 12,467.21 | 8,694.90  | 20,620.82 | 1,430.06                                     | 2,812.25  | 7,264.84  | 17,808.57 |
| Supervisor General                          | 8,253.30                | 8,908.41  | 6,342.78                     | 19,047.07 | 14,596.08 | 27,953.48 | 2,844.08                                     | 5,300.37  | 11,752.00 | 22,653.11 |
| Técnico Bibliotecario                       | 6,507.00                | 6,507.01  | 1,532.04                     | 9,543.17  | 8,039.04  | 16,050.18 | 1,295.72                                     | 2,697.81  | 6,743.32  | 13,352.57 |
| Técnico Especializado                       | 7,885.20                | 8,761.81  | 2,694.68                     | 10,182.67 | 10,579.88 | 18,944.48 | 1,880.50                                     | 3,746.57  | 8,699.38  | 15,197.91 |
| Técnico Medio en Imprenta                   | 6,507.00                | 6,507.01  | 1,630.10                     | 4,867.03  | 8,137.10  | 11,374.04 | 1,306.38                                     | 2,170.35  | 6,830.72  | 9,203.69  |
| Técnico Superior                            | 8,253.30                | 8,908.41  | 4,308.42                     | 21,862.15 | 12,559.72 | 30,568.56 | 2,159.72                                     | 5,915.45  | 10,400.00 | 24,653.11 |
| Trabajadora Social                          | 7,267.50                | 8,273.41  | 1,272.04                     | 8,606.61  | 8,539.54  | 16,880.02 | 1,471.28                                     | 2,708.21  | 7,068.26  | 14,171.81 |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Administrativo Especializado                | 6,507.00                | 6,507.01  | 2,594.84                     | 14,781.87 | 9,101.84  | 21,288.88 | 1,411.32                                     | 4,060.15  | 7,690.32  | 17,228.73 |
| Analista Profesional                        | 7,648.20                | 8,561.71  | 2,433.11                     | 10,462.11 | 10,081.31 | 19,023.82 | 1,669.52                                     | 3,898.59  | 8,411.79  | 15,125.23 |
| Asistente de Almacén                        | 6,507.00                | 7,557.61  | 1,551.50                     | 13,765.71 | 8,058.50  | 21,323.32 | 1,419.96                                     | 3,599.55  | 6,638.54  | 17,723.77 |
| Asistente de Servicio y Mantenimiento       | 6,507.00                | 7,557.61  | 1,435.88                     | 12,613.51 | 7,942.88  | 20,171.12 | 1,285.26                                     | 3,353.43  | 6,657.62  | 16,817.89 |
| Chofer                                      | 6,507.00                | 7,557.61  | 1,551.62                     | 7,379.91  | 8,058.62  | 14,937.52 | 1,163.10                                     | 2,381.09  | 6,895.52  | 12,556.43 |
| Dibujante                                   | 7,099.50                | 7,099.51  | 10,810.80                    | 10,810.81 | 17,910.30 | 17,910.32 | 3,157.90                                     | 3,157.91  | 14,752.40 | 14,752.41 |
| Especialista en Telefonía                   | 8,253.30                | 8,253.31  | 7,306.18                     | 7,306.19  | 15,559.48 | 15,559.50 | 3,249.90                                     | 3,249.91  | 12,309.58 | 12,309.59 |
| Guarda                                      | 6,507.00                | 7,557.61  | 1,435.88                     | 12,652.91 | 7,942.88  | 20,210.52 | 1,285.26                                     | 3,361.85  | 6,657.62  | 16,848.67 |
| Jefe de Oficina                             | 7,885.20                | 8,761.81  | 2,648.74                     | 14,426.51 | 10,533.94 | 23,183.32 | 1,786.32                                     | 4,181.49  | 8,747.62  | 19,006.83 |
| Jefe de Servicios y Mantenimiento           | 6,507.00                | 7,557.61  | 1,435.88                     | 7,401.35  | 7,942.88  | 14,958.96 | 1,285.26                                     | 2,391.29  | 6,657.62  | 12,567.67 |
| Operador de Equipo                          | 6,507.00                | 6,507.01  | 3,618.60                     | 8,989.81  | 10,125.60 | 15,496.62 | 1,674.90                                     | 2,556.19  | 8,450.70  | 12,940.43 |
| Programador Especializado                   | 7,648.20                | 8,561.71  | 1,289.90                     | 14,046.15 | 8,938.10  | 22,607.86 | 1,556.30                                     | 4,024.47  | 7,381.80  | 18,583.39 |
| Secretaria de Apoyo                         | 6,507.00                | 7,557.61  | 1,435.88                     | 6,449.81  | 7,942.88  | 14,007.22 | 1,285.26                                     | 2,045.31  | 6,657.62  | 11,961.91 |
| Secretaria Ejecutiva B                      | 7,885.20                | 7,885.21  | 3,836.74                     | 5,428.91  | 11,721.94 | 13,314.12 | 2,100.44                                     | 2,259.61  | 9,621.50  | 11,054.51 |
| Secretaria Ejecutiva C                      | 7,648.20                | 7,648.21  | 6,800.46                     | 10,591.09 | 14,448.66 | 18,239.30 | 2,476.78                                     | 3,428.85  | 11,971.88 | 14,810.45 |
| Secretaria Ejecutiva D                      | 7,099.50                | 8,133.61  | 1,595.40                     | 12,467.21 | 8,694.90  | 20,620.82 | 1,430.06                                     | 2,812.25  | 7,264.84  | 17,808.57 |
| Supervisor General                          | 8,253.30                | 8,908.41  | 6,342.78                     | 19,047.07 | 14,596.08 | 27,953.48 | 2,844.08                                     | 5,300.37  | 11,752.00 | 22,653.11 |
| Técnico Bibliotecario                       | 6,507.00                | 6,507.01  | 1,532.04                     | 9,543.17  | 8,039.04  | 16,050.18 | 1,295.72                                     | 2,697.81  | 6,743.32  | 13,352.57 |
| Técnico Especializado                       | 7,885.20                | 8,761.81  | 2,694.68                     | 10,182.67 | 10,579.88 | 18,944.48 | 1,880.50                                     | 3,746.57  | 8,699.38  | 15,197.91 |
| Técnico Medio en Imprenta                   | 6,507.00                | 6,507.01  | 1,630.10                     | 4,867.03  | 8,137.10  | 11,374.04 | 1,306.38                                     | 2,170.35  | 6,830.72  | 9,203.69  |
| Técnico Superior                            | 8,253.30                | 8,908.41  | 4,308.42                     | 21,862.15 | 12,559.72 | 30,568.56 | 2,159.72                                     | 5,915.45  | 10,400.00 | 24,653.11 |
| Trabajadora Social                          | 7,267.50                | 8,273.41  | 1,272.04                     | 8,606.61  | 8,539.54  | 16,880.02 | 1,471.28                                     | 2,708.21  | 7,068.26  | 14,171.81 |

**Anexo 56**  
**Tabulador de Sueldos Comisión Estatal de Mejora Regulatoria y Gestión**  
**Empresarial**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |          | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo   | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |          |           |           |  |           |           |           |
| Coordinador                                 | 20,414.28               | 35,579.84 | 3,635.42                     | 6,338.14 | 24,048.70 | 41,915.98 | 4,383.23                                   | 8,997.60  | 19,666.47 | 32,918.29 |
| Director de Gestión Empresarial             | 35,718.00               | 40,189.49 | 6,360.74                     | 7,157.03 | 42,078.74 | 47,346.52 | 9,040.49                                   | 10,737.28 | 33,038.25 | 36,609.25 |
| Director de Mejora Regulatoria              | 35,718.00               | 40,189.49 | 6,360.74                     | 7,157.03 | 42,078.74 | 47,346.52 | 9,040.49                                   | 10,737.28 | 33,038.25 | 36,609.25 |
| Director General                            | 47,285.10               | 53,205.19 | 8,420.63                     | 9,474.90 | 55,705.73 | 62,680.09 | 13,477.01                                  | 15,782.85 | 42,228.73 | 48,917.24 |
| Ejecutivo                                   | 11,140.49               | 20,414.28 | 1,983.92                     | 3,635.42 | 13,124.41 | 24,049.70 | 1,682.76                                   | 4,363.23  | 11,441.66 | 19,686.47 |
| Titular                                     | 18,921.59               | 24,892.35 | 3,369.60                     | 4,432.68 | 22,291.19 | 29,325.23 | 3,838.81                                   | 5,686.95  | 18,352.37 | 23,638.28 |
| <b>Confianza</b>                            |                         |           |                              |          |           |           |  |           |           |           |
| Auxiliar                                    | 8,811.33                | 15,169.56 | 1,569.14                     | 2,704.99 | 10,380.47 | 17,894.55 | 1,141.16                                   | 2,806.11  | 9,239.31  | 15,088.44 |
| Gerente                                     | 12,675.04               | 21,033.36 | 2,257.20                     | 3,745.97 | 14,932.24 | 24,779.03 | 2,103.00                                   | 4,539.25  | 12,829.24 | 20,239.77 |



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**Anexo 56**  
**Tabulador de Sueldos Consejo para el Desarrollo Económico de Sinaloa**  
**(CODESIN)**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |        |           |           |  |           |           |           |
| Director                                    | 14,634.00               | 39,130.00 | 0.00                         | 0.00   | 14,634.00 | 39,130.00 | 2,272.69                                   | 9,176.47  | 12,361.31 | 29,953.53 |
| Jefe de Departamento                        | 9,216.00                | 28,071.00 | 0.00                         | 0.00   | 9,216.00  | 28,071.00 | 1,034.49                                   | 5,606.53  | 8,181.51  | 22,464.47 |
| Secretario (Director General)               | 54,687.00               | 57,805.00 | 0.00                         | 0.00   | 54,687.00 | 57,805.00 | 13,843.29                                  | 14,779.51 | 40,843.71 | 43,025.49 |
| <b>Confianza</b>                            |                         |           |                              |        |           |           |  |           |           |           |
| Operativo                                   | 2,749.80                | 18,324.06 | 0.00                         | 0.00   | 2,749.80  | 18,324.06 | -185.20                                    | 3,145.66  | 2,935.00  | 15,178.40 |

**Anexo 56**  
**Tabulador de Sueldos Hospital Civil de Culiacán**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Contralor                                   | 25,911.28               | 25,942.18 | 6,027.75                     | 7,568.89  | 31,939.01 | 33,529.07 | 5,800.12                                   | 6,988.87  | 26,138.89 | 27,440.20 |
| Director General                            | 51,207.99               | 59,588.84 | 11,422.77                    | 13,564.05 | 62,630.78 | 73,152.89 | 11,373.74                                  | 13,284.58 | 51,257.02 | 59,868.33 |
| Sub Director                                | 42,673.32               | 49,657.36 | 9,516.97                     | 11,303.38 | 52,192.29 | 60,960.74 | 9,478.11                                   | 11,070.47 | 42,714.18 | 49,890.27 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Auxiliar Administrativo                     | 9,351.88                | 27,181.63 | 2,313.34                     | 3,207.38  | 11,665.22 | 30,389.01 | 2,118.40                                   | 5,519.84  | 9,546.82  | 24,870.37 |
| Encargado de Departamentos                  | 20,630.33               | 24,914.67 | 2,711.31                     | 6,785.91  | 23,341.64 | 31,710.58 | 4,238.84                                   | 5,758.64  | 19,102.80 | 25,951.94 |
| Jefe de Comercialización                    | 23,840.48               | 23,840.48 | 7,940.99                     | 7,940.99  | 31,781.47 | 31,781.47 | 4,368.25                                   | 5,771.51  | 27,415.22 | 26,009.96 |
| Jefe de Intendencia                         | 24,586.86               | 24,586.86 | 6,273.39                     | 6,273.39  | 30,860.25 | 30,860.25 | 5,604.22                                   | 5,604.22  | 25,256.03 | 25,256.03 |
| Jefe de Mantenimiento                       | 18,868.91               | 18,868.91 | 3,001.79                     | 3,001.79  | 21,870.70 | 21,870.70 | 3,971.71                                   | 3,971.71  | 17,898.99 | 17,898.99 |
| Jefe de Servicios Generales                 | 25,980.91               | 25,980.91 | 6,603.57                     | 6,603.57  | 32,484.48 | 32,484.48 | 5,899.18                                   | 5,899.18  | 26,585.30 | 26,585.30 |
| Licenciado en Derecho                       | 21,335.67               | 32,335.65 | 0.00                         | 4,000.00  | 21,335.67 | 36,335.65 | 3,874.55                                   | 6,598.55  | 17,461.12 | 29,737.10 |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista de Seguridad de Sistemas TI        | 19,075.68               | 19,457.20 | 2,950.69                     | 2,950.69  | 22,026.37 | 22,407.89 | 3,999.98                                   | 4,069.27  | 18,026.39 | 18,338.62 |
| Auxiliar Administrativo                     | 12,854.88               | 30,011.63 | 2,313.34                     | 3,207.38  | 15,168.22 | 33,219.01 | 2,754.54                                   | 6,032.57  | 12,413.68 | 27,186.44 |
| Auxiliar de Estadísticas                    | 14,473.10               | 14,762.57 | 2,707.87                     | 2,762.02  | 17,180.97 | 17,524.59 | 3,120.06                                   | 3,182.46  | 14,060.91 | 14,342.13 |
| Auxiliar de Intendencia                     | 10,550.48               | 16,573.01 | 2,544.77                     | 3,208.21  | 13,095.25 | 19,781.22 | 2,378.09                                   | 3,592.26  | 10,717.16 | 16,188.96 |
| Auxiliar Soporte Técnico                    | 17,714.10               | 18,068.38 | 2,910.46                     | 2,968.87  | 20,624.56 | 21,037.05 | 3,755.99                                   | 3,808.75  | 16,868.57 | 17,227.30 |
| Auxiliar Técnico de Cocina                  | 12,420.15               | 15,708.67 | 2,568.87                     | 2,802.05  | 14,989.02 | 18,508.72 | 2,722.00                                   | 3,361.18  | 12,267.02 | 15,147.54 |
| Camillero                                   | 11,806.65               | 14,928.34 | 2,807.40                     | 2,784.15  | 14,414.05 | 17,712.49 | 2,617.59                                   | 3,216.58  | 11,796.46 | 14,495.91 |
| Chofer                                      | 13,548.59               | 13,819.56 | 2,657.14                     | 2,710.29  | 16,205.73 | 16,529.85 | 2,952.61                                   | 2,992.16  | 13,253.12 | 13,537.69 |
| Contador                                    | 24,914.67               | 24,944.40 | 5,795.91                     | 7,295.09  | 30,710.58 | 32,239.49 | 5,577.04                                   | 5,654.89  | 25,133.54 | 28,384.60 |
| Coordinador TI                              | 20,030.33               | 20,430.93 | 3,007.22                     | 3,067.36  | 23,037.55 | 23,498.29 | 4,194.54                                   | 4,256.36  | 18,843.01 | 19,241.93 |
| Dentista                                    | 42,992.82               | 42,992.82 | 1,268.99                     | 1,268.99  | 44,261.81 | 44,261.81 | 6,037.84                                   | 6,037.84  | 38,223.97 | 38,223.97 |
| Encargado de Rpbil                          | 13,581.54               | 13,581.54 | 2,657.97                     | 2,657.97  | 16,239.51 | 16,239.51 | 2,949.09                                   | 2,949.09  | 13,290.42 | 13,290.42 |
| Encargado(a) de Compras                     | 23,672.18               | 23,672.18 | 3,223.18                     | 3,223.18  | 26,895.36 | 26,895.36 | 4,884.19                                   | 4,884.19  | 22,011.17 | 22,011.17 |
| Encargado(a) de Estadísticas                | 22,859.44               | 23,742.44 | 3,228.50                     | 12,199.42 | 25,885.94 | 35,941.86 | 4,700.88                                   | 6,527.04  | 21,185.06 | 29,414.82 |
| Encargado(a) de Nóminas                     | 23,345.03               | 23,345.03 | 6,707.73                     | 6,707.73  | 32,052.76 | 32,052.76 | 5,820.78                                   | 5,820.78  | 26,231.98 | 26,231.98 |
| Ingeniero en Biomédica                      | 28,338.86               | 28,338.86 | 997.53                       | 997.53    | 29,336.39 | 29,336.39 | 5,327.48                                   | 5,327.48  | 24,008.91 | 24,008.91 |
| Ingeniero en Sistemas                       | 27,701.64               | 27,701.64 | 988.72                       | 988.72    | 28,690.36 | 28,690.36 | 5,210.16                                   | 5,210.16  | 23,480.20 | 23,480.20 |
| Ingeniero Industrial                        | 27,714.04               | 27,714.04 | 990.59                       | 990.59    | 28,704.63 | 28,704.63 | 5,212.76                                   | 5,212.76  | 23,491.87 | 23,491.87 |
| Inspección y Vigilancia en TI               | 13,915.32               | 13,915.32 | 1,674.21                     | 1,709.53  | 15,589.53 | 15,624.85 | 2,831.05                                   | 2,837.47  | 12,758.48 | 12,787.38 |
| Jefe de Laboratorio                         | 46,256.82               | 46,256.82 | 1,387.81                     | 1,387.81  | 47,644.63 | 47,644.63 | 6,652.26                                   | 6,652.26  | 38,992.37 | 38,992.37 |
| Jefe de Sección                             | 18,947.32               | 23,469.07 | 3,007.21                     | 5,995.59  | 21,954.53 | 29,464.66 | 3,986.94                                   | 5,350.78  | 17,967.59 | 24,113.88 |
| Jubilados y Pensionados                     | 7,394.02                | 46,685.06 | 0.00                         | 852.22    | 7,394.02  | 47,537.28 | 1,342.75                                   | 6,632.77  | 6,051.27  | 38,904.51 |
| Licenciado en Derecho                       | 34,061.64               | 36,644.85 | 1,096.11                     | 6,910.69  | 35,157.75 | 43,555.54 | 6,318.21                                   | 8,653.75  | 28,839.54 | 36,701.79 |
| Licenciado en Nutrición                     | 28,268.18               | 29,306.58 | 951.25                       | 1,019.03  | 29,248.43 | 30,325.61 | 5,311.69                                   | 5,507.13  | 23,937.74 | 24,818.48 |
| Médico Especialista                         | 27,781.66               | 49,023.66 | 5,205.64                     | 9,042.42  | 32,987.30 | 58,068.08 | 9,848.04                                   | 18,428.33 | 23,139.26 | 41,639.75 |
| Médico General                              | 21,365.14               | 46,768.40 | 1,240.16                     | 5,303.16  | 22,605.30 | 52,071.56 | 4,105.12                                   | 9,456.19  | 18,500.18 | 42,615.39 |
| Programador TI                              | 19,075.68               | 19,075.68 | 0.00                         | 10,950.69 | 19,075.68 | 30,026.37 | 3,484.14                                   | 5,452.78  | 15,611.54 | 24,573.59 |
| Químico                                     | 32,094.58               | 38,939.12 | 988.31                       | 1,127.89  | 33,082.89 | 40,067.01 | 6,007.85                                   | 7,276.16  | 27,075.04 | 32,790.85 |
| Sub Contador                                | 23,672.17               | 24,844.40 | 3,292.59                     | 6,723.18  | 26,964.76 | 33,567.58 | 4,898.80                                   | 6,095.67  | 22,067.96 | 27,471.71 |
| Supervisor de Mantenimiento                 | 12,655.08               | 16,246.10 | 2,628.61                     | 3,262.33  | 15,283.67 | 19,508.43 | 2,775.51                                   | 3,542.73  | 12,508.16 | 15,965.70 |
| Técnico en Mantenimiento                    | 12,655.08               | 16,246.10 | 2,628.61                     | 3,262.33  | 15,283.67 | 19,508.43 | 2,775.51                                   | 3,542.73  | 12,508.16 | 15,965.70 |
| Técnico en Rehabilitación                   | 15,368.57               | 16,201.88 | 2,778.45                     | 2,817.88  | 18,145.02 | 19,019.56 | 3,295.13                                   | 3,453.95  | 14,849.89 | 15,565.61 |
| Técnico Radiólogo                           | 22,194.96               | 32,111.26 | 833.17                       | 1,050.28  | 23,028.13 | 33,161.54 | 4,181.90                                   | 6,022.13  | 18,846.23 | 27,139.41 |
| <b>Homologados Salud</b>                    |                         |           |                              |           |           |           |  |           |           |           |
| Enfermera(o) Especialista                   | 30,698.59               | 32,946.00 | 843.30                       | 10,343.33 | 31,539.89 | 43,289.33 | 5,727.64                                   | 7,861.34  | 25,812.25 | 35,427.99 |
| Enfermera(o) General                        | 22,786.79               | 32,366.68 | 843.33                       | 6,843.33  | 23,630.12 | 39,210.01 | 4,291.22                                   | 7,120.53  | 19,338.90 | 32,089.48 |
| Nutriólogo                                  | 28,473.00               | 26,473.00 | 843.33                       | 843.33    | 27,318.33 | 27,318.33 | 4,960.64                                   | 4,960.64  | 22,355.69 | 22,355.69 |
| Técnico Radiólogo                           | 21,837.16               | 22,046.67 | 843.33                       | 843.33    | 22,680.51 | 22,890.00 | 4,118.78                                   | 4,156.82  | 18,561.73 | 18,733.18 |
| Trabajador(a) Social                        | 25,457.37               | 29,377.24 | 843.33                       | 6,343.33  | 26,300.70 | 35,720.57 | 4,776.20                                   | 6,486.85  | 21,524.50 | 29,233.72 |
| <b>Honorarios</b>                           |                         |           |                              |           |           |           |  |           |           |           |
| Médicos Residentes                          | 10,031.00               | 12,484.68 | 0.00                         | 0.00      | 10,031.00 | 12,484.68 | 1,821.62                                   | 2,267.21  | 8,209.38  | 10,217.47 |

### Anexo 56 Tabulador de Sueldos Desarrollo Integral de la Familia

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Coordinador De Área (DIF)                   | 18,003.76               | 18,019.48 | 4,885.56                     | 4,759.02  | 22,889.32 | 22,778.50 | 4,692.22                                   | 5,327.42  | 17,997.10 | 17,451.08 |
| Director (DIF)                              | 19,247.02               | 19,502.90 | 10,506.02                    | 11,704.00 | 29,753.04 | 31,206.90 | 4,712.06                                   | 7,572.28  | 25,040.98 | 23,634.62 |
| Director Admvo.                             | 19,503.00               | 19,503.00 | 11,704.40                    | 11,704.40 | 31,207.40 | 31,207.40 | 7,572.42                                   | 7,572.42  | 23,634.98 | 23,634.98 |
| Director Gral. (DIF)                        | 37,020.70               | 37,020.70 | 25,086.80                    | 25,086.80 | 62,107.50 | 62,107.50 | 17,570.90                                  | 17,570.90 | 44,536.60 | 44,536.60 |
| Director Operativo                          | 19,452.70               | 19,503.00 | 11,468.88                    | 11,704.40 | 30,921.58 | 31,207.40 | 6,705.32                                   | 7,497.06  | 24,216.26 | 23,710.32 |
| Jefe de Dpto. (DIF)                         | 9,672.54                | 9,672.54  | 2,004.48                     | 8,451.80  | 11,677.02 | 18,124.34 | 1,243.92                                   | 2,788.02  | 10,433.10 | 15,335.72 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 0.00                         | 9,210.00  | 6,840.00  | 16,050.00 | 787.06                                     | 1,489.32  | 6,052.94  | 14,560.68 |
| Asistente A                                 | 10,150.04               | 10,150.04 | 2,870.00                     | 6,144.40  | 13,020.04 | 16,294.44 | 1,914.38                                   | 2,164.04  | 11,105.66 | 14,130.40 |
| Asistente C                                 | 4,317.62                | 4,317.62  | 0.00                         | 5,858.00  | 4,317.62  | 10,175.62 | 616.08                                     | 940.06    | 3,701.54  | 9,235.56  |
| Director de Centros                         | 2,515.78                | 2,515.78  | 0.00                         | 0.00      | 2,515.78  | 2,515.78  | 413.90                                     | 413.90    | 2,101.88  | 2,101.88  |
| Jefe de Programa                            | 2,725.78                | 2,725.78  | 8,839.60                     | 8,839.60  | 11,565.36 | 11,565.36 | 1,375.42                                   | 1,375.42  | 10,189.94 | 10,189.94 |
| Sub-Jefe de Depto (DIF)                     | 6,924.36                | 6,924.36  | 3,968.98                     | 9,468.98  | 10,893.34 | 16,393.32 | 1,143.90                                   | 1,997.44  | 9,749.44  | 14,395.88 |
| Sub-Jefe de Depto.                          | 6,421.08                | 6,924.36  | 3,968.98                     | 13,400.00 | 10,390.06 | 20,324.36 | 1,238.76                                   | 1,742.70  | 9,151.30  | 18,581.66 |
| Subprocurador (1)                           | 2,937.70                | 2,937.70  | 7,135.08                     | 7,135.08  | 10,072.78 | 10,072.78 | 925.52                                     | 925.52    | 9,147.26  | 9,147.26  |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 10,716.74               | 11,145.68 | 0.00                         | 8,888.74  | 10,716.74 | 20,034.42 | 1,499.10                                   | 2,745.78  | 9,217.64  | 17,288.66 |
| Auxiliar Técnico                            | 10,172.88               | 10,172.90 | 0.00                         | 4,280.36  | 10,172.88 | 14,453.26 | 1,414.06                                   | 1,770.94  | 8,758.82  | 12,682.32 |
| Jefe de Oficina A                           | 9,865.34                | 9,865.34  | 0.00                         | 3,000.00  | 9,865.34  | 12,865.34 | 1,598.56                                   | 1,917.30  | 8,266.78  | 10,948.04 |
| Jefe de Sección A                           | 9,668.68                | 9,668.70  | 0.00                         | 6,080.08  | 9,668.68  | 15,748.78 | 1,257.58                                   | 2,205.74  | 8,411.10  | 13,543.04 |
| Profesionista                               | 20,607.20               | 21,623.66 | 111.10                       | 1,217.24  | 20,718.30 | 22,841.10 | 3,812.82                                   | 5,158.16  | 16,905.48 | 17,682.94 |
| <b>Homologados Salud</b>                    |                         |           |                              |           |           |           |  |           |           |           |
| Auxiliar de Enfermería                      | 21,224.38               | 22,320.22 | 0.00                         | 175.00    | 21,224.38 | 22,495.22 | 5,076.08                                   | 5,949.40  | 16,148.30 | 16,545.82 |
| Auxiliar de Trabajo Social                  | 19,300.82               | 20,729.60 | 100.00                       | 1,725.00  | 19,400.82 | 22,454.60 | 4,645.12                                   | 5,237.14  | 14,755.70 | 17,217.46 |
| Ayudante de Autopsias                       | 18,245.96               | 19,066.40 | 175.00                       | 2,135.28  | 18,420.96 | 21,201.68 | 3,779.54                                   | 4,472.50  | 14,641.42 | 16,729.18 |
| Cirujano Dentista A                         | 36,169.04               | 36,169.04 | 975.00                       | 975.00    | 37,144.04 | 37,144.04 | 10,407.38                                  | 10,407.38 | 26,736.66 | 26,736.66 |
| Enfermera Especialista C                    | 34,839.08               | 34,839.08 | 225.00                       | 225.00    | 35,064.08 | 35,064.08 | 9,676.92                                   | 9,676.92  | 25,387.16 | 25,387.16 |
| Enfermera General                           | 25,600.06               | 25,721.20 | 100.00                       | 625.00    | 25,709.06 | 26,346.20 | 6,370.78                                   | 6,522.94  | 19,338.26 | 19,823.26 |
| Enfermera General B                         | 27,350.02               | 30,144.70 | 0.00                         | 5,700.00  | 27,350.02 | 35,844.70 | 6,942.26                                   | 8,621.46  | 20,407.76 | 27,223.24 |
| Enfermera General C                         | 32,077.98               | 35,637.78 | 0.00                         | 725.00    | 32,077.98 | 36,362.78 | 8,637.98                                   | 10,519.28 | 23,442.00 | 25,843.50 |
| Médico Especialista                         | 44,389.00               | 51,943.82 | 0.00                         | 700.00    | 44,389.00 | 52,643.82 | 11,879.14                                  | 16,656.94 | 32,509.86 | 35,986.98 |
| Médico Especialista 6 Horas                 | 39,354.72               | 39,354.72 | 0.00                         | 0.00      | 39,354.72 | 39,354.72 | 10,912.78                                  | 10,912.78 | 28,441.94 | 28,441.94 |
| Médico Especialista A (DIF)                 | 33,943.02               | 39,354.72 | 0.00                         | 0.00      | 33,943.02 | 39,354.72 | 9,471.28                                   | 10,912.78 | 24,471.74 | 28,441.94 |
| Médico Especialista B (DIF)                 | 39,166.02               | 39,166.02 | 0.00                         | 0.00      | 39,166.02 | 39,166.02 | 11,341.04                                  | 11,341.04 | 27,824.98 | 27,824.98 |
| Médico Especialista C                       | 50,896.00               | 53,827.02 | 0.00                         | 225.00    | 50,896.00 | 54,152.02 | 15,838.18                                  | 18,210.58 | 34,957.82 | 35,941.44 |
| Médico General                              | 37,842.00               | 40,009.66 | 0.00                         | 600.00    | 37,842.00 | 40,609.66 | 10,199.32                                  | 12,611.96 | 27,642.68 | 27,998.00 |
| Médico General B                            | 42,181.58               | 42,193.36 | 175.00                       | 225.00    | 42,356.58 | 42,418.36 | 12,047.78                                  | 12,115.90 | 30,308.80 | 30,302.46 |
| Médico General C                            | 46,382.06               | 51,324.22 | 0.00                         | 225.00    | 46,382.06 | 51,549.22 | 13,587.74                                  | 16,388.14 | 32,794.32 | 35,161.08 |
| Nutricionista                               | 29,102.24               | 29,102.24 | 175.00                       | 175.00    | 29,277.24 | 29,277.24 | 7,671.22                                   | 7,671.22  | 21,606.02 | 21,606.02 |
| Odonólogo                                   | 40,000.36               | 41,995.40 | 0.00                         | 175.00    | 40,000.36 | 42,170.40 | 11,106.58                                  | 12,611.92 | 28,888.80 | 29,568.48 |
| Odonólogo B                                 | 42,330.56               | 42,348.18 | 125.00                       | 200.00    | 42,455.56 | 42,548.18 | 11,891.02                                  | 11,943.34 | 30,564.54 | 30,605.04 |
| Odonólogo C                                 | 44,214.56               | 44,214.56 | 225.00                       | 225.00    | 44,439.56 | 44,439.56 | 12,624.60                                  | 12,624.60 | 31,814.96 | 31,814.96 |
| Profesional de Trabajo Social               | 28,494.04               | 32,665.82 | 0.00                         | 3,200.00  | 28,494.04 | 36,065.82 | 7,758.28                                   | 9,528.06  | 20,735.76 | 26,537.76 |
| Psicólogo                                   | 30,294.00               | 36,343.38 | 0.00                         | 3,000.00  | 30,294.00 | 39,343.38 | 8,218.92                                   | 11,543.62 | 22,075.08 | 27,799.76 |
| Psicólogo Clínico                           | 30,359.82               | 30,359.82 | 600.00                       | 600.00    | 30,959.82 | 30,959.82 | 8,299.30                                   | 8,299.30  | 22,660.52 | 22,660.52 |
| Psicólogo Especializado                     | 35,408.68               | 39,497.64 | 0.00                         | 966.00    | 35,408.68 | 40,463.64 | 9,781.16                                   | 12,077.46 | 25,627.52 | 28,406.18 |
| Tecn. Atn. Primaria a La Salud              | 20,408.00               | 20,408.00 | 0.00                         | 0.00      | 20,408.00 | 20,408.00 | 5,554.72                                   | 5,554.72  | 14,853.28 | 14,853.28 |
| Terapeuta Especializado                     | 21,528.88               | 24,015.32 | 0.00                         | 225.00    | 21,528.88 | 24,240.32 | 5,134.56                                   | 6,407.18  | 16,394.32 | 17,833.14 |
| Terapeuta Físico                            | 18,225.02               | 22,770.12 | 0.00                         | 125.00    | 18,225.02 | 22,895.12 | 3,922.16                                   | 5,978.56  | 15,302.86 | 16,916.56 |
| Terapeuta Profesional                       | 32,048.58               | 35,637.78 | 0.00                         | 700.00    | 32,048.58 | 36,337.78 | 8,599.08                                   | 10,519.28 | 23,449.52 | 25,818.50 |
| Trabajadora Social A                        | 23,314.92               | 23,517.82 | 225.00                       | 1,175.00  | 23,539.92 | 24,692.82 | 5,894.14                                   | 5,969.48  | 17,645.78 | 18,723.34 |
| Trabajadora Social B                        | 23,925.06               | 25,140.42 | 225.00                       | 225.00    | 24,150.06 | 25,365.42 | 6,023.82                                   | 6,263.16  | 18,126.44 | 19,102.26 |
| Trabajo Social Área Médica                  | 22,084.36               | 22,111.06 | 100.00                       | 225.00    | 22,184.36 | 22,336.06 | 5,422.40                                   | 5,458.64  | 16,761.96 | 16,877.42 |

**Anexo 56**  
**Tabulador de Sueldos Servicios de Salud de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Administrador H. P.                         | 18,844.22               | 18,844.22 | 8,620.20                     | 8,620.20  | 27,464.42 | 27,464.42 | 6,585.94                                   | 6,585.94  | 20,878.48 | 20,878.48 |
| Director Gral. (H. P.)                      | 28,170.32               | 28,170.32 | 19,235.34                    | 19,235.34 | 47,405.66 | 47,405.66 | 12,538.56                                  | 12,538.56 | 34,867.10 | 34,867.10 |
| Jefe de Dpto (H. P.)                        | 9,672.54                | 9,672.54  | 6,425.24                     | 6,425.24  | 16,097.78 | 16,097.78 | 2,090.36                                   | 2,573.28  | 14,007.42 | 13,524.50 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente "C"                               | 4,317.62                | 4,317.62  | 0.00                         | 0.00      | 4,317.62  | 4,317.62  | 616.08                                     | 616.08    | 3,701.54  | 3,701.54  |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 10,716.74               | 11,145.68 | 0.00                         | 4,333.74  | 10,716.74 | 15,479.42 | 1,537.58                                   | 2,474.22  | 9,179.16  | 13,005.20 |
| Auxiliar Técnico                            | 10,172.88               | 10,172.90 | 111.10                       | 1,013.04  | 10,283.99 | 11,185.94 | 1,434.62                                   | 1,547.10  | 8,849.36  | 9,638.84  |
| Jefe de Oficina "A"                         | 9,855.34                | 9,855.35  | 111.10                       | 1,111.10  | 9,976.44  | 10,976.45 | 1,364.24                                   | 1,440.50  | 8,612.20  | 9,535.95  |
| Jefe de Sección "A"                         | 9,658.68                | 9,668.70  | 0.00                         | 611.10    | 9,668.68  | 10,279.80 | 1,257.58                                   | 1,571.54  | 8,411.10  | 8,708.26  |
| Profesionista                               | 20,607.20               | 21,623.88 | 111.10                       | 1,217.24  | 20,718.30 | 22,841.10 | 3,812.82                                   | 5,158.16  | 16,905.48 | 17,682.94 |
| <b>Homologados Salud</b>                    |                         |           |                              |           |           |           |  |           |           |           |
| Aux. de Trabajo Social                      | 20,387.84               | 20,388.52 | 125.00                       | 175.00    | 20,512.84 | 20,573.52 | 4,773.38                                   | 4,787.88  | 15,739.46 | 15,785.66 |
| Auxiliar de Enfermería                      | 21,203.02               | 22,304.20 | 0.00                         | 100.00    | 21,203.02 | 22,404.20 | 5,047.08                                   | 5,917.40  | 16,155.94 | 16,486.80 |
| Auxiliar de Enfermería "B"                  | 23,905.88               | 24,576.06 | 0.00                         | 3,137.54  | 23,905.88 | 27,713.60 | 6,830.02                                   | 6,710.44  | 18,075.86 | 21,003.16 |
| Auxiliar de Enfermería 6 Horas              | 17,263.10               | 18,692.26 | 0.00                         | 0.00      | 17,263.10 | 18,692.26 | 3,622.90                                   | 3,771.90  | 13,642.30 | 14,910.66 |
| Camillero                                   | 17,363.00               | 17,380.92 | 125.00                       | 225.00    | 17,488.00 | 17,605.92 | 3,521.92                                   | 3,569.12  | 13,966.38 | 14,036.80 |
| Enfermera Especialista                      | 27,838.08               | 28,527.08 | 0.00                         | 3,137.42  | 27,838.08 | 31,664.50 | 7,123.54                                   | 8,022.78  | 20,714.54 | 23,641.72 |
| Enfermera Especialista "B"                  | 29,742.72               | 34,096.04 | 100.00                       | 3,237.54  | 29,942.72 | 37,333.58 | 7,582.44                                   | 10,656.38 | 21,260.28 | 26,667.20 |
| Enfermera Especialista "C"                  | 34,833.20               | 38,781.04 | 0.00                         | 3,262.54  | 34,833.20 | 42,043.58 | 9,669.10                                   | 11,702.22 | 25,164.10 | 30,341.36 |
| Enfermera General                           | 24,328.00               | 28,241.80 | 0.00                         | 3,137.54  | 24,328.00 | 31,379.40 | 6,129.44                                   | 7,803.96  | 18,199.56 | 23,575.42 |
| Enfermera General "B"                       | 26,018.40               | 30,849.50 | 0.00                         | 3,162.54  | 26,018.40 | 34,012.04 | 6,720.92                                   | 9,491.46  | 19,297.48 | 24,520.58 |
| Enfermera General "C"                       | 32,054.46               | 32,666.20 | 125.00                       | 2,725.94  | 32,179.46 | 35,392.14 | 6,606.84                                   | 9,460.00  | 23,572.62 | 25,932.14 |
| Investigador de Ciencias Médicas            | 40,736.66               | 40,736.66 | 100.00                       | 100.00    | 40,836.66 | 40,836.66 | 11,348.64                                  | 11,348.64 | 29,488.02 | 29,488.02 |
| Jefa de Enfermeras "B"                      | 43,042.42               | 43,042.42 | 0.00                         | 0.00      | 43,042.42 | 43,042.42 | 11,227.24                                  | 11,227.24 | 31,815.18 | 31,815.18 |
| Jefa de Servicio                            | 54,613.62               | 54,666.12 | 0.00                         | 175.00    | 54,613.62 | 54,841.12 | 15,492.74                                  | 16,991.70 | 39,120.88 | 37,849.42 |
| Jefe de Farmacia 6 Horas                    | 28,306.22               | 28,306.22 | 100.00                       | 100.00    | 28,406.22 | 28,406.22 | 7,147.90                                   | 7,147.90  | 21,258.32 | 21,258.32 |
| Jefe de Laboratorio Clínico                 | 46,272.18               | 46,272.18 | 0.00                         | 0.00      | 46,272.18 | 46,272.18 | 13,306.18                                  | 13,306.18 | 32,966.00 | 32,966.00 |
| Médico Especialista                         | 46,870.74               | 49,414.84 | 0.00                         | 200.00    | 46,870.74 | 49,614.84 | 13,737.18                                  | 15,895.52 | 33,133.56 | 33,719.32 |
| Médico Especialista "B" 4 Horas             | 26,976.66               | 26,998.02 | 100.00                       | 200.00    | 27,076.66 | 27,198.02 | 6,705.06                                   | 7,443.18  | 20,371.60 | 19,754.84 |
| Médico Especialista "B" 6 Horas             | 37,354.84               | 39,847.60 | 100.00                       | 2,850.84  | 37,454.84 | 42,498.54 | 10,323.10                                  | 11,588.52 | 27,131.84 | 30,910.02 |
| Médico Especialista "C"                     | 53,912.02               | 57,744.34 | 175.00                       | 2,750.84  | 54,087.02 | 60,495.28 | 16,974.64                                  | 18,606.58 | 39,012.38 | 41,886.70 |
| Médico Especialista 6 Horas                 | 35,696.74               | 37,555.14 | 0.00                         | 125.00    | 35,696.74 | 37,680.14 | 8,838.90                                   | 10,407.20 | 26,857.84 | 27,272.94 |
| Médico Especialista "B" 2 Horas             | 14,611.44               | 14,611.44 | 100.00                       | 100.00    | 14,711.44 | 14,711.44 | 2,613.94                                   | 2,613.94  | 12,097.50 | 12,097.50 |
| Médico Especialista "B"                     | 49,088.68               | 52,518.20 | 0.00                         | 2,725.94  | 49,088.68 | 55,244.14 | 13,646.82                                  | 16,407.08 | 35,441.80 | 38,837.06 |
| Médico General                              | 39,892.06               | 39,892.06 | 100.00                       | 100.00    | 39,992.06 | 39,992.06 | 11,251.62                                  | 11,251.62 | 28,740.44 | 28,740.44 |
| Médico General "A"                          | 38,001.92               | 38,001.92 | 1,000.00                     | 1,000.00  | 39,001.92 | 39,001.92 | 11,050.52                                  | 11,050.52 | 27,951.40 | 27,951.40 |
| Médico General 4 Horas                      | 22,220.20               | 22,220.20 | 0.00                         | 0.00      | 22,220.20 | 22,220.20 | 4,586.80                                   | 4,586.80  | 17,633.40 | 17,633.40 |
| Médico General 6 Horas                      | 32,098.08               | 32,098.08 | 0.00                         | 0.00      | 32,098.08 | 32,098.08 | 9,285.24                                   | 9,285.24  | 22,812.84 | 22,812.84 |
| Nutricionista                               | 27,436.00               | 29,086.22 | 0.00                         | 125.00    | 27,436.00 | 29,211.22 | 7,319.72                                   | 8,106.58  | 20,116.28 | 21,104.64 |
| Odontólogo "B"                              | 42,342.30               | 42,354.06 | 175.00                       | 225.00    | 42,517.30 | 42,579.06 | 11,958.76                                  | 11,974.40 | 30,558.54 | 30,604.66 |
| Odontólogo "B" 6 Horas                      | 32,398.66               | 32,398.66 | 200.00                       | 200.00    | 32,598.66 | 32,598.66 | 8,476.22                                   | 8,476.22  | 24,122.44 | 24,122.44 |
| Odontólogo "C"                              | 44,214.56               | 44,214.56 | 225.00                       | 225.00    | 44,439.56 | 44,439.56 | 12,624.60                                  | 12,624.60 | 31,814.96 | 31,814.96 |
| Odontólogo Especialista 6 Horas             | 37,235.94               | 37,277.10 | 0.00                         | 175.00    | 37,235.94 | 37,452.10 | 9,202.54                                   | 10,170.34 | 28,033.40 | 27,281.76 |
| Profesional de Trabajo Social               | 27,881.38               | 29,612.22 | 0.00                         | 675.00    | 27,881.38 | 30,287.22 | 7,419.04                                   | 8,599.28  | 20,462.32 | 21,687.94 |
| Psicólogo                                   | 32,054.46               | 32,066.22 | 125.00                       | 175.00    | 32,179.46 | 32,241.22 | 8,606.84                                   | 8,662.32  | 23,572.62 | 23,578.90 |
| Psicólogo 6 Horas                           | 25,986.90               | 25,986.90 | 100.00                       | 100.00    | 26,086.90 | 26,086.90 | 6,415.30                                   | 6,415.30  | 19,671.60 | 19,671.60 |
| Psicólogo Clínico                           | 32,077.98               | 32,077.98 | 225.00                       | 225.00    | 32,302.98 | 32,302.98 | 8,637.98                                   | 8,637.98  | 23,665.00 | 23,665.00 |
| Químico                                     | 36,951.58               | 38,957.46 | 100.00                       | 125.00    | 37,051.58 | 37,082.46 | 10,097.24                                  | 10,105.02 | 26,954.34 | 26,977.44 |
| Químico "C"                                 | 42,330.56               | 42,354.06 | 125.00                       | 225.00    | 42,455.56 | 42,579.06 | 11,891.02                                  | 11,974.40 | 30,564.54 | 30,604.66 |
| Químico "A"                                 | 33,315.80               | 33,315.80 | 1,025.00                     | 1,025.00  | 34,340.80 | 34,340.80 | 9,456.44                                   | 9,456.44  | 24,884.36 | 24,884.36 |
| Químico "B"                                 | 40,006.24               | 40,006.24 | 125.00                       | 125.00    | 40,131.24 | 40,131.24 | 11,114.36                                  | 11,114.36 | 29,016.88 | 29,016.88 |
| Químico 6 Horas                             | 28,284.88               | 28,284.88 | 0.00                         | 0.00      | 28,284.88 | 28,284.88 | 6,416.80                                   | 6,416.80  | 21,868.08 | 21,868.08 |
| Técnico Histopatológico                     | 21,587.00               | 21,587.00 | 100.00                       | 100.00    | 21,687.00 | 21,687.00 | 5,053.80                                   | 5,053.80  | 16,633.20 | 16,633.20 |
| Técnico Radiólogo                           | 19,759.70               | 22,205.42 | 0.00                         | 225.00    | 19,759.70 | 22,430.42 | 4,734.12                                   | 5,878.46  | 15,025.58 | 16,551.96 |
| Trabajadora Social "B"                      | 25,129.74               | 25,140.42 | 175.00                       | 225.00    | 25,304.74 | 25,365.42 | 6,217.22                                   | 6,263.16  | 19,087.52 | 19,102.26 |

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**Anexo 56**  
**Tabulador de Sueldos Junta de Asistencia Privada del Estado de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |        |           |           |  |           |           |           |
| Jefe de Departamento I                      | 20,500.00               | 25,000.00 | 0.00                         | 0.00   | 20,500.00 | 25,000.00 | 5,000.00                                   | 7,000.00  | 15,500.00 | 18,000.00 |
| Jefe de Departamento II                     | 15,000.00               | 20,500.00 | 0.00                         | 0.00   | 15,000.00 | 20,500.00 | 3,000.00                                   | 5,000.00  | 12,000.00 | 15,500.00 |
| Secretario Ejecutivo                        | 42,000.00               | 46,000.00 | 0.00                         | 0.00   | 42,000.00 | 46,000.00 | 13,500.00                                  | 12,500.00 | 28,500.00 | 33,500.00 |
| <b>Confianza</b>                            |                         |           |                              |        |           |           |  |           |           |           |
| Administrativo A                            | 8,900.00                | 9,800.00  | 0.00                         | 0.00   | 8,900.00  | 9,800.00  | 1,900.00                                   | 1,800.00  | 7,000.00  | 8,000.00  |
| Administrativo B                            | 8,100.00                | 9,500.00  | 0.00                         | 0.00   | 8,100.00  | 9,500.00  | 1,600.00                                   | 2,000.00  | 6,500.00  | 7,500.00  |
| Administrativo C                            | 6,500.00                | 8,000.00  | 0.00                         | 0.00   | 6,500.00  | 8,000.00  | 1,500.00                                   | 1,600.00  | 5,000.00  | 6,400.00  |
| Auxiliar                                    | 12,600.00               | 15,000.00 | 0.00                         | 0.00   | 12,600.00 | 15,000.00 | 4,500.00                                   | 3,500.00  | 8,100.00  | 11,500.00 |

**Anexo 56**  
**Tabulador de Sueldos Instituto Sinaloense de Acuicultura y Pesca**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |          |           |           |
| Director                                    | 17,463.10               | 17,463.10 | 10,506.02                    | 10,506.02 | 27,969.12 | 27,969.12 | 3,358.28                                   | 6,124.44 | 22,610.86 | 21,844.68 |
| Director General                            | 23,021.86               | 23,021.86 | 17,311.82                    | 17,311.82 | 40,333.68 | 40,333.68 | 9,378.28                                   | 9,378.28 | 30,955.42 | 30,955.42 |
| Jefe de Departamento                        | 8,378.86                | 8,378.86  | 6,518.74                     | 8,451.80  | 14,897.60 | 16,830.66 | 2,102.50                                   | 2,607.42 | 12,795.10 | 14,223.24 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |          |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 895.88                       | 895.88    | 7,725.68  | 7,725.68  | 1,068.36                                   | 1,068.36 | 6,639.32  | 6,639.32  |
| Sub-Jefe de Departamento                    | 6,924.36                | 6,924.36  | 5,968.96                     | 5,968.96  | 12,893.32 | 12,893.32 | 1,238.78                                   | 1,238.78 | 11,654.56 | 11,654.56 |

**Anexo 56**  
**Tabulador de Sueldos Secretaría Ejecutiva del Sistema Estatal y**  
**Municipal Anticorrupción del Estado de Sinaloa**

| Categoría                            | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--------------------------------------|-------------------------|-----------|------------------------------|-----------|------------|------------|--|-----------|-----------|-----------|
|                                      | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| Confianza Mandos Medios y Superiores |                         |           |                              |           |            |            |  |           |           |           |
| Director de Área                     | 55,059.97               | 55,059.97 | 8,469.82                     | 8,469.82  | 63,529.79  | 63,529.79  | 20,157.45                                  | 20,157.45 | 43,372.34 | 43,372.34 |
| Jefe de Departamento                 | 38,490.67               | 38,490.67 | 6,047.89                     | 6,047.89  | 44,538.56  | 44,538.56  | 13,989.57                                  | 13,989.57 | 31,468.99 | 31,468.99 |
| Jefe de Unidad                       | 60,351.52               | 60,351.52 | 8,827.50                     | 8,827.50  | 69,179.02  | 69,179.02  | 22,350.40                                  | 22,350.40 | 46,828.62 | 46,828.62 |
| Secretario Técnico                   | 96,165.52               | 96,165.52 | 13,183.04                    | 13,183.04 | 109,328.56 | 109,328.56 | 38,183.42                                  | 38,183.42 | 71,165.14 | 71,165.14 |
| Confianza                            |                         |           |                              |           |            |            |  |           |           |           |
| Asistente B                          | 21,329.02               | 21,329.02 | 3,673.66                     | 3,673.66  | 25,002.68  | 25,002.68  | 7,328.22                                   | 7,328.22  | 17,674.46 | 17,674.46 |

**Anexo 56**  
**Tabulador de Sueldos Instituto Sinaloense de la Juventud**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto  |           | Deducciones Fiscales y de Seguridad Social |           | Neto   |           |
|---|-------------------------|-----------|------------------------------|-----------|--------|-----------|--|-----------|--------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo | Máximo    | Mínimo                                     | Máximo    | Mínimo | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |        |           |  |           |        |           |
| Director                                    | 0.00                    | 14,081.82 | 0.00                         | 24,672.14 | 0.00   | 38,753.96 | 0.00                                       | 11,588.08 | 0.00   | 27,165.88 |
| Jefe de Depto. Admin                        | 0.00                    | 6,519.38  | 0.00                         | 10,570.88 | 0.00   | 17,090.26 | 0.00                                       | 3,635.98  | 0.00   | 13,454.30 |
| Jefe de Depto. Bienestar                    | 0.00                    | 6,519.38  | 0.00                         | 10,570.88 | 0.00   | 17,090.26 | 0.00                                       | 4,148.66  | 0.00   | 12,941.60 |
| Jefe de Depto. Creat y Dis.                 | 0.00                    | 6,519.38  | 0.00                         | 10,570.88 | 0.00   | 17,090.26 | 0.00                                       | 4,148.66  | 0.00   | 12,941.60 |
| Jefe de Depto. de Serv. Juveniles           | 0.00                    | 6,519.38  | 0.00                         | 10,570.88 | 0.00   | 17,090.26 | 0.00                                       | 4,148.66  | 0.00   | 12,941.60 |
| Jefe de Depto. Empresarial                  | 0.00                    | 6,519.38  | 0.00                         | 10,570.88 | 0.00   | 17,090.26 | 0.00                                       | 4,148.66  | 0.00   | 12,941.60 |
| <b>Confianza</b>                            |                         |           |                              |           |        |           |  |           |        |           |
| Asistente de Dirección                      | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Bolsa de Trabajo                   | 0.00                    | 4,429.98  | 0.00                         | 4,682.70  | 0.00   | 9,112.68  | 0.00                                       | 1,743.76  | 0.00   | 7,368.92  |
| Resp. de Comunicación y Difusión            | 0.00                    | 4,429.98  | 0.00                         | 4,682.70  | 0.00   | 9,112.68  | 0.00                                       | 1,743.76  | 0.00   | 7,368.92  |
| Resp. de Diseño e Imagen                    | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Estimulos a la Juventud            | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Evaluación y Seg.                  | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Programación y Sop.                | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Recreación                         | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Salud y Desarrollo                 | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Resp. de Vinculación                        | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Responsable de Logística                    | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Responsable de Mensajería                   | 0.00                    | 4,442.98  | 0.00                         | 4,682.70  | 0.00   | 9,125.68  | 0.00                                       | 1,743.76  | 0.00   | 7,381.92  |
| Sub jefe Admin                              | 0.00                    | 4,375.86  | 0.00                         | 8,517.48  | 0.00   | 12,893.34 | 0.00                                       | 2,730.08  | 0.00   | 10,163.28 |



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**Anexo 56**  
**Tabulador de Sueldos Comisión Estatal de Agua Potable y Alcantarillado**  
**de Sinaloa (CEPAS)**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |        | Bruto     |           | Deducciones Fiscales y de Seguridad Social |          | Neto      |           |
|---|-------------------------|-----------|------------------------------|--------|-----------|-----------|--|----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo | Mínimo    | Máximo    | Mínimo                                     | Máximo   | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |        |           |           |  |          |           |           |
| Director                                    | 27,999.78               | 28,479.79 | 0.00                         | 0.00   | 27,999.78 | 28,479.79 | 5,418.72                                   | 5,630.42 | 22,583.06 | 22,849.37 |
| Jefe de Departamento A                      | 19,869.06               | 20,250.07 | 0.00                         | 0.00   | 19,869.06 | 20,250.07 | 3,407.10                                   | 3,555.49 | 16,461.96 | 16,694.58 |
| Jefe de Departamento B                      | 19,495.00               | 19,876.00 | 0.00                         | 0.00   | 19,495.00 | 19,876.00 | 3,316.82                                   | 3,463.88 | 16,178.18 | 16,412.12 |
| Jefe de Departamento C                      | 16,700.00               | 17,081.00 | 0.00                         | 0.00   | 16,700.00 | 17,081.00 | 2,642.24                                   | 2,779.27 | 14,057.76 | 14,301.73 |
| Jefe de Departamento D                      | 16,000.00               | 16,381.00 | 0.00                         | 0.00   | 16,000.00 | 16,381.00 | 2,473.30                                   | 2,607.82 | 13,526.70 | 13,773.18 |
| Jefe de Departamento E                      | 15,500.00               | 15,881.00 | 0.00                         | 0.00   | 15,500.00 | 15,881.00 | 2,352.62                                   | 2,485.35 | 13,147.38 | 13,395.65 |
| Jefe de Departamento F                      | 14,000.00               | 14,381.00 | 0.00                         | 0.00   | 14,000.00 | 14,381.00 | 1,990.62                                   | 2,117.91 | 12,009.38 | 12,263.09 |
| Órgano Interno de Control y Evaluación      | 27,999.78               | 28,479.79 | 0.00                         | 0.00   | 27,999.78 | 28,479.79 | 5,418.72                                   | 5,630.42 | 22,583.06 | 22,849.37 |
| Secretario Particular                       | 13,800.00               | 14,040.00 | 0.00                         | 0.00   | 13,800.00 | 14,040.00 | 1,916.96                                   | 2,007.58 | 11,883.04 | 12,032.42 |
| Vocal Ejecutivo                             | 37,861.93               | 38,501.53 | 0.00                         | 0.00   | 37,861.93 | 38,501.53 | 6,038.76                                   | 6,334.88 | 29,823.17 | 30,166.65 |
| <b>Confianza</b>                            |                         |           |                              |        |           |           |  |          |           |           |
| Asistente                                   | 11,999.88               | 12,265.98 | 0.00                         | 0.00   | 11,999.88 | 12,265.98 | 1,528.70                                   | 1,610.81 | 10,471.18 | 10,655.17 |
| Auxiliar A                                  | 13,800.00               | 14,066.10 | 0.00                         | 0.00   | 13,800.00 | 14,066.10 | 1,916.96                                   | 2,018.96 | 11,883.04 | 12,047.14 |
| Auxiliar B                                  | 13,800.00               | 14,040.00 | 0.00                         | 0.00   | 13,800.00 | 14,040.00 | 1,916.96                                   | 2,007.58 | 11,883.04 | 12,032.42 |
| Auxiliar C                                  | 11,568.80               | 11,808.80 | 0.00                         | 0.00   | 11,568.80 | 11,808.80 | 1,434.78                                   | 1,509.77 | 10,134.02 | 10,299.03 |
| Auxiliar D                                  | 10,999.80               | 11,239.80 | 0.00                         | 0.00   | 10,999.80 | 11,239.80 | 1,317.58                                   | 1,390.25 | 9,682.22  | 9,849.55  |
| Auxiliar E                                  | 9,100.10                | 9,255.30  | 0.00                         | 0.00   | 9,100.10  | 9,255.30  | 248.00                                     | 1,013.09 | 8,854.10  | 8,242.21  |
| Auxiliar F                                  | 6,600.10                | 6,999.60  | 0.00                         | 0.00   | 6,600.10  | 6,999.60  | 378.24                                     | 447.82   | 6,221.86  | 6,551.78  |
| Intendencia                                 | 5,500.10                | 6,999.60  | 0.00                         | 0.00   | 5,500.10  | 6,999.60  | 191.90                                     | 447.82   | 5,308.20  | 6,551.78  |
| Recepción                                   | 8,999.80                | 10,239.80 | 0.00                         | 0.00   | 8,999.80  | 10,239.80 | 1,128.82                                   | 1,195.53 | 8,870.98  | 9,044.27  |
| Subjefe A                                   | 13,800.00               | 14,066.10 | 0.00                         | 0.00   | 13,800.00 | 14,066.10 | 1,921.68                                   | 2,018.96 | 11,878.32 | 12,047.14 |
| Subjefe B                                   | 11,999.88               | 12,265.98 | 0.00                         | 0.00   | 11,999.88 | 12,265.98 | 1,528.70                                   | 1,610.81 | 10,471.18 | 10,655.17 |

**Anexo 56**  
**Tabulador de Sueldos Comisión de Vivienda del Estado de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |          | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo   | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |          |                              |           |           |           |  |           |           |           |
| Coordinador                                 | 6,831.96                | 7,042.08 | 19,841.30                    | 42,074.50 | 26,673.26 | 49,116.58 | 7,271.60                                   | 15,354.58 | 19,401.46 | 33,762.00 |
| Director de Área                            | 6,831.96                | 7,042.08 | 38,847.18                    | 42,074.50 | 45,479.14 | 49,116.58 | 13,676.68                                  | 15,354.58 | 31,802.26 | 33,762.00 |
| Director General                            | 7,458.40                | 7,695.96 | 83,149.96                    | 90,163.29 | 90,608.38 | 97,859.25 | 32,398.58                                  | 35,489.25 | 58,209.60 | 62,370.00 |
| Jefe de Departamento                        | 6,503.62                | 6,689.36 | 12,228.07                    | 23,865.03 | 18,731.69 | 30,364.39 | 4,731.69                                   | 7,614.39  | 14,000.00 | 22,750.00 |
| Secretario Técnico                          | 6,831.96                | 7,042.08 | 29,978.66                    | 28,504.52 | 32,510.62 | 35,546.90 | 7,531.03                                   | 10,146.00 | 24,979.59 | 25,400.00 |
| <b>Confianza</b>                            |                         |          |                              |           |           |           |  |           |           |           |
| Auxiliar                                    | 6,078.92                | 7,153.96 | 4,027.08                     | 13,783.10 | 10,108.00 | 20,937.08 | 2,106.00                                   | 5,437.08  | 8,000.00  | 15,500.00 |
| Cajera                                      | 6,078.92                | 6,666.81 | 7,565.82                     | 8,369.66  | 13,644.74 | 15,056.47 | 3,104.63                                   | 3,104.47  | 10,540.11 | 11,952.00 |
| Intendente                                  | 5,000.10                | 5,500.11 | 2,898.02                     | 3,029.79  | 7,898.12  | 8,529.90  | 1,608.04                                   | 1,741.60  | 6,282.08  | 6,788.00  |
| Jefe de Oficina                             | 6,503.62                | 6,689.36 | 11,844.74                    | 13,784.28 | 18,148.36 | 20,463.84 | 4,000.68                                   | 5,265.64  | 14,147.68 | 15,178.00 |
| Titular del Organó Interno                  | 6,503.62                | 7,153.96 | 9,287.55                     | 13,783.10 | 15,791.17 | 20,937.08 | 3,791.17                                   | 5,437.08  | 12,000.00 | 15,500.00 |
| Velador                                     | 6,078.92                | 6,666.81 | 4,137.52                     | 4,348.84  | 10,216.44 | 11,035.45 | 2,135.40                                   | 2,353.45  | 8,081.04  | 8,682.00  |

**Anexo 56**  
**Tabulador de Sueldos Viveros de Sinaloa**

| Categoría          | Percepciones Ordinarias |          | Percepciones Extraordinarias |        | Bruto    |          | Deducciones Fiscales y de Seguridad Social |        | Neto     |          |
|--------------------|-------------------------|----------|------------------------------|--------|----------|----------|--|--------|----------|----------|
|                    | Mínimo                  | Máximo   | Mínimo                       | Máximo | Mínimo   | Máximo   | Mínimo                                     | Máximo | Mínimo   | Máximo   |
| Honorarios         |                         |          |                              |        |          |          |  |        |          |          |
| Personal Operativo | 5,531.54                | 5,980.38 | 0.00                         | 0.00   | 5,531.54 | 5,980.38 | 331.54                                     | 380.38 | 5,200.00 | 5,600.00 |

**Anexo 56**  
**Tabulador de Sueldos Coordinación General para el Fomento a la**  
**Investigación Científica e Innovación del Estado de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |            | Percepciones Extraordinarias |           | Bruto      |            | Deducciones Fiscales y de Seguridad Social |           | Neto       |            |
|---|-------------------------|------------|------------------------------|-----------|------------|------------|--|-----------|------------|------------|
|   | Mínimo                  | Máximo     | Mínimo                       | Máximo    | Mínimo     | Máximo     | Mínimo                                     | Máximo    | Mínimo     | Máximo     |
| <b>Confianza Mandos Medios y Superiores</b> |                         |            |                              |           |            |            |  |           |            |            |
| Director Administrativo                     | 52,710.00               | 56,926.80  | 29,684.53                    | 50,768.53 | 82,394.53  | 107,695.33 | 15,180.28                                  | 15,939.29 | 67,214.25  | 91,756.04  |
| Director de Área                            | 44,000.00               | 56,926.80  | 13,523.14                    | 47,268.53 | 57,523.14  | 104,195.33 | 12,487.51                                  | 15,870.12 | 45,035.63  | 88,325.21  |
| Director Ejecutivo                          | 52,638.00               | 56,849.04  | 41,372.53                    | 62,427.73 | 94,010.53  | 119,278.77 | 16,666.44                                  | 17,499.76 | 77,344.09  | 101,777.01 |
| Director General                            | 100,350.00              | 108,378.00 | 55,951.20                    | 96,091.20 | 156,301.20 | 204,469.20 | 33,443.14                                  | 35,115.30 | 122,858.06 | 169,353.90 |
| Jefe de Departamento                        | 26,122.72               | 37,800.00  | 8,060.84                     | 34,773.14 | 34,183.36  | 72,573.14  | 6,914.19                                   | 8,937.51  | 27,269.17  | 63,735.63  |
| Jefe de Unidad                              | 39,500.00               | 42,800.00  | 17,148.14                    | 32,948.14 | 56,648.14  | 75,608.14  | 7,336.80                                   | 7,703.64  | 49,311.34  | 67,904.50  |
| Secretaría Técnica                          | 44,000.00               | 47,520.00  | 23,523.14                    | 41,123.14 | 67,523.14  | 88,643.14  | 12,487.51                                  | 13,111.89 | 55,035.63  | 75,531.25  |
| Subdirector                                 | 43,514.68               | 46,996.18  | 13,374.94                    | 50,430.93 | 56,889.92  | 97,427.11  | 11,709.18                                  | 12,294.64 | 45,180.74  | 85,132.47  |
| <b>Confianza</b>                            |                         |            |                              |           |            |            |  |           |            |            |
| Académico Asociado B                        | 26,604.74               | 27,934.08  | 8,853.72                     | 10,088.28 | 35,458.46  | 47,023.26  | 8,011.68                                   | 8,412.24  | 27,448.80  | 38,611.02  |
| Académico Asociado C                        | 35,940.28               | 39,929.91  | 9,063.61                     | 22,055.72 | 44,903.89  | 61,985.63  | 9,245.12                                   | 9,734.49  | 35,658.77  | 52,251.14  |
| Académico Auxiliar A                        | 16,864.32               | 18,213.47  | 5,066.51                     | 10,290.59 | 21,930.83  | 28,504.06  | 3,947.96                                   | 4,145.36  | 17,882.87  | 24,358.70  |
| Académico Auxiliar C                        | 26,892.96               | 29,044.40  | 7,245.82                     | 15,546.58 | 34,138.78  | 44,590.98  | 6,211.84                                   | 6,522.43  | 27,626.94  | 38,068.55  |
| Académico Titular A                         | 39,225.72               | 43,678.38  | 9,863.03                     | 24,066.87 | 49,088.75  | 67,745.25  | 10,303.72                                  | 10,852.97 | 38,785.03  | 56,892.28  |
| Administrativo A                            | 8,946.84                | 10,548.21  | 2,713.77                     | 5,782.02  | 11,660.61  | 16,330.23  | 1,381.54                                   | 1,735.94  | 10,279.07  | 14,594.29  |
| Administrativo B                            | 10,789.32               | 12,695.31  | 3,148.80                     | 6,831.21  | 13,938.12  | 19,525.52  | 1,783.36                                   | 2,203.49  | 12,154.78  | 17,323.03  |
| Administrativo C                            | 11,518.10               | 13,803.42  | 3,377.99                     | 7,182.99  | 14,896.09  | 20,995.41  | 2,027.86                                   | 2,381.51  | 12,868.23  | 18,604.90  |
| Administrativo CO                           | 15,555.00               | 29,524.50  | 3,881.03                     | 11,298.70 | 18,436.03  | 40,823.20  | 3,086.54                                   | 7,703.64  | 16,349.49  | 33,119.56  |
| Administrativo D                            | 12,234.26               | 14,132.64  | 3,907.11                     | 7,821.87  | 16,141.37  | 21,954.31  | 2,074.06                                   | 2,278.65  | 14,067.31  | 19,677.66  |
| Administrativo E                            | 13,396.58               | 15,164.17  | 4,221.52                     | 8,252.88  | 17,618.10  | 23,418.85  | 2,427.12                                   | 2,958.91  | 15,190.98  | 20,459.94  |
| Administrativo G                            | 15,039.50               | 16,588.26  | 4,114.52                     | 8,559.32  | 19,154.02  | 25,147.58  | 2,822.30                                   | 2,963.42  | 16,331.72  | 22,184.16  |
| Administrativo H                            | 16,098.96               | 18,558.24  | 4,444.13                     | 10,492.88 | 20,543.09  | 29,051.12  | 3,262.04                                   | 3,467.31  | 17,281.05  | 25,583.81  |
| Administrativo I                            | 18,944.06               | 21,524.01  | 5,036.43                     | 12,119.35 | 23,980.49  | 33,643.36  | 2,587.10                                   | 4,207.22  | 21,393.39  | 29,436.14  |
| Administrativo J                            | 21,392.30               | 24,115.51  | 5,669.42                     | 12,709.38 | 27,061.72  | 36,824.89  | 4,694.56                                   | 5,033.62  | 22,367.16  | 31,791.27  |
| Administrativo K                            | 25,608.12               | 28,016.69  | 6,542.48                     | 15,457.65 | 32,150.58  | 43,474.34  | 5,837.82                                   | 6,156.84  | 26,312.76  | 37,317.50  |
| Administrativo L                            | 26,607.38               | 29,496.51  | 6,845.82                     | 16,404.61 | 33,453.20  | 45,901.12  | 6,189.72                                   | 6,558.49  | 27,263.48  | 39,344.63  |
| Administrativo M                            | 28,183.02               | 32,186.01  | 8,235.00                     | 20,354.10 | 37,418.10  | 52,542.17  | 6,965.56                                   | 7,364.20  | 30,452.54  | 45,175.97  |
| Administrativo N                            | 30,966.00               | 33,464.88  | 8,200.71                     | 17,849.55 | 39,168.71  | 51,314.43  | 7,462.20                                   | 7,835.31  | 31,724.51  | 43,479.12  |
| Administrativo Ñ                            | 32,176.10               | 35,669.83  | 8,132.27                     | 18,450.16 | 40,308.37  | 54,119.99  | 7,531.26                                   | 8,388.15  | 32,377.11  | 45,680.84  |
| Administrativo O                            | 33,489.62               | 36,911.39  | 8,718.87                     | 20,527.89 | 42,208.49  | 57,439.27  | 8,380.18                                   | 8,798.19  | 33,828.31  | 48,640.09  |
| Administrativo P                            | 36,972.14               | 39,929.91  | 10,589.65                    | 26,632.95 | 47,561.79  | 66,562.86  | 9,270.94                                   | 9,734.49  | 38,290.85  | 56,828.37  |
| Investigador Titular A                      | 43,742.66               | 48,278.07  | 11,145.54                    | 25,594.49 | 54,988.20  | 73,873.36  | 11,421.80                                  | 11,992.89 | 43,466.40  | 61,880.47  |
| Técnico Académico Asociado A                | 29,416.56               | 32,129.81  | 7,841.67                     | 18,026.34 | 37,258.23  | 50,156.15  | 6,986.88                                   | 7,363.15  | 30,271.55  | 42,793.00  |
| Técnico Académico Asociado B                | 32,694.36               | 35,309.91  | 8,615.80                     | 18,850.16 | 41,309.96  | 54,160.07  | 8,011.66                                   | 8,412.24  | 33,298.30  | 45,747.83  |
| Técnico Académico Asociado C                | 35,840.28               | 41,229.15  | 9,063.61                     | 22,139.05 | 44,903.89  | 63,368.20  | 9,270.94                                   | 9,734.49  | 35,632.95  | 53,633.71  |
| Técnico Académico Auxiliar A                | 26,607.38               | 29,044.40  | 6,845.82                     | 15,546.58 | 33,453.20  | 44,590.98  | 6,189.72                                   | 6,522.43  | 27,263.48  | 38,068.55  |
| Técnico Académico Titular A                 | 40,024.32               | 43,586.18  | 9,946.28                     | 23,024.16 | 49,970.60  | 66,810.35  | 10,303.72                                  | 10,852.97 | 39,666.88  | 55,757.38  |
| Técnico Académico Titular B                 | 43,742.66               | 47,242.07  | 11,788.25                    | 25,594.49 | 55,530.91  | 72,836.56  | 11,421.80                                  | 11,992.89 | 44,109.11  | 60,843.67  |
| Técnico Docente A                           | 13,497.62               | 14,577.43  | 3,667.13                     | 7,597.07  | 17,164.75  | 22,175.40  | 2,384.86                                   | 2,504.10  | 14,779.89  | 19,671.30  |
| Técnico Docente Auxiliar A                  | 11,224.34               | 12,864.87  | 3,625.30                     | 7,015.71  | 14,849.64  | 19,880.58  | 1,859.90                                   | 2,308.45  | 12,989.74  | 17,574.13  |

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**Anexo 56**  
**Tabulador de Sueldos Instituto de Seguridad y Servicios Sociales de los**  
**Trabajadores de la Educación del Estado de Sinaloa**

| Categoría  | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|--|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|  | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b>        |                         |           |                              |           |           |           |  |           |           |           |
| Autoridad Investigadora                            | 30,924.00               | 34,016.40 | 0.00                         | 17,100.00 | 30,924.00 | 51,116.40 | 4,876.61                                   | 9,314.73  | 26,047.39 | 41,801.67 |
| Autoridad Subordinadora                            | 30,924.00               | 34,016.40 | 0.00                         | 17,100.00 | 30,924.00 | 51,116.40 | 4,876.61                                   | 9,314.73  | 26,047.39 | 41,801.67 |
| Director (A)                                       | 41,345.80               | 45,480.38 | 0.00                         | 24,600.00 | 41,345.80 | 70,983.38 | 7,005.78                                   | 13,855.85 | 34,340.02 | 56,224.53 |
| Director General                                   | 59,417.71               | 65,359.48 | 0.00                         | 25,200.00 | 59,417.71 | 90,559.48 | 10,756.63                                  | 18,955.92 | 48,661.08 | 71,603.56 |
| Gerente A  | 27,292.06               | 30,021.26 | 0.00                         | 3,700.00  | 27,292.06 | 33,721.26 | 4,134.60                                   | 5,482.50  | 23,157.46 | 29,238.76 |
| Gerente B  | 24,301.60               | 26,731.76 | 0.00                         | 3,900.00  | 24,301.60 | 30,631.76 | 3,565.99                                   | 4,853.17  | 20,735.61 | 25,778.59 |
| Jefe de Departamento A                             | 30,924.00               | 34,016.40 | 0.00                         | 17,100.00 | 30,924.00 | 51,116.40 | 4,876.61                                   | 9,314.73  | 26,047.39 | 41,801.67 |
| Jefe de Departamento B                             | 26,472.08               | 29,119.29 | 0.00                         | 12,200.00 | 26,472.08 | 41,319.29 | 3,972.08                                   | 7,113.83  | 22,500.00 | 34,205.46 |
| Secretaria Técnica                                 | 30,924.00               | 34,016.40 | 0.00                         | 17,100.00 | 30,924.00 | 51,116.40 | 4,876.61                                   | 9,314.73  | 26,047.39 | 41,801.67 |
| Secretario Paralelo                                | 30,924.00               | 34,016.40 | 0.00                         | 17,100.00 | 30,924.00 | 51,116.40 | 4,876.61                                   | 9,314.73  | 26,047.39 | 41,801.67 |
| Titular del Órgano Interno de Control y Evaluación | 41,345.80               | 45,480.38 | 0.00                         | 24,600.00 | 41,345.80 | 70,983.38 | 7,005.78                                   | 13,855.85 | 34,340.02 | 56,224.53 |
| <b>Confianza</b>                                   |                         |           |                              |           |           |           |  |           |           |           |
| Analista A   | 19,763.46               | 21,739.80 | 0.00                         | 7,200.00  | 19,763.46 | 28,939.80 | 2,741.77                                   | 4,538.20  | 17,021.69 | 24,401.60 |
| Analista B   | 18,366.36               | 20,202.99 | 0.00                         | 7,100.00  | 18,366.36 | 27,302.99 | 2,515.87                                   | 4,222.87  | 15,850.49 | 23,100.12 |
| Analista C   | 18,969.25               | 18,969.18 | 0.00                         | 7,000.00  | 18,969.25 | 25,969.18 | 2,333.65                                   | 3,867.54  | 14,665.90 | 21,796.84 |
| Auditor Interno                                    | 21,109.54               | 23,220.50 | 0.00                         | 12,100.00 | 21,109.54 | 35,320.50 | 2,980.70                                   | 5,887.34  | 18,129.84 | 29,433.16 |
| Auxiliar Administrativo A                          | 14,614.45               | 16,075.90 | 0.00                         | 4,500.00  | 14,614.45 | 20,675.90 | 1,945.96                                   | 2,851.28  | 12,668.49 | 17,824.62 |
| Auxiliar Administrativo B                          | 10,495.56               | 11,545.12 | 0.00                         | 4,500.00  | 10,495.56 | 16,045.12 | 1,005.43                                   | 2,003.01  | 9,490.13  | 14,042.11 |
| Auxiliar Administrativo C                          | 8,034.88                | 8,838.37  | 0.00                         | 4,400.00  | 8,034.88  | 13,238.37 | 820.18                                     | 1,547.29  | 7,405.70  | 11,691.08 |
| Auxiliar Administrativo D                          | 7,834.78                | 8,610.26  | 0.00                         | 4,400.00  | 7,834.78  | 13,018.26 | 603.27                                     | 1,513.86  | 7,231.51  | 11,504.40 |
| Auxiliar C   | 11,036.66               | 12,140.33 | 0.00                         | 4,800.00  | 11,036.66 | 16,940.33 | 1,107.86                                   | 2,156.66  | 9,928.80  | 14,783.67 |
| Auxiliar contable A                                | 14,614.45               | 16,075.90 | 0.00                         | 4,600.00  | 14,614.45 | 20,675.90 | 1,945.96                                   | 2,851.28  | 12,668.49 | 17,824.62 |
| Auxiliar D   | 9,322.86                | 10,255.15 | 0.00                         | 4,300.00  | 9,322.86  | 14,555.15 | 824.21                                     | 1,751.62  | 8,498.65  | 12,803.53 |
| Auxiliar Jurídico A                                | 14,614.45               | 16,075.90 | 0.00                         | 4,600.00  | 14,614.45 | 20,675.90 | 1,945.96                                   | 2,851.28  | 12,668.49 | 17,824.62 |
| Auxiliar Jurídico B                                | 10,495.56               | 11,545.12 | 0.00                         | 4,500.00  | 10,495.56 | 16,045.12 | 1,005.43                                   | 2,003.01  | 9,490.13  | 14,042.11 |
| Auxiliar técnico                                   | 22,803.76               | 25,084.14 | 0.00                         | 9,700.00  | 22,803.76 | 34,784.14 | 3,285.74                                   | 5,755.44  | 19,518.02 | 29,028.70 |
| Auxiliar A   | 15,218.56               | 16,740.42 | 0.00                         | 5,100.00  | 15,218.56 | 21,840.42 | 2,037.72                                   | 3,068.28  | 13,180.84 | 18,772.16 |
| Auxiliar B   | 13,246.21               | 14,570.83 | 0.00                         | 5,000.00  | 13,246.21 | 19,570.83 | 1,494.58                                   | 2,641.38  | 11,761.63 | 16,920.47 |
| Contador A   | 19,763.46               | 21,739.80 | 0.00                         | 7,200.00  | 19,763.46 | 28,939.80 | 2,741.77                                   | 4,538.20  | 17,021.69 | 24,401.60 |
| Contador B   | 17,537.73               | 19,291.51 | 0.00                         | 7,200.00  | 17,537.73 | 26,491.51 | 2,390.00                                   | 4,038.01  | 15,147.73 | 22,453.50 |
| Contador C   | 16,518.65               | 18,170.51 | 0.00                         | 7,000.00  | 16,518.65 | 25,170.51 | 2,235.21                                   | 3,766.27  | 14,283.44 | 21,404.24 |
| Programador Analista A                             | 18,455.02               | 20,300.52 | 0.00                         | 6,000.00  | 18,455.02 | 26,300.52 | 2,528.34                                   | 3,987.83  | 15,926.68 | 22,312.69 |
| Programador Analista B                             | 16,777.29               | 18,455.02 | 0.00                         | 6,000.00  | 16,777.29 | 24,455.02 | 2,274.49                                   | 3,610.90  | 14,502.80 | 20,844.22 |
| Programador Analista C                             | 14,145.66               | 15,560.23 | 0.00                         | 6,000.00  | 14,145.66 | 21,560.23 | 1,621.21                                   | 3,019.39  | 12,524.45 | 18,540.84 |
| Secretaria A                                       | 12,936.09               | 14,229.70 | 0.00                         | 3,500.00  | 12,936.09 | 17,729.70 | 1,437.47                                   | 2,319.52  | 11,498.62 | 15,410.18 |
| Servicio Médico                                    | 17,493.93               | 19,243.32 | 0.00                         | 3,600.00  | 17,493.93 | 22,943.32 | 2,383.35                                   | 3,264.70  | 15,110.58 | 19,578.62 |
| Subjefe de Departamento A                          | 22,803.76               | 25,084.14 | 0.00                         | 9,600.00  | 22,803.76 | 34,684.14 | 3,285.74                                   | 5,734.08  | 19,518.02 | 28,950.06 |
| Subjefe de Departamento B                          | 21,109.54               | 23,220.50 | 0.00                         | 9,600.00  | 21,109.54 | 32,820.50 | 2,980.70                                   | 5,353.34  | 18,129.84 | 27,467.16 |
| Subjefe de Departamento C                          | 20,850.13               | 22,935.15 | 0.00                         | 9,600.00  | 20,850.13 | 32,535.15 | 2,934.65                                   | 5,295.05  | 17,915.48 | 27,240.10 |

**Anexo 56**  
**Tabulador de Sueldos Instituto de Pensiones del Estado de Sinaloa**

| Categoría                                   | Percepciones Ordinarias |           | Percepciones Extraordinarias |           | Bruto     |           | Deducciones Fiscales y de Seguridad Social |           | Neto      |           |
|---|-------------------------|-----------|------------------------------|-----------|-----------|-----------|--|-----------|-----------|-----------|
|   | Mínimo                  | Máximo    | Mínimo                       | Máximo    | Mínimo    | Máximo    | Mínimo                                     | Máximo    | Mínimo    | Máximo    |
| <b>Confianza Mandos Medios y Superiores</b> |                         |           |                              |           |           |           |  |           |           |           |
| Director (IPES)                             | 20,202.20               | 20,489.08 | 11,429.10                    | 12,899.00 | 31,831.30 | 33,188.08 | 7,240.54                                   | 7,737.84  | 24,390.76 | 25,450.24 |
| Director General (IPES)                     | 28,170.32               | 28,170.32 | 19,235.34                    | 19,235.34 | 47,405.66 | 47,405.66 | 11,248.74                                  | 11,248.74 | 36,156.92 | 36,156.92 |
| Jefe de Departamento                        | 10,068.48               | 10,068.48 | 6,307.82                     | 6,701.52  | 16,396.40 | 16,790.00 | 2,182.00                                   | 2,685.72  | 14,234.40 | 14,084.28 |
| <b>Confianza</b>                            |                         |           |                              |           |           |           |  |           |           |           |
| Asistente                                   | 6,840.00                | 6,840.00  | 1,190.50                     | 4,400.00  | 8,030.50  | 11,240.00 | 877.82                                     | 1,268.50  | 7,152.68  | 9,971.50  |
| <b>Base</b>                                 |                         |           |                              |           |           |           |  |           |           |           |
| Analista                                    | 10,716.76               | 10,716.76 | 1,375.70                     | 1,375.70  | 12,092.46 | 12,092.46 | 1,953.38                                   | 1,953.38  | 10,139.08 | 10,139.08 |

### Anexo 57 Analítico de Plazas

| Categoría                           | Plazas       | Sueldo Mensual Bruto |           |
|-------------------------------------|--------------|----------------------|-----------|
|                                     |              | Mínimo               | Máximo    |
| Analista                            | 3,976        | 10,716.74            | 35,968.50 |
| Asesor Acad. 40 Hrs                 | 2            | 14,306.32            | 14,836.00 |
| Auxiliar Técnico                    | 544          | 10,172.88            | 19,685.94 |
| Dictaminador "A"                    | 6            | 10,716.74            | 17,603.72 |
| Inspector de Transportes            | 95           | 11,130.04            | 19,042.38 |
| Jefe de Maquinaria y Equipo         | 2            | 13,683.14            | 17,147.76 |
| Jefe de Oficina "A"                 | 221          | 9,865.34             | 18,475.46 |
| Jefe de Sección "A"                 | 260          | 9,668.68             | 17,568.72 |
| Profesionista                       | 351          | 20,587.30            | 36,252.78 |
| Srío. Aux. (Jta. Loc. Conciliación) | 3            | 10,716.74            | 16,197.26 |
| Srío. de Acuerdo (Jta. Loc. Conc.)  | 5            | 12,353.42            | 15,899.18 |
| <b>Total Base</b>                   | <b>5,465</b> |                      |           |
| Asistente "A"                       | 271          | 10,150.04            | 20,290.00 |
| Asistente "B"                       | 135          | 6,840.00             | 22,379.18 |
| Asistente "C"                       | 168          | 4,317.62             | 20,882.74 |
| Asistente "D"                       | 34           | 2,249.46             | 10,419.46 |
| Asistente                           | 858          | 6,840.00             | 20,376.20 |
| Asistente Académico                 | 1            | 1,357.28             | 1,357.28  |
| Asistente Administrativo            | 3            | 3,350.52             | 11,450.52 |
| Asistente Relaciones Pub. "A"       | 1            | 4,732.16             | 4,732.16  |
| Auxiliar Administrativo             | 1            | 3,698.38             | 3,698.38  |
| Auxiliar de Museografía "A"         | 2            | 3,821.06             | 3,821.06  |
| Capturista "A"                      | 1            | 8,549.90             | 8,549.90  |
| Capturista "B"                      | 1            | 5,955.78             | 5,955.78  |
| Custodio                            | 1            | 3,332.44             | 17,668.14 |
| Defensor Público                    | 87           | 14,133.38            | 20,042.64 |
| Delegado "C" (Transtio)             | 2            | 3,791.82             | 5,641.82  |
| Encargado de Mantenimiento          | 1            | 4,065.82             | 4,065.82  |
| Evaluador                           | 133          | 17,347.40            | 17,347.40 |
| Guía Cultural "A"                   | 1            | 6,135.56             | 6,135.56  |
| Inspector "A"                       | 3            | 3,098.74             | 8,298.74  |
| Inspector Administrativo            | 2            | 4,152.16             | 7,836.76  |
| Inspector de Alcoholes              | 19           | 4,058.36             | 4,058.36  |
| Instructor (Taller de Danza)        | 1            | 1,515.36             | 1,515.36  |
| Instructor Danza Folclórica "B"     | 1            | 1,086.12             | 1,086.12  |
| Instructor de Coro                  | 1            | 3,326.90             | 3,326.90  |
| Jefe de Grupo (Alcoholes)           | 1            | 4,058.36             | 4,058.36  |
| Jefe de Programa                    | 1            | 11,565.36            | 11,565.36 |
| Maestro Artes Plásticas "B"         | 1            | 1,120.30             | 1,120.30  |
| Maestro Artes Plásticas             | 1            | 2,769.66             | 2,769.66  |
| Maestro Taller Artes Plásticas      | 1            | 1,513.50             | 1,513.50  |
| Maestro Taller Grabado en Mader     | 1            | 1,013.94             | 1,013.94  |
| Oficial de Registro Civil           | 25           | 625.74               | 1,106.96  |
| Psicólogo (fam)                     | 2            | 11,687.88            | 11,787.88 |
| Psicólogo                           | 3            | 6,765.68             | 42,312.36 |

**Anexo 57**  
**Análítico de Plazas**

| Categoría                          | Plazas       | Sueldo Mensual Bruto |           |
|------------------------------------|--------------|----------------------|-----------|
|                                    |              | Mínimo               | Máximo    |
| Rep Suntuas                        | 1            | 4,342.38             | 4,342.38  |
| Rep UAS                            | 1            | 4,342.38             | 4,342.38  |
| Representante (Del Cap y del Trab) | 7            | 4,578.84             | 6,492.28  |
| Secretaría "D"                     | 1            | 3,487.72             | 3,487.72  |
| Secretaría "E"                     | 1            | 2,561.20             | 2,561.20  |
| Srto. Aux. (Jta. Loc. Conc.)       | 1            | 5,603.74             | 5,603.74  |
| Sub-Jefe Depto (DIF)               | 48           | 10,893.34            | 16,393.32 |
| Sub-Jefe Depto                     | 418          | 6,421.08             | 20,383.32 |
| Subprocurador (1)                  | 1            | 10,072.78            | 10,072.78 |
| Sub-Procurador (Trabajo)           | 1            | 8,802.30             | 8,802.30  |
| Supervisor (Iam)                   | 2            | 7,632.48             | 10,632.48 |
| Templetero                         | 1            | 3,821.06             | 3,821.06  |
| Trabajadora Social (IRSS)          | 2            | 2,970.98             | 16,846.12 |
| Trabajadora Social                 | 5            | 11,300.28            | 14,379.16 |
| Velador                            | 1            | 2,332.44             | 2,332.44  |
| <b>Total Confianza</b>             | <b>2,255</b> |                      |           |
| Administrador H.P.                 | 1            | 27,464.42            | 27,464.42 |
| Agente Fiscal                      | 6            | 14,297.34            | 14,307.34 |
| Auxiliar del Srto.                 | 1            | 16,636.00            | 16,636.00 |
| Comisionado Estatal                | 4            | 42,538.00            | 42,538.00 |
| Consejero Jurídico                 | 1            | 58,042.10            | 58,042.10 |
| Coordinador                        | 6            | 42,537.34            | 42,538.00 |
| Coordinador Administrativo         | 4            | 27,415.48            | 28,691.46 |
| Coordinador de Area (DIF)          | 2            | 22,689.32            | 22,778.50 |
| Coordinador General                | 1            | 35,817.86            | 58,040.84 |
| Delegado "A"                       | 5            | 16,144.20            | 16,144.20 |
| Delegado "B" (Transito)            | 19           | 10,088.46            | 10,088.46 |
| Director (DIF)                     | 7            | 29,753.04            | 31,206.90 |
| Director (IPES)                    | 3            | 31,631.30            | 33,188.08 |
| Director                           | 235          | 15,518.36            | 29,089.46 |
| Director Adjunto                   | 62           | 20,530.04            | 45,778.20 |
| Director General (IPES)            | 1            | 47,405.66            | 47,405.66 |
| Director General                   | 11           | 40,153.66            | 44,461.52 |
| Director Gral. (DIF)               | 1            | 62,107.50            | 62,107.50 |
| Director Gral. (H.P.)              | 1            | 47,405.66            | 47,405.66 |
| Dtor. Operativo                    | 3            | 30,921.58            | 31,207.40 |
| Gobernador                         | 1            | 89,007.38            | 89,007.38 |
| Jefe de Departamento (R.C.)        | 4            | 14,153.32            | 18,540.28 |
| Jefe de Departamento               | 569          | 8,378.86             | 21,017.64 |
| Jefe de Departamento Adjunto       | 92           | 13,980.00            | 25,481.92 |
| Jefe de Depto (H.P.)               | 5            | 16,097.78            | 16,097.78 |
| Jefe de Dpto. (DIF)                | 38           | 11,677.02            | 18,124.34 |
| Jefe de Unidad                     | 3            | 13,025.82            | 16,478.24 |
| Presidente (CAMES)                 | 1            | 26,383.36            | 26,383.36 |
| Presidentes (Jta Conc. Delega.)    | 4            | 25,699.38            | 25,699.38 |



### Anexo 57 Analítico de Plazas

| Categoría   | Plazas       | Sueldo Mensual Bruto |           |
|---|--------------|----------------------|-----------|
|   |              | Mínimo               | Máximo    |
| Presidente (Jta. Loc. Conc.)                      | 1            | 42,749.60            | 42,749.60 |
| Presidente (T. L. de C. y A.)                     | 1            | 42,573.46            | 42,573.46 |
| Procurador Fiscal                                 | 1            | 42,538.00            | 42,538.00 |
| Profesionista(C)                                  | 1            | 16,688.04            | 16,688.04 |
| Recaudador  | 12           | 10,088.48            | 16,790.00 |
| Rector (UNIPOL)                                   | 1            | 45,305.18            | 45,305.18 |
| Secretario (GAMES)                                | 1            | 23,172.48            | 23,172.48 |
| Secretario  | 18           | 55,205.84            | 58,042.16 |
| Srto Técnico                                      | 11           | 27,969.12            | 30,630.50 |
| Srto. (Trib. Loc. de Con. y Arb.)                 | 1            | 29,122.74            | 29,122.74 |
| Srto. Gral. de Conciliación y Arbitraje           | 1            | 25,699.36            | 25,699.36 |
| Srto. Part. (Del Srto)                            | 4            | 27,174.18            | 28,757.00 |
| Srto. Part. (Del C. Gobernador)                   | 1            | 59,003.84            | 59,003.84 |
| Subcoordinador Administrativo                     | 1            | 31,786.42            | 31,786.42 |
| Subdirector                                       | 3            | 14,690.82            | 28,261.06 |
| Subdirector Adjunto                               | 43           | 16,920.02            | 27,959.14 |
| Sub-Procurador (Fiscal)                           | 3            | 29,089.36            | 29,089.36 |
| Subsecretario                                     | 37           | 38,152.20            | 42,538.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>1,232</b> |                      |           |
| Aux. de Trabajo Social                            | 32           | 19,400.82            | 22,454.60 |
| Auxiliar de Enfermería "B"                        | 6            | 23,905.88            | 27,713.60 |
| Auxiliar de Enfermería                            | 43           | 21,203.02            | 23,345.22 |
| Auxiliar de Enfermería 6 Horas                    | 6            | 17,263.10            | 18,682.26 |
| Ayudante de Autopsias                             | 5            | 18,420.96            | 21,201.66 |
| Camillero   | 6            | 17,488.00            | 17,605.92 |
| Cirujano Dentista "A"                             | 21           | 36,015.00            | 39,645.30 |
| Enfermera Especialista "C"                        | 20           | 34,833.20            | 42,043.58 |
| Enfermera Especialista "B"                        | 33           | 28,842.72            | 37,333.58 |
| Enfermera Especialista                            | 11           | 27,838.08            | 31,664.50 |
| Enfermera General "C"                             | 28           | 32,054.46            | 38,363.72 |
| Enfermera General "A"                             | 29           | 24,450.36            | 25,504.56 |
| Enfermera General "B"                             | 100          | 26,018.40            | 36,549.50 |
| Enfermera General                                 | 84           | 24,329.00            | 31,379.40 |
| Investigador de Ciencias Medicas                  | 1            | 40,836.66            | 40,836.66 |
| Jefa de Enfermeras "B"                            | 1            | 43,042.42            | 43,042.42 |
| Jefa de Servicio                                  | 2            | 54,613.62            | 54,841.12 |
| Jefe de Farmacia 6 Horas                          | 1            | 28,406.22            | 28,406.22 |
| Medico Especialista "B" 6 Horas                   | 6            | 37,454.94            | 42,498.54 |
| Medico Especialista "C"                           | 27           | 50,896.00            | 60,485.28 |
| Medico Especialista 6 Horas                       | 22           | 35,696.74            | 39,479.72 |
| Medico Especialista                               | 14           | 44,389.00            | 52,643.92 |
| Medico Especialista A (DIF)                       | 4            | 33,943.02            | 39,354.72 |
| Medico Especialista B (DIF)                       | 1            | 39,166.02            | 39,166.02 |
| Medico Especialista "B" 2 Horas                   | 1            | 14,711.44            | 14,711.44 |
| Medico Especialista "B"                           | 18           | 49,088.68            | 55,244.14 |

**Anexo 57  
Analítico de Plazas**

| Categoría                       | Plazas     | Sueldo Mensual Bruto |           |
|---------------------------------|------------|----------------------|-----------|
|                                 |            | Mínimo               | Máximo    |
| Medico Especialista "B" 4 Horas | 2          | 27,076.66            | 27,198.02 |
| Medico General " B "            | 3          | 42,356.58            | 42,418.36 |
| Medico General " C "            | 5          | 46,382.06            | 51,549.22 |
| Medico General "A"              | 34         | 37,842.00            | 39,032.80 |
| Medico General                  | 6          | 37,842.00            | 40,609.66 |
| Medico General 4 Horas          | 1          | 22,220.20            | 22,220.20 |
| Medico General 6 Horas          | 1          | 32,098.08            | 32,098.08 |
| Nutricionista                   | 7          | 25,737.72            | 29,277.24 |
| Odontologo " B "                | 6          | 42,455.56            | 42,579.06 |
| Odontologo "B" 6 Horas          | 1          | 32,598.66            | 32,598.66 |
| Odontologo "C"                  | 4          | 40,194.28            | 45,139.56 |
| Odontologo                      | 7          | 40,000.36            | 42,170.40 |
| Odontologo Especialista 6 Horas | 6          | 37,235.94            | 37,452.10 |
| Profesional de Trabajo Social   | 47         | 27,661.36            | 36,065.82 |
| Psicologo                       | 33         | 6,765.68             | 42,312.36 |
| Psicologo 6 Horas               | 1          | 26,086.90            | 26,086.90 |
| Psicologo Clínico               | 91         | 30,294.00            | 37,302.98 |
| Psicologo Especializado         | 7          | 35,408.68            | 40,483.64 |
| Quimico " C "                   | 14         | 42,455.56            | 42,579.06 |
| Quimico "A"                     | 15         | 33,150.02            | 34,340.80 |
| Quimico "B"                     | 1          | 40,131.24            | 40,131.24 |
| Quimico                         | 2          | 37,051.58            | 37,082.46 |
| Quimico 6 Horas                 | 2          | 28,284.86            | 28,284.86 |
| Tecn. Atn. Primaria a la Salud  | 1          | 20,408.00            | 20,408.00 |
| Tecnico Histopatologo           | 1          | 21,687.00            | 21,687.00 |
| Tecnico Radiologo               | 11         | 19,759.70            | 22,430.42 |
| Terapista Especializado         | 14         | 21,528.66            | 24,240.32 |
| Terapista Fisico                | 13         | 19,225.02            | 22,895.12 |
| Terapista Profesional           | 19         | 32,048.58            | 36,337.78 |
| Trabajadora Social "B"          | 9          | 24,100.06            | 25,365.42 |
| Trabajadora Social Aa           | 8          | 23,539.92            | 24,692.82 |
| Trabajo Social Area Medica      | 83         | 22,184.36            | 25,878.16 |
| <b>Total Homologados Salud</b>  | <b>976</b> |                      |           |
| Agente de Gobierno              | 11         | 8,573.32             | 16,073.32 |
| Agente Especial de Seguridad    | 34         | 7,201.16             | 17,606.16 |
| Celador                         | 301        | 4,168.74             | 28,105.30 |
| Comandante "A"                  | 3          | 32,570.54            | 54,802.32 |
| Comandante "B"                  | 1          | 36,423.38            | 38,423.38 |
| Comandante "C"                  | 4          | 27,930.20            | 38,131.76 |
| Coordinador General             | 1          | 35,817.86            | 58,040.84 |
| Coordinador Zona Centro         | 1          | 30,343.16            | 30,343.16 |
| Coordinador Zona Norte          | 1          | 22,196.30            | 22,196.30 |
| Coordinador Zona Sur            | 1          | 21,791.80            | 21,791.80 |
| Custodio                        | 310        | 3,332.44             | 17,668.14 |
| Escolta                         | 233        | 12,508.78            | 25,669.66 |

**Anexo 57**  
**Análítico de Plazas**

| Categoría                       | Plazas        | Sueldo Mensual Bruto |           |
|---------------------------------|---------------|----------------------|-----------|
|                                 |               | Mínimo               | Máximo    |
| Investigador                    | 47            | 8,573.32             | 17,618.58 |
| Jefe de Celadores               | 8             | 12,356.90            | 16,113.62 |
| Jefe de Grupo (IRSS)            | 9             | 7,598.98             | 16,520.22 |
| Observador de Conducta          | 29            | 12,284.10            | 17,518.96 |
| Oficial Táctico                 | 14            | 15,453.88            | 16,844.72 |
| Policia                         | 239           | 10,456.58            | 16,844.72 |
| Policia Operativo               | 329           | 4,244.74             | 27,758.68 |
| Policia Operativo Cond. (Prev.) | 27            | 7,998.12             | 19,003.14 |
| Policia Operativo Especial      | 3             | 12,347.88            | 16,601.40 |
| Policia Primero                 | 19            | 17,679.84            | 27,367.58 |
| Policia Segundo                 | 11            | 15,984.78            | 27,175.24 |
| Policia Tercero                 | 14            | 6,933.84             | 24,202.22 |
| Primer Comandante               | 1             | 31,228.14            | 37,155.68 |
| Primer Oficial                  | 14            | 11,536.98            | 30,376.96 |
| Segundo Comandante              | 101           | 9,738.38             | 51,910.42 |
| Segundo Oficial                 | 22            | 9,590.58             | 26,436.16 |
| Subcoordinador Operativo        | 1             | 34,003.72            | 34,003.72 |
| Supervisor                      | 14            | 10,590.66            | 18,878.42 |
| Supervisor Técnico en Seguridad | 2             | 12,904.90            | 15,804.90 |
| Tercer Oficial                  | 1             | 8,143.10             | 24,265.08 |
| <b>Total Operativo Policial</b> | <b>1,806</b>  |                      |           |
| <b>Total General</b>            | <b>11,734</b> |                      |           |

**Anexo 58**  
**Tabulador de Magisterio Estatal (Nivel Básico)**

| Categoría                                  | Plazas       | Sueldo Mensual Bruto |            |
|--|--------------|----------------------|------------|
|  |              | Mínimo               | Máximo     |
| Auxiliar de Intendencia                    | 20           | 10,195.40            | 18,516.42  |
| Directora de Cendi                         | 4            | 27,776.48            | 70,794.04  |
| Educadora de Cendi                         | 17           | 20,027.04            | 45,291.14  |
| Maestro de Enseñanzas Especiales Primaria  | 5            | 736.70               | 53,712.06  |
| Maestro de Jardín de Niños                 | 7            | 14,919.84            | 47,028.16  |
| Maestro en Arte Elementales Jn             | 3            | 635.62               | 53,313.84  |
| Maestro en Artes Elementales Primaria      | 1            | 767.40               | 49,182.56  |
| Maestro Enseñanzas Especiales Jn           | 9            | 1,596.14             | 34,893.58  |
| Medico                                     | 3            | 14,364.20            | 14,836.32  |
| Niñera                                     | 49           | 11,080.30            | 16,790.38  |
| Oficial Administrativo                     | 7            | 10,946.28            | 21,241.74  |
| Profesor de Educacion Fisica Primaria      | 1            | 739.70               | 40,717.24  |
| <b>Total Educación Inicial</b>             | <b>126</b>   |                      |            |
| Asesor Tecnico Pedagogico Preescolar       | 4            | 23,932.92            | 29,013.58  |
| Auxiliar de Intendencia                    | 179          | 10,195.40            | 18,516.42  |
| Auxiliar Tecnico Pedagogico Preescolar     | 5            | 28,395.74            | 52,290.34  |
| Director de Jard. de Niños S/Esquema       | 1            | 22,147.40            | 22,147.40  |
| Director de Jardín de Niños                | 63           | 19,271.44            | 54,950.90  |
| Directora de Cendi                         | 3            | 27,776.48            | 70,794.04  |
| Educadora de Cendi                         | 14           | 20,027.04            | 45,291.14  |
| Inspector de Jardín de Niños               | 15           | 47,695.18            | 135,301.06 |
| Jefe de Sector Educacion Preescolar        | 1            | 149,095.62           | 149,095.62 |
| Maestro 3/4 T Jardín de Niños              | 1            | 19,377.60            | 31,896.56  |
| Maestro Adiestramiento Jn                  | 2            | 1,377.16             | 7,647.76   |
| Maestro Adiestramiento Secundaria          | 1            | 633.98               | 21,785.14  |
| Maestro de Adiestramiento Primaria         | 2            | 739.70               | 17,013.08  |
| Maestro de Enseñanzas Especiales           | 27           | 739.70               | 46,656.50  |
| Maestro de Enseñanzas Especiales Primaria  | 84           | 736.70               | 53,712.06  |
| Maestro de Grupo Primaria                  | 2            | 14,860.84            | 59,682.20  |
| Maestro de Jardín de Niños                 | 450          | 14,919.84            | 47,028.16  |
| Maestro Educacion Fisica Secundaria        | 2            | 739.70               | 30,524.26  |
| Maestro en Arte Elementales Jn             | 68           | 635.62               | 53,313.84  |
| Maestro en Artes Elementales Jn            | 7            | 597.14               | 22,186.52  |
| Maestro en Artes Elementales Primaria      | 13           | 1,507.10             | 75,015.08  |
| Maestro Enseñanzas Especiales Jn           | 52           | 1,596.14             | 34,893.58  |
| Medico                                     | 3            | 14,364.20            | 14,836.32  |
| Niñera                                     | 535          | 11,080.30            | 16,790.38  |
| Oficial Administrativo                     | 69           | 10,946.28            | 21,241.74  |
| Prefecto                                   | 4            | 15,869.48            | 28,215.20  |
| Profesor de Educacion Fisica J. N.         | 5            | 1,479.42             | 10,374.86  |
| Profesor de Educacion Fisica Primaria      | 9            | 739.70               | 40,717.24  |
| <b>Total Educación Preescolar</b>          | <b>1,621</b> |                      |            |
| Asesor Tecnico Pedagogico Educacion Fisica | 2            | 37,377.94            | 52,504.48  |
| Asesor Tecnico Pedagogico Primaria         | 73           | 23,932.92            | 56,958.24  |
| Auxiliar de Intendencia                    | 720          | 10,195.40            | 18,516.42  |

**Anexo 58**  
**Tabulador de Magisterio Estatal (Nivel Básico)**

| Categoría   | Plazas | Sueldo Mensual Bruto |            |
|---|--------|----------------------|------------|
|   |        | Mínimo               | Máximo     |
| Auxiliar Técnico Pedagógico Primaria              | 25     | 28,337.48            | 101,795.42 |
| Bibliotecario                                     | 3      | 10,800.02            | 11,763.12  |
| Director de Internado T/C                         | 1      | 38,588.08            | 38,588.08  |
| Director de Primaria                              | 33     | 26,044.16            | 67,191.48  |
| Director de Primaria S/Esquema                    | 302    | 19,271.42            | 63,604.30  |
| Inspector Primaria                                | 52     | 38,579.30            | 145,875.66 |
| Inspector Titulado Lic.Educ.Primaria Upn          | 6      | 60,081.48            | 107,349.18 |
| Jefe de Sector Educación Primaria                 | 7      | 54,969.30            | 119,278.16 |
| Jefe de Sector Titulado de Educación Primaria Upn | 1      | 131,849.98           | 131,849.98 |
| Maestro Adiestramiento Sec. (Tecnología)          | 1      | 3,422.12             | 8,213.06   |
| Maestro Adiestramiento Secundaria                 | 10     | 633.98               | 21,785.14  |
| Maestro Cb-3                                      | 1      | 8,324.78             | 8,324.78   |
| Maestro de Adiestramiento Primaria                | 225    | 739.70               | 17,013.08  |
| Maestro de Enseñanzas Especiales                  | 48     | 739.70               | 46,656.50  |
| Maestro de Enseñanzas Especiales Primaria         | 779    | 736.70               | 53,712.06  |
| Maestro de Grupo Primaria                         | 3,740  | 14,860.84            | 59,682.20  |
| Maestro de Grupo Primaria 3/4 de Tiempo           | 37     | 18,880.52            | 60,469.88  |
| Maestro de Jardín de Niños                        | 1      | 14,919.84            | 47,028.16  |
| Maestro de Tiempo Completo Mixto                  | 1      | 37,024.12            | 37,024.12  |
| Maestro Educación Física Secundaria               | 3      | 739.70               | 30,524.26  |
| Maestro en Arte Elementales Jn                    | 19     | 635.62               | 53,313.84  |
| Maestro en Artes Elementales Primaria             | 316    | 5,635.36             | 79,143.34  |
| Maestro en Artes Elementales S                    | 8      | 629.42               | 5,175.64   |
| Maestro en Artes Elementales Secundaria           | 12     | 735.38               | 24,673.80  |
| Maestro Ens. Artística Elementales Sec.           | 4      | 583.10               | 4,677.46   |
| Maestro Enseñanzas Especiales Jn                  | 3      | 1,596.14             | 34,893.58  |
| Maestro Enseñanzas Especiales Secundaria          | 3      | 1,450.64             | 3,639.30   |
| Médico  | 1      | 14,364.20            | 14,836.32  |
| Oficial Administrativo                            | 166    | 10,946.28            | 21,241.74  |
| Prefecto  | 22     | 15,869.46            | 28,215.20  |
| Prof.Enseñanzas Sup.Tit. A 1/2 Tmpo.              | 1      | 30,350.88            | 30,350.88  |
| Profesor de Educación Física Primaria             | 693    | 739.70               | 40,717.24  |
| Supervisor de Educación Artística                 | 3      | 58,151.00            | 81,497.28  |
| Supervisor de Educación Física                    | 8      | 51,834.98            | 94,883.40  |
| Total Educación Primaria                          | 7,330  |                      |            |
| Asesor Técnico Pedagógico Secundaria              | 3      | 37,213.64            | 45,486.76  |
| Auxiliar de Intendencia                           | 736    | 10,195.40            | 18,516.42  |
| Auxiliar de Laboratorio                           | 8      | 10,198.88            | 11,011.56  |
| Auxiliar Técnico Pedagógico Secundaria            | 3      | 51,624.08            | 79,396.66  |
| Bibliotecario                                     | 9      | 10,800.02            | 11,763.12  |
| Director de Escuela Secundaria                    | 160    | 45,448.10            | 120,114.34 |
| Director de Primaria S/Esquema                    | 1      | 19,271.42            | 63,604.30  |
| Inspector de Segunda Enseñanza                    | 24     | 59,975.16            | 128,678.34 |
| Maestro Adiestramiento Jn                         | 1      | 1,377.16             | 7,647.76   |
| Maestro Adiestramiento Sec. (Tecnología)          | 2      | 3,422.12             | 8,213.06   |

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**Anexo 58**  
**Tabulador de Magisterio Estatal (Nivel Básico)**

| Categoría                                 | Plazas        | Sueldo Mensual Bruto |           |
|---|---------------|----------------------|-----------|
|   |               | Mínimo               | Máximo    |
| Maestro Adiestramiento Secundaria         | 951           | 833.98               | 21,785.14 |
| Maestro de Adiestramiento Primaria        | 9             | 739.70               | 17,013.06 |
| Maestro de Enseñanzas Especiales          | 8,002         | 739.70               | 46,656.50 |
| Maestro de Enseñanzas Especiales Primaria | 19            | 736.70               | 53,712.06 |
| Maestro Educación Física Secundaria       | 651           | 739.70               | 30,524.26 |
| Maestro en Arte Elementales Jn            | 1             | 635.82               | 53,313.84 |
| Maestro en Artes Elementales Primaria     | 2             | 767.40               | 49,192.56 |
| Maestro en Artes Elementales S            | 3             | 629.42               | 5,175.64  |
| Maestro en Artes Elementales Sec.         | 2             | 4,141.22             | 8,295.68  |
| Maestro en Artes Elementales Secundaria   | 611           | 735.38               | 24,673.80 |
| Maestro Enseñanzas Especiales Jn          | 4             | 1,596.14             | 34,893.58 |
| Maestro Enseñanzas Especiales Secundaria  | 2             | 1,450.64             | 3,639.30  |
| Mtro. de Fortalecimiento Curricular       | 4             | 2,514.48             | 7,112.86  |
| Oficial Administrativo                    | 694           | 10,946.26            | 21,241.74 |
| Prefecto                                  | 705           | 15,869.48            | 28,215.20 |
| Profesor de Educación Física Primaria     | 3             | 739.70               | 40,717.24 |
| Profesor Enseñanzas Superior Asoc. B      | 1             | 4,604.76             | 4,604.76  |
| Secretario de Escuela Secundaria          | 97            | 43,809.00            | 72,247.22 |
| <b>Total Educación Secundaria</b>         | <b>12,708</b> |                      |           |
| <b>Total General</b>                      | <b>21,785</b> |                      |           |

### Anexo 59 Analítico de Plazas Poder Legislativo

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| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Asesor  | 1          | 27,399.84            | 76,399.84  |
| Auditor Especial                                  | 4          | 29,742.47            | 67,075.80  |
| Auditor Superior del Estado                       | 1          | 39,070.32            | 101,837.01 |
| Coordinador de Unidad                             | 1          | 18,299.02            | 52,085.69  |
| Diputado  | 40         | 32,939.90            | 161,300.81 |
| Director  | 19         | 22,852.35            | 65,819.02  |
| Director Administrativo del Congreso del Estado   | 1          | 22,852.35            | 67,900.35  |
| Jefe de Departamento                              | 57         | 13,670.99            | 48,464.99  |
| Secretario General del Congreso del Estado        | 1          | 38,533.45            | 87,603.45  |
| Sub-Auditor Superior del Estado                   | 1          | 29,863.70            | 78,863.70  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>128</b> |                      |            |
| Asistente "B"                                     | 7          | 12,810.19            | 27,314.19  |
| Auditor   | 6          | 11,784.44            | 38,520.94  |
| Auditor de Cuentas Pública                        | 220        | 11,784.44            | 34,526.12  |
| Auditar Parlamentario                             | 11         | 10,088.46            | 28,641.29  |
| Investigador Legislativo                          | 4          | 15,107.61            | 38,642.78  |
| Secretaria  | 1          | 5,978.38             | 15,634.21  |
| Secretaria Parlamentaria                          | 6          | 10,760.53            | 29,115.03  |
| Secretario Técnico Legislativo                    | 11         | 15,024.28            | 50,977.44  |
| Técnico en Sistemas                               | 6          | 11,029.78            | 27,558.28  |
| Vigilante   | 23         | 8,065.75             | 21,427.10  |
| <b>Total Confianza</b>                            | <b>296</b> |                      |            |
| Analista  | 79         | 14,632.47            | 50,652.17  |
| Auxiliar Técnico                                  | 15         | 14,048.38            | 32,627.71  |
| Jefe de Oficina "A"                               | 3          | 13,793.60            | 20,890.60  |
| Jefe de Sección "A"                               | 5          | 13,532.32            | 20,545.98  |
| Profesionista                                     | 29         | 26,305.03            | 45,069.76  |
| <b>Total Base</b>                                 | <b>131</b> |                      |            |
| <b>Total General</b>                              | <b>552</b> |                      |            |

## Anexo 59 Analítico de Plazas Poder Judicial

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| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Administrador Sede Reg. de Just. Penal Acusat. y Oral | 4          | 64,260.35            | 83,478.98  |
| Auditor STJ   | 1          | 22,723.36            | 28,744.53  |
| Coordinador   | 2          | 29,755.83            | 50,992.75  |
| Coordinador Centro de Convivencia                     | 3          | 47,960.71            | 60,819.16  |
| Coordinador de Actuarios                              | 3          | 39,957.40            | 50,830.89  |
| Coordinador STJ                                       | 2          | 37,703.18            | 48,648.19  |
| Director (Poder Judicial)                             | 9          | 50,482.30            | 91,062.01  |
| Jefe de Departamento (Poder Judicial)                 | 14         | 28,287.88            | 53,100.09  |
| Jefe de Unidad STJ                                    | 20         | 21,813.97            | 54,709.75  |
| Juez  | 16         | 61,100.34            | 82,164.89  |
| Juez "A"  | 55         | 62,327.66            | 97,874.57  |
| Juez "B"  | 11         | 48,905.23            | 64,278.09  |
| Juez "B" (Juzgado de Vigilancia)                      | 4          | 49,197.08            | 63,242.90  |
| Magistrado  | 11         | 162,209.51           | 162,209.51 |
| Magistrado de Circuito                                | 4          | 78,499.86            | 147,946.38 |
| Oficial Mayor (Supremo Tribunal)                      | 1          | 86,027.21            | 149,503.39 |
| Secretario Administrativo                             | 1          | 49,321.80            | 63,003.00  |
| Secretario de Sala                                    | 4          | 38,385.55            | 49,039.58  |
| Srío. Aux. (Srío. de Acuerdos STJ)                    | 4          | 39,211.48            | 50,186.45  |
| Srío. de Acuerdos (Supremo Tribunal)                  | 1          | 86,027.19            | 149,503.39 |
| Srío. de Estudio y Cuenta                             | 31         | 36,522.18            | 64,507.65  |
| Srío. Part. (Del Srío. del Poder Judicial)            | 1          | 52,838.32            | 102,739.87 |
| Srío. Técnico (Poder Judicial)                        | 1          | 51,148.76            | 89,062.48  |
| Titular de Área STJ                                   | 3          | 41,549.85            | 62,117.66  |
| Visitador Coordinador                                 | 1          | 64,330.33            | 82,164.73  |
| Visitador de Juzgados                                 | 4          | 36,107.03            | 51,985.04  |
| <b>Total Confianza Mandos Medios y Superiores</b>     | <b>211</b> |                      |            |
| Auxiliar Administrativo de Sala de Circuito           | 1          | 13,614.82            | 17,332.21  |
| Auxiliar de Actas                                     | 10         | 11,757.12            | 29,690.99  |
| Auxiliar de Atención al Público                       | 3          | 19,665.54            | 38,320.23  |
| Auxiliar de Causas                                    | 5          | 19,809.30            | 29,690.99  |
| Auxiliar de Coordinador de Actuarios                  | 6          | 10,401.42            | 14,695.00  |
| Auxiliar de Magistratura                              | 13         | 16,435.33            | 30,761.28  |
| Auxiliar de Sala                                      | 5          | 13,283.30            | 28,491.61  |
| Encargado de Atención al Público                      | 2          | 23,043.26            | 33,664.39  |
| Encargado de Causas                                   | 12         | 26,005.90            | 33,566.37  |
| Encargado de Mantenimiento Informático                | 5          | 17,372.84            | 33,804.37  |
| Encargado de Sala                                     | 21         | 25,813.70            | 33,734.21  |
| Encargado de Soporte Técnico y Videograbación         | 3          | 17,722.10            | 25,166.60  |
| Facilitador   | 6          | 25,860.15            | 33,550.23  |
| Geocodificador  | 4          | 13,766.02            | 18,785.64  |
| Invitador   | 3          | 21,960.13            | 28,261.84  |
| Jefe de Unidad de Seguimiento de Causas Atn al Pub.   | 5          | 30,820.36            | 40,250.41  |
| Jefe de Unidad Tecnologías Inf. y Comunicaciones      | 5          | 30,877.03            | 39,414.42  |
| Juez menor "A"  | 3          | 13,319.29            | 20,447.22  |
| Juez menor "B"  | 9          | 5,135.53             | 17,083.57  |
| Juez menor "C"  | 55         | 4,540.54             | 11,256.83  |
| Recepcionista   | 8          | 12,387.98            | 19,862.39  |
| Secretario "B" (Juzgado de Vigilancia)                | 4          | 22,600.94            | 29,413.49  |
| Srío "A" (Juzgado 1a. Instancia)                      | 165        | 22,307.47            | 40,163.62  |
| Srío "B" (Juzgado Mixto)                              | 13         | 22,903.03            | 29,736.65  |
| Srío. "B" (Juzgado Menor)                             | 3          | 6,425.35             | 8,944.83   |
| Srío. de Sala de Circuito                             | 4          | 29,716.52            | 41,106.53  |
| Srío. Estudio y Cuenta de Magistratura de Circuito    | 3          | 31,653.84            | 49,195.71  |
| Srío. Estudio y Cuenta Sala de Circuito               | 14         | 31,363.80            | 46,573.66  |
| Sub-jefe Depto. (Poder Judicial)                      | 1          | 25,749.93            | 33,160.11  |



**Anexo 59**  
**Analítico de Plazas Poder Judicial**

| Categoría           | Plazas                 | Sueldo Mensual Bruto |           |
|---------------------|------------------------|----------------------|-----------|
|                     |                        | Mínimo               | Máximo    |
|                     | <b>Total Confianza</b> | <b>391</b>           |           |
| Analista            | 1,000                  | 9,980.11             | 42,726.88 |
| Auxiliar Técnico    | 77                     | 11,870.88            | 32,213.79 |
| Jefe de oficina "A" | 2                      | 13,824.34            | 23,359.91 |
| Profesionista       | 9                      | 25,085.75            | 34,156.18 |
|                     | <b>Total Base</b>      | <b>1,088</b>         |           |
|                     | <b>Total General</b>   | <b>1,690</b>         |           |

### Anexo 59 Analítico de Plazas Poder Ejecutivo

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| Categoría   | Plazas       | Sueldo Mensual Bruto |           |
|---|--------------|----------------------|-----------|
|   |              | Mínimo               | Máximo    |
| Agente Fiscal                                     | 6            | 14,297.34            | 14,307.34 |
| Auxiliar del Srío.                                | 1            | 16,636.00            | 16,636.00 |
| Comisionado Estatal                               | 3            | 42,538.00            | 42,538.00 |
| Consejero Jurídico                                | 1            | 58,042.10            | 58,042.10 |
| Coordinador                                       | 6            | 42,537.34            | 42,538.00 |
| Coordinador Administrativo                        | 4            | 27,415.48            | 28,691.46 |
| Coordinador General                               | 1            | 35,817.86            | 58,040.84 |
| Delegado "A"                                      | 5            | 16,144.20            | 16,144.20 |
| Delegado "B" (Transito)                           | 19           | 10,088.48            | 10,088.48 |
| Director  | 214          | 16,144.20            | 29,089.46 |
| Director Adjunto                                  | 58           | 20,530.04            | 39,675.30 |
| Director General                                  | 7            | 42,315.66            | 42,538.00 |
| Gobernador  | 1            | 89,007.38            | 89,007.38 |
| Jefe de Departamento                              | 510          | 10,088.48            | 21,017.64 |
| Jefe de Departamento (R.C.)                       | 4            | 14,153.32            | 18,540.28 |
| Jefe de Departamento Adjunto                      | 77           | 13,980.00            | 25,481.92 |
| Jefe de Reclutamiento                             | 0            | 19,386.34            | 19,386.34 |
| Jefe de Unidad                                    | 3            | 13,026.82            | 16,478.24 |
| Presidente (CAMES)                                | 1            | 26,383.36            | 26,383.36 |
| Presidente (Jta Conc. Delegs.)                    | 4            | 25,699.38            | 25,699.38 |
| Presidente (Jta. Loc. Conc.)                      | 1            | 42,749.80            | 42,749.80 |
| Presidente (T. L. de C. y A.)                     | 1            | 42,573.48            | 42,573.48 |
| Procurador (Del Trabajo)                          | 0            | 15,949.52            | 15,949.52 |
| Procurador Fiscal                                 | 1            | 42,538.00            | 42,538.00 |
| Profesionista(C)                                  | 1            | 16,688.04            | 16,688.04 |
| Proyectista                                       | 0            | 18,023.58            | 18,023.58 |
| Recaudador  | 12           | 10,088.48            | 16,760.00 |
| Secretario  | 18           | 55,205.84            | 58,042.16 |
| Secretario (CAMES)                                | 1            | 23,172.48            | 23,172.48 |
| Srío. (Trib.Loc. de Con. y Arb.)                  | 1            | 29,122.74            | 29,122.74 |
| Srío. Gral. de Conciliación y Arbitraje           | 1            | 25,699.36            | 25,699.36 |
| Srío. Part. (Del C. Gobernador)                   | 1            | 59,003.84            | 59,003.84 |
| Srío. Tecnico                                     | 11           | 27,969.12            | 30,630.50 |
| Srío.Part. (Del Srío)                             | 4            | 27,174.18            | 28,757.00 |
| Subcoordinador Administrativo                     | 1            | 31,786.42            | 31,786.42 |
| Subdirector                                       | 3            | 14,690.82            | 28,261.06 |
| Subdirector Adjunto                               | 26           | 18,920.02            | 27,959.14 |
| Sub-Procurador (Fiscal)                           | 3            | 29,089.36            | 29,089.36 |
| Subsecretario                                     | 37           | 38,152.20            | 42,538.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>1,048</b> |                      |           |
| Asistente   | 596          | 6,840.00             | 20,376.20 |
| Asistente "A"                                     | 234          | 10,150.04            | 20,290.00 |
| Asistente "B"                                     | 12           | 8,400.00             | 9,230.00  |
| Asistente "C"                                     | 120          | 4,317.62             | 17,114.96 |
| Asistente "D"                                     | 32           | 2,249.46             | 10,419.46 |
| Asistente Administrativo                          | 2            | 3,350.52             | 6,487.54  |
| Auxiliar Administrativo                           | 1            | 3,698.38             | 3,698.38  |
| Defensor Público                                  | 87           | 14,133.38            | 20,042.64 |
| Delegado "C" (Transito)                           | 2            | 3,791.82             | 5,641.82  |
| Evaluador   | 93           | 17,347.40            | 17,347.40 |
| Inspector "A"                                     | 3            | 3,096.74             | 8,298.74  |
| Inspector Administrativo                          | 2            | 4,152.16             | 7,836.76  |
| Inspector de Alcoholes                            | 19           | 4,058.36             | 4,058.36  |
| Jefe de Grupo (Alcoholes)                         | 1            | 4,058.36             | 4,058.36  |
| Oficial de Registro Civil                         | 25           | 625.74               | 1,106.96  |
| Psicólogo   | 3            | 11,278.08            | 12,734.66 |

### Anexo 59 Análítico de Plazas Poder Ejecutivo

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| Categoría                          | Plazas       | Sueldo Mensual Bruto |           |
|------------------------------------|--------------|----------------------|-----------|
|                                    |              | Mínimo               | Máximo    |
| Psicólogo (Iam)                    | 2            | 11,687.88            | 11,787.88 |
| Rep Suntuas                        | 1            | 4,342.38             | 4,342.38  |
| Rep UAS                            | 1            | 4,342.38             | 4,342.38  |
| Representante (Del Cap y del Trab) | 7            | 4,578.64             | 6,492.28  |
| Secretaria                         | 0            | 8,361.68             | 8,361.68  |
| Srio. Aux. (Jta. Loc. Conc.)       | 1            | 5,603.74             | 5,603.74  |
| Sub-Jefe Depto                     | 376          | 6,924.36             | 20,363.32 |
| Sub-Procurador (Trabajo)           | 1            | 8,802.30             | 8,802.30  |
| Supervisor (Iam)                   | 2            | 7,632.48             | 10,632.48 |
| Trabajadora Social                 | 5            | 11,300.28            | 14,379.16 |
| Trabajadora Social (IRSS)          | 2            | 2,970.98             | 16,846.12 |
| <b>Total Confianza</b>             | <b>1,630</b> |                      |           |
| Analista                           | 3,425        | 10,716.74            | 35,968.50 |
| Auxiliar Tecnico                   | 446          | 10,172.88            | 19,685.94 |
| Dictaminador "A"                   | 6            | 10,716.74            | 17,603.72 |
| Inspector de Transportes           | 95           | 11,130.04            | 19,042.38 |
| Jefe de Maquinaria y Equipo        | 2            | 13,683.14            | 17,147.76 |
| Jefe de Oficina "A"                | 180          | 9,865.34             | 18,476.46 |
| Jefe de Seccion "A"                | 174          | 9,668.68             | 17,988.72 |
| Profesionista                      | 301          | 20,587.30            | 36,252.78 |
| Srio. de Acuerdo (Jta. Loc. Conc.) | 5            | 12,353.42            | 15,899.18 |
| Sno.Aux. (Jta. Loc. Conciliacion)  | 3            | 10,716.74            | 16,197.25 |
| <b>Total Base</b>                  | <b>4,637</b> |                      |           |
| Agente de Gobierno                 | 11           | 8,573.32             | 16,073.32 |
| Agente Especial de Seguridad       | 34           | 7,201.18             | 17,805.16 |
| Celador                            | 301          | 4,168.74             | 28,105.30 |
| Comandante "A"                     | 3            | 32,570.54            | 54,802.32 |
| Comandante "B"                     | 1            | 38,423.38            | 38,423.38 |
| Comandante "C"                     | 4            | 27,930.20            | 38,131.76 |
| Coordinador General                | 1            | 35,817.86            | 58,040.84 |
| Coordinador Zona Centro            | 1            | 30,343.16            | 30,343.16 |
| Coordinador Zona Norte             | 1            | 22,196.30            | 22,196.30 |
| Coordinador Zona Sur               | 1            | 21,791.80            | 21,791.80 |
| Custodio                           | 310          | 11,393.94            | 17,688.14 |
| Escorta                            | 233          | 12,508.78            | 25,869.66 |
| Investigador                       | 47           | 8,573.32             | 17,618.58 |
| Investigador Policialo             | 0            | 17,114.24            | 17,114.24 |
| Jefe de Celadores                  | 8            | 12,356.90            | 16,113.62 |
| Jefe de Grupo (IRSS)               | 9            | 7,598.96             | 16,520.22 |
| Jefe de Vigilancia                 | 0            | 13,571.14            | 16,434.96 |
| Observador de Conducta             | 29           | 12,284.10            | 17,518.96 |
| Oficial Tactico                    | 14           | 15,453.88            | 16,844.72 |
| Policia                            | 239          | 10,456.58            | 16,844.72 |
| Policia de Seguridad               | 0            | 14,211.52            | 14,211.52 |
| Policia Operativo                  | 329          | 4,244.74             | 27,758.66 |
| Policia Operativo Cond. (Prev.)    | 27           | 7,998.12             | 19,003.14 |
| Policia Operativo Especial         | 3            | 12,347.88            | 16,601.40 |
| Policia Primero                    | 19           | 17,679.84            | 27,367.58 |
| Policia Segundo                    | 11           | 15,984.78            | 27,175.24 |
| Policia Tercero                    | 14           | 6,933.84             | 24,202.22 |
| Primer Comandante                  | 1            | 31,228.14            | 37,155.68 |
| Primer Oficial                     | 14           | 11,536.98            | 30,376.96 |
| Segundo Comandante                 | 101          | 9,738.38             | 51,910.42 |
| Segundo Oficial                    | 22           | 9,590.58             | 26,436.16 |
| Subcoordinador Operativo           | 1            | 34,003.72            | 34,003.72 |
| Supervisor                         | 14           | 10,590.66            | 18,878.42 |

**Anexo 59**  
**Análítico de Plazas Poder Ejecutivo**

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| Categoría                       | Plazas       | Sueldo Mensual Bruto |           |
|---------------------------------|--------------|----------------------|-----------|
|                                 |              | Mínimo               | Máximo    |
| Supervisor Técnico en Seguridad | 2            | 12,904.90            | 15,804.90 |
| Tercer Oficial                  | 1            | 8,143.10             | 24,265.00 |
| <b>Total Operativo Policial</b> | <b>1,806</b> |                      |           |
| Auxiliar de Enfermería          | 2            | 21,324.38            | 22,378.58 |
| Cirujano Dentista "A"           | 18           | 38,015.00            | 39,645.30 |
| Enfermera General "A"           | 28           | 24,450.36            | 25,504.56 |
| Médico Especialista             | 2            | 44,543.40            | 44,543.40 |
| Médico Especialista "C"         | 2            | 51,709.96            | 52,099.96 |
| Médico General "A"              | 30           | 37,842.00            | 39,032.80 |
| Nutricionista                   | 1            | 25,862.72            | 25,862.72 |
| Odentólogo "C"                  | 1            | 40,894.28            | 40,894.28 |
| Psicólogo Clínico               | 88           | 30,294.00            | 36,672.64 |
| Químico "A"                     | 12           | 33,150.02            | 34,340.80 |
| Trabajo Social Área Médica      | 79           | 22,214.70            | 25,878.16 |
| <b>Total Homologados Salud</b>  | <b>263</b>   |                      |           |
| <b>Total General</b>            | <b>9,384</b> |                      |           |

**Anexo 59**  
**Análítico de Plazas Comisión Estatal de Derechos Humanos**

| Categoría   | Plazas    | Sueldo Mensual Bruto |            |
|---|-----------|----------------------|------------|
|   |           | Mínimo               | Máximo     |
| Presidencia   | 1         | 148,058.00           | 148,058.00 |
| Titular del Órgano Interno de Control                   | 1         | 75,807.36            | 84,024.84  |
| Titulares de Dirección y Secretaría Técnica             | 3         | 34,005.98            | 71,890.28  |
| Titulares de Visitaduría General y Secretaría Ejecutiva | 2         | 75,807.36            | 84,024.84  |
| <b>Total Confianza Mandos Medios y Superiores</b>       | <b>7</b>  |                      |            |
| Personal Administrativo                                 | 19        | 4,129.68             | 19,978.57  |
| Personal del Órgano Interno de Control                  | 3         | 9,279.06             | 18,935.38  |
| Promotoras/es Técnicas/os y Ejecutivas/os               | 15        | 12,445.73            | 19,978.57  |
| Titulares de Unidades y Oficina                         | 15        | 17,130.27            | 33,692.92  |
| Visitadoras/es Adjuntas/os                              | 23        | 12,445.73            | 23,129.28  |
| <b>Total Confianza</b>                                  | <b>75</b> |                      |            |
| <b>Total General</b>                                    | <b>82</b> |                      |            |

**Anexo 59**  
**Analítico de Plazas Tribunal de Justicia Administrativa del Estado de Sinaloa**

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| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Coordinador de Secretaría General de Acuerdos     | 1          | 34,050.00            | 52,320.00  |
| Coordinador Jurisdiccional de Sala Regional       | 4          | 36,763.00            | 52,253.00  |
| Coordinador Jurisdiccional de Sala Superior       | 3          | 53,321.00            | 74,401.00  |
| Director  | 6          | 43,048.00            | 85,141.00  |
| Jefe de Departamento                              | 15         | 35,016.00            | 55,901.00  |
| Magistratura de Sala Especializada                | 1          | 120,293.00           | 155,943.00 |
| Magistratura de Sala Regional                     | 3          | 120,293.00           | 155,943.00 |
| Magistratura de Sala Superior                     | 3          | 217,055.00           | 274,445.00 |
| Secretario de Presidencia                         | 1          | 56,703.00            | 67,528.00  |
| Secretario General de Acuerdos                    | 1          | 85,467.00            | 107,817.00 |
| Titular del Organismo Interno de Control          | 1          | 68,359.00            | 95,599.00  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>39</b>  |                      |            |
| Actuario de Sala Regional                         | 12         | 23,569.00            | 30,405.00  |
| Actuario de Sala Superior                         | 6          | 25,478.00            | 41,039.00  |
| Archivista  | 6          | 19,010.00            | 23,845.00  |
| Asesor Jurídico                                   | 3          | 32,360.00            | 78,284.00  |
| Asesor Jurídico Auxiliar                          | 6          | 19,010.00            | 32,695.00  |
| Asistente   | 51         | 13,810.00            | 30,266.00  |
| Asistente Administrativo Sala Regional            | 4          | 14,682.00            | 25,597.00  |
| Asistente Administrativo Sala Superior            | 1          | 19,032.00            | 28,732.00  |
| Auxiliar Jurídico de Sala Superior                | 28         | 25,890.00            | 40,090.00  |
| Oficial de Partes Sala Regional                   | 6          | 14,682.00            | 25,597.00  |
| Oficial de Partes Sala Superior                   | 2          | 22,925.00            | 27,640.00  |
| Oficial Jurisdiccional de Sala Regional           | 10         | 21,831.00            | 28,576.00  |
| Proyectista de Sala Superior                      | 9          | 37,491.00            | 58,556.00  |
| Proyectista Especializado de Sala Superior        | 3          | 37,491.00            | 58,556.00  |
| Secretario de Acuerdos de Sala Regional           | 16         | 34,606.00            | 46,731.00  |
| Secretario Particular de Sala Superior            | 3          | 23,022.00            | 38,682.00  |
| Subjefe de Departamento                           | 6          | 21,975.00            | 31,090.00  |
| Visitador   | 1          | 85,467.00            | 107,817.00 |
| <b>Total Confianza</b>                            | <b>173</b> |                      |            |
| Analista  | 14         | 10,716.74            | 28,387.44  |
| Auditor Técnico                                   | 2          | 12,453.24            | 17,531.50  |
| Jefe De Sección "A"                               | 1          | 14,949.04            | 14,949.04  |
| Profesionista                                     | 1          | 20,718.30            | 20,718.30  |
| <b>Total Base</b>                                 | <b>18</b>  |                      |            |
| <b>Total General</b>                              | <b>230</b> |                      |            |

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**Anexo 59**  
**Análítico de Plazas Comisión Estatal para el Acceso a la Información Pública**

| Categoría   | Plazas    | Sueldo Mensual Bruto |            |
|---|-----------|----------------------|------------|
|   |           | Mínimo               | Máximo     |
| Comisionado Presidente                            | 1         | 89,900.00            | 139,000.00 |
| Comisionados (as)                                 | 2         | 89,900.00            | 117,300.00 |
| Contralor Interno                                 | 1         | 38,850.00            | 67,000.00  |
| Coordinador                                       | 4         | 30,600.00            | 47,440.00  |
| Director (a)                                      | 5         | 38,850.00            | 67,000.00  |
| Jefe de departamento A                            | 14        | 25,050.00            | 36,620.00  |
| Secretaría Ejecutiva                              | 1         | 38,850.00            | 67,000.00  |
| Secretario Técnico                                | 1         | 25,050.00            | 44,145.00  |
| Titular de la Unidad                              | 2         | 25,050.00            | 40,050.00  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>31</b> |                      |            |
| Analista A  | 20        | 19,450.00            | 34,620.00  |
| Analista B  | 2         | 14,400.00            | 21,450.00  |
| Auxiliar A  | 6         | 13,130.00            | 21,400.00  |
| Auxiliar de Ponencia                              | 3         | 14,400.00            | 27,050.00  |
| Centro de atención telefónica                     | 1         | 13,000.00            | 21,400.00  |
| Oficialía de partes                               | 1         | 18,450.00            | 23,450.00  |
| Secretaría de Acuerdos y Proyectos                | 3         | 25,050.00            | 43,145.00  |
| Velador   | 2         | 8,600.00             | 15,130.00  |
| <b>Total Confianza</b>                            | <b>38</b> |                      |            |
| <b>Total General</b>                              | <b>69</b> |                      |            |

## Anexo 59 Analítico de Plazas Fiscalía General del Estado

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| Categoría   | Plazas    | Sueldo Mensual Bruto |            |
|---|-----------|----------------------|------------|
|   |           | Mínimo               | Máximo     |
| Director  | 22        | 19,763.06            | 63,162.12  |
| Director Adjunto                                  | 1         | 19,673.06            | 53,162.12  |
| Fiscal General del Estado                         | 1         | 162,209.51           | 162,209.51 |
| Jefe de Departamento                              | 54        | 13,311.52            | 44,376.38  |
| Jefe de Departamento Adjunto                      | 1         | 13,311.52            | 44,376.38  |
| Oficial Mayor                                     | 1         | 26,087.92            | 63,162.12  |
| Subdirector                                       | 2         | 41,609.98            | 61,235.82  |
| Subdirector Adjunto                               | 1         | 31,609.98            | 51,235.82  |
| Titular del Órgano Interno de Control             | 1         | 29,681.12            | 32,649.23  |
| Vicefiscal  | 6         | 28,313.68            | 81,536.00  |
| Vicefiscal General                                | 1         | 28,313.68            | 107,448.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>83</b> |                      |            |
| Agente  | 23        | 17,561.26            | 30,028.00  |
| Agente Chofer                                     | 2         | 18,455.40            | 20,300.94  |
| Agente de Inteligencia                            | 2         | 16,798.26            | 23,308.48  |
| Agente de Investigación                           | 466       | 4,680.80             | 22,459.32  |
| Agente DP   | 71        | 17,954.24            | 24,506.74  |
| Agente Especial                                   | 4         | 22,126.58            | 27,516.62  |
| Agente Int (UEA)                                  | 3         | 17,715.74            | 19,487.31  |
| Agente Justicia Adolescentes                      | 3         | 16,798.26            | 18,478.09  |
| Agente OA UNESA                                   | 43        | 20,581.26            | 28,299.62  |
| Agente RI (JEA)                                   | 6         | 26,934.18            | 31,243.60  |
| Agente UM   | 66        | 15,040.68            | 23,040.68  |
| Asesor  | 10        | 23,198.92            | 29,696.92  |
| Asesor (Fiscal)                                   | 3         | 26,087.92            | 45,654.30  |
| Asesor Informático UNESA                          | 1         | 21,660.34            | 23,826.37  |
| Asesor Jurídico                                   | 23        | 18,514.34            | 31,410.92  |
| Asistente A                                       | 32        | 9,357.56             | 18,291.60  |
| Asistente B                                       | 191       | 6,553.66             | 15,626.14  |
| Asistente C                                       | 36        | 4,343.30             | 13,023.40  |
| Auxiliar Administrativo                           | 11        | 10,939.18            | 16,489.66  |
| Auxiliar Informático                              | 1         | 11,703.58            | 12,873.94  |
| Comandante A                                      | 2         | 22,357.58            | 24,593.34  |
| Comandante B                                      | 5         | 21,528.42            | 25,135.20  |
| Comandante C                                      | 27        | 13,282.00            | 32,534.92  |
| Coordinador                                       | 2         | 39,513.06            | 43,464.37  |
| Coordinador Análisis Táctico UMIP                 | 1         | 34,413.22            | 37,854.54  |
| Coordinador de Análisis Táctico                   | 2         | 35,733.28            | 39,306.61  |
| Coordinador de Investigación UMIP                 | 1         | 35,733.28            | 39,306.61  |
| Coordinador de Investigación UNESA                | 1         | 37,414.66            | 41,156.13  |
| Coordinador de Investigaciones UNEDEP             | 1         | 35,733.28            | 39,306.61  |
| Coordinador de Ministerio Público UEA             | 1         | 49,636.80            | 54,600.48  |
| Coordinador de Reacción UMIP                      | 1         | 35,733.28            | 39,306.61  |
| Coordinador de Reacción UNEDEP                    | 2         | 35,733.28            | 38,155.46  |
| Coordinador de Reacción UNESA                     | 1         | 41,250.52            | 45,375.57  |
| Coordinador del Centro Regional                   | 3         | 26,566.32            | 26,906.85  |
| Coordinador del Grupo FRI UEA                     | 1         | 48,561.26            | 53,417.39  |
| Coordinador General                               | 6         | 50,151.24            | 52,631.78  |
| Coordinador General de Centros de Mecanismos      | 1         | 37,625.54            | 41,388.09  |
| Coordinador General UMIP                          | 1         | 52,716.44            | 57,990.28  |
| Coordinador General UNESA                         | 1         | 58,735.36            | 62,408.90  |
| Coordinador Jurídico UNESA                        | 1         | 38,013.84            | 41,815.22  |
| Coordinador Táctico                               | 1         | 38,013.84            | 41,815.22  |
| Facilitador                                       | 50        | 24,699.98            | 24,931.46  |
| Investigador (UEA)                                | 13        | 17,915.74            | 19,915.76  |
| Investigador Policial                             | 68        | 6,130.42             | 32,734.68  |



### Anexo 59 Análítico de Plazas Fiscalía General del Estado

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| Categoría                     | Plazas                         | Sueldo Mensual Bruto |           |
|-------------------------------|--------------------------------|----------------------|-----------|
|                               |                                | Mínimo               | Máximo    |
| Jefe de Arca (UEA)            | 2                              | 31,499.48            | 34,648.33 |
| Jefe de Grupo                 | 12                             | 4,370.18             | 21,529.28 |
| Jefe de Investigación (UEA)   | 3                              | 28,700.36            | 31,499.48 |
| Licenciado en Derecho         | 13                             | 18,399.98            | 26,205.10 |
| Ministerio Público            | 449                            | 29,041.50            | 44,887.80 |
| Negociador                    | 1                              | 29,718.20            | 32,690.02 |
| Notificador                   | 3                              | 15,536.12            | 15,555.66 |
| Perito (Esp)                  | 175                            | 18,053.58            | 23,203.58 |
| Perito en Medicina            | 35                             | 27,341.50            | 28,698.14 |
| Perito Genetista              | 4                              | 27,341.50            | 28,098.14 |
| Psicólogo                     | 2                              | 14,017.30            | 18,817.30 |
| Secretaria                    | 2                              | 8,246.36             | 9,071.00  |
| Secretaria (UEA)              | 6                              | 10,939.18            | 12,033.10 |
| Secretaria Particular         | 1                              | 26,087.92            | 63,162.12 |
| Secretaria UNESA              | 1                              | 14,348.98            | 15,783.88 |
| Sub Coordinador Grupo FRI UEA | 2                              | 35,957.28            | 39,553.01 |
| Sub Jefe Departamento         | 1                              | 9,706.62             | 10,677.28 |
| Supervisor de Mecanismos      | 1                              | 24,595.24            | 27,054.76 |
| Supervisor Operativo          | 19                             | 21,106.16            | 24,606.16 |
| Técnico en Informática        | 8                              | 11,535.66            | 15,222.10 |
| Técnico IT (UEA)              | 4                              | 10,288.40            | 19,915.72 |
| Técnico Jurídico              | 3                              | 24,899.98            | 27,389.88 |
|                               | <b>Total Confianza</b>         | <b>1,939</b>         |           |
| Analista                      | 96                             | 10,716.74            | 17,261.16 |
| Auxiliar Técnico              | 9                              | 10,172.88            | 11,471.50 |
| Jefe de Oficina "A"           | 2                              | 10,378.38            | 10,476.44 |
| Jefe de Sección "A"           | 4                              | 9,668.68             | 10,279.80 |
| Profesionista                 | 4                              | 20,718.30            | 23,447.90 |
|                               | <b>Total Base</b>              | <b>115</b>           |           |
| Cirujano Dentista "A"         | 2                              | 37,051.38            | 37,421.94 |
| Enfermera General "A"         | 1                              | 24,541.38            | 24,541.38 |
| Médico General "A"            | 3                              | 38,119.92            | 39,032.80 |
| Químico "A"                   | 2                              | 33,427.92            | 34,340.80 |
| Trabajo Social Área Médica    | 1                              | 23,238.58            | 23,238.58 |
|                               | <b>Total Homologados Salud</b> | <b>9</b>             |           |
|                               | <b>Total General</b>           | <b>2,156</b>         |           |

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**Anexo 59**  
**Analítico de Plazas Instituto para la Protección de Personas Defensoras de Derechos Humanos y Periodistas**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Contador  | 1         | 34,282.52            | 34,282.52 |
| Coordinador                                       | 4         | 48,411.40            | 55,893.68 |
| Director  | 1         | 71,895.48            | 83,594.12 |
| Secretaría Técnica                                | 1         | 40,301.14            | 40,301.14 |
| Sub Coordinador                                   | 7         | 34,282.52            | 41,139.02 |
| Titular OIC                                       | 1         | 34,282.52            | 34,282.52 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>15</b> |                      |           |
| Analista  | 2         | 28,263.80            | 28,263.80 |
| Capacitador                                       | 2         | 28,263.80            | 28,263.80 |
| Chofer  | 1         | 16,358.16            | 16,358.16 |
| Recepcionista                                     | 1         | 16,358.16            | 16,358.16 |
| <b>Total Confianza</b>                            | <b>6</b>  |                      |           |
| <b>Total General</b>                              | <b>21</b> |                      |           |

**Anexo 59**  
**Análítico de Plazas Instituto Electoral del Estado de Sinaloa**

| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Consejera/o Electoral                                       | 6          | 96,542.00            | 111,023.00 |
| Consejera/o Presidente                                      | 1          | 136,862.00           | 157,391.00 |
| Coordinadora de Administración                              | 1          | 76,722.00            | 88,230.00  |
| Coordinadora de Capacitación Electoral                      | 1          | 65,619.00            | 75,462.00  |
| Coordinadora de Educación Cívica                            | 1          | 65,619.00            | 75,462.00  |
| Coordinadora de Organización                                | 1          | 65,619.00            | 75,462.00  |
| Coordinadora de Prerrogativas de Partidos Políticos         | 1          | 65,619.00            | 75,462.00  |
| Jefa/e Administrativa/o de Zona                             | 2          | 50,774.00            | 58,390.00  |
| Jefa/e de Comunicación                                      | 1          | 50,774.00            | 58,390.00  |
| Jefa/e de la Unidad de Transparencia                        | 1          | 50,774.00            | 58,390.00  |
| Jefa/e de Participación Ciudadana                           | 1          | 50,774.00            | 58,390.00  |
| Jefa/e de Presidencia                                       | 1          | 50,774.00            | 58,390.00  |
| Jefa/e del Área de Archivo                                  | 1          | 50,774.00            | 58,390.00  |
| Jefa/e del Área de Sistemas Informáticos                    | 1          | 50,774.00            | 58,390.00  |
| Secretaria/o Ejecutiva/o                                    | 1          | 95,908.00            | 110,294.00 |
| Titular de la Unidad Técnica de lo Contencioso              | 1          | 50,774.00            | 58,390.00  |
| Titular de la Unidad Técnica de Vinculación INE y SPEN      | 1          | 50,774.00            | 58,390.00  |
| Titular del Órgano Interno de Control                       | 1          | 65,619.00            | 75,462.00  |
| <b>Total Confianza Mandos Medios y Superiores</b>           | <b>24</b>  |                      |            |
| Analista  | 14         | 35,635.00            | 40,980.00  |
| Analista A  | 4          | 46,827.00            | 53,851.00  |
| Asistente Técnico   | 24         | 27,483.00            | 31,605.00  |
| Auxiliar  | 6          | 17,509.00            | 20,135.00  |
| Auxiliar A  | 6          | 19,176.00            | 22,052.00  |
| Auxiliar de Servicios                                       | 2          | 7,383.00             | 8,490.00   |
| Auxiliar Técnica/o  | 1          | 11,061.00            | 12,720.00  |
| Coordinadora de Educación Cívica del SPEN                   | 1          | 28,792.00            | 34,550.00  |
| Coordinadora de Organización Electoral del SPEN             | 1          | 28,792.00            | 34,550.00  |
| Coordinadora de Participación Ciudadana del SPEN            | 1          | 28,792.00            | 34,550.00  |
| Coordinadora de Prerrogativas y Partidos Políticos del SPEN | 1          | 28,792.00            | 34,550.00  |
| Supervisora   | 36         | 23,220.00            | 26,703.00  |
| Técnica/o de Educación Cívica del SPEN                      | 1          | 24,326.00            | 29,191.00  |
| Técnica/o de Organización Electoral del SPEN                | 1          | 24,326.00            | 29,191.00  |
| Técnica/o de Participación Ciudadana del SPEN               | 1          | 24,326.00            | 29,191.00  |
| Técnica/o de Prerrogativas y Partidos Políticos del SPEN    | 1          | 24,326.00            | 29,191.00  |
| <b>Total Confianza</b>                                      | <b>101</b> |                      |            |
| Auxiliar Electoral  | 39         | 6,940.00             | 7,981.00   |
| Coordinadora Administrativa/o                               | 39         | 11,040.00            | 12,696.00  |
| Coordinadora Electoral                                      | 39         | 11,040.00            | 12,696.00  |
| Intendente  | 39         | 3,718.00             | 4,276.00   |
| Supervisora   | 1          | 23,220.00            | 26,703.00  |
| Veladora  | 39         | 3,718.00             | 4,276.00   |
| <b>Total Honorarios</b>                                     | <b>196</b> |                      |            |
| <b>Total General</b>  | <b>321</b> |                      |            |

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**Anexo 59**  
**Análítico de Plazas Tribunal Electoral del Estado de Sinaloa**

| Categoría   | Plazas    | Sueldo Mensual Bruto |            |
|---|-----------|----------------------|------------|
|   |           | Mínimo               | Máximo     |
| Archivo Jurisdiccional                            | 1         | 32,705.03            | 33,795.20  |
| Coordinación de Enlace Institucional              | 1         | 32,705.03            | 33,795.20  |
| Encargado del Órgano Interno de Control           | 1         | 32,705.03            | 33,795.20  |
| Magistrada Presidente                             | 1         | 122,414.74           | 126,495.23 |
| Magistrados                                       | 4         | 102,650.72           | 106,072.41 |
| Secretaría General                                | 1         | 79,052.89            | 81,687.99  |
| Secretaría Particular de Presidencia              | 1         | 48,972.00            | 50,604.40  |
| Secretaría Técnica                                | 1         | 51,652.74            | 53,374.50  |
| Unidad de Administración y Recursos Humanos       | 1         | 40,914.52            | 42,278.33  |
| Unidad de Apoyo Jurisdiccional                    | 1         | 40,914.52            | 42,278.33  |
| Unidad de Capacitación e Investigación            | 1         | 32,705.03            | 33,795.20  |
| Unidad de Comunicación                            | 1         | 32,705.03            | 33,795.20  |
| Unidad de Igualdad de Derechos                    | 1         | 32,705.03            | 33,795.20  |
| Unidad de Transparencia                           | 1         | 32,705.03            | 33,795.20  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>17</b> |                      |            |
| Actuaría  | 1         | 21,855.50            | 22,584.02  |
| Asistente de Presidencia                          | 1         | 18,675.50            | 19,298.02  |
| Auxiliar Administrativo (A)                       | 3         | 18,675.50            | 19,298.02  |
| Auxiliar Administrativo (B)                       | 1         | 12,826.21            | 13,253.75  |
| Auxiliar de la Unidad de Igualdad de Derechos     | 1         | 19,649.88            | 20,304.85  |
| Auxiliar del Órgano Interno de Control            | 1         | 18,675.50            | 19,298.02  |
| Auxiliar Jurídico (A)                             | 2         | 21,855.50            | 22,584.02  |
| Auxiliar Jurídico (B)                             | 5         | 18,675.50            | 19,298.02  |
| Capitulista                                       | 1         | 15,600.76            | 16,120.79  |
| Chofer  | 1         | 12,826.21            | 13,253.75  |
| Intendente  | 1         | 12,826.21            | 13,253.75  |
| Secretaría Ejecutiva                              | 1         | 15,600.76            | 16,120.79  |
| Secretario de Estudio y Cuenta                    | 10        | 32,705.03            | 33,795.20  |
| <b>Total Confianza</b>                            | <b>29</b> |                      |            |
| <b>Total General</b>                              | <b>46</b> |                      |            |

## Anexo 59

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## Analítico de Plazas Instituto Estatal de Protección Civil de Sinaloa

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director General                                  | 0         | 40,333.68            | 40,333.68 |
| Jefe de Departamento                              | 2         | 14,372.66            | 14,493.52 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>2</b>  |                      |           |
| Asistente   | 1         | 9,125.68             | 10,040.00 |
| Asistente Administrativo                          | 1         | 11,450.52            | 11,450.52 |
| Sub-Jefe Departamento                             | 3         | 10,893.34            | 13,393.32 |
| <b>Total Confianza</b>                            | <b>5</b>  |                      |           |
| Analista  | 5         | 11,933.98            | 17,479.06 |
| Auditar Técnico                                   | 1         | 12,483.98            | 12,483.98 |
| <b>Total Base</b>                                 | <b>6</b>  |                      |           |
| <b>Total General</b>                              | <b>13</b> |                      |           |

**Anexo 59**  
**Analítico de Plazas Comisión Estatal de Atención Integral a Víctimas**

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| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Comisionado Estatal                               | 1         | 42,538.00            | 42,538.00 |
| Director  | 2         | 24,437.24            | 27,969.12 |
| Jefe de Departamento                              | 5         | 18,540.28            | 18,540.28 |
| Jefe de Departamento Adjunto                      | 3         | 18,780.00            | 18,780.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>11</b> |                      |           |
| Asistente   | 5         | 9,089.68             | 9,125.68  |
| Asistente D                                       | 1         | 2,249.46             | 2,249.46  |
| Sub-Jefe de Departamento                          | 12        | 12,893.32            | 12,893.32 |
| <b>Total Confianza</b>                            | <b>18</b> |                      |           |
| Analista  | 1         | 12,872.80            | 12,872.80 |
| <b>Total Base</b>                                 | <b>1</b>  |                      |           |
| <b>Total General</b>                              | <b>30</b> |                      |           |

**Anexo 59****327****Análisis de Plazas Centro de Conciliación Laboral del Estado de Sinaloa**

| Categoría                  | Plazas  | Sueldo Mensual Bruto |           |
|----------------------------|---|----------------------|-----------|
|                            |   | Mínimo               | Máximo    |
| Conciliador                | 4   | 22,944.56            | 22,944.56 |
| Coordinador Administrativo | 1   | 27,415.48            | 27,415.48 |
| Director General           | 1   | 42,538.00            | 42,538.00 |
| Jefe De Departamento       | 2   | 18,540.28            | 18,540.28 |
| Orientador                 | 3   | 22,944.56            | 22,944.56 |
|                            | <b>Total Confianza Mandos Medios y Superiores</b> |                      |           |
|                            | 11  |                      |           |
| Asistente                  | 3   | 10,375.68            | 11,495.68 |
|                            | <b>Total Confianza</b>                            |                      |           |
|                            | 3   |                      |           |
|                            | <b>Total General</b>                              |                      |           |
|                            | 14  |                      |           |

**Anexo 59**  
**Analítico de Plazas Universidad de la Policía del Estado de Sinaloa**

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| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 8         | 27,969.10            | 27,969.10 |
| Jefe de Departamento                              | 20        | 14,242.54            | 18,540.28 |
| Rector (UNIPOL)                                   | 1         | 45,305.18            | 45,305.18 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>29</b> |                      |           |
| Asistente   | 43        | 7,620.00             | 10,930.00 |
| Asistente A                                       | 1         | 12,300.04            | 12,300.04 |
| Sub-Jefe de Departamento                          | 13        | 11,893.32            | 12,893.32 |
| <b>Total Confianza</b>                            | <b>57</b> |                      |           |
| <b>Total General</b>                              | <b>86</b> |                      |           |



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**Anexo 59**  
**Análítico de Plazas Colegio de Bachilleres del Estado de Sinaloa**  
**(COBAES)**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Auxiliar del Responsable del Centro A             | 23         | 15,949.96            | 22,741.50 |
| Auxiliar del Responsable del Centro A Zona III    | 3          | 19,296.96            | 26,825.53 |
| Auxiliar del Responsable del Centro B             | 5          | 22,824.02            | 25,248.60 |
| Auxiliar del Responsable del Centro B Zona III    | 1          | 22,191.60            | 22,191.60 |
| Auxiliar del Responsable del Centro C             | 1          | 21,093.56            | 21,093.56 |
| Auxiliar del Responsable del Centro C Zona III    | 1          | 40,329.40            | 40,329.40 |
| Contralor Interno                                 | 1          | 56,818.48            | 56,818.48 |
| Coordinador de Zona                               | 5          | 52,922.72            | 56,922.72 |
| Director de Área                                  | 8          | 56,818.48            | 62,264.54 |
| Director de Plantel A                             | 43         | 41,196.80            | 63,467.66 |
| Director de Plantel A Zona III                    | 13         | 51,103.36            | 66,232.02 |
| Director de Plantel B                             | 17         | 42,355.14            | 72,965.82 |
| Director de plantel B Zona III                    | 4          | 56,880.74            | 71,685.54 |
| Director de Plantel C                             | 2          | 58,094.90            | 67,496.78 |
| Director General                                  | 1          | 82,261.10            | 82,261.10 |
| Jefe de Departamento                              | 47         | 33,188.86            | 58,582.38 |
| Jefe de Materia                                   | 71         | 24,849.98            | 47,239.54 |
| Jefe de Materia Zona III                          | 9          | 30,642.04            | 48,694.30 |
| Responsable del Centro A                          | 29         | 21,409.36            | 34,040.88 |
| Responsable del Centro A Zona III                 | 9          | 29,632.42            | 35,528.46 |
| Responsable del Centro B                          | 5          | 30,382.02            | 39,448.00 |
| Responsable del Centro C                          | 1          | 39,034.38            | 39,034.38 |
| Responsable del centro C Zona III                 | 1          | 42,271.74            | 42,271.74 |
| Subdirector de Plantel B                          | 20         | 27,645.08            | 53,655.58 |
| Subdirector de Plantel B Zona III                 | 6          | 43,114.28            | 45,553.86 |
| Subdirector de Plantel C                          | 6          | 38,825.98            | 47,898.88 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>342</b> |                      |           |
| Analista Especializado                            | 4          | 10,159.48            | 15,129.70 |
| Analista Técnico                                  | 46         | 9,025.18             | 18,241.92 |
| Analista Técnico Zona III                         | 12         | 10,875.18            | 18,635.66 |
| Auxiliar Administrativo                           | 16         | 6,710.60             | 22,092.28 |
| Auxiliar Administrativo Zona III                  | 1          | 8,057.40             | 13,187.70 |
| Auxiliar de Intendencia                           | 14         | 6,407.98             | 10,191.56 |
| Auxiliar de Intendencia Zona III                  | 3          | 7,720.38             | 12,272.10 |
| Bibliotecario Zona III                            | 1          | 9,855.86             | 14,132.70 |
| Capturista  | 1          | 9,206.14             | 16,197.52 |
| Chofer  | 2          | 6,711.26             | 13,539.26 |
| Conserje  | 14         | 6,407.98             | 14,191.82 |
| Contador  | 3          | 11,249.80            | 25,394.32 |
| Coordinador de Técnicos                           | 23         | 12,774.06            | 29,931.66 |
| Encargado de Orden Prefecto                       | 4          | 8,179.16             | 16,158.56 |
| Encargado de Sala de Cómputo B                    | 3          | 9,599.74             | 11,840.20 |
| Encargado de Sala de Cómputo B Zona III           | 1          | 15,479.76            | 15,479.76 |
| Encargado de Sala de Cómputo C                    | 1          | 11,010.80            | 11,010.80 |
| Encargado de Sala de Cómputo C Zona III           | 1          | 13,321.66            | 13,321.66 |
| Escenógrafo                                       | 1          | 9,190.86             | 14,483.66 |
| Ingeniero en Sistemas                             | 22         | 12,743.96            | 27,285.32 |
| Ingeniero en Sistemas Zona III                    | 21         | 15,387.96            | 34,208.00 |
| Jefe de Oficina                                   | 34         | 13,099.82            | 27,044.42 |
| Jefe de Oficina Zona III                          | 6          | 13,444.48            | 22,377.30 |
| Jefe de Sección                                   | 14         | 10,562.82            | 18,246.86 |
| Mecanógrafa                                       | 1          | 7,099.82             | 13,537.62 |
| Oficial de Servicios                              | 2          | 7,570.96             | 9,463.68  |
| Oficial de Servicios Zona III                     | 1          | 7,762.86             | 7,762.86  |
| Programador                                       | 18         | 10,498.04            | 16,677.06 |
| Programador Zona III                              | 2          | 15,244.80            | 19,637.96 |

**Anexo 59**  
**Análítico de Plazas Colegio de Bachilleres del Estado de Sinaloa**  
**(COBAES)**

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| Categoría                                   | Plazas       | Sueldo Mensual Bruto |           |
|---|--------------|----------------------|-----------|
|   |              | Mínimo               | Máximo    |
| Responsable de Laboratorio Técnico          | 4            | 12,771.52            | 21,881.94 |
| Secretaría de Director de Área              | 3            | 9,812.62             | 15,342.90 |
| Secretaría de Jefe de Oficina               | 1            | 7,676.24             | 12,011.40 |
| Técnico                                     | 107          | 8,589.12             | 19,932.40 |
| Técnico Zona III                            | 26           | 10,355.50            | 16,984.62 |
| Técnico en Mantenimiento                    | 4            | 6,712.10             | 12,559.50 |
| Técnico en Mantenimiento Zona III           | 3            | 9,651.26             | 12,063.92 |
| Técnico Especializado                       | 106          | 11,277.36            | 30,873.68 |
| Técnico Especializado Zona III              | 18           | 13,444.48            | 27,187.06 |
| Vigilante                                   | 114          | 8,709.32             | 10,516.26 |
| Vigilante Zona III                          | 34           | 8,059.08             | 12,810.64 |
| <b>Total Confianza</b>                      | <b>692</b>   |                      |           |
| Analista Técnico                            | 3            | 9,025.18             | 18,241.92 |
| Auxiliar Administrativo                     | 166          | 6,710.60             | 22,092.26 |
| Auxiliar Administrativo Zona III            | 40           | 8,057.40             | 13,167.70 |
| Auxiliar de Biblioteca                      | 5            | 7,099.82             | 9,740.56  |
| Auxiliar de Biblioteca Zona III             | 9            | 8,550.68             | 12,321.32 |
| Auxiliar de Intendencia                     | 159          | 6,407.98             | 10,191.56 |
| Auxiliar de Intendencia Zona III            | 42           | 7,720.38             | 12,272.10 |
| Bibliotecario                               | 42           | 7,375.94             | 12,604.90 |
| Bibliotecario Zona III                      | 13           | 9,855.88             | 14,132.70 |
| Capturista                                  | 7            | 9,206.14             | 16,197.52 |
| Chofer                                      | 7            | 6,711.26             | 13,539.26 |
| Conserje                                    | 10           | 6,407.98             | 14,191.82 |
| Coordinador de Técnicos                     | 1            | 12,774.06            | 29,931.68 |
| Encargado de Orden Prefecto                 | 124          | 8,179.10             | 16,158.56 |
| Encargado de Orden Prefecto Zona III        | 30           | 10,749.08            | 15,668.34 |
| Escenógrafo                                 | 1            | 9,190.88             | 14,483.66 |
| Jefe de Oficina                             | 3            | 13,099.82            | 27,044.42 |
| Jefe de Oficina Zona III                    | 1            | 13,444.48            | 22,377.30 |
| Jefe de Sección                             | 4            | 10,662.82            | 18,246.88 |
| Laboratorista Zona III                      | 1            | 15,190.64            | 15,190.64 |
| Mensajero                                   | 2            | 8,598.02             | 10,181.76 |
| Programador                                 | 29           | 10,498.04            | 16,677.06 |
| Programador Zona III                        | 10           | 15,244.80            | 19,637.96 |
| Responsable de Laboratorio Técnico          | 68           | 12,771.52            | 21,881.94 |
| Responsable de Laboratorio Técnico Zona III | 20           | 15,431.38            | 24,516.18 |
| Secretaría de Director de Área              | 2            | 9,812.62             | 15,342.90 |
| Secretaría de Director de Plantel           | 1            | 9,480.14             | 9,480.14  |
| Secretaría de Director General              | 1            | 21,013.14            | 21,013.14 |
| Secretaría de Jefe de Oficina               | 3            | 7,676.24             | 12,011.40 |
| Técnico                                     | 28           | 8,589.12             | 19,932.40 |
| Técnico Zona III                            | 1            | 10,355.50            | 16,984.62 |
| Técnico en Mantenimiento                    | 15           | 6,712.10             | 12,559.50 |
| Técnico en Mantenimiento Zona III           | 3            | 9,651.26             | 12,063.92 |
| Técnico Especializado                       | 30           | 11,277.36            | 30,873.68 |
| Técnico Especializado Zona III              | 1            | 13,444.48            | 27,187.06 |
| Vigilante Zona III                          | 1            | 8,059.08             | 12,810.64 |
| <b>Total Base</b>                           | <b>883</b>   |                      |           |
| <b>Total General</b>                        | <b>1,917</b> |                      |           |

### Anexo 59 Analítico de Plazas Universidad Autónoma de Occidente

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Abogado General                                   | 1          | 31,774.00            | 31,774.00 |
| Contralor Universitario                           | 1          | 39,655.89            | 39,655.89 |
| Coordinador                                       | 3          | 31,534.81            | 31,534.81 |
| Director de Área A                                | 0          | 22,225.99            | 22,225.99 |
| Director de Área B                                | 2          | 25,415.99            | 25,415.99 |
| Director de Área C                                | 11         | 31,773.99            | 31,773.99 |
| Director de Radio                                 | 0          | 19,341.01            | 19,341.01 |
| Director de Unidad A                              | 0          | 24,713.01            | 24,713.01 |
| Director de Unidad B                              | 1          | 25,811.01            | 25,811.01 |
| Director del Cele                                 | 1          | 25,717.01            | 25,717.01 |
| Jefe de Departamento Académico A                  | 2          | 14,594.73            | 14,594.73 |
| Jefe de Departamento Académico B                  | 15         | 16,779.73            | 16,779.73 |
| Jefe de Departamento Administrativo A             | 1          | 16,639.56            | 16,639.56 |
| Jefe de Departamento Administrativo B             | 24         | 20,279.56            | 20,279.56 |
| Jefe de Departamento Administrativo C             | 22         | 21,432.56            | 21,432.56 |
| Jefe Depto Admvo de Unidad A                      | 1          | 12,834.73            | 12,834.73 |
| Jefe Depto Admvo de Unidad B                      | 4          | 13,904.73            | 13,904.73 |
| Jefe Depto Admvo de Unidad C                      | 10         | 16,844.73            | 16,844.73 |
| Rector  | 1          | 62,214.50            | 62,214.50 |
| Secretario Particular del Rector                  | 0          | 23,515.79            | 23,515.79 |
| Secretario Técnico                                | 0          | 25,152.85            | 25,152.85 |
| Subdirector de Área                               | 1          | 21,075.45            | 21,075.45 |
| Subdirector de Área A                             | 4          | 26,465.30            | 26,465.30 |
| Subdirector de Unidad A                           | 0          | 15,475.11            | 15,475.11 |
| Subdirector de Unidad B                           | 8          | 20,946.99            | 20,946.99 |
| Vicerector  | 0          | 45,550.93            | 45,550.93 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>113</b> |                      |           |
| Asistente de Área                                 | 36         | 10,908.24            | 10,908.24 |
| Auxiliar Administrativo A                         | 19         | 6,608.43             | 6,608.43  |
| Auxiliar Administrativo B                         | 18         | 7,792.65             | 7,792.65  |
| Auxiliar Administrativo C                         | 39         | 9,319.95             | 9,319.95  |
| Bibliotecario                                     | 2          | 6,608.43             | 6,608.43  |
| Chofer A  | 1          | 6,433.17             | 6,433.17  |
| Coord. de Programa Educativo A                    | 17         | 14,153.31            | 14,153.31 |
| Coord. de Programa Educativo B                    | 55         | 15,393.31            | 15,393.31 |
| Coord. de Programa Educativo C                    | 10         | 16,533.31            | 16,533.31 |
| Diseñador Gráfico                                 | 3          | 10,054.81            | 10,054.81 |
| Encargado de Centro de Cómputo                    | 6          | 10,054.81            | 10,054.81 |
| Encargado de Conmutador                           | 0          | 5,086.19             | 5,086.19  |
| Encargado de Fotocopiado                          | 0          | 5,684.06             | 5,684.06  |
| Encargado de Laboratorio A                        | 8          | 6,608.41             | 6,608.41  |
| Encargado de Laboratorio B                        | 1          | 10,376.86            | 10,376.86 |
| Encargado del Ceta                                | 4          | 10,908.24            | 10,908.24 |
| Instructor A                                      | 0          | 4,646.92             | 4,646.92  |
| Instructor B                                      | 3          | 4,215.71             | 4,215.71  |
| Instructor C                                      | 7          | 5,986.17             | 5,986.17  |
| Instructor D                                      | 14         | 6,608.42             | 6,608.42  |
| Instructor E                                      | 2          | 8,302.65             | 8,302.65  |
| Intendente  | 15         | 4,082.53             | 4,082.53  |
| Intendente A                                      | 54         | 5,986.17             | 5,986.17  |
| Jardinero   | 5          | 5,986.17             | 5,986.17  |
| Jefe de Área A                                    | 13         | 15,010.26            | 15,010.26 |
| Jefe de Área de Unidad                            | 2          | 10,908.24            | 10,908.24 |
| Jefe de Área de Unidad A                          | 44         | 14,456.92            | 14,456.92 |
| Jefe de Área de Unidad B                          | 40         | 15,062.92            | 15,062.92 |
| Jefe de Centeve                                   | 2          | 13,965.92            | 13,965.92 |

**Anexo 59**  
**Analítico de Plazas Universidad Autónoma de Occidente**

| Categoría                                    | Plazas       | Sueldo Mensual Bruto |           |
|--|--------------|----------------------|-----------|
|  |              | Mínimo               | Máximo    |
| Jefe de Mantenimiento                        | 0            | 6,932.55             | 6,932.55  |
| Jefe de Sección A                            | 3            | 10,908.24            | 10,908.24 |
| Jefe de Sección B                            | 63           | 15,253.25            | 15,253.25 |
| Jefe de Sección C                            | 61           | 17,073.25            | 17,073.25 |
| Jefe de Sección de Unidad A                  | 53           | 14,456.92            | 14,456.92 |
| Jefe Depto. Produc. y Program.               | 0            | 13,215.93            | 13,215.93 |
| Laboratorista                                | 0            | 6,932.55             | 6,932.55  |
| Oficial de Herrero                           | 0            | 5,986.17             | 5,986.17  |
| Operador de Audio                            | 1            | 6,608.43             | 6,608.43  |
| Productor A                                  | 0            | 7,792.65             | 7,792.65  |
| Productor B                                  | 0            | 8,719.95             | 8,719.95  |
| Profesor Asignatura Titulado de Licenciatura | 6            | 5,650.91             | 5,650.91  |
| Profesor Asignatura Titulado de Licenciatura | 6            | 360.91               | 360.91    |
| Profesor Asignatura Titulado de Licenciatura | 8            | 5,413.61             | 5,413.61  |
| Profesor Técnico Docente                     | 4            | 5,775.92             | 5,775.92  |
| Profesor Técnico Docente                     | 4            | 385.06               | 385.06    |
| Representante ante Unesco                    | 0            | 13,217.24            | 13,217.24 |
| Secretaría Ejecutiva                         | 2            | 6,276.08             | 6,276.08  |
| Supervisor Académico                         | 2            | 7,792.65             | 7,792.65  |
| Técnico de Grabaciones A                     | 1            | 6,608.43             | 6,608.43  |
| Velador                                      | 6            | 5,986.17             | 5,986.17  |
| Vigilante                                    | 15           | 5,986.17             | 5,986.17  |
| Vigilante de Unidad                          | 18           | 4,785.83             | 4,785.83  |
| <b>Total Confianza</b>                       | <b>671</b>   |                      |           |
| Analista                                     | 162          | 7,758.22             | 7,758.22  |
| Auxiliar Técnico                             | 87           | 7,232.19             | 7,232.19  |
| Jefe de Maquinaria y Equipo                  | 40           | 8,624.53             | 8,624.53  |
| Jefe de Oficina A                            | 64           | 6,944.39             | 6,944.39  |
| Jefe de Sección                              | 15           | 6,760.61             | 6,760.61  |
| Profesor Asig. Categoría A                   | 119          | 4,096.58             | 4,096.58  |
| Profesor Asig. Categoría A                   | 119          | 6,144.84             | 6,144.84  |
| Profesor Asig. Categoría A                   | 119          | 409.66               | 409.66    |
| Profesor Asig. Categoría A                   | 119          | 2,048.31             | 2,048.31  |
| Profesor Asig. Categoría B                   | 70           | 4,624.39             | 4,624.39  |
| Profesor Asig. Categoría B                   | 70           | 2,312.20             | 2,312.20  |
| Profesor Asig. Categoría B                   | 70           | 6,936.59             | 6,936.59  |
| Profesor Asig. Categoría B                   | 70           | 462.44               | 462.44    |
| Profesor Asig. Categoría C                   | 58           | 2,569.69             | 2,569.69  |
| Profesor Asig. Categoría C                   | 58           | 7,709.05             | 7,709.05  |
| Profesor Asig. Categoría C                   | 58           | 513.94               | 513.94    |
| Profesor Asig. Categoría C                   | 58           | 5,139.36             | 5,139.36  |
| Profesor Carrera Medio Tiempo A              | 42           | 9,982.75             | 9,982.75  |
| Profesor Carrera Medio Tiempo B              | 103          | 11,438.47            | 11,438.47 |
| Profesor Carrera Medio Tiempo C              | 18           | 13,421.96            | 13,421.96 |
| Profesor Carrera Medio Tiempo D              | 5            | 15,633.27            | 15,633.27 |
| Profesor Carrera Tiempo Completo A           | 70           | 19,965.46            | 19,965.46 |
| Profesor Carrera Tiempo Completo B           | 60           | 22,876.94            | 22,876.94 |
| Profesor Carrera Tiempo Completo C           | 173          | 26,843.84            | 26,843.84 |
| Profesor Carrera Tiempo Completo D           | 33           | 31,266.57            | 31,266.57 |
| Profesor Investigador Tiempo Completo        | 52           | 36,488.70            | 36,488.70 |
| <b>Total Base</b>                            | <b>1,932</b> |                      |           |
| <b>Total General</b>                         | <b>2,716</b> |                      |           |

## Anexo 59

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## Análisis de Plazas Escuela Normal de Especialización del Estado de Sinaloa

| Categoría                                  | Plazas     | Sueldo Mensual Bruto |           |
|--|------------|----------------------|-----------|
|  |            | Mínimo               | Máximo    |
| Oficial Administrativo D                   | 11         | 10,591.26            | 17,749.24 |
| Oficial De Servicios D                     | 7          | 8,519.30             | 9,373.00  |
| Prof. Asig. E. S. B.                       | 26         | 1,421.52             | 13,133.66 |
| Prof. Enseñanzas Sup. Tít. A 1/2 Tmpo.     | 5          | 18,274.10            | 18,762.02 |
| Profesor Enseñanzas Sup. Asoc. B 1/2 Tmpo. | 5          | 13,245.34            | 13,245.34 |
| Profesor Enseñanzas Sup. Asociado C 3/4    | 1          | 21,357.18            | 21,357.18 |
| Profesor Enseñanzas Sup. Tít. A T/C        | 1          | 50,670.32            | 50,670.32 |
| Profesor Enseñanzas Superior Tít. B T/C    | 4          | 41,294.92            | 41,871.62 |
| Profr. Ens. Sup. Asoc. A 1/2 Tiempo        | 1          | 11,984.24            | 11,984.24 |
| Profr. Ens. Sup. Tít. C T/C                | 5          | 37,084.50            | 72,458.56 |
| Profr. Enseñanzas Sup. Asoc. C 1/2 Tmpo.   | 6          | 13,165.28            | 16,336.02 |
| Técnico Docente Asociado A 1/2 T           | 4          | 9,344.98             | 9,344.98  |
| Técnico Docente Asociado A 3/4 T           | 4          | 14,804.30            | 22,555.36 |
| Técnico Docente Asociado A T/C             | 1          | 21,884.26            | 21,884.26 |
| Técnico Docente Asociado B 1/2 Tmpo.       | 6          | 8,879.72             | 11,353.36 |
| Técnico Docente Asociado B 3/4 Tiempo      | 4          | 16,331.88            | 16,331.88 |
| Técnico Docente Asociado B T/C             | 5          | 17,744.02            | 34,041.36 |
| Técnico Docente Ens. Sup. Asoc. C 3/4 Tmpo | 2          | 15,895.70            | 17,718.44 |
| Técnico Docente Ens. Sup. Asoc. C T/C      | 2          | 23,274.14            | 23,274.14 |
| Técnico Docente Titular A 1/2 Tiempo       | 1          | 13,244.42            | 13,244.42 |
| Técnico Docente Titular A 3/4 Tiempo       | 2          | 19,205.48            | 19,205.48 |
| <b>Total Base</b>                          | <b>103</b> |                      |           |
| <b>Total General</b>                       | <b>103</b> |                      |           |

**Anexo 59****334****Análítico de Plazas Instituto Sinaloense de Cultura Física y el Deporte (ISDE)**

| Categoría   | Plazas    | Sueldo Mensual Bruto |            |
|---|-----------|----------------------|------------|
|   |           | Mínimo               | Máximo     |
| Director de Área                                  | 5         | 32,517.14            | 78,369.08  |
| Director General                                  | 1         | 52,795.62            | 114,385.98 |
| Jefe de Departamento                              | 25        | 23,960.58            | 57,172.02  |
| Subdirector de Área                               | 1         | 24,550.71            | 67,550.72  |
| Subdirector General                               | 1         | 39,999.90            | 87,499.91  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>33</b> |                      |            |
| Coordinador de Área                               | 19        | 19,975.90            | 46,497.33  |
| Promotor de Área                                  | 13        | 14,844.18            | 39,818.13  |
| Subpromotor de Área                               | 13        | 8,724.93             | 29,614.66  |
| <b>Total Confianza</b>                            | <b>45</b> |                      |            |
| <b>Total General</b>                              | <b>78</b> |                      |            |

**Anexo 59**  
**Análisis de Plazas Colegio de Sinaloa**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 3         | 28,500.00            | 40,000.00 |
| Jefe de Departamento                              | 5         | 14,250.00            | 35,000.00 |
| Presidente  | 1         | 55,821.00            | 70,000.00 |
| Secretaría General                                | 1         | 33,964.00            | 56,000.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>10</b> |                      |           |
| Auxiliar de Biblioteca                            | 1         | 5,720.00             | 10,000.00 |
| Auxiliar de Contabilidad                          | 2         | 7,700.00             | 16,000.00 |
| Auxiliar Editorial y de Comunicación              | 2         | 7,700.00             | 16,000.00 |
| Diseñador Editorial y Gráfico                     | 2         | 6,820.00             | 12,000.00 |
| Encargado de Biblioteca                           | 1         | 13,000.00            | 20,000.00 |
| Intendente  | 2         | 5,830.00             | 10,000.00 |
| Secretaría de Presidencia                         | 1         | 11,500.00            | 16,000.00 |
| Secretaría Ejecutiva                              | 1         | 6,600.00             | 10,000.00 |
| Técnicos Muscografos y de Sonido                  | 2         | 8,600.00             | 15,000.00 |
| Velador   | 2         | 5,500.00             | 10,000.00 |
| <b>Total Confianza</b>                            | <b>16</b> |                      |           |
| <b>Total General</b>                              | <b>26</b> |                      |           |

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**Anexo 59**  
**Analítico de Plazas Instituto Sinaloense de Cultura**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Director  | 9          | 24,160.36            | 24,161.04 |
| Director General                                  | 1          | 42,709.62            | 42,709.62 |
| Jefe de Departamento                              | 18         | 11,233.42            | 15,080.38 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>28</b>  |                      |           |
| Asistente   | 1          | 7,725.68             | 7,725.68  |
| Asistente Académico                               | 1          | 1,357.28             | 1,357.28  |
| Asistente Relaciones Pub. A                       | 1          | 4,732.16             | 4,732.16  |
| Auxiliar de Museografía A                         | 2          | 3,821.06             | 3,821.06  |
| Capturista A                                      | 1          | 8,549.90             | 8,549.90  |
| Capturista B                                      | 1          | 5,955.78             | 5,955.78  |
| Chofer  | 0          | 2,332.44             | 2,332.44  |
| Custodio  | 1          | 3,332.44             | 3,332.44  |
| Encargado de Mantenimiento                        | 1          | 4,065.82             | 4,065.82  |
| Guía Cultural A                                   | 1          | 6,135.56             | 6,135.56  |
| Instructor (Taller de Danza)                      | 1          | 1,515.36             | 1,515.36  |
| Instructor de Coro                                | 1          | 3,326.90             | 3,326.90  |
| Instructor de Danza Folklórica B                  | 1          | 1,086.12             | 1,086.12  |
| Maestro Artes Plásticas                           | 1          | 2,769.66             | 2,769.66  |
| Maestro Artes Plásticas B                         | 1          | 1,120.30             | 1,120.30  |
| Maestro Taller Artes Plásticas                    | 1          | 1,513.50             | 1,513.50  |
| Maestro Taller Grabado en Mad                     | 1          | 1,013.94             | 1,013.94  |
| Secretaria D                                      | 1          | 3,487.72             | 3,487.72  |
| Secretaria E                                      | 1          | 2,561.20             | 2,561.20  |
| Sub-Jefe de Dpto.                                 | 1          | 10,893.34            | 10,893.34 |
| Templetero  | 1          | 3,821.06             | 3,821.06  |
| Velador   | 1          | 2,332.44             | 2,332.44  |
| <b>Total Confianza</b>                            | <b>22</b>  |                      |           |
| Analista  | 144        | 10,716.74            | 18,979.08 |
| Asesor Acad. 40 Hrs.                              | 2          | 14,306.32            | 14,836.00 |
| Auxiliar Técnico                                  | 13         | 10,172.88            | 10,953.26 |
| Jefe de Oficina A                                 | 1          | 9,865.34             | 9,865.34  |
| Jefe de Sección A                                 | 3          | 9,668.68             | 10,181.74 |
| Profesionista                                     | 3          | 21,559.72            | 22,841.10 |
| <b>Total Base</b>                                 | <b>166</b> |                      |           |
| Psicólogo Clínico                                 | 1          | 30,571.92            | 30,571.92 |
| Trabajo Social Área Médica                        | 1          | 22,275.38            | 22,275.38 |
| <b>Total Homologados Salud</b>                    | <b>2</b>   |                      |           |
| <b>Total General</b>                              | <b>218</b> |                      |           |



**Anexo 59**  
**Análítico de Plazas Universidad Autónoma Indígena de México**

| Categoría   | Plazas | Sueldo Mensual Bruto |           |
|---|--------|----------------------|-----------|
|   |        | Mínimo               | Máximo    |
| Asesor de Rectoría  | 1      | 14,500.00            | 16,000.00 |
| Asistente   | 4      | 9,100.00             | 10,300.00 |
| Asistente de Contraloría  | 1      | 4,200.00             | 4,300.00  |
| Auxiliar Administrativo   | 56     | 4,500.00             | 6,800.00  |
| Auxiliar Contable   | 3      | 4,100.00             | 5,400.00  |
| Auxiliar de Albergue Varonil                                    | 1      | 4,100.00             | 5,100.00  |
| Auxiliar de Biblioteca  | 6      | 5,200.00             | 7,100.00  |
| Auxiliar de Comedor   | 22     | 4,900.00             | 5,700.00  |
| Auxiliar de Disco Gráfico                                       | 1      | 4,400.00             | 4,800.00  |
| Auxiliar de Escolar   | 4      | 4,200.00             | 10,697.00 |
| Auxiliar de Mantenimiento                                       | 12     | 4,100.00             | 8,500.00  |
| Auxiliar de Planeación  | 1      | 2,700.00             | 3,100.00  |
| Auxiliar de Posgrado  | 1      | 5,700.00             | 6,400.00  |
| Auxiliar de Recursos Humanos                                    | 2      | 10,700.00            | 12,200.00 |
| Auxiliar de Servicio Social                                     | 1      | 6,200.00             | 7,400.00  |
| Auxiliar de Soporte Técnico                                     | 2      | 3,800.00             | 5,500.00  |
| Bibliotecario   | 1      | 4,100.00             | 5,800.00  |
| Chofer  | 3      | 4,700.00             | 5,200.00  |
| Cocinera  | 4      | 4,600.00             | 11,900.00 |
| Comisionado de Biblioteca                                       | 1      | 4,500.00             | 5,000.00  |
| Comisionado de Mantenimiento                                    | 1      | 6,500.00             | 7,800.00  |
| Comisionado del Sistema de Gestión de Calidad                   | 1      | 5,000.00             | 5,800.00  |
| Contralor Interno   | 1      | 7,700.00             | 8,900.00  |
| Cordinador de Programa Educativo Lic. en Turismo                | 1      | 6,300.00             | 7,600.00  |
| Cordinador General Administrativo                               | 1      | 8,800.00             | 12,100.00 |
| Cordinador General de Investigación                             | 1      | 17,400.00            | 24,400.00 |
| Cordinador de Programa Educativo de Ing. Forestal               | 1      | 10,400.00            | 11,600.00 |
| Cordinador de Programa Educativo de Lic. en Contaduría          | 4      | 9,800.00             | 14,900.00 |
| Cordinador de Programa Educativo de Lic. en Sociología          | 2      | 9,300.00             | 13,700.00 |
| Cordinador de Programa Educativo en Sistemas Computacionales    | 2      | 9,400.00             | 13,000.00 |
| Cordinador General de Programa Educativo                        | 1      | 9,800.00             | 14,900.00 |
| Cordinador Programa Educativo Ingeniería en Sistemas de Calidad | 1      | 10,900.00            | 14,900.00 |
| Director Académico de Unidad                                    | 1      | 9,400.00             | 13,700.00 |
| Director de Planeación y Desarrollo                             | 1      | 14,500.00            | 14,900.00 |
| Director de Servicios Escolares                                 | 1      | 12,700.00            | 17,500.00 |
| Director de Servicios Jurídicos                                 | 1      | 6,800.00             | 7,200.00  |
| Director de Vinculación   | 1      | 9,400.00             | 13,700.00 |
| Director de Vinculación y Prog. Esp.                            | 3      | 13,500.00            | 15,000.00 |
| Director General de Unidad                                      | 1      | 9,400.00             | 13,700.00 |
| Directora Área Administrativa Unidad Mochicahui                 | 1      | 9,400.00             | 13,700.00 |
| Directora Área Administrativa Unidad Mochis                     | 1      | 9,400.00             | 13,700.00 |
| Directora Área Administrativa Unidad Virtual                    | 1      | 9,400.00             | 13,700.00 |
| Directora General de Unidad Choix                               | 1      | 6,500.00             | 6,900.00  |
| Directora General de Unidad Mochicahui                          | 1      | 9,400.00             | 13,700.00 |
| Directora General de Unidad Mochis                              | 1      | 9,400.00             | 13,700.00 |
| Diseñador Gráfico   | 1      | 5,200.00             | 6,300.00  |
| Encargado de Albergue Femenil                                   | 1      | 4,200.00             | 4,700.00  |
| Encargado de Albergue Varonil                                   | 1      | 7,800.00             | 8,100.00  |
| Encargado de Bodega   | 2      | 3,500.00             | 4,000.00  |
| Encargado de Despacho de Coordinación General                   | 1      | 10,800.00            | 15,700.00 |
| Encargado de Laboratorio  | 1      | 6,800.00             | 7,300.00  |
| Encargado de Radio Uaim   | 1      | 5,100.00             | 5,800.00  |
| Encargado de Servicio Social                                    | 1      | 10,800.00            | 11,900.00 |
| Encargado de Servicios Multimedia                               | 1      | 8,000.00             | 9,300.00  |
| Encargado de Turno de Comedor                                   | 5      | 5,300.00             | 6,100.00  |
| Encargado del Centro de Cómputo                                 | 3      | 6,200.00             | 7,900.00  |

**Anexo 59**  
**Analítico de Plazas Universidad Autónoma Indígena de México**

| Categoría  | Plazas     | Sueldo Mensual Bruto |           |
|--|------------|----------------------|-----------|
|  |            | Mínimo               | Máximo    |
| Encargado del Despacho de Dirección              | 1          | 8,800.00             | 11,000.00 |
| Enfermera  | 2          | 4,000.00             | 5,000.00  |
| Facilitador de Asignatura                        | 17         | 5,900.00             | 6,200.00  |
| Facilitador Educativa TC B                       | 6          | 10,800.00            | 17,700.00 |
| Facilitador Educativo                            | 47         | 8,800.00             | 12,100.00 |
| Facilitador Educativo TC A                       | 39         | 9,400.00             | 13,700.00 |
| Facilitador Educativo TC C                       | 4          | 12,700.00            | 17,500.00 |
| Intendente                                       | 18         | 3,800.00             | 8,500.00  |
| Jefe de Departamento de Información y Evaluación | 1          | 9,700.00             | 10,800.00 |
| Jefe de Departamento de Recursos Humanos         | 1          | 3,900.00             | 4,400.00  |
| Jefe de Departamento Oficina OTT                 | 1          | 8,900.00             | 11,600.00 |
| Jefe de Depto. de Prod. Edil.                    | 1          | 12,700.00            | 18,400.00 |
| Jefe de Difusión Cultural                        | 1          | 7,900.00             | 8,400.00  |
| Jefe de Intendencia                              | 1          | 3,800.00             | 8,500.00  |
| Jefe de Mantenimiento                            | 1          | 9,300.00             | 13,000.00 |
| Jefe de Servicios Escolares                      | 1          | 9,400.00             | 13,400.00 |
| Promotor de Cultura                              | 1          | 6,100.00             | 8,500.00  |
| Rector   | 1          | 44,800.00            | 48,200.00 |
| Responsable Bufete Jurídico                      | 2          | 9,400.00             | 13,700.00 |
| Secretario General                               | 1          | 10,800.00            | 16,500.00 |
| Secretario Técnico Operativo                     | 1          | 9,400.00             | 11,600.00 |
| Supervisor Administrativo                        | 1          | 10,300.00            | 11,900.00 |
| Vigilante  | 24         | 4,100.00             | 4,600.00  |
| <b>Total Base</b>                                | <b>350</b> |                      |           |
| <b>Total General</b>                             | <b>350</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Servicios de Educación Pública Descentralizada del**  
**Estado de Sinaloa (SEPDES)**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Director de Área  | 3          | 9,806.10             | 10,509.10 |
| Director General  | 1          | 16,834.88            | 17,496.04 |
| Jefe de Departamento                                    | 22         | 7,366.32             | 7,798.22  |
| Secretario Particular de SPS-33                         | 1          | 7,688.78             | 8,427.14  |
| Subdirector de Área                                     | 5          | 7,720.62             | 7,810.62  |
| <b>Total Confianza Mandos Medios y Superiores</b>       | <b>32</b>  |                      |           |
| Analista Administrativo                                 | 7          | 9,723.90             | 16,649.48 |
| Analista Programador B                                  | 2          | 10,960.40            | 17,573.30 |
| Asistente de Almacén                                    | 64         | 9,046.34             | 16,649.48 |
| Auxiliar de Administrador                               | 21         | 9,043.68             | 16,646.82 |
| Auxiliar de Manejador de Valores                        | 6          | 9,043.68             | 16,646.82 |
| Chofer de Director de Área                              | 1          | 9,043.68             | 16,646.82 |
| Chofer de SPS   | 1          | 9,721.24             | 16,646.82 |
| Columnista  | 1          | 9,043.68             | 16,646.82 |
| Coordinador de Profesores Dictaminadores                | 9          | 10,953.26            | 17,254.74 |
| Coordinador de Técnico en Computación                   | 5          | 9,932.40             | 16,646.82 |
| Especialista en Teleinformática                         | 1          | 12,349.12            | 18,953.50 |
| Especialista Técnico                                    | 7          | 9,721.24             | 16,646.82 |
| Jefe de Oficina   | 14         | 10,880.18            | 17,485.34 |
| Oficial Técnico   | 5          | 9,043.68             | 16,646.82 |
| Responsable de Fondos y Valores                         | 2          | 9,360.94             | 16,649.48 |
| Secretaría Ejecutiva A                                  | 1          | 12,349.12            | 18,953.50 |
| Secretaría Ejecutiva B                                  | 4          | 10,960.40            | 17,573.30 |
| Secretaría Ejecutiva C                                  | 10         | 9,935.06             | 16,649.48 |
| Secretaría Ejecutiva D                                  | 23         | 9,358.28             | 16,646.82 |
| Supervisor  | 4          | 9,358.28             | 16,646.82 |
| Supervisor Administrativo                               | 2          | 9,360.94             | 16,649.48 |
| Técnico Especializado                                   | 31         | 10,880.18            | 17,485.34 |
| Técnico Superior  | 69         | 12,416.18            | 19,020.54 |
| <b>Total Confianza</b>                                  | <b>290</b> |                      |           |
| Abogado   | 3          | 10,850.34            | 17,455.54 |
| Administrativo Especializado                            | 1,485      | 9,043.68             | 16,646.84 |
| Analista Administrativo                                 | 79         | 10,182.78            | 16,649.48 |
| Asesor Técnicos Pedagógicos de Educación Telesecundaria | 23         | 27,643.19            | 38,392.80 |
| Asistente de Cocina                                     | 82         | 9,046.34             | 16,649.48 |
| Asistente de Servicios en Plantel                       | 2,100      | 9,046.34             | 16,649.48 |
| Asistente de Servicios y Mantenimiento                  | 171        | 9,046.34             | 16,649.48 |
| Asistente Especial de Servicio Naval                    | 3          | 9,046.34             | 16,649.48 |
| ATP Sec Especial  | 10         | 18,727.68            | 25,044.68 |
| ATP Sec Física  | 13         | 28,882.56            | 38,682.88 |
| ATP Sec Generales                                       | 4          | 28,896.52            | 38,579.62 |
| ATP Sec Preescolar                                      | 73         | 18,161.98            | 24,370.17 |
| ATP Sec Primarias                                       | 50         | 18,115.58            | 24,210.02 |
| ATP Sec Técnicas  | 4          | 28,896.52            | 38,579.62 |
| Auxiliar Administrativo                                 | 4          | 11,548.42            | 12,281.90 |
| Auxiliar de Administrador                               | 123        | 9,046.34             | 16,649.48 |
| Auxiliar de Servicios y Mantenimiento en Plantel        | 76         | 9,046.34             | 16,649.48 |
| Ayte. B de Taller de Enseñ. Agrope                      | 3          | 12,235.16            | 22,241.35 |
| Ayte. G de Taller Foráneo                               | 5          | 15,210.80            | 25,904.95 |
| Ayudante Administrativo                                 | 46         | 9,046.34             | 16,649.48 |
| Ayudante de Trabajo Social                              | 22         | 9,046.34             | 16,649.48 |
| Ayudante F de Taller Foráneo                            | 1          | 11,451.40            | 21,201.87 |
| Ayudante Taller de Primaria                             | 3          | 6,570.12             | 15,744.65 |
| Chofer  | 20         | 9,358.74             | 16,649.48 |
| Cocinera  | 84         | 9,536.86             | 16,649.48 |
| Coordinador de Técnica en Computación                   | 1          | 10,180.12            | 16,646.82 |

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**Anexo 59**  
**Análítico de Plazas Servicios de Educación Pública Descentralizada del**  
**Estado de Sinaloa (SEPDES)**

| Categoría  | Plazas | Sueldo Mensual Bruto |            |
|--|--------|----------------------|------------|
|  |        | Mínimo               | Máximo     |
| Dentista Cirujano  | 1      | 11,935.46            | 18,524.86  |
| Director Bilingüe de Educación Preescolar Indígena         | 3      | 15,605.89            | 66,617.68  |
| Director Bilingüe de Educación Primaria Indígena           | 7      | 15,625.11            | 69,503.52  |
| Director de Escuela Sec. Tec. For.                         | 99     | 40,753.23            | 141,725.24 |
| Director de Primaria, Foráneo                              | 705    | 16,336.69            | 73,054.02  |
| Director de Secundaria para Trabajadores, Foráneos         | 1      | 35,156.31            | 133,014.48 |
| Director Educación Básica para Adultos Nocturno            | 55     | 8,447.36             | 41,050.70  |
| Director Escuela Educación Especial                        | 275    | 16,536.57            | 74,184.28  |
| Director Escuela Secundaria Foránea                        | 54     | 41,049.20            | 142,492.66 |
| Director Maestro de Telesecundaria                         | 98     | 36,797.49            | 136,873.39 |
| Directora de Jardín de Niños, Foránea                      | 352    | 16,332.83            | 73,050.02  |
| Directora para Cedi  | 8      | 21,343.99            | 98,041.48  |
| Ecónomo (uso exclusivo de planteles)                       | 11     | 9,538.86             | 16,649.48  |
| Educadora Cedi   | 90     | 16,051.46            | 81,792.32  |
| Electricista   | 2      | 9,043.68             | 16,646.82  |
| Enfermera  | 3      | 9,358.28             | 16,646.82  |
| Enfermera Especializada                                    | 6      | 9,723.90             | 16,649.48  |
| Especialista de Servicio Naval                             | 5      | 9,536.86             | 16,649.48  |
| Especialista Técnico                                       | 78     | 10,177.64            | 16,646.82  |
| Fotógrafo  | 1      | 9,043.68             | 16,646.82  |
| Horas Acompañante Música Jardín Niños                      | 390    | 524.70               | 102,580.46 |
| Horas de Ayte. A Foráneo                                   | 228    | 493.08               | 30,337.45  |
| Horas de Enseñanza Adiestramiento Secundaria General       | 4      | 568.04               | 112,520.38 |
| Horas de Enseñanza Adiestramiento Secundaria Técnica       | 8      | 592.72               | 114,277.86 |
| Horas de Enseñanza Adiestramiento Secundaria Técnica       | 33     | 592.72               | 114,277.86 |
| Horas de Enseñanza Secundaria para Fortalecimiento Curric. | 17     | 599.82               | 113,993.64 |
| Horas de Maestro Telesecundaria Foráneo                    | 1,040  | 646.85               | 113,936.46 |
| Horas Educación Física para Fortalecimiento Curricular     | 65     | 591.06               | 114,210.56 |
| Horas Enseñanza Artística y Música Posto                   | 4      | 591.06               | 114,210.56 |
| Horas Enseñanza Secundaria Técnica para Fortalecimiento    | 52     | 599.82               | 113,993.64 |
| Horas Telesecundaria para Fortalecimiento Curricular       | 19     | 589.72               | 114,157.58 |
| Inspector Bilingüe Educación Primaria Indígena             | 7      | 31,078.33            | 123,078.80 |
| Inspector de Misiones Culturales                           | 8      | 29,878.08            | 124,847.50 |
| Inspector de Zona de Enseñanza Primaria, Foráneo           | 126    | 33,004.31            | 133,393.90 |
| Inspector Educación Básica para Adultos                    | 10     | 13,278.88            | 70,898.86  |
| Inspector General de Jardín de Niños Foráneos              | 12     | 35,766.95            | 144,408.48 |
| Inspector General de Secundaria Técnico                    | 13     | 48,301.77            | 164,058.81 |
| Inspector General de Seg. Enseñanza Foráneo                | 11     | 47,785.64            | 164,058.81 |
| Inspector Jardín de Niños, Foráneo                         | 77     | 32,963.69            | 133,379.30 |
| Inspector Normalista Educación Física Foráneo              | 18     | 45,264.86            | 172,705.63 |
| Inspector Zona de Telesecundaria Foráneo                   | 22     | 44,937.66            | 149,110.67 |
| Inspectora para Cedi                                       | 5      | 30,658.71            | 127,758.18 |
| Jefe Brigada Mejor. Indígena Normalista                    | 1      | 16,425.62            | 73,674.70  |
| Jefe de Enseñanza Secundaria Foráneo                       | 23     | 42,707.84            | 147,963.09 |
| Jefe de Enseñanza Secundaria Técnico Foráneo               | 24     | 42,338.68            | 147,556.13 |
| Jefe de Misión Cultural Normalista                         | 18     | 17,230.40            | 85,070.10  |
| Jefe de Oficina  | 3      | 12,177.96            | 14,466.44  |
| Jefe de Oficina  | 108    | 12,049.84            | 18,589.04  |
| Jefe de Sección  | 3      | 12,177.96            | 12,708.58  |
| Jefe de Sector Educación Primaria                          | 20     | 35,774.75            | 144,096.48 |
| Jefe de Servicios y Mantenimiento                          | 1      | 9,043.68             | 16,646.82  |
| Maestra Jardín de Niños 3/4 Tiempo                         | 2      | 15,013.62            | 25,563.63  |
| Maestro A Brng. Mejoramiento Indig                         | 3      | 13,451.46            | 23,978.61  |
| Maestro Bilingüe Educación Preescolar Indígena             | 74     | 11,810.64            | 60,460.84  |
| Maestro Bilingüe Educación Primaria 3/4                    | 8      | 15,010.68            | 25,560.81  |
| Maestro Bilingüe Educación Primaria Indígena               | 157    | 11,810.64            | 60,460.84  |

**Anexo 59**  
**Análítico de Plazas Servicios de Educación Pública Descentralizada del**  
**Estado de Sinaloa (SEPDES)**

| Categoría   | Plazas | Sueldo Mensual Bruto |            |
|---|--------|----------------------|------------|
|   |        | Mínimo               | Máximo     |
| Maestro C de Misión Cultural  | 151    | 14,263.08            | 73,816.92  |
| Maestro de Educación Especial   | 1,841  | 12,231.20            | 62,658.90  |
| Maestro de Enseñanza Musical Elemental Jardín de Niños                  | 710    | 510.44               | 92,645.96  |
| Maestro de Escuela Exp. Pedagógica, Foráneo                             | 8      | 12,105.20            | 62,572.04  |
| Maestro de Grupo Primaria, Foráneo                                      | 8,910  | 11,813.54            | 60,463.84  |
| Maestro Grupo Primaria 3/4 T  | 3      | 15,494.54            | 25,563.63  |
| Maestro Jardín de Niños, Foráneo  | 3,752  | 11,810.70            | 60,460.92  |
| Maestro Psicólogo Orientación Educación Especial                        | 350    | 12,231.20            | 62,658.90  |
| Maestro Tiempo Completo Mixto, Titulado                                 | 1      | 20,896.32            | 32,838.39  |
| Médico  | 17     | 12,049.84            | 18,589.04  |
| Mesero  | 1      | 9,043.68             | 16,646.82  |
| Músico  | 1      | 9,043.68             | 16,646.82  |
| Niñera Especializada  | 176    | 9,721.52             | 16,649.48  |
| Oficial de Mantenimiento Mecánico                                       | 4      | 9,356.08             | 16,646.82  |
| Oficial de Servicios y Mantenimiento                                    | 451    | 9,046.34             | 16,649.48  |
| Operador de Equipo  | 9      | 9,046.34             | 16,649.48  |
| Operador de Equipo de Comunicaciones                                    | 1      | 9,043.68             | 16,646.82  |
| Orientador de Comun. de Prom. Ind.                                      | 109    | 11,660.32            | 60,343.52  |
| Prefecto  | 277    | 12,587.16            | 22,494.33  |
| Prefecto B Foráneo  | 202    | 12,587.68            | 22,498.07  |
| Prefecto Foráneo  | 14     | 12,597.34            | 22,510.01  |
| Profesor Titular C 3/4 de Tiempo  | 2      | 28,216.12            | 33,508.38  |
| Profesor Adiestramiento Enseñanza Tecnológica Vocacional                | 43     | 566.38               | 112,455.60 |
| Profesor Asignatura B (Educación Superior)                              | 19     | 1,307.33             | 24,724.47  |
| Profesor Asociado B (Educación Superior) Capacitación y Mejoramiento    | 1      | 21,622.40            | 25,339.10  |
| Profesor Asociado B 1/2 Tiempo  | 1      | 11,610.25            | 13,653.67  |
| Profesor Asociado C (Educación Superior)                                | 4      | 24,112.08            | 28,272.08  |
| Profesor Asociado C (Educación Superior) Capacitación y Mejoramiento    | 1      | 12,870.11            | 15,060.11  |
| Profesor Asociado C (Educación Superior) de Capacitación                | 1      | 18,561.02            | 21,728.02  |
| Profesor de Adiestramiento de Sector Técnico Foráneo                    | 3,675  | 592.72               | 114,277.86 |
| Profesor de Adiestramiento de Secundaria Foráneo                        | 1,496  | 592.72               | 114,277.86 |
| Profesor de Adiestramiento de Secundaria Técnico Foráneo                | 34     | 588.04               | 112,520.38 |
| Profesor de Educación Básica para Adultos Nocturno Foráneo              | 258    | 6,192.70             | 33,899.26  |
| Profesor de Enseñanza Artística para Postprimaria                       | 1,758  | 574.38               | 113,668.30 |
| Profesor de Enseñanza Artística para Postprimaria                       | 13     | 591.06               | 113,893.25 |
| Profesor de Enseñanza de Adiestramiento de Secundaria Foráneo           | 315    | 588.04               | 112,520.38 |
| Profesor de Enseñanza de Inglés   | 717    | 596.42               | 35,090.64  |
| Profesor de Enseñanza Secundaria Técnica Foráneo                        | 10,067 | 672.76               | 113,993.14 |
| Profesor de Enseñanza Secundaria, Foráneo                               | 7,802  | 672.78               | 114,043.54 |
| Profesor de Inglés Normal   | 16     | 36,915.90            | 44,184.92  |
| Profesor de Mater. Profesional de Enseñanza Normal                      | 3      | 585.02               | 35,299.41  |
| Profesor Educación Básica para Adultos Nocturno Foral                   | 1      | 7,771.58             | 16,847.47  |
| Profesor Enseñanza Técnico Superior, Foráneo                            | 9      | 585.02               | 35,299.41  |
| Profesor Enseñanza Tecnológica Foránea                                  | 47     | 591.06               | 114,210.56 |
| Profesor Enseñanza Vocacional, Foráneo                                  | 17     | 585.02               | 35,299.41  |
| Profesor Normal de Educación Física Foráneo                             | 5,460  | 594.76               | 113,925.82 |
| Profesor Orientación de Enseñanza Secundaria Foráneo                    | 464    | 592.72               | 114,277.86 |
| Profesor Orientador Profesional Enseñanza Superior Foráneo              | 28     | 585.02               | 114,207.70 |
| Profesor Titulado A (Educación Superior) de Capacitación y Mejoramiento | 2      | 14,506.65            | 17,108.59  |
| Profesor Titulado B 3/4 de Tiempo                                       | 3      | 24,399.30            | 28,587.00  |
| Profesor Titular A Tiempo Completo                                      | 2      | 27,200.14            | 32,281.56  |
| Profesor Titular B  | 2      | 31,827.72            | 37,785.94  |
| Profesor Titular C  | 9      | 37,273.32            | 44,290.82  |
| Profesor Titular C 1/2 Tiempo   | 1      | 19,593.67            | 22,999.03  |
| Prof. A de Adiest. Tec. p/Ind. F.                                       | 9      | 11,379.02            | 21,186.39  |
| Promotor  | 2      | 9,360.94             | 16,649.48  |

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**Anexo 59**  
**Analítico de Plazas Servicios de Educación Pública Descentralizada del**  
**Estado de Sinaloa (SEPDES)**

| Categoría   | Plazas        | Sueldo Mensual Bruto |            |
|---|---------------|----------------------|------------|
|   |               | Mínimo               | Máximo     |
| Promotor Bilingüe Educación Primaria Indígena       | 3             | 11,122.86            | 20,748.10  |
| Promotor Bilingüe Prees Indígena                    | 3             | 11,122.86            | 20,748.10  |
| Psicólogo   | 9             | 12,049.84            | 18,569.04  |
| Puericultor (uso exclusivo de planteles)            | 5             | 11,605.59            | 18,210.79  |
| Secretaría de Apoyo                                 | 307           | 9,046.34             | 16,649.48  |
| Secretaría C  | 1             | 9,534.20             | 16,646.82  |
| Secretario de Director del Plantel                  | 3             | 11,548.42            | 12,281.90  |
| Subdirector Académico de Primaria, Foráneo          | 6             | 15,531.10            | 25,865.14  |
| Subdirector de Gestión Escolar de Primaria, Foráneo | 26            | 15,278.38            | 15,531.10  |
| Subdirector Secret. de Secundaria Foránea           | 76            | 34,469.73            | 132,305.66 |
| Subdirector Srto. Escuela Técnico Foráneo           | 100           | 34,120.65            | 131,933.44 |
| Supervisor Educación Especial Foráneo               | 35            | 32,199.51            | 131,357.14 |
| Técnico Bibliotecario                               | 54            | 9,358.74             | 16,649.48  |
| Técnico Docente Asignatura A                        | 4             | 1,138.39             | 16,545.03  |
| Técnico Docente Asociado B Tiempo Completo          | 1             | 18,374.36            | 21,643.74  |
| Técnico Medio                                       | 143           | 9,723.90             | 16,649.48  |
| Técnico Medio en Imprenta                           | 2             | 9,043.68             | 16,646.82  |
| Trabajadora Social                                  | 368           | 10,953.43            | 17,420.13  |
| <b>Total Base</b>                                   | <b>66,972</b> |                      |            |
| <b>Total General</b>                                | <b>59,294</b> |                      |            |

**Anexo 59**  
**Análítico de Plazas Universidad Politécnica de Sinaloa**

| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Abogado General                                       | 1          | 58,084.01            | 66,567.87  |
| Asistente de Rector                                   | 1          | 28,151.50            | 28,151.50  |
| Contralor Interno                                     | 1          | 58,084.01            | 66,567.87  |
| Coordinador de Rectoría                               | 1          | 30,051.03            | 38,536.48  |
| Director de División de Estudios Profesionales        | 1          | 67,859.02            | 77,788.40  |
| Director de Posgrado                                  | 1          | 46,441.23            | 58,332.47  |
| Director de Programa Académico                        | 11         | 46,441.23            | 58,332.47  |
| Director de Servicios Administrativos                 | 1          | 58,084.01            | 66,567.87  |
| Director de Vinculación y Extensión                   | 1          | 67,859.02            | 77,788.40  |
| Rector  | 1          | 138,913.03           | 138,913.03 |
| Secretaría(o) Técnica de Rectoría                     | 1          | 34,589.66            | 38,218.90  |
| Secretario(a) Académico                               | 1          | 117,757.15           | 117,757.15 |
| Secretario(a) Administrativo                          | 1          | 100,717.94           | 100,717.94 |
| Subdirector de Desarrollo de Software                 | 1          | 46,441.23            | 58,332.47  |
| Subdirector de Planeación, Programación y Presupuesto | 1          | 46,441.23            | 58,332.47  |
| Subdirector de Recursos Financieros                   | 1          | 46,441.23            | 58,332.47  |
| Subdirector de Recursos Humanos                       | 1          | 46,441.23            | 58,332.47  |
| Titular del Organismo Interno de Control              | 1          | 58,084.01            | 66,567.87  |
| <b>Total Confianza Mandos Medios y Superiores</b>     | <b>28</b>  |                      |            |
| Asesor  | 2          | 23,887.13            | 34,735.04  |
| Asistente administrativo                              | 4          | 14,893.39            | 18,059.70  |
| Asistente de Alta Dirección                           | 2          | 21,531.03            | 28,151.50  |
| Asistente de Dirección                                | 10         | 12,342.22            | 18,555.70  |
| Asistente de Oficina                                  | 1          | 9,087.26             | 18,555.70  |
| Coordinador(a) de Maestría                            | 2          | 40,361.58            | 44,809.16  |
| Intendente  | 9          | 9,087.26             | 10,948.72  |
| Jardinero   | 3          | 9,087.26             | 10,948.72  |
| Jefe de Departamento                                  | 13         | 34,735.04            | 44,809.36  |
| Jefe de Oficina                                       | 17         | 18,050.99            | 34,735.04  |
| Jefe de Servicios                                     | 1          | 15,287.17            | 15,287.17  |
| Laboratorista   | 10         | 11,983.78            | 18,042.27  |
| Prefecto  | 2          | 11,727.08            | 18,059.70  |
| Prestador de Servicios Profesionales Docentes         | 22         | 972.31               | 8,005.34   |
| Profesor de Asignatura Sindicalizado Horas Excedentes | 51         | 386.35               | 17,584.65  |
| Profesor(a) de Asignatura                             | 76         | 2,498.67             | 29,620.91  |
| Profesor(a) de Tiempo Completo                        | 22         | 35,575.90            | 44,980.88  |
| Programador Analista                                  | 2          | 25,504.43            | 36,929.21  |
| Técnico de Mantenimiento                              | 4          | 15,397.60            | 23,103.50  |
| Vigilante   | 1          | 10,948.72            | 10,948.72  |
| <b>Total Confianza</b>                                | <b>254</b> |                      |            |
| Jefe de Departamento A                                | 8          | 25,742.15            | 26,919.16  |
| Jefe de Departamento B                                | 2          | 32,157.20            | 34,029.84  |
| Jefe de Departamento C                                | 5          | 34,396.81            | 37,307.20  |
| Jefe de Departamento C1                               | 0          | 41,591.81            | 41,591.81  |
| Jefe de Departamento C2                               | 5          | 48,654.81            | 53,532.52  |
| Jefe de Oficina A                                     | 9          | 11,075.48            | 12,022.70  |
| Jefe de Oficina B                                     | 3          | 16,980.44            | 17,675.32  |
| Jefe de Oficina B+                                    | 7          | 20,221.43            | 22,354.80  |
| Jefe de Oficina C                                     | 9          | 22,756.76            | 25,548.15  |
| Profesor de Asignatura A (10 Horas)                   | 8          | 11,184.83            | 12,953.58  |
| Profesor de Asignatura A (20 Horas)                   | 13         | 22,628.70            | 25,755.49  |
| Profesor de Asignatura A (23 Horas)                   | 7          | 29,067.75            | 29,509.61  |
| Profesor de Asignatura B (20 Horas)                   | 15         | 24,982.74            | 28,383.23  |
| Profesor de Asignatura B (23 Horas)                   | 7          | 31,523.61            | 32,531.51  |
| Profesor de Asignatura B (25 Horas)                   | 1          | 35,297.03            | 35,297.03  |
| Profesor de Asignatura B (5 Horas)                    | 1          | 7,641.81             | 7,641.81   |

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**Anexo 59**  
**Analítico de Plazas Universidad Politécnica de Sinaloa**

| Categoría                           | Plazas     | Sueldo Mensual Bruto |           |
|-------------------------------------|------------|----------------------|-----------|
|                                     |            | Mínimo               | Máximo    |
| Profesor de Asignatura C (10 Horas) | 1          | 13,722.75            | 13,722.75 |
| Profesor de Asignatura C (20 Horas) | 1          | 26,717.49            | 26,717.49 |
| Profesor de Asignatura C (23 Horas) | 1          | 34,294.17            | 34,294.17 |
| Profesor de Asignatura C (25 Horas) | 1          | 37,212.98            | 37,212.98 |
| Profesor de Tiempo Completo A       | 1          | 38,124.83            | 38,124.83 |
| Profesor de Tiempo Completo B       | 4          | 45,211.03            | 45,520.54 |
| Profesor de Tiempo Completo C       | 2          | 49,130.84            | 49,809.14 |
| Profesor de Tiempo Completo D       | 2          | 58,714.41            | 59,117.88 |
| <b>Total Base</b>                   | <b>113</b> |                      |           |
| <b>Total General</b>                | <b>395</b> |                      |           |



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**Anexo 59**  
**Analítico de Plazas Instituto Sinaloense de la Infraestructura Física**  
**Educativa (ISIFE)**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director General  | 1         | 55,963.54            | 60,675.07 |
| Director de Área  | 6         | 38,888.68            | 45,491.66 |
| Jefe del Departamento                                   | 20        | 15,703.95            | 30,772.00 |
| <b>Total Confianza Mandos Medios y Superiores</b>       | <b>27</b> |                      |           |
| Analista de Apoyo B                                     | 1         | 9,139.74             | 11,622.33 |
| Analista de Área  | 1         | 14,184.16            | 21,693.06 |
| Analista de Área 1                                      | 2         | 14,350.00            | 21,800.96 |
| Analista de Área 2                                      | 3         | 13,500.80            | 20,800.81 |
| Analista de Área A                                      | 2         | 13,397.88            | 17,101.12 |
| Analista de Área A1                                     | 4         | 13,330.59            | 16,458.88 |
| Analista de Área B                                      | 3         | 11,243.90            | 14,879.86 |
| Analista de Área B1                                     | 1         | 11,001.00            | 14,779.61 |
| Analista de Área B2                                     | 2         | 10,750.62            | 14,729.92 |
| Asistente   | 2         | 16,441.46            | 22,693.06 |
| Auxiliar 2  | 4         | 6,380.00             | 8,958.33  |
| Jardinero   | 4         | 8,560.24             | 10,273.73 |
| Jefe de Área  | 6         | 13,306.80            | 20,400.25 |
| Jefe de Área 1  | 1         | 12,750.50            | 20,250.30 |
| Jefe de Área 2  | 2         | 12,650.25            | 19,238.57 |
| Jefe de Grupo de Supervisión Zona (Norte, Centro y Sur) | 3         | 8,667.57             | 17,862.24 |
| Supervisor de Obra (Norte, Centro y Sur)                | 16        | 11,880.70            | 17,351.03 |
| Vigilante   | 2         | 6,800.00             | 9,700.56  |
| <b>Total Confianza</b>                                  | <b>59</b> |                      |           |
| <b>Total General</b>                                    | <b>86</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Instituto Tecnológico Superior de Guasave**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Director General                                  | 1          | 0.00                 | 68,510.92 |
| Jefe de Departamento                              | 16         | 0.00                 | 24,088.26 |
| Jefe de División                                  | 6          | 0.00                 | 33,976.89 |
| Subdirector de Área                               | 4          | 0.00                 | 45,200.64 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>27</b>  |                      |           |
| Chofer de Director                                | 2          | 7,464.94             | 7,715.33  |
| Ingeniero en Sistemas                             | 1          | 11,829.07            | 12,039.19 |
| Secretaría de Director General                    | 1          | 9,874.73             | 9,871.78  |
| Secretaría de Jefe de Departamento                | 8          | 6,744.54             | 6,998.41  |
| Secretaría de Subdirector                         | 3          | 7,857.14             | 8,110.71  |
| Técnico Especializado                             | 2          | 10,697.99            | 10,901.51 |
| <b>Total Confianza</b>                            | <b>17</b>  |                      |           |
| Almacenista                                       | 1          | 6,113.73             | 6,375.37  |
| Analista Especializado                            | 1          | 10,172.71            | 10,372.57 |
| Auxiliar Administrativo                           | 2          | 6,113.73             | 6,375.37  |
| Bibliotecario                                     | 2          | 6,412.25             | 6,670.11  |
| Capturista  | 3          | 7,464.94             | 7,715.33  |
| Coordinador de Promotores                         | 4          | 10,172.71            | 10,372.57 |
| Intendente  | 9          | 6,113.73             | 6,375.37  |
| Jefe de Oficina                                   | 12         | 9,874.73             | 9,871.78  |
| Laboratorista                                     | 8          | 7,090.61             | 7,344.74  |
| Médico General                                    | 2          | 10,172.71            | 10,372.57 |
| Profesor Asociado "A"                             | 9          | 0.00                 | 18,068.47 |
| Profesor Asociado "B"                             | 15         | 0.00                 | 20,261.19 |
| Profesor Asociado "C"                             | 11         | 0.00                 | 22,700.84 |
| Profesor de Asignatura "A"                        | 1          | 0.00                 | 458.51    |
| Profesor de Asignatura "B"                        | 1          | 0.00                 | 522.76    |
| Profesor Titular "A"                              | 8          | 0.00                 | 28,243.01 |
| Profesor Titular "B"                              | 5          | 0.00                 | 31,064.18 |
| Psicólogo   | 2          | 10,172.71            | 10,372.57 |
| Técnico en Mantenimiento                          | 4          | 6,412.25             | 6,670.11  |
| Vigilante   | 3          | 0.00                 | 5,915.45  |
| <b>Total Base</b>                                 | <b>103</b> |                      |           |
| <b>Total General</b>                              | <b>147</b> |                      |           |

**Anexo 59**  
**Analítico de Plazas Instituto Tecnológico Superior de Eldorado**

| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Director General                                  | 1          | 67,539.55            | 67,539.55  |
| Jefe de División                                  | 4          | 30,228.70            | 30,228.70  |
| Jefe Departamento                                 | 8          | 24,432.80            | 24,432.80  |
| Subdirector de Área                               | 3          | 41,757.90            | 41,757.90  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>16</b>  |                      |            |
| Almacenista                                       | 2          | 6,793.55             | 6,793.55   |
| Analista Especializado                            | 2          | 10,187.40            | 10,187.40  |
| Analista Técnico                                  | 3          | 8,983.00             | 8,983.00   |
| Bibliotecario                                     | 1          | 7,043.80             | 7,043.80   |
| Capturista  | 4          | 7,931.25             | 7,931.25   |
| Chofer de Director                                | 1          | 7,931.25             | 7,931.25   |
| Coordinador de Promociones                        | 2          | 10,187.40            | 10,187.40  |
| Ingeniero en Sistemas                             | 1          | 11,602.45            | 11,602.45  |
| Intendente  | 6          | 6,793.55             | 6,793.55   |
| Jefe de Oficina                                   | 1          | 9,762.20             | 9,762.20   |
| Laboratorista                                     | 4          | 7,616.60             | 7,616.60   |
| Médico General                                    | 1          | 10,187.40            | 10,187.40  |
| Profesor Asociado A                               | 8          | 17,322.25            | 17,322.25  |
| Profesor Asociado B                               | 5          | 19,266.05            | 19,266.05  |
| Profesor Asociado C                               | 2          | 21,403.45            | 21,403.45  |
| Profesor de Asignatura A                          | 534        | 235,014.40           | 235,014.40 |
| Profesor de Asignatura B                          | 280        | 137,516.40           | 137,516.40 |
| Profesor Titular A                                | 8          | 24,486.70            | 24,486.70  |
| Profesor Titular B                                | 2          | 28,663.80            | 28,663.80  |
| Programador                                       | 1          | 9,762.20             | 9,762.20   |
| Psicólogo   | 1          | 9,420.15             | 9,420.15   |
| Secretaria de Subdirector                         | 2          | 8,266.95             | 8,266.95   |
| Secretaria Director General                       | 1          | 9,762.20             | 9,762.20   |
| Secretaria Jefe de Departamento                   | 5          | 7,322.55             | 7,322.55   |
| Técnico Especializado                             | 2          | 10,636.50            | 10,636.50  |
| Técnico Mantenimiento                             | 3          | 7,043.80             | 7,043.80   |
| Vigilante   | 6          | 6,403.05             | 6,403.05   |
| <b>Total Confianza</b>                            | <b>888</b> |                      |            |
| <b>Total General</b>                              | <b>904</b> |                      |            |

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**Anexo 59**  
**Análítico de Plazas Colegio de Educación Profesional Técnica del Estado**  
**de Sinaloa (CONALEP)**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Coordinador Ejecutivo II                          | 8          | 19,041.64            | 19,041.64 |
| Coordinador Ejecutivo III                         | 2          | 18,908.18            | 18,908.18 |
| Director de Plantel B y C II                      | 1          | 28,370.62            | 28,380.62 |
| Director de Plantel B y C II                      | 8          | 28,370.62            | 28,370.62 |
| Director de Plantel B y C III                     | 2          | 28,370.62            | 28,370.62 |
| Director de Plantel D y E II                      | 1          | 27,173.38            | 27,173.38 |
| Director de Plantel D y E III                     | 2          | 27,181.44            | 27,181.44 |
| Representante                                     | 1          | 78,682.22            | 78,682.22 |
| Subcoordinador                                    | 3          | 28,313.78            | 28,313.78 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>28</b>  |                      |           |
| Jefe de Proyecto                                  | 77         | 26,340.87            | 31,197.83 |
| Subjefe Técnico Especialista                      | 56         | 18,337.61            | 23,210.82 |
| <b>Total Confianza</b>                            | <b>133</b> |                      |           |
| Administrativo Técnico Especialista               | 2          | 11,037.74            | 13,258.70 |
| Asistente de Servicios Básicos                    | 66         | 9,895.53             | 11,983.70 |
| Asistente Escolar y Social                        | 10         | 11,037.74            | 13,502.83 |
| Auxiliar de Seguridad                             | 22         | 11,623.20            | 14,280.37 |
| Auxiliar de Servicios Generales                   | 58         | 10,749.90            | 13,260.46 |
| Promotor Cultural y Deportivo                     | 12         | 11,920.76            | 13,260.48 |
| Secretaría B                                      | 12         | 11,920.76            | 14,675.55 |
| Secretaría C                                      | 30         | 11,037.74            | 13,502.83 |
| Supervisor de Mantenimiento                       | 10         | 12,523.00            | 14,675.56 |
| Técnico Bibliotecario                             | 12         | 11,330.02            | 13,890.42 |
| Técnico en Contabilidad                           | 3          | 10,463.62            | 12,738.38 |
| Técnico en Graficación                            | 5          | 10,749.90            | 13,260.46 |
| Técnico en Materiales Didácticos                  | 2          | 9,895.53             | 11,983.70 |
| Técnico Financiero                                | 11         | 11,920.76            | 14,675.55 |
| Tutor Escolar                                     | 18         | 11,330.02            | 13,890.42 |
| <b>Total Base</b>                                 | <b>273</b> |                      |           |
| Profesor Instructor C                             | 0          | 4,116.21             | 43,990.94 |
| Técnico CB I                                      | 0          | 7,748.19             | 32,994.44 |
| Técnico CB II                                     | 0          | 4,418.61             | 38,079.64 |
| Técnico Instructor A                              | 0          | 3,370.27             | 25,214.30 |
| <b>Total Personal Docente</b>                     | <b>0</b>   |                      |           |
| <b>Total General</b>                              | <b>434</b> |                      |           |

**Anexo 59**  
**Análítico de Plazas Universidad Politécnica del Mar y la Sierra**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Abogado General                                   | 1         | 22,879.38            | 24,709.73 |
| Director de Planeación, Programación y Evaluación | 1         | 41,587.09            | 44,914.05 |
| Director de Programa Académico                    | 2         | 22,879.38            | 24,709.73 |
| Director de Servicios Administrativos             | 1         | 41,587.09            | 44,914.05 |
| Jefe de Departamento A                            | 13        | 22,879.38            | 24,709.73 |
| Jefe de Departamento B                            | 1         | 27,555.76            | 29,760.22 |
| Rector  | 1         | 70,105.74            | 75,714.19 |
| Secretario Académico                              | 1         | 49,112.76            | 53,041.78 |
| Secretario Administrativo                         | 1         | 49,112.76            | 53,041.78 |
| Subdirector de Vinculación                        | 1         | 27,555.76            | 29,760.22 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>23</b> |                      |           |
| Asistente Administrativo                          | 2         | 8,528.38             | 9,210.65  |
| Bibliotecario                                     | 1         | 8,528.38             | 9,210.65  |
| Chofer del Rector                                 | 1         | 9,105.08             | 9,833.48  |
| Chofer Gestor                                     | 1         | 9,105.08             | 9,833.48  |
| Enfermera   | 1         | 14,566.64            | 15,731.97 |
| Jefe de Oficina A                                 | 12        | 14,566.64            | 15,731.97 |
| Jefe de Oficina B                                 | 2         | 18,396.08            | 19,867.76 |
| Prefecto  | 2         | 8,528.38             | 9,210.65  |
| Secretaría del Rector                             | 1         | 9,105.08             | 9,833.48  |
| Técnicos de Mantenimiento                         | 2         | 8,528.38             | 9,210.65  |
| Tesorero  | 1         | 14,566.64            | 15,731.97 |
| <b>Total Confianza</b>                            | <b>26</b> |                      |           |
| Profesor de Asignatura Hora / Clase Nivel A       | 18        | 3,469.27             | 3,748.81  |
| Profesor de Asignatura Hora / Clase Nivel B       | 6         | 3,955.02             | 4,271.42  |
| Profesor de Asignatura Hora / Clase Nivel C       | 9         | 6,527.66             | 7,049.87  |
| Profesor de Tiempo Completo A                     | 2         | 22,146.50            | 23,918.22 |
| Profesor de Tiempo Completo B                     | 5         | 27,555.76            | 29,760.22 |
| <b>Total Personal Docente</b>                     | <b>40</b> |                      |           |
| <b>Total General</b>                              | <b>89</b> |                      |           |

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**Anexo 59**  
**Analítico de Plazas Universidad Politécnica del Valle del Évora**

| Categoría  | Plazas    | Sueldo Mensual Bruto |           |
|--|-----------|----------------------|-----------|
|  |           | Mínimo               | Máximo    |
| Abogado General  | 1         | 22,898.38            | 23,699.83 |
| Director de Planeación Programación, Evaluación y Transparencia      | 1         | 38,361.64            | 39,704.30 |
| Director de Programa Académico                                       | 1         | 38,361.64            | 39,704.30 |
| Jefe de Departamento de Recursos Financieros                         | 1         | 22,898.38            | 23,699.83 |
| Jefe de Departamento de Recursos Materiales y Servicios Generales    | 1         | 22,898.38            | 23,699.83 |
| Jefe de Departamento de Recursos Humanos                             | 1         | 22,898.38            | 23,699.83 |
| Jefe de Departamento de Servicios Escolares                          | 1         | 22,898.38            | 23,699.83 |
| Jefe de Departamento de Sistemas Informáticos                        | 1         | 22,898.38            | 23,699.83 |
| Jefe de Departamento de Vinculación (Estancias y Estadías)           | 1         | 22,898.38            | 23,699.83 |
| Rectora  | 1         | 65,322.00            | 67,608.27 |
| Secretario Académico   | 1         | 53,676.62            | 55,782.30 |
| Secretario Administrativo  | 1         | 48,641.58            | 50,344.03 |
| Subdirector de Planeación, Evaluación y Transparencia                | 1         | 24,170.40            | 25,016.36 |
| Subdirector de Vinculación, Difusión y Extensión Universitaria       | 1         | 24,170.40            | 25,016.36 |
| <b>Total Confianza Mandos Medios y Superiores</b>                    | <b>14</b> |                      |           |
| Asistente Administrativo   | 2         | 11,130.80            | 11,520.38 |
| Bibliotecario  | 1         | 11,022.78            | 11,408.58 |
| Chofer   | 1         | 10,013.00            | 10,383.45 |
| Enfermera  | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Almacén y Activo Fijo                             | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Asesoría y Tutorías                               | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Contabilidad                                      | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Control Escolar                                   | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Incubadora de Empresas y Seguimiento de Egresados | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Programa Académico                                | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Sistemas  | 1         | 15,914.90            | 16,471.93 |
| Jefa de Oficina de Soporte Técnico y Transparencia                   | 1         | 15,914.90            | 16,471.93 |
| Laboratorista  | 1         | 10,532.80            | 10,901.58 |
| Profesor de Asignatura a H/S/M (Licenciatura) A                      | 18        | 388.47               | 400.00    |
| Profesor de Asignatura a H/S/M (Maestría) B                          | 4         | 514.41               | 532.41    |
| Profesor de Tiempo Completo A  | 4         | 21,300.68            | 22,046.20 |
| Secretaría de Rectora  | 1         | 11,130.80            | 11,520.38 |
| Técnico en Mantenimiento   | 2         | 8,463.24             | 8,759.46  |
| Tesorera (Cajera)  | 1         | 11,908.40            | 12,325.19 |
| <b>Total Confianza</b>   | <b>44</b> |                      |           |
| <b>Total General</b>   | <b>58</b> |                      |           |

**Anexo 59**  
**Análisis de Plazas Universidad Tecnológica de Culiacán**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director de Área                                  | 4         | 47,677.20            | 47,677.20 |
| Jefe de Departamento                              | 4         | 24,571.60            | 24,571.60 |
| Rector  | 1         | 83,561.15            | 83,561.15 |
| Subdirector                                       | 3         | 33,814.15            | 33,814.15 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>12</b> |                      |           |
| Analista Administrativo                           | 1         | 6,335.75             | 6,335.75  |
| Coordinador                                       | 8         | 13,092.25            | 13,092.25 |
| Jefe de Oficina                                   | 8         | 8,185.45             | 8,185.45  |
| Técnico Bibliotecario                             | 1         | 7,044.15             | 7,044.15  |
| Técnico Especializado en Mantenimiento            | 5         | 6,335.75             | 6,335.75  |
| <b>Total Confianza</b>                            | <b>23</b> |                      |           |
| Docente   | 36        | 6,040.16             | 18,730.80 |
| <b>Total Personal Docente</b>                     | <b>36</b> |                      |           |
| <b>Total General</b>                              | <b>71</b> |                      |           |

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**Anexo 59**  
**Analítico de Plazas Universidad Tecnológica de Escuinapa**

| Categoría   | Plazas    | Sueldo Mensual Bruto |            |
|---|-----------|----------------------|------------|
|   |           | Mínimo               | Máximo     |
| Abogado   | 1         | 35,789.00            | 35,789.00  |
| Coordinador                                       | 5         | 50,046.00            | 50,046.00  |
| Jefe de Departamento                              | 8         | 73,795.00            | 73,795.00  |
| Rector  | 1         | 190,894.00           | 190,894.00 |
| Subdirector de Área                               | 3         | 101,553.00           | 101,553.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>18</b> |                      |            |
| Analista Administrativo                           | 3         | 24,218.00            | 24,218.00  |
| Asistente de Servicios de Mantenimiento           | 1         | 18,596.00            | 18,596.00  |
| Chofer del Rector                                 | 1         | 23,034.00            | 23,034.00  |
| Jefe de Oficina                                   | 6         | 31,289.00            | 31,289.00  |
| Secretaría de departamento                        | 1         | 22,148.00            | 22,148.00  |
| Secretaría de Director de Área                    | 2         | 24,218.00            | 24,218.00  |
| Secretaría de Rector                              | 1         | 26,926.00            | 26,926.00  |
| Técnico Bibliotecario                             | 1         | 26,926.00            | 26,926.00  |
| Técnico en Contabilidad                           | 2         | 26,926.00            | 26,926.00  |
| <b>Total Confianza</b>                            | <b>18</b> |                      |            |
| Profesor Asociado C                               | 3         | 70,592.00            | 70,592.00  |
| <b>Total Personal Docente</b>                     | <b>3</b>  |                      |            |
| <b>Total General</b>                              | <b>39</b> |                      |            |



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**Anexo 59**  
**Análítico de Plazas Instituto Sinaloense para la Educación de Jóvenes y Adultos**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Coordinador de Zona                               | 11         | 17,152.72            | 17,412.72 |
| Coordinador Regional                              | 1          | 17,385.10            | 17,385.10 |
| Director General                                  | 1          | 69,098.24            | 69,098.24 |
| Jefe de Departamento                              | 5          | 17,164.84            | 17,449.84 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>18</b>  |                      |           |
| Coordinador de Unidad de Servicios Especializados | 9          | 13,693.58            | 14,316.94 |
| Secretaría Ejecutiva B                            | 1          | 12,220.50            | 12,220.50 |
| <b>Total Confianza</b>                            | <b>10</b>  |                      |           |
| Administrativo Especializado                      | 5          | 16,368.00            | 18,254.18 |
| Analista Administrativo                           | 13         | 15,571.98            | 19,579.12 |
| Coordinador de Técnicos en Computación            | 1          | 19,905.82            | 19,905.82 |
| Especialista en Proyectos Técnicos                | 16         | 13,872.30            | 18,815.06 |
| Jefe de Oficina                                   | 20         | 18,156.22            | 20,970.24 |
| Oficial de Servicios y Mantenimiento              | 1          | 16,660.18            | 16,660.18 |
| Secretaría C                                      | 9          | 15,235.80            | 18,134.60 |
| Técnico Docente                                   | 87         | 16,556.74            | 26,506.52 |
| Técnico Medio                                     | 18         | 14,488.72            | 19,400.58 |
| Técnico Superior                                  | 9          | 21,574.26            | 21,964.14 |
| <b>Total Base</b>                                 | <b>179</b> |                      |           |
| <b>Total General</b>                              | <b>207</b> |                      |           |

**Anexo 59**  
**Analítico de Plazas Universidad Pedagógica del Estado de Sinaloa**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Abogado General                                   | 1          | 53,198.21            | 53,198.21 |
| Director de Unidad                                | 3          | 56,108.16            | 56,108.16 |
| Órgano Interno de Control                         | 1          | 38,005.02            | 38,005.02 |
| Rector  | 1          | 92,704.38            | 92,704.38 |
| Secretaría Académica                              | 1          | 67,629.38            | 67,629.38 |
| Secretaría General                                | 1          | 73,867.02            | 73,867.02 |
| Secretario Administrativo                         | 1          | 67,629.38            | 67,629.38 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>9</b>   |                      |           |
| Coordinación de Departamento de Unidad A          | 2          | 17,790.21            | 17,790.21 |
| Coordinación de Departamento de Unidad B          | 4          | 20,203.74            | 20,203.74 |
| Coordinación de Departamento de Unidad C          | 4          | 22,517.83            | 22,517.83 |
| Coordinación Estatal                              | 3          | 30,479.14            | 30,479.14 |
| Coordinador Administrativo                        | 1          | 30,479.14            | 30,479.14 |
| Coordinador de Departamento B                     | 1          | 24,011.24            | 24,011.24 |
| Coordinador de Subsección                         | 2          | 27,380.99            | 27,380.99 |
| Coordinador Departamental                         | 3          | 16,937.90            | 17,916.96 |
| Dirección Estatal de Área                         | 3          | 32,644.10            | 32,644.10 |
| Jefe de Departamento Estatal A                    | 3          | 22,517.83            | 22,517.83 |
| Jefe de Departamento Estatal B                    | 3          | 24,011.24            | 24,011.24 |
| Jefe de Departamento Estatal C                    | 2          | 27,380.77            | 27,380.77 |
| Jefe de Unidad Sead                               | 2          | 14,475.06            | 14,545.56 |
| Subdirector Académico                             | 1          | 30,479.14            | 30,479.14 |
| <b>Total Confianza</b>                            | <b>34</b>  |                      |           |
| Analista Especializado                            | 4          | 21,097.88            | 28,013.99 |
| Auxiliar Académico Administrativo A               | 15         | 15,407.67            | 16,152.21 |
| Auxiliar Académico Administrativo B               | 10         | 18,625.68            | 18,625.68 |
| Auxiliar Académico Administrativo C               | 17         | 21,947.90            | 34,523.42 |
| Auxiliar Académico Administrativo de Unidad A     | 28         | 11,790.58            | 12,360.14 |
| Auxiliar Académico Administrativo de Unidad B     | 11         | 13,179.98            | 13,820.47 |
| Auxiliar Académico Administrativo de Unidad C     | 26         | 15,407.86            | 20,880.42 |
| Auxiliar Académico Administrativo de Unidad D     | 12         | 18,389.04            | 23,272.01 |
| Auxiliar de Analista Administrativo               | 5          | 14,714.34            | 18,711.37 |
| Auxiliar de Servicios Generales de Unidad A       | 32         | 8,723.68             | 9,145.11  |
| Auxiliar de Servicios Generales de Unidad B       | 8          | 11,790.58            | 12,360.14 |
| Auxiliar de Servicios Generales de Unidad C       | 2          | 15,407.86            | 16,152.21 |
| Bibliotecario                                     | 4          | 16,588.86            | 18,286.75 |
| Bibliotecario Especializado                       | 3          | 16,589.03            | 19,624.56 |
| Guardián  | 10         | 13,786.80            | 15,823.03 |
| Intendente  | 4          | 12,213.45            | 14,131.25 |
| Secretaría  | 1          | 17,992.50            | 23,903.91 |
| Secretaría  | 3          | 17,992.50            | 23,903.91 |
| Secretaría  | 1          | 17,992.50            | 23,903.91 |
| Secretaría Ejecutiva                              | 3          | 23,738.38            | 25,719.05 |
| <b>Total Base</b>                                 | <b>199</b> |                      |           |
| Docente   | 170        | 937.43               | 22,331.27 |
| Profesor Asignatura A                             | 28         | 3,283.43             | 11,247.96 |
| Profesor Asignatura B                             | 31         | 3,674.26             | 23,259.48 |
| Profesor Asociado A 1/2 Tiempo                    | 8          | 13,462.18            | 19,288.38 |
| Profesor Asociado A T.C.                          | 2          | 26,924.45            | 29,114.21 |
| Profesor Asociado B 1/2 T                         | 2          | 14,612.15            | 14,612.15 |
| Profesor Asociado C 1/2 T                         | 1          | 17,801.71            | 26,307.77 |
| Profesor Titular A 1/2 T                          | 3          | 20,793.36            | 34,816.01 |
| Profesor Titular A T.C.                           | 1          | 41,586.72            | 41,586.72 |
| Profesor Titular B 1/2 T                          | 5          | 30,301.44            | 36,757.70 |
| Profesor Titular B T.C.                           | 2          | 60,602.88            | 64,572.45 |
| Profesor Titular C 1/2 Tiempo                     | 19         | 28,168.10            | 52,798.66 |

**Anexo 59**  
**Analítico de Plazas Universidad Pedagógica del Estado de Sinaloa**

| Categoría                     | Plazas     | Sueldo Mensual Bruto |           |
|-------------------------------|------------|----------------------|-----------|
|                               |            | Mínimo               | Máximo    |
| Profesor Titular C.T.C.       | 22         | 52,336.19            | 90,418.89 |
| <b>Total Personal Docente</b> | <b>294</b> |                      |           |
| <b>Total General</b>          | <b>536</b> |                      |           |

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**Anexo 59**  
**Analítico de Plazas Centro de Estudios de Bachillerato**

| Categoría                                     | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Maestro CB-4                                  | 1         | 16,473.78            | 16,473.78 |
| Oficial Administrativo D                      | 7         | 11,404.22            | 13,029.06 |
| Oficial de Servicios D                        | 5         | 8,519.30             | 9,982.78  |
| Prefecto D                                    | 2         | 14,715.94            | 16,506.64 |
| Prof. Asig. E.S.B.                            | 21        | 1,077.06             | 12,573.12 |
| Prof. Ens. Sup. Asoc. A 3/4 T                 | 2         | 20,861.00            | 21,487.32 |
| Prof. Ens. Sup. Tit. A 3/4 Tmpo.              | 1         | 29,474.82            | 29,474.82 |
| Prof. Enseñanzas Sup. Tit. A 1/2 Tmpo.        | 1         | 21,621.24            | 21,621.24 |
| Profesor Enseñanzas Sup. Asoc. B 3/4 de Tmpo. | 1         | 23,926.42            | 23,926.42 |
| Profesor Enseñanzas Sup. Asociado C 3/4       | 2         | 23,259.64            | 25,479.16 |
| Profesor Enseñanzas Sup. Tit. A T/C           | 0         | 26,936.40            | 26,936.40 |
| Profr. Ens. Sup. Asoc. A 1/2 Tiempo           | 6         | 11,650.20            | 14,364.28 |
| Profr. Enseñanzas Sup. Asoc. C 1/2 Tmpo.      | 1         | 16,124.64            | 16,124.64 |
| Técnico Docente Asociado B 1/2 Tmpo.          | 2         | 12,290.34            | 14,945.10 |
| Técnico Docente Ens. Sup. Tit. C 1/2 Tiempo   | 1         | 16,575.92            | 16,575.92 |
| <b>Total Base</b>                             | <b>53</b> |                      |           |
| <b>Total General</b>                          | <b>53</b> |                      |           |

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**Anexo 59**  
**Análisis de Plazas Colegio de Estudios Científicos y Tecnológicos del**  
**Estado de Sinaloa**

| Categoría                             | Plazas     | Sueldo Mensual Bruto |           |
|---------------------------------------|------------|----------------------|-----------|
|                                       |            | Mínimo               | Máximo    |
| Coordinador Académico                 | 2          | 31,412.80            | 31,412.80 |
| Director de Área                      | 3          | 41,803.25            | 41,803.25 |
| Director de Plantel A                 | 1          | 38,387.90            | 38,387.90 |
| Director General                      | 1          | 55,234.65            | 55,234.65 |
| Jefe de Departamento                  | 5          | 29,186.65            | 29,186.65 |
| <b>Total Confianza</b>                | <b>12</b>  |                      |           |
| Administrativo Especializado          | 1          | 7,480.40             | 7,480.40  |
| Analista Especializado                | 3          | 10,079.80            | 10,079.80 |
| Auxiliar de Servicios y Mantenimiento | 1          | 6,154.05             | 6,154.05  |
| Bibliotecaria                         | 1          | 7,079.65             | 7,079.65  |
| Capturista                            | 17         | 7,852.20             | 8,852.20  |
| Chofer                                | 2          | 6,444.10             | 7,444.10  |
| Coord. De Técnicos Especializados     | 6          | 13,265.60            | 16,765.60 |
| Encargado del Orden                   | 2          | 8,391.69             | 8,391.69  |
| Enfermera                             | 1          | 8,245.90             | 8,245.90  |
| Ingeniero en Sistemas                 | 1          | 12,285.60            | 12,285.60 |
| Jefe de Oficina                       | 9          | 11,827.55            | 16,827.55 |
| Laboratorista                         | 1          | 7,852.20             | 7,852.20  |
| Oficial de Mantenimiento              | 2          | 6,444.10             | 6,444.10  |
| Profesor CECyTE                       | 33         | 732.88               | 8,962.36  |
| Programador                           | 2          | 10,079.80            | 13,079.80 |
| Secretaria de Director de Área        | 3          | 8,664.50             | 8,664.50  |
| Secretaria de Director de Plantel     | 1          | 7,852.20             | 12,852.20 |
| Secretaria de Director General        | 1          | 10,079.80            | 12,079.80 |
| Supervisor                            | 1          | 14,265.60            | 14,765.60 |
| Técnico Especializado                 | 3          | 12,827.55            | 14,827.55 |
| Trabajadora Social                    | 1          | 8,664.50             | 8,664.50  |
| Vigilante                             | 5          | 6,444.10             | 6,444.10  |
| <b>Total Base</b>                     | <b>97</b>  |                      |           |
| <b>Total General</b>                  | <b>109</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Escuela Normal Experimental de El Fuerte**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Coordinación                                      | 3         | 13,671.77            | 34,774.79 |
| Dirección General                                 | 1         | 43,060.24            | 58,333.33 |
| Jefe de Departamento                              | 5         | 7,666.17             | 26,614.56 |
| Subdirección Académica                            | 1         | 26,770.50            | 42,000.00 |
| Subdirección Administrativa                       | 1         | 26,770.50            | 42,000.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>11</b> |                      |           |
| Auxiliar Administrativo                           | 3         | 3,500.00             | 14,583.33 |
| Cocinera  | 3         | 5,460.26             | 12,042.33 |
| Docente   | 11        | 99.17                | 7,933.33  |
| Intendente  | 3         | 4,666.67             | 11,433.33 |
| Prefectura  | 2         | 525.00               | 12,042.33 |
| <b>Total Confianza</b>                            | <b>22</b> |                      |           |
| <b>Total General</b>                              | <b>33</b> |                      |           |

**Anexo 59**  
**Analítico de Plazas Ciudad Educadora del Saber de Sinaloa**

| Categoría   | Plazas   | Sueldo Mensual Bruto |           |
|---|----------|----------------------|-----------|
|   |          | Mínimo               | Máximo    |
| Director General                                  | 1        | 42,538.00            | 42,538.00 |
| Jefe De Departamento                              | 2        | 18,540.28            | 18,540.28 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>3</b> |                      |           |
| Asistente   | 2        | 7,725.68             | 7,725.68  |
| <b>Total Confianza</b>                            | <b>2</b> |                      |           |
| <b>Total General</b>                              | <b>5</b> |                      |           |

**Anexo 59**  
**Analítico de Plazas Sistema Sinaloense de Radio y Televisión**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 0         | 27,969.12            | 27,969.12 |
| Director General                                  | 1         | 42,537.34            | 42,537.34 |
| Jefe de Departamento                              | 1         | 17,090.28            | 17,090.28 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>2</b>  |                      |           |
| Asistente   | 7         | 7,725.68             | 9,125.68  |
| Sub-Jefe Depto                                    | 2         | 10,893.34            | 12,893.32 |
| <b>Total Confianza</b>                            | <b>9</b>  |                      |           |
| Analista  | 6         | 10,716.74            | 17,382.24 |
| Auxiliar Técnico                                  | 1         | 18,937.92            | 18,937.92 |
| Jefe de Sección A                                 | 1         | 9,779.80             | 9,779.80  |
| <b>Total Base</b>                                 | <b>8</b>  |                      |           |
| <b>Total General</b>                              | <b>19</b> |                      |           |



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**Anexo 59**  
**Analítico de Plazas Preesforzados Concretos y Agregados de Sinaloa**  
**(PREECASIN)**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Administrador                                     | 1         | 41,018.95            | 41,018.95 |
| Director de Producción                            | 1         | 32,820.40            | 32,820.40 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>2</b>  |                      |           |
| Jefatura de Planta                                | 3         | 16,652.60            | 19,307.85 |
| Jefe de Departamento                              | 3         | 19,307.85            | 30,014.07 |
| <b>Total Confianza</b>                            | <b>6</b>  |                      |           |
| Asesor Técnico                                    | 1         | 39,265.88            | 39,255.88 |
| Auxiliar Administrativo                           | 1         | 15,996.00            | 15,996.00 |
| Jefe de Departamento                              | 1         | 23,604.83            | 23,604.83 |
| <b>Total Honorarios</b>                           | <b>3</b>  |                      |           |
| <b>Total General</b>                              | <b>11</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Instituto de Capacitación para el Trabajo del Estado de Sinaloa (ICATSIN)**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Director (de plantel)                             | 19         | 26,435.60            | 41,219.32 |
| Director de Área                                  | 6          | 50,482.20            | 50,969.22 |
| Director General                                  | 1          | 91,120.60            | 91,120.62 |
| Jefe de Capacitación                              | 22         | 21,332.10            | 30,019.74 |
| Jefe de Departamento                              | 15         | 25,092.00            | 34,285.88 |
| Jefe de Vinculación                               | 21         | 21,332.10            | 28,950.10 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>84</b>  |                      |           |
| Administrativo Especializado                      | 2          | 9,101.64             | 21,288.88 |
| Analista Profesional                              | 14         | 10,081.31            | 19,023.82 |
| Asistente de Almacén                              | 9          | 8,058.50             | 21,323.32 |
| Asistente de Servicio y Mantenimiento             | 26         | 7,942.88             | 20,171.12 |
| Chofer  | 4          | 8,058.62             | 14,937.52 |
| Dibujante   | 1          | 17,910.30            | 17,910.32 |
| Guarda  | 25         | 7,942.88             | 20,210.52 |
| Jefe de Oficina                                   | 37         | 10,533.94            | 23,188.32 |
| Jefe de Servicios y Mantenimiento                 | 10         | 7,942.88             | 14,958.96 |
| Operador de Equipo                                | 4          | 10,125.60            | 15,496.62 |
| Programador Especializado                         | 16         | 8,938.10             | 22,607.86 |
| Secretaría de Apoyo                               | 15         | 7,942.88             | 14,007.22 |
| Secretaria Ejecutiva B                            | 1          | 11,721.94            | 13,314.12 |
| Secretaria Ejecutiva C                            | 3          | 14,448.66            | 18,239.30 |
| Secretaria Ejecutiva D                            | 15         | 8,894.90             | 20,620.82 |
| Supervisor General                                | 8          | 14,596.08            | 27,953.48 |
| Técnico Bibliotecario                             | 5          | 8,039.04             | 16,050.18 |
| Técnico Especializado                             | 2          | 10,579.88            | 18,944.48 |
| Técnico Medio en Imprenta                         | 3          | 8,137.10             | 11,374.04 |
| Técnico Superior                                  | 10         | 12,559.72            | 30,568.56 |
| Trabajadora Social                                | 14         | 8,539.54             | 16,880.02 |
| <b>Total Confianza</b>                            | <b>224</b> |                      |           |
| Administrativo Especializado                      | 5          | 9,101.64             | 21,288.88 |
| Analista Profesional                              | 29         | 10,081.31            | 19,023.82 |
| Asistente de Almacén                              | 6          | 8,058.50             | 21,323.32 |
| Asistente de Servicio y Mantenimiento             | 50         | 7,942.88             | 20,171.12 |
| Chofer  | 6          | 8,058.62             | 14,937.52 |
| Dibujante   | 0          | 17,910.30            | 17,910.32 |
| Especialista en Teleinformática                   | 1          | 15,559.48            | 15,559.50 |
| Guarda  | 19         | 7,942.88             | 20,210.52 |
| Jefe de Oficina                                   | 25         | 10,533.94            | 23,188.32 |
| Jefe de Servicios y Mantenimiento                 | 6          | 7,942.88             | 14,958.96 |
| Operador de Equipo                                | 1          | 10,125.60            | 15,496.62 |
| Programador Especializado                         | 18         | 8,938.10             | 22,607.86 |
| Secretaría de Apoyo                               | 16         | 7,942.88             | 14,007.22 |
| Secretaria Ejecutiva B                            | 1          | 11,721.94            | 13,314.12 |
| Secretaria Ejecutiva C                            | 3          | 14,448.66            | 18,239.30 |
| Secretaria Ejecutiva D                            | 12         | 8,894.90             | 20,620.82 |
| Supervisor General                                | 1          | 14,596.08            | 27,953.48 |
| Técnico Bibliotecario                             | 1          | 8,039.04             | 16,050.18 |
| Técnico Especializado                             | 16         | 10,579.88            | 18,944.48 |
| Técnico Medio en Imprenta                         | 1          | 8,137.10             | 11,374.04 |
| Técnico Superior                                  | 19         | 12,559.72            | 30,568.56 |
| Trabajadora Social                                | 9          | 8,539.54             | 16,880.02 |
| <b>Total Base</b>                                 | <b>245</b> |                      |           |
| <b>Total General</b>                              | <b>553</b> |                      |           |

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**Anexo 59**  
**Analítico de Plazas Comisión Estatal de Mejora Regulatoria y Gestión**  
**Empresarial**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Coordinador                                       | 5         | 24,049.70            | 41,515.98 |
| Director de Gestión Empresarial                   | 1         | 42,078.74            | 47,346.52 |
| Director de Mejora Regulatoria                    | 1         | 42,078.74            | 47,346.52 |
| Director General                                  | 1         | 55,705.73            | 62,580.09 |
| Ejecutivo   | 19        | 13,124.41            | 24,049.70 |
| Titular   | 2         | 22,291.19            | 29,325.23 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>29</b> |                      |           |
| Auxiliar  | 7         | 10,380.47            | 17,894.55 |
| Gerente   | 18        | 14,932.24            | 24,779.03 |
| <b>Total Confianza</b>                            | <b>25</b> |                      |           |
| <b>Total General</b>                              | <b>54</b> |                      |           |

**Anexo 59**  
**Análisis de Plazas Consejo para el Desarrollo Económico de Sinaloa**  
**(CODESIN)**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 13        | 14,834.00            | 39,130.00 |
| Jefe de Departamento                              | 30        | 9,218.00             | 28,071.00 |
| Secretario (Director General)                     | 1         | 54,687.00            | 57,805.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>44</b> |                      |           |
| Operativo   | 19        | 2,749.80             | 18,324.06 |
| <b>Total Confianza</b>                            | <b>19</b> |                      |           |
| <b>Total General</b>                              | <b>63</b> |                      |           |

**Anexo 59**  
**Análítico de Plazas Hospital Civil de Culiacán**

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Contrator   | 1          | 31,939.01            | 33,529.07 |
| Director General                                  | 1          | 62,630.76            | 73,152.89 |
| Sub Director                                      | 2          | 52,192.29            | 60,960.74 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>4</b>   |                      |           |
| Auxiliar Administrativo                           | 10         | 11,865.22            | 30,389.01 |
| Encargado de Departamentos                        | 6          | 23,341.64            | 31,710.58 |
| Jefe de Comercialización                          | 1          | 31,781.47            | 31,781.47 |
| Jefe de Intendencia                               | 1          | 30,860.25            | 30,860.25 |
| Jefe de Mantenimiento                             | 1          | 21,870.70            | 21,870.70 |
| Jefe de Servicios Generales                       | 1          | 32,484.48            | 32,484.48 |
| Licenciado en Derecho                             | 2          | 21,335.67            | 36,335.65 |
| <b>Total Confianza</b>                            | <b>22</b>  |                      |           |
| Analista de Seguridad de Sistemas TI              | 1          | 22,026.37            | 22,407.89 |
| Auxiliar Administrativo                           | 50         | 15,168.22            | 33,219.01 |
| Auxiliar de Estadísticas                          | 1          | 17,180.97            | 17,524.59 |
| Auxiliar de Intendencia                           | 71         | 13,095.25            | 19,781.22 |
| Auxiliar Soporte Técnico                          | 1          | 20,624.56            | 21,037.05 |
| Auxiliar Técnico de Cocina                        | 9          | 14,989.02            | 18,508.72 |
| Camillero   | 5          | 14,414.05            | 17,712.49 |
| Chofer  | 1          | 16,205.73            | 16,529.85 |
| Contador  | 2          | 30,710.58            | 32,239.49 |
| Coordinador TI                                    | 1          | 23,037.55            | 23,498.29 |
| Dentista  | 1          | 44,261.81            | 44,261.81 |
| Encargado de Rpbí                                 | 1          | 16,239.51            | 16,239.51 |
| Encargado(a) de Compras                           | 1          | 26,895.36            | 26,895.36 |
| Encargado(a) de Estadísticas                      | 2          | 25,885.94            | 35,941.86 |
| Encargado(a) de Nóminas                           | 1          | 32,052.76            | 32,052.76 |
| Ingeniero en Biomédica                            | 1          | 29,336.39            | 29,336.39 |
| Ingeniero en Sistemas                             | 1          | 28,690.36            | 28,690.36 |
| Ingeniero Industrial                              | 1          | 28,704.63            | 28,704.63 |
| Inspección y Vigilancia en TI                     | 2          | 15,589.53            | 15,624.85 |
| Jefe de Laboratorio                               | 1          | 47,644.63            | 47,644.63 |
| Jefe de Sección                                   | 6          | 21,954.53            | 29,464.66 |
| Jubilados y Pensionados                           | 290        | 7,394.02             | 47,537.28 |
| Licenciado en Derecho                             | 4          | 35,157.75            | 43,555.54 |
| Licenciado en Nutrición                           | 2          | 29,249.43            | 30,325.61 |
| Médico Especialista                               | 43         | 32,987.30            | 58,066.06 |
| Médico General                                    | 11         | 22,605.30            | 52,071.58 |
| Programador TI                                    | 1          | 19,075.68            | 30,026.37 |
| Químico   | 14         | 33,082.89            | 40,067.01 |
| Sub Contador                                      | 2          | 26,964.76            | 33,567.58 |
| Supervisor de Mantenimiento                       | 1          | 15,283.67            | 19,508.43 |
| Técnico en Mantenimiento                          | 8          | 15,283.67            | 19,508.43 |
| Técnico en Rehabilitación                         | 6          | 18,145.02            | 19,019.56 |
| Técnico Radiólogo                                 | 9          | 23,028.13            | 33,161.54 |
| <b>Total Base</b>                                 | <b>551</b> |                      |           |
| Enfermera(o) Especialista                         | 48         | 31,539.89            | 43,289.33 |
| Enfermera(o) General                              | 152        | 23,630.12            | 39,210.01 |
| Nutriólogo  | 1          | 27,316.33            | 27,316.33 |
| Técnico Radiólogo                                 | 2          | 22,680.51            | 22,890.00 |
| Trabajador(a) Social                              | 22         | 26,300.70            | 35,720.57 |
| <b>Total Homologados Salud</b>                    | <b>225</b> |                      |           |
| Médicos Residentes                                | 141        | 10,031.00            | 12,484.68 |
| <b>Total Honorarios</b>                           | <b>141</b> |                      |           |
| <b>Total General</b>                              | <b>943</b> |                      |           |

### Anexo 59 Análisis de Plazas Desarrollo Integral de la Familia

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Coordinador De Area (DIF)                         | 2          | 22,689.32            | 22,778.50 |
| Director (DIF)                                    | 7          | 29,753.04            | 31,206.90 |
| Director Admvo.                                   | 0          | 31,207.40            | 31,207.40 |
| Director Gral. (DIF)                              | 1          | 62,107.50            | 62,107.50 |
| Director Operativo                                | 3          | 30,921.58            | 31,207.40 |
| Jefe de Dpto. (DIF)                               | 38         | 11,677.02            | 18,124.34 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>51</b>  |                      |           |
| Asistente   | 190        | 6,840.00             | 16,050.00 |
| Asistente A                                       | 8          | 13,020.04            | 16,294.44 |
| Asistente C                                       | 27         | 4,317.62             | 10,175.62 |
| Director de Centros                               | 0          | 2,515.76             | 2,515.76  |
| Jefe de Programa                                  | 1          | 11,565.36            | 11,565.36 |
| Sub-Jefe de Depto (DIF)                           | 48         | 10,693.34            | 16,393.32 |
| Sub-Jefe de Depto.                                | 10         | 10,390.06            | 20,324.36 |
| Subprocurador (1)                                 | 1          | 10,072.78            | 10,072.78 |
| <b>Total Confianza</b>                            | <b>285</b> |                      |           |
| Analista  | 212        | 10,716.74            | 20,034.42 |
| Auxiliar Técnico                                  | 43         | 10,172.88            | 14,453.26 |
| Jefe de Oficina A                                 | 11         | 9,865.34             | 12,865.34 |
| Jefe de Sección A                                 | 24         | 9,668.68             | 15,748.78 |
| Profesionista                                     | 15         | 20,718.30            | 22,841.10 |
| <b>Total Base</b>                                 | <b>305</b> |                      |           |
| Auxiliar de Enfermería                            | 10         | 21,224.38            | 22,495.22 |
| Auxiliar de Trabajo Social                        | 28         | 19,400.82            | 22,454.60 |
| Ayudante de Autopsias                             | 5          | 18,420.96            | 21,201.66 |
| Cirujano Dentista A                               | 1          | 37,144.04            | 37,144.04 |
| Enfermera Especialista C                          | 1          | 35,064.08            | 35,064.08 |
| Enfermera General                                 | 18         | 25,709.06            | 26,346.20 |
| Enfermera General B                               | 27         | 27,350.02            | 35,844.70 |
| Enfermera General C                               | 4          | 32,077.98            | 36,362.78 |
| Medico Especialista                               | 7          | 44,389.00            | 52,643.92 |
| Medico Especialista 6 Horas                       | 0          | 39,354.72            | 39,354.72 |
| Medico Especialista A (DIF)                       | 4          | 33,943.02            | 39,354.72 |
| Medico Especialista B (DIF)                       | 1          | 39,166.02            | 39,166.02 |
| Medico Especialista C                             | 3          | 50,896.00            | 54,152.02 |
| Medico General                                    | 5          | 37,842.00            | 40,609.66 |
| Medico General B                                  | 3          | 42,356.58            | 42,418.36 |
| Medico General C                                  | 5          | 46,382.06            | 51,549.22 |
| Nutricionista                                     | 1          | 29,277.24            | 29,277.24 |
| Odontólogo  | 7          | 40,000.36            | 42,170.40 |
| Odontólogo B                                      | 3          | 42,455.56            | 42,548.18 |
| Odontólogo C                                      | 1          | 44,439.56            | 44,439.56 |
| Profesional de Trabajo Social                     | 30         | 28,494.04            | 36,065.82 |
| Psicólogo   | 30         | 30,294.00            | 39,343.38 |
| Psicólogo Clínico                                 | 1          | 30,959.82            | 30,959.82 |
| Psicólogo Especializado                           | 7          | 35,408.68            | 40,483.64 |
| Tecn. Atn. Primaria a La Salud                    | 1          | 20,408.00            | 20,408.00 |
| Terapeuta Especializado                           | 14         | 21,528.88            | 24,240.32 |
| Terapeuta Fisico                                  | 13         | 19,225.02            | 22,895.12 |
| Terapeuta Profesional                             | 19         | 32,048.58            | 36,337.78 |
| Trabajadora Social A                              | 8          | 23,539.92            | 24,692.82 |
| Trabajadora Social B                              | 4          | 24,150.06            | 25,365.42 |
| Trabajo Social Area Médica                        | 2          | 22,184.36            | 22,336.06 |
| <b>Total Homologados Salud</b>                    | <b>263</b> |                      |           |
| <b>Total General</b>                              | <b>904</b> |                      |           |

### Anexo 59 Análítico de Plazas Servicios de Salud de Sinaloa

| Categoría   | Plazas     | Sueldo Mensual Bruto |           |
|---|------------|----------------------|-----------|
|   |            | Mínimo               | Máximo    |
| Administrador H. P.                               | 1          | 27,464.42            | 27,464.42 |
| Director Gral. (H. P.)                            | 1          | 47,405.66            | 47,405.66 |
| Jefe de Dpto (H. P.)                              | 5          | 16,097.78            | 16,097.78 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>7</b>   |                      |           |
| Asistente "C"                                     | 0          | 4,317.62             | 4,317.62  |
| <b>Total Confianza</b>                            | <b>0</b>   |                      |           |
| Analista  | 72         | 10,716.74            | 15,479.42 |
| Auxiliar Técnico                                  | 29         | 10,283.98            | 11,185.94 |
| Jefe de Oficina "A"                               | 27         | 9,976.44             | 10,976.46 |
| Jefe de Sección "A"                               | 53         | 9,668.68             | 10,279.80 |
| Profesionista                                     | 27         | 20,718.30            | 22,841.10 |
| <b>Total Base</b>                                 | <b>208</b> |                      |           |
| Aux. de Trabajo Social                            | 4          | 20,512.84            | 20,573.52 |
| Auxiliar de Enfermería                            | 31         | 21,203.02            | 22,404.20 |
| Auxiliar de Enfermería "B"                        | 6          | 23,905.88            | 27,713.60 |
| Auxiliar de Enfermería 6 Horas                    | 6          | 17,263.10            | 18,682.26 |
| Camillero   | 6          | 17,488.00            | 17,605.92 |
| Enfermera Especialista                            | 11         | 27,838.08            | 31,864.50 |
| Enfermera Especialista "B"                        | 33         | 28,842.72            | 37,333.58 |
| Enfermera Especialista "C"                        | 19         | 34,833.20            | 42,043.58 |
| Enfermera General                                 | 66         | 24,329.00            | 31,379.40 |
| Enfermera General "B"                             | 73         | 26,018.40            | 34,012.04 |
| Enfermera General "C"                             | 24         | 32,179.46            | 35,392.14 |
| Investigador de Ciencias Médicas                  | 1          | 40,836.66            | 40,836.66 |
| Jefa de Enfermeras "B"                            | 1          | 43,042.42            | 43,042.42 |
| Jefa de Servicio                                  | 2          | 54,613.62            | 54,641.12 |
| Jefe de Farmacia 6 Horas                          | 1          | 28,406.22            | 28,406.22 |
| Jefe de Laboratorio Clínico                       | 0          | 46,272.18            | 46,272.18 |
| Médico Especialista                               | 5          | 46,870.74            | 49,614.84 |
| Médico Especialista "B" 4 Horas                   | 2          | 27,076.66            | 27,196.02 |
| Médico Especialista "B" 6 Horas                   | 6          | 37,454.94            | 42,488.54 |
| Médico Especialista "C"                           | 22         | 54,087.02            | 60,495.28 |
| Médico Especialista 6 Horas                       | 22         | 35,696.74            | 37,680.14 |
| Médico Especialista "B" 2 Horas                   | 1          | 14,711.44            | 14,711.44 |
| Médico Especialista "B"                           | 18         | 49,088.68            | 55,244.14 |
| Médico General                                    | 1          | 39,992.06            | 39,992.06 |
| Médico General "A"                                | 1          | 39,001.92            | 39,001.92 |
| Médico General 4 Horas                            | 1          | 22,220.20            | 22,220.20 |
| Médico General 6 Horas                            | 1          | 32,098.08            | 32,098.08 |
| Nutricionista                                     | 5          | 27,436.00            | 29,211.22 |
| Odonólogo "B"                                     | 2          | 42,517.30            | 42,579.06 |
| Odonólogo "B" 6 Horas                             | 1          | 32,598.66            | 32,598.66 |
| Odonólogo "C"                                     | 2          | 44,439.56            | 44,439.56 |
| Odonólogo Especialista 6 Horas                    | 6          | 37,235.94            | 37,452.10 |
| Profesional de Trabajo Social                     | 17         | 27,881.36            | 30,287.22 |
| Psicólogo   | 3          | 32,179.46            | 32,241.22 |
| Psicólogo 6 Horas                                 | 1          | 26,086.90            | 26,086.90 |
| Psicólogo Clínico                                 | 1          | 32,302.98            | 32,302.98 |
| Químico   | 2          | 37,051.58            | 37,082.46 |
| Químico "C"                                       | 14         | 42,455.56            | 42,579.06 |
| Químico "A"                                       | 1          | 34,340.80            | 34,340.80 |
| Químico "B"                                       | 1          | 40,131.24            | 40,131.24 |
| Químico 6 Horas                                   | 2          | 28,284.86            | 28,284.86 |
| Técnico Histopatólogo                             | 1          | 21,687.00            | 21,687.00 |
| Técnico Radiólogo                                 | 11         | 19,759.70            | 22,430.42 |
| Trabajadora Social "B"                            | 5          | 25,304.74            | 25,365.42 |

**Anexo 59**  
**Analítico de Plazas Servicios de Salud de Sinaloa**

| Categoría               | Plazas     | Sueldo Mensual Bruto |        |
|-------------------------|------------|----------------------|--------|
|                         |            | Mínimo               | Máximo |
| Total Homologados Salud | 439        |                      |        |
| <b>Total General</b>    | <b>654</b> |                      |        |



**Anexo 59**  
**Análítico de Plazas Junta de Asistencia Privada del Estado de Sinaloa**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Jefe de Departamento I                            | 2         | 20,500.00            | 25,000.00 |
| Jefe de Departamento II                           | 5         | 15,000.00            | 20,500.00 |
| Secretario Ejecutivo                              | 1         | 42,000.00            | 46,000.00 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>8</b>  |                      |           |
| Administrativo A                                  | 1         | 8,900.00             | 9,800.00  |
| Administrativo B                                  | 1         | 8,100.00             | 9,500.00  |
| Administrativo C                                  | 1         | 6,500.00             | 8,000.00  |
| Auxiliar  | 5         | 12,600.00            | 15,000.00 |
| <b>Total Confianza</b>                            | <b>8</b>  |                      |           |
| <b>Total General</b>                              | <b>16</b> |                      |           |

**Anexo 59**  
**Analítico de Plazas Instituto Sinaloense de Acuicultura y Pesca**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 2         | 27,969.12            | 27,969.12 |
| Director General                                  | 1         | 40,333.68            | 40,333.68 |
| Jefe de Departamento                              | 5         | 14,897.60            | 16,830.66 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>8</b>  |                      |           |
| Asistente   | 2         | 7,725.68             | 7,725.68  |
| Sub-Jefe de Departamento                          | 1         | 12,893.32            | 12,893.32 |
| <b>Total Confianza</b>                            | <b>3</b>  |                      |           |
| <b>Total General</b>                              | <b>11</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Secretaría Ejecutiva del Sistema Estatal y Municipal**  
**Anticorrupción del Estado de Sinaloa**

| Categoría            | Plazas  | Sueldo Mensual Bruto |            |
|----------------------|---|----------------------|------------|
|                      |   | Mínimo               | Máximo     |
| Director de Área     | 4   | 63,529.79            | 63,529.79  |
| Jefe de Departamento | 3   | 44,538.56            | 44,538.56  |
| Jefe de Unidad       | 3   | 69,179.02            | 69,179.02  |
| Secretario Técnico   | 1   | 109,328.56           | 109,328.56 |
|                      | <b>Total Confianza Mandos Medios y Superiores</b> |                      |            |
| Asistente B          | 11  |                      |            |
|                      | <b>Total Confianza</b>                            | 25,002.68            | 25,002.68  |
|                      | <b>Total General</b>                              |                      |            |
|                      | <b>12</b>   |                      |            |

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**Anexo 59**  
**Análítico de Plazas Instituto Sinaloense de la Juventud**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 1         | 0.00                 | 38,753.96 |
| Jefe de Depto. Admin                              | 1         | 0.00                 | 17,090.26 |
| Jefe de Depto. Bienestar                          | 1         | 0.00                 | 17,090.26 |
| Jefe de Depto. Creat y Dis.                       | 1         | 0.00                 | 17,090.26 |
| Jefe de Depto. de Serv. Juveniles                 | 1         | 0.00                 | 17,090.26 |
| Jefe de Depto. Empresarial                        | 1         | 0.00                 | 17,090.26 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>6</b>  |                      |           |
| Asistente de Dirección                            | 1         | 0.00                 | 9,125.68  |
| Resp. de Bolsa de Trabajo                         | 1         | 0.00                 | 9,112.68  |
| Resp. de Comunicación y Difusión                  | 1         | 0.00                 | 9,112.68  |
| Resp. de Diseño e Imagen                          | 1         | 0.00                 | 9,125.68  |
| Resp. de Estímulos a la Juventud                  | 1         | 0.00                 | 9,125.68  |
| Resp. de Evaluación y Seg.                        | 1         | 0.00                 | 9,125.68  |
| Resp. de Programación y Sop.                      | 1         | 0.00                 | 9,125.68  |
| Resp. de Recreación                               | 1         | 0.00                 | 9,125.68  |
| Resp. de Salud y Desarrollo                       | 1         | 0.00                 | 9,125.68  |
| Resp. de Vinculación                              | 1         | 0.00                 | 9,125.68  |
| Responsable de Logística                          | 1         | 0.00                 | 9,125.68  |
| Responsable de Mensajería                         | 1         | 0.00                 | 9,125.68  |
| Sub jefe Admin                                    | 1         | 0.00                 | 12,893.34 |
| <b>Total Confianza</b>                            | <b>13</b> |                      |           |
| <b>Total General</b>                              | <b>19</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Comisión Estatal de Agua Potable y Alcantarillado de**  
**Sinaloa (CEAPAS)**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Director  | 4         | 27,999.78            | 28,478.79 |
| Jefe de Departamento A                            | 11        | 19,869.06            | 20,250.07 |
| Jefe de Departamento B                            | 2         | 19,495.00            | 19,876.00 |
| Jefe de Departamento C                            | 1         | 16,700.00            | 17,081.00 |
| Jefe de Departamento D                            | 1         | 16,000.00            | 16,381.00 |
| Jefe de Departamento E                            | 1         | 15,500.00            | 15,881.00 |
| Jefe de Departamento F                            | 1         | 14,000.00            | 14,381.00 |
| Órgano Interno de Control y Evaluación            | 1         | 27,999.78            | 28,479.79 |
| Secretario Particular                             | 1         | 13,800.00            | 14,040.00 |
| Vocal Ejecutivo                                   | 1         | 37,861.93            | 38,501.53 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>24</b> |                      |           |
| Asistente   | 4         | 11,999.88            | 12,265.96 |
| Auxiliar A  | 1         | 13,800.00            | 14,066.10 |
| Auxiliar B  | 1         | 13,800.00            | 14,040.00 |
| Auxiliar C  | 1         | 11,568.80            | 11,808.80 |
| Auxiliar D  | 1         | 10,999.80            | 11,239.80 |
| Auxiliar E  | 1         | 9,100.10             | 9,255.30  |
| Auxiliar F  | 1         | 6,600.10             | 6,999.60  |
| Intendencia                                       | 2         | 5,500.10             | 6,999.60  |
| Recepción   | 1         | 9,999.80             | 10,239.80 |
| Subjefe A   | 5         | 13,800.00            | 14,066.10 |
| Subjefe B   | 1         | 11,999.88            | 12,265.96 |
| <b>Total Confianza</b>                            | <b>19</b> |                      |           |
| <b>Total General</b>                              | <b>43</b> |                      |           |

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**Anexo 59**  
**Análítico de Plazas Comisión de Vivienda del Estado de Sinaloa**

| Categoría   | Plazas    | Sueldo Mensual Bruto |           |
|---|-----------|----------------------|-----------|
|   |           | Mínimo               | Máximo    |
| Coordinador                                       | 3         | 26,873.26            | 49,116.58 |
| Director de Área                                  | 3         | 45,479.14            | 49,116.58 |
| Director General                                  | 1         | 90,608.38            | 97,659.25 |
| Jefe de Departamento                              | 6         | 18,731.69            | 30,364.39 |
| Secretario Técnico                                | 1         | 32,510.62            | 35,546.60 |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>14</b> |                      |           |
| Auxiliar  | 27        | 10,106.00            | 20,937.08 |
| Cajera  | 2         | 13,644.74            | 15,056.47 |
| Intendente  | 3         | 7,698.12             | 8,529.90  |
| Jefe de Oficina                                   | 3         | 18,148.36            | 20,463.64 |
| Titular del Órgano Interno                        | 1         | 15,791.17            | 20,937.08 |
| Velador   | 2         | 10,216.44            | 11,035.45 |
| <b>Total Confianza</b>                            | <b>38</b> |                      |           |
| <b>Total General</b>                              | <b>52</b> |                      |           |

**Anexo 59**  
**Análítico de Plazas Viveros de Sinaloa**

| Categoría          | Plazas                  | Sueldo Mensual Bruto |          |
|--------------------|-------------------------|----------------------|----------|
|                    |                         | Mínimo               | Máximo   |
| Personal Operativo | 8                       | 5,531.54             | 5,980.38 |
|                    | <b>Total Honorarios</b> | 8                    |          |
|                    | <b>Total General</b>    | 8                    |          |

**Anexo 59**  
**Analítico de Plazas Coordinación General para el Fomento a la**  
**Investigación Científica e Innovación del Estado de Sinaloa**

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| Categoría   | Plazas     | Sueldo Mensual Bruto |            |
|---|------------|----------------------|------------|
|   |            | Mínimo               | Máximo     |
| Director Administrativo                           | 1          | 82,394.53            | 107,895.33 |
| Director de Área                                  | 5          | 57,523.14            | 104,195.33 |
| Director Ejecutivo                                | 1          | 94,010.53            | 119,276.77 |
| Director General                                  | 1          | 156,301.20           | 204,469.20 |
| Jefe de Departamento                              | 17         | 34,183.36            | 72,573.14  |
| Jefe de Unidad                                    | 1          | 58,648.14            | 75,808.14  |
| Secretaría Técnica                                | 1          | 67,523.14            | 88,643.14  |
| Subdirector                                       | 3          | 58,889.92            | 97,427.11  |
| <b>Total Confianza Mandos Medios y Superiores</b> | <b>30</b>  |                      |            |
| Académico Asociado B                              | 1          | 35,458.46            | 47,023.26  |
| Académico Asociado C                              | 3          | 44,903.89            | 61,985.63  |
| Académico Auxiliar A                              | 1          | 21,930.83            | 28,504.06  |
| Académico Auxiliar C                              | 1          | 34,138.78            | 44,590.89  |
| Académico Titular A                               | 13         | 49,088.75            | 67,745.25  |
| Administrativo A                                  | 16         | 11,660.61            | 16,330.23  |
| Administrativo B                                  | 6          | 13,938.12            | 19,526.52  |
| Administrativo C                                  | 2          | 14,806.09            | 20,986.41  |
| Administrativo CO                                 | 6          | 19,436.03            | 40,823.20  |
| Administrativo D                                  | 4          | 16,141.37            | 21,954.31  |
| Administrativo E                                  | 4          | 17,818.10            | 23,416.85  |
| Administrativo G                                  | 2          | 19,154.02            | 25,147.58  |
| Administrativo H                                  | 8          | 20,543.09            | 29,051.12  |
| Administrativo I                                  | 10         | 23,980.49            | 33,643.36  |
| Administrativo J                                  | 9          | 27,061.72            | 38,824.89  |
| Administrativo K                                  | 5          | 32,150.58            | 43,474.34  |
| Administrativo L                                  | 5          | 33,453.20            | 45,901.12  |
| Administrativo M                                  | 2          | 37,418.10            | 52,540.17  |
| Administrativo N                                  | 1          | 39,186.71            | 51,314.43  |
| Administrativo Ñ                                  | 3          | 40,308.37            | 54,119.99  |
| Administrativo O                                  | 2          | 42,208.49            | 57,439.27  |
| Administrativo P                                  | 2          | 47,561.79            | 66,582.86  |
| Investigador Titular A                            | 2          | 54,886.20            | 73,873.36  |
| Técnico Académico Asociado A                      | 5          | 37,258.23            | 50,156.15  |
| Técnico Académico Asociado B                      | 3          | 41,309.96            | 54,160.07  |
| Técnico Académico Asociado C                      | 6          | 44,903.89            | 63,368.20  |
| Técnico Académico Auxiliar C                      | 6          | 33,453.20            | 44,590.89  |
| Técnico Académico Titular A                       | 6          | 49,970.60            | 66,610.35  |
| Técnico Académico Titular B                       | 1          | 55,530.91            | 72,938.58  |
| Técnico Docente A                                 | 1          | 17,164.75            | 22,175.40  |
| Técnico Docente Auxiliar A                        | 3          | 14,849.64            | 19,880.58  |
| <b>Total Confianza</b>                            | <b>139</b> |                      |            |
| <b>Total General</b>                              | <b>169</b> |                      |            |



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**Anexo 59**  
**Análítico de Plazas Instituto de Seguridad y Servicios Sociales de los**  
**Trabajadores de la Educación del Estado de Sinaloa**

| Categoría  | Plazas     | Sueldo Mensual Bruto |           |
|--|------------|----------------------|-----------|
|  |            | Mínimo               | Máximo    |
| Autonadad Investigadora                            | 1          | 30,924.00            | 51,116.40 |
| Autoridad Substanciadora                           | 1          | 30,924.00            | 51,116.40 |
| Director (A)                                       | 3          | 41,345.80            | 70,080.38 |
| Director General                                   | 1          | 59,417.71            | 90,559.48 |
| Gerente A  | 3          | 27,292.06            | 33,721.26 |
| Gerente B  | 4          | 24,301.60            | 30,631.76 |
| Jefe de Departamento A                             | 15         | 30,924.00            | 51,116.40 |
| Jefe de Departamento B                             | 1          | 26,472.08            | 41,319.29 |
| Secretaria Técnica                                 | 1          | 30,924.00            | 51,116.40 |
| Secretario Particular                              | 1          | 30,924.00            | 51,116.40 |
| Titular del Órgano Interno de Control y Evaluación | 1          | 41,345.80            | 70,080.38 |
| <b>Total Confianza Menos Medios y Superiores</b>   | <b>32</b>  |                      |           |
| Analista A   | 10         | 19,763.46            | 28,939.80 |
| Analista B   | 1          | 18,366.36            | 27,302.59 |
| Analista C   | 9          | 16,969.25            | 25,666.18 |
| Auditor Interno                                    | 1          | 21,109.54            | 35,320.50 |
| Auxiliar Administrativo A                          | 7          | 14,614.45            | 20,675.90 |
| Auxiliar Administrativo B                          | 3          | 10,495.56            | 16,045.12 |
| Auxiliar Administrativo C                          | 2          | 8,034.88             | 13,238.37 |
| Auxiliar Administrativo D                          | 13         | 7,634.78             | 13,018.26 |
| Auxiliar C   | 2          | 11,036.66            | 16,940.33 |
| Auxiliar contable A                                | 2          | 14,614.45            | 20,675.90 |
| Auxiliar D   | 4          | 9,322.66             | 14,555.15 |
| Auxiliar Jurídico A                                | 1          | 14,614.45            | 20,675.90 |
| Auxiliar Jurídico B                                | 1          | 10,495.56            | 16,045.12 |
| Auxiliar técnico                                   | 3          | 22,803.76            | 34,784.14 |
| Auxiliar A   | 6          | 15,218.56            | 21,940.42 |
| Auxiliar B   | 2          | 13,246.21            | 19,570.83 |
| Contador A   | 3          | 19,763.46            | 28,939.80 |
| Contador B   | 7          | 17,537.73            | 26,491.51 |
| Contador C   | 1          | 16,518.65            | 25,170.51 |
| Programador Analista A                             | 1          | 18,455.02            | 26,300.52 |
| Programador Analista B                             | 2          | 16,777.29            | 24,455.02 |
| Programador Analista C                             | 1          | 14,145.66            | 21,560.23 |
| Secretaría A                                       | 1          | 12,936.09            | 17,729.70 |
| Servicio Médico                                    | 1          | 17,493.93            | 22,843.32 |
| Subjefe de Departamento A                          | 10         | 22,803.76            | 34,684.14 |
| Subjefe de Departamento B                          | 2          | 21,109.54            | 32,820.50 |
| Subjefe de Departamento C                          | 1          | 20,850.13            | 32,535.15 |
| <b>Total Confianza</b>                             | <b>97</b>  |                      |           |
| <b>Total General</b>                               | <b>129</b> |                      |           |

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**Anexo 59**  
**Analítico de Plazas Instituto de Pensiones del Estado de Sinaloa**

| Categoría               | Plazas  | Sueldo Mensual Bruto |           |
|-------------------------|---|----------------------|-----------|
|                         |   | Mínimo               | Máximo    |
| Director (IPES)         | 3   | 31,631.30            | 33,188.08 |
| Director General (IPES) | 1   | 47,405.68            | 47,405.68 |
| Jefe de Departamento    | 6   | 18,396.40            | 18,790.00 |
|                         | <b>Total Confianza Mandos Medios y Superiores</b> |                      |           |
| Asistente               | 11  | 8,030.50             | 11,240.00 |
|                         | <b>Total Confianza</b>                            |                      |           |
| Analista                | 1   | 12,092.46            | 12,092.46 |
|                         | <b>Total Base</b>                                 |                      |           |
|                         | <b>Total General</b>                              |                      |           |
|                         | <b>22</b>   |                      |           |

# **T O M O III**

## Contenido

### Poder Ejecutivo

#### Gubernatura del Estado

##### Oficina del Gobernador

#### Gobernación

##### Secretaría General de Gobierno (SGG)

Junta Local de Conciliación y Arbitraje

Instituto de la Defensoría Pública del Estado

Consejo Estatal de Población

Archivo Histórico General del Estado

Delegación de Relaciones Exteriores

Secretaría Ejecutiva del Sistema Estatal de Protección Integral de los Derechos de Niñas, Niños y Adolescentes

Comisión Estatal de Búsqueda de Personas Desaparecidas

Tribunal Local de Conciliación y Arbitraje

#### Administración y Finanzas

##### Secretaría de Administración y Finanzas (SAF)

Procuraduría Fiscal

Instituto Catastral del Estado de Sinaloa

Servicio de Administración Tributaria del Estado de Sinaloa

#### Educación Pública y Cultura

##### Secretaría de Educación Pública y Cultura (SEPyC)

Escuela Normal de Sinaloa

Escuela Libre de Derecho de Sinaloa

#### Agricultura y Ganadería

##### Secretaría de Agricultura y Ganadería (SAyG)

#### Obras Públicas

##### Secretaría de Obras Públicas (SOP)

#### Seguridad Pública

##### Secretaría de Seguridad Pública (SSP)

Centro Penitenciario "Aguaruto" de la Ciudad de Culiacán

Centro Penitenciario "Goros II" de la Ciudad de Los Mochis

Centro Penitenciario "El Castillo" de la Ciudad y puerto de Mazatlán

Órgano Especializado en la Ejecución de Medidas para Adolescentes

##### Secretariado Ejecutivo del Sistema Estatal de Seguridad Pública

Secretariado Ejecutivo

Centro Estatal de Evaluación y Control de Confianza

#### Economía

##### Secretaría de Economía (SE)

#### Salud

##### Secretaría de Salud (SS)

Administración de la Beneficencia Pública del Estado de Sinaloa

## Contenido

Comisión de Arbitraje Médico del Estado de Sinaloa  
Comisión Estatal para la Protección Contra los Riesgos Sanitarios de Sinaloa (COEPRISS)  
Comisión Estatal de Prevención, Tratamiento y Control de las Adicciones  
Centros de Rehabilitación para la Juventud

### Comunicación Social

Coordinación de Comunicación Social (CCS)

### Representación

Representación del Gobierno del Estado en la Ciudad de México (CDMX)

### Turismo

Secretaría de Turismo (ST)

### Transparencia y Rendición de Cuentas

Secretaría de Transparencia y Rendición de Cuentas (STyRC)

### Pesca y Acuicultura

Secretaría de Pesca y Acuicultura (SPyA)

### Mujeres

Secretaría de las Mujeres (SEMUJERES)

Consejo Estatal para la Prevención y Atención de la Violencia Familiar  
Centro de Justicia para las Mujeres

### Bienestar y Desarrollo Sustentable

Secretaría de Bienestar y Desarrollo Sustentable (SEBIDES)

Instituto Sinaloense de Desarrollo Social  
Comisión para la Atención de las Comunidades Indígenas de Sinaloa

### Asesores

Coordinación de Asesores (CA)

### Desarrollo Tecnológico y Proyectos Especiales

Coordinación General de Desarrollo Tecnológico y Proyectos Especiales (CGDTyPE)

## Poder Legislativo

### Congreso del Estado

H. Congreso del Estado

### Auditoría Superior del Estado

Auditoría Superior del Estado

## Poder Judicial

### Supremo Tribunal de Justicia

Supremo Tribunal de Justicia del Estado

## Contenido

### Organismos Autónomos

Comisión Estatal de Derechos Humanos  
Tribunal de Justicia Administrativa del Estado de Sinaloa  
Comisión Estatal para el Acceso a la Información Pública  
Fiscalía General del Estado

Instituto para la Protección de Personas Defensoras de Derechos Humanos y Periodistas

### Organismos Electorales

Instituto Electoral del Estado de Sinaloa  
Tribunal Electoral del Estado de Sinaloa

### Organismos Públicos Descentralizados

#### Gobernación

Instituto Estatal de Protección Civil de Sinaloa  
Comisión Estatal de Atención Integral a Víctimas  
Centro de Conciliación Laboral del Estado de Sinaloa  
Universidad de la Policía del Estado de Sinaloa

#### Educación Pública y Cultura

Colegio de Bachilleros del Estado de Sinaloa (COBAES)  
Universidad Autónoma de Occidente  
Universidad Autónoma de Sinaloa  
Escuela Normal de Especialización del Estado de Sinaloa  
Instituto Sinaloense de Cultura Física y el Deporte (ISDF)  
Colegio de Sinaloa  
Instituto Sinaloense de Cultura  
Universidad Autónoma Indígena de México  
Servicios de Educación Pública Descentralizada del Estado de Sinaloa (SEPDSE)  
Universidad Politécnica de Sinaloa  
Instituto Sinaloense de la Infraestructura Física Educativa (ISIFE)  
Instituto Tecnológico Superior de Guasave  
Instituto Tecnológico Superior de Eldorado  
Colegio de Educación Profesional Técnica del Estado de Sinaloa (COHALEP)  
Universidad Politécnica del Mar y la Sierra  
Universidad Politécnica del Valle del Évora  
Universidad Tecnológica de Culiacán  
Universidad Tecnológica de Escuinapa  
Instituto Sinaloense para la Educación de Jóvenes y Adultos  
Universidad Pedagógica del Estado de Sinaloa  
Centro de Estudios de Bachillerato  
Colegio de Estudios Científicos y Tecnológicos del Estado de Sinaloa  
Escuela Normal Experimental de El Fuerte  
Ciudad Educadora del Saber de Sinaloa  
Sistema Sinaloense de Radio y Televisión

## Contenido

### Obras Públicas

Desarrollo Urbano Tres Rios  
Preesforzados Concretos y Agregados de Sinaloa (PREECASIN)

### Economía

Instituto de Capacitación para el Trabajo del Estado de Sinaloa (ICATSIN)  
Comisión Estatal de Mejora Regulatoria y Gestión Empresarial  
Consejo para el Desarrollo Económico de Sinaloa (CODESIN)

### Salud

Hospital Civil de Culiacán  
Desarrollo Integral de la Familia  
Servicios de Salud de Sinaloa  
Junta de Asistencia Privada del Estado de Sinaloa

### Pesca y Acuicultura

Instituto Sinaloense de Acuicultura y Pesca

### Sistema Estatal y Municipal Anticorrupción

Secretaría Ejecutiva del Sistema Estatal y Municipal Anticorrupción del Estado de Sinaloa

### Bienestar y Desarrollo Sustentable

Instituto Sinaloense de la Juventud  
Comisión Estatal de Agua Potable y Alcantarillado de Sinaloa (CEAPAS)  
Comisión de Vivienda del Estado de Sinaloa  
Viveros de Sinaloa

### Fomento a la Investigación Científica e Innovación

Coordinación General para el Fomento a la Investigación Científica e Innovación del Estado de Sinaloa

## Instituciones Públicas de Seguridad Social

Instituto de Seguridad y Servicios Sociales de los Trabajadores de la Educación del Estado de Sinaloa  
Instituto de Pensiones del Estado de Sinaloa

## Oficina del Gobernador

### Estrategia Programática

#### Misión

Avanzar con decisión hacia una reforma del estado para contribuir a un nuevo pacto social con base en una visión de gobierno, centrada en el recurso más importante que son los ciudadanos, atender y gestionar los asuntos de la administración pública centralizada y descentralizada del gobierno así como supervisión de eventos oficiales al C. Gobernador.

#### Objetivos del Plan Estatal de Desarrollo

Fortalecer el Estado de derecho para garantizar una gobernabilidad democrática como eje fundamental del bienestar social y la transformación política en Sinaloa.

#### Estrategias

Impulsar la transformación democrática de Sinaloa mediante la participación efectiva de la ciudadanía en procesos incluyentes y equitativos de toma de decisiones y el fortalecimiento de la cultura de la legalidad y la paz social.

Fortalecer la capacidad institucional y el diálogo con los distintos poderes, organismos autónomos, órdenes de gobierno, diversas fuerzas políticas y sociedad civil, en un marco de respeto y colaboración para promover consensos y acuerdos que permitan consolidar la Transformación de Sinaloa.

#### Programas Presupuestarios

Conducción de las Políticas de Desarrollo Estatal  
Asesoría y Representación Jurídica

### Resumen por Capítulo de Gasto

Servicios personales  
Materiales y suministros  
Servicios generales

### Monto

41,329,649  
1,244,736  
6,678,236  
\$49,352,621

### Total



## Oficina del Gobernador

### Clasificación Programática del Gasto por Fuente de Financiamiento

| Programa Presupuestario / Fuente de Financiamiento / Procedencia | Monto               |
|--|---------------------|
| Conducción de las Políticas de Desarrollo Estatal                | 48,704,069          |
| Recursos fiscales  | 11,871,418          |
| Recursos fiscales  | 11,871,418          |
| Recursos federales   | 35,032,651          |
| Participaciones  | 35,032,651          |
| Asesoría y Representación Jurídica                               | 2,648,552           |
| Recursos fiscales  | 1,804,544           |
| Recursos fiscales  | 1,804,544           |
| Recursos federales   | 844,008             |
| Participaciones  | 844,008             |
| <b>Total</b>   | <b>\$49,352,621</b> |

## Secretaría General de Gobierno (SGG)

### Estrategia Programática

#### Misión

Orientar y dirigir jurídica e institucionalmente, a las diferentes áreas del poder ejecutivo, con el propósito de lograr un servicio eficaz, con información compartida y confiable para la toma de decisiones a favor de la gente, estableciendo mecanismos y procedimientos para una participación más eficaz de las organizaciones sociales y civiles en el proceso de transformación política y social, tanto para el fortalecimiento institucional como para el desarrollo democrático del estado, atendiendo las garantías individuales y los derechos de los ciudadanos.

#### Objetivos del Plan Estatal de Desarrollo

Fortalecer el Estado de derecho para garantizar una gobernabilidad democrática como eje fundamental del bienestar social y la transformación política en Sinaloa.

Promover la concordia y la paz social mediante la estabilidad laboral y la generación de condiciones más dignas para las y los trabajadores.

Mejorar la GIR para promover la prevención y la protección de las personas, sus bienes y entorno, ante riesgos y desastres.

Impulsar una movilidad de calidad, equitativa, justa, confiable, segura y sustentable.

Garantizar una respuesta eficaz en la protección y restitución de los derechos humanos, como un compromiso medular e inaplazable para la transformación de Sinaloa

#### Estrategias

Solución pacífica de conflictos sociales y políticos y atención sin intermediarios.

Impulsar la transformación democrática de Sinaloa mediante la participación efectiva de la ciudadanía en procesos incluyentes y equitativos de toma de decisiones y el fortalecimiento de la cultura de la legalidad y la paz social.

Fortalecer la capacidad institucional y el diálogo con los distintos poderes, organismos autónomos, órdenes de gobierno, diversas fuerzas políticas y sociedad civil, en un marco de respeto y colaboración para promover consensos y acuerdos que permitan consolidar la Transformación de Sinaloa.

Garantizar la certeza jurídica de las personas para una efectiva preservación y protección de su identidad y patrimonio.

Generar ambientes laborales más seguros, dignos y productivos en un marco de respeto y protección de los derechos laborales de todas y todos.

Consolidar una justicia laboral más ágil y con una mayor certeza jurídica para patronos y empleados.

Priorizar el enfoque preventivo en la reducción de la vulnerabilidad de la población ante riesgos y amenazas, garantizando el acceso igualitario a la protección civil y GIR.

Promover la corresponsabilidad ciudadana en las acciones de protección civil y Gestión Integral de Riesgos.

Facilitar el acceso a un sistema de transporte público asequible, inclusivo y de calidad, prestando especial atención a las personas en situación de vulnerabilidad.

Promover condiciones de movilidad segura, ordenada y sostenible.

Mejorar los procesos administrativos en materia de vialidad y transportes.

Resarcir la deuda histórica con las víctimas de violaciones graves de derechos humanos y la desigualdad social.

Fortalecer las capacidades institucionales para lograr la transverzalización efectiva del enfoque de derechos humanos en la administración pública.

Garantizar el derecho a la igualdad de todas y todos, en especial de los grupos históricamente discriminados o en condiciones de vulnerabilidad.

#### Programas Presupuestarios

Planación de la Política de Buen Gobierno

Reformas Legislativas para Fortalecer el Orden Jurídico Estatal

Seguridad Vial

Modernización y Operación del Registro Civil

Vinculación Ciudadana y Prevención del Alcoholismo

Seguridad Laboral

Seguridad Jurídica Registral y Notarial

Asesoría y Representación Jurídica

Asuntos y Asesoría Agraria

Publicaciones Oficiales del Estado

Infraestructura para el Mejoramiento de los Servicios Públicos

Política de Protección y Promoción de los Derechos Humanos

Coordinar las Actividades de la Secretaría en Materia Agraria

**Secretaría General de Gobierno (SGG)**

| Resumen por Capítulo de Gasto                          | Monto                |
|--|----------------------|
| Servicios personales                                   | 364,150,440          |
| Materiales y suministros                               | 76,167,422           |
| Servicios generales                                    | 120,926,668          |
| Transferencias, asignaciones, subsidios y otras ayudas | 5,594,180            |
| Bienes muebles, inmuebles e intangibles                | 1,379,600            |
| <b>Total</b>   | <b>\$668,242,510</b> |

**Secretaría General de Gobierno (SGG)**

Clasificación Programática del Gasto por Fuente de Financiamiento

**Programa Presupuestario / Fuente de Financiamiento / Procedencia**

|   | Monto       |
|---|-------------|
| Planeación de la Política de Buen Gobierno                      | 66,227,062  |
| Recursos fiscales   | 24,124,748  |
| Recursos fiscales   | 24,124,748  |
| Recursos federales  | 41,102,314  |
| Participaciones   | 41,102,314  |
| Reformas Legislativas para Fortalecer el Orden Jurídico Estatal | 17,034,068  |
| Recursos fiscales   | 7,287,258   |
| Recursos fiscales   | 7,287,258   |
| Recursos federales  | 9,746,812   |
| Participaciones   | 9,746,812   |
| Seguridad Vial  | 184,902,666 |
| Recursos fiscales   | 77,584,577  |
| Recursos fiscales   | 77,584,577  |
| Recursos federales  | 107,317,989 |
| Participaciones   | 107,317,989 |
| Modernización y Operación del Registro Civil                    | 109,361,676 |
| Recursos fiscales   | 49,136,264  |
| Recursos fiscales   | 49,136,264  |
| Recursos federales  | 48,136,264  |
| Participaciones   | 60,225,412  |
| Vinculación Ciudadana y Prevención del Alcohollismo             | 60,225,412  |
| Recursos fiscales   | 38,073,073  |
| Recursos fiscales   | 38,073,073  |
| Recursos federales  | 26,617,765  |
| Participaciones   | 26,617,765  |
| Protección Laboral  | 11,466,308  |
| Recursos fiscales   | 11,466,308  |
| Recursos federales  | 11,466,308  |
| Participaciones   | 30,078,601  |
| Seguridad Jurídica Registral y Notarial                         | 4,838,276   |
| Recursos fiscales   | 4,838,276   |
| Recursos federales  | 25,240,225  |
| Participaciones   | 25,240,225  |
| Seguridad Jurídica Registral y Notarial                         | 90,421,488  |
| Recursos fiscales   | 37,634,482  |
| Recursos fiscales   | 37,634,482  |
| Recursos federales  | 37,534,482  |
| Participaciones   | 62,887,006  |
| Asesoría y Representación Jurídica                              | 52,867,006  |
| Recursos fiscales   | 15,090,717  |
| Recursos fiscales   | 6,274,616   |
| Recursos federales  | 6,274,616   |
| Participaciones   | 8,816,101   |
| Recursos fiscales   | 8,816,101   |
| Recursos federales  | 8,816,101   |
| Participaciones   | 8,816,101   |

## Secretaría General de Gobierno (SGG)

|   |                      |
|---|----------------------|
| Publicaciones Oficiales del Estado                            | 8,174,687            |
| Recursos fiscales   | 8,174,687            |
| Recursos fiscales   | 8,174,687            |
| Política de Protección y Promoción de los Derechos Humanos    | 6,871,464            |
| Recursos fiscales   | 2,928,224            |
| Recursos fiscales   | 2,928,224            |
| Recursos federales  | 3,943,230            |
| Participaciones   | 3,943,230            |
| Coordinar las Actividades de la Secretaría en Materia Agraria | 6,007,218            |
| Recursos fiscales   | 1,299,684            |
| Recursos fiscales   | 1,299,684            |
| Recursos federales  | 4,707,534            |
| Participaciones   | 4,707,534            |
| <b>Total</b>  | <b>\$868,242,510</b> |

## Junta Local de Conciliación y Arbitraje

### Estrategia Programática

#### Misión

Administrar justicia laboral, sustentando el quehacer judicial de los postulados que permeen nuestra máxima carta política, procurando en todo momento guardar la armonía de aquellas pretensiones legítimas que fluyen entre los factores de producción, en aras de salvaguardar el fin supremo del derecho del trabajo, que es la justicia social.

#### Objetivos del Plan Estatal de Desarrollo

Promover la concordia y la paz social mediante la estabilidad laboral y la generación de condiciones más dignas para las y los trabajadores.

#### Estrategias

Consolidar una justicia laboral más ágil y con una mayor certeza jurídica para patronos y empleados.

#### Programas Presupuestarios

Resolución de Asuntos Laborales

### Resumen por Capítulo de Gasto

|  | Monto               |
|--|---------------------|
| Servicios personales                                   | 41,607,859          |
| Materiales y suministros                               | 557,978             |
| Servicios generales                                    | 3,401,040           |
| Transferencias, asignaciones, subsidios y otras ayudas | 361,760             |
| <b>Total</b>   | <b>\$45,928,637</b> |

### Clasificación Programática del Gasto por Fuente de Financiamiento

#### Programa Presupuestario / Fuente de Financiamiento / Procedencia

|                                 | Monto               |
|---------------------------------|---------------------|
| Resolución de Asuntos Laborales | 45,928,637          |
| Recursos fiscales               | 4,750,518           |
| Recursos fiscales               | 4,750,518           |
| Recursos federales              | 41,178,019          |
| Participaciones                 | 41,178,019          |
| <b>Total</b>                    | <b>\$45,928,637</b> |

## Instituto de la Defensoría Pública del Estado

### Estrategia Programática

#### Misión

El proporcionar a la población, obligatoria y gratuitamente, los servicios jurídicos de defensa, patrocinio y asesoría en materia penal, civil, familiar, administrativa y de justicia para adolescentes.

#### Objetivos del Plan Estatal de Desarrollo

Promover la concordia y la paz social mediante la estabilidad laboral y la generación de condiciones más dignas para las y los trabajadores.

Garantizar una respuesta eficaz en la protección y restitución de los derechos humanos, como un compromiso modular e inaplazable para la transformación de Sinaloa

#### Estrategias

Consolidar una justicia laboral más ágil y con una mayor certeza jurídica para patrones y empleados.

Fortalecer las capacidades institucionales para lograr la transversalización efectiva del enfoque de derechos humanos en la administración pública.

#### Programas Presupuestarios

Defensoría Pública Gratuita

| Resumen por Capítulo de Gasto                          | Monto               |
|--|---------------------|
| Servicios personales                                   | 74,540,192          |
| Materiales y suministros                               | 583,700             |
| Servicios generales                                    | 2,021,531           |
| Transferencias, asignaciones, subsidios y otras ayudas | 76,768              |
| <b>Total</b>   | <b>\$77,222,191</b> |

### Clasificación Programática del Gasto por Fuente de Financiamiento

| Programa Presupuestario / Fuente de Financiamiento / Procedencia | Monto               |
|--|---------------------|
| Defensoría Pública Gratuita                                      | 77,222,191          |
| Recursos fiscales  | 2,941,231           |
| Recursos fiscales  | 2,941,231           |
| Recursos federales   | 74,280,960          |
| Participaciones  | 74,280,960          |
| <b>Total</b>   | <b>\$77,222,191</b> |

## Consejo Estatal de Población

### Estrategia Programática

#### Misión

Organizar la dinámica del fenómeno demográfico en el Estado de Sinaloa y establecer e instrumentar los requerimientos y medidas necesarias para su orientación a todo tipo de planes y programas de desarrollo rural y urbano, en materia de educación, salud, etc.

#### Objetivos del Plan Estatal de Desarrollo

Fortalecer el Estado de derecho para garantizar una gobernabilidad democrática como eje fundamental del bienestar social y la transformación política en Sinaloa.

#### Estrategias

Impulsar la transformación democrática de Sinaloa mediante la participación efectiva de la ciudadanía en procesos incluyentes y equitativos de toma de decisiones y el fortalecimiento de la cultura de la legalidad y la paz social.

#### Programas Presupuestarios

Política de Población

### Resumen por Capítulo de Gasto

Monto

|  |                    |
|--|--------------------|
| Servicios personales                                   | 4,893,601          |
| Materiales y suministros                               | 97,117             |
| Servicios generales                                    | 628,829            |
| Transferencias, asignaciones, subsidios y otras ayudas | 668,520            |
| <b>Total</b>   | <b>\$6,287,867</b> |

### Clasificación Programática del Gasto por Fuente de Financiamiento

#### Programa Presupuestario / Fuente de Financiamiento / Procedencia

Monto

|                       |                    |
|-----------------------|--------------------|
| Política de Población | 6,287,867          |
| Recursos fiscales     | 1,538,266          |
| Recursos fiscales     | 1,538,266          |
| Recursos federales    | 4,749,601          |
| Participaciones       | 4,749,601          |
| <b>Total</b>          | <b>\$6,287,867</b> |