



**INSTITUTO ELECTORAL DEL ESTADO**  
**TABULADOR APLICABLE A PARTIR DE ENERO 2017**

PERSONAL PERMANENTE												
PUESTO	NIVEL	PERCEPCIONES ORDINARIAS MENSUALES			DEDUCCIONES ORDINARIAS MENSUALES			PERCEPCION MENSUAL NETA	PRESTACIONES		PERCEPCIONES EXTRAORDINARIAS	
		SUELDO BRUTO	COMPENSACION BRUTA	TOTAL PERCEPCIONES BRUTAS	IMPUESTO	ISSSTEP	TOTAL DEDUCCIONES		AGUINALDO	PRIMA VACACIONAL	INCENTIVO	
PRESIDENTE	UNICO	\$27,252.68	\$81,758.05	\$109,010.73	\$30,467.88	\$3,542.85	\$34,010.73	\$75,000.00	\$186,363.96	\$44,267.58	*	
CONSEJERO ELECTORAL	UNICO	\$27,252.68	\$81,758.05	\$109,010.73	\$30,467.88	\$3,542.85	\$34,010.73	\$75,000.00	\$186,363.96	\$44,267.58	*	
SECRETARIO EJECUTIVO	UNICO	\$27,252.68	\$81,758.05	\$109,010.73	\$30,467.88	\$3,542.85	\$34,010.73	\$75,000.00	\$186,363.96	\$44,267.58	*	
TITULAR DE LA UNIDAD TÉCNICA DE FISCALIZACIÓN	UNICO	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.55	\$37,701.84	\$87,138.61	\$20,779.28	*	
DIRECTOR	UNICO	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.55	\$37,701.84	\$87,138.61	\$20,779.28	*	
CONTRALOR INTERNO	UNICO	\$12,742.60	\$38,227.79	\$50,970.39	\$11,612.02	\$1,656.54	\$13,268.55	\$37,701.84	\$87,138.61	\$20,779.28	*	
SUBDIRECTOR DE AREA	1	\$8,214.94	\$24,644.82	\$32,859.76	\$6,178.83	\$1,067.93	\$7,246.76	\$25,613.00	\$56,176.81	\$13,965.80	*	
	2	\$8,673.24	\$26,019.72	\$34,692.96	\$6,728.79	\$1,127.52	\$7,856.31	\$26,836.65	\$59,310.83	\$14,655.64	*	
	3	\$9,147.44	\$27,442.31	\$36,589.75	\$7,297.82	\$1,189.17	\$8,486.99	\$28,102.76	\$62,553.57	\$15,369.22	*	
	4	\$9,635.11	\$28,905.32	\$38,540.43	\$7,883.03	\$1,252.56	\$9,135.59	\$29,404.84	\$65,888.44	\$16,103.08	*	
COORDINADOR DE AREA	1	A	\$5,827.64	\$17,482.91	\$23,310.54	\$3,924.88	\$757.59	\$4,682.48	\$18,628.06	\$39,851.53	\$9,294.32	*
	2	B	\$6,119.15	\$18,357.44	\$24,476.58	\$4,199.14	\$795.49	\$4,994.63	\$19,481.95	\$41,844.98	\$9,712.82	*
	3	C	\$6,425.90	\$19,277.69	\$25,703.58	\$4,487.73	\$835.37	\$5,323.09	\$20,380.49	\$43,942.65	\$10,176.32	*
	4	D	\$6,764.18	\$20,292.53	\$27,056.70	\$4,805.98	\$879.34	\$5,685.32	\$21,371.38	\$46,255.94	\$10,701.04	*
JEFE DE DEPARTAMENTO	1	A	\$5,205.70	\$15,617.10	\$20,822.80	\$3,339.77	\$676.75	\$4,016.52	\$16,806.28	\$35,598.51	\$8,354.50	*
	2	B	\$5,494.77	\$16,484.32	\$21,979.09	\$3,611.73	\$714.32	\$4,326.05	\$17,653.04	\$37,575.29	\$8,769.38	*
	3	C	\$5,775.67	\$17,327.02	\$23,102.69	\$3,876.00	\$750.84	\$4,626.84	\$18,475.85	\$39,496.19	\$9,193.82	*
	4	D	\$6,059.76	\$18,179.27	\$24,239.02	\$4,143.25	\$787.77	\$4,931.02	\$19,308.00	\$41,438.85	\$9,645.08	*
JEFE DE OFICINA	1	A	\$4,044.34	\$12,133.02	\$16,177.36	\$2,346.36	\$525.76	\$2,872.12	\$13,305.24	\$27,656.70	\$6,396.80	*
	2	B	\$4,451.93	\$13,355.79	\$17,807.72	\$2,694.62	\$578.75	\$3,273.37	\$14,534.35	\$30,443.95	\$7,015.22	*
	3	C	\$5,205.70	\$15,617.10	\$20,822.80	\$3,339.77	\$676.75	\$4,016.52	\$16,806.28	\$35,598.51	\$8,354.50	*
	4	D	\$5,494.77	\$16,484.32	\$21,979.09	\$3,611.73	\$714.32	\$4,326.05	\$17,653.04	\$37,575.29	\$8,769.36	*
ANALISTA I	1	A	\$3,418.22	\$10,254.66	\$13,672.88	\$1,811.41	\$444.37	\$2,255.78	\$11,417.10	\$23,375.06	\$5,449.50	*
	2	B	\$3,605.84	\$10,817.51	\$14,423.34	\$1,971.71	\$468.76	\$2,440.46	\$11,982.88	\$24,658.04	\$5,733.34	*
	3	C	\$3,798.09	\$11,394.26	\$15,192.34	\$2,135.96	\$493.77	\$2,629.73	\$12,562.61	\$25,972.71	\$6,004.84	*
	4	D	\$4,442.33	\$13,327.00	\$17,769.33	\$2,686.41	\$577.51	\$3,263.92	\$14,505.41	\$30,378.32	\$6,979.50	*
ANALISTA ESPECIALIZADO	UNICO	\$3,418.22	\$10,254.66	\$13,672.88	\$1,811.41	\$444.37	\$2,255.78	\$11,417.10	\$23,375.06	\$5,449.50	*	
ANALISTA II	1		\$2,144.30	\$6,432.89	\$8,577.19	\$782.65	\$316.56	\$1,099.21	\$7,477.98	\$14,663.50	\$3,367.38	*
	2		\$2,579.39	\$7,738.17	\$10,317.56	\$1,094.71	\$335.33	\$1,430.04	\$8,887.52	\$17,638.83	\$4,180.48	*
	3		\$2,723.66	\$8,170.97	\$10,894.62	\$1,217.97	\$354.09	\$1,572.06	\$9,322.56	\$18,625.36	\$4,398.72	*
	4		\$2,872.77	\$8,618.30	\$11,491.06	\$1,345.37	\$373.47	\$1,718.84	\$9,772.22	\$19,645.03	\$4,624.36	*
SECRETARIO PARTICULAR	UNICO	\$6,490.72	\$19,472.15	\$25,962.86	\$4,548.71	\$843.79	\$5,392.50	\$20,570.36	\$44,385.92	\$10,296.24	*	
ASISTENTE CONSEJERO	UNICO	\$4,037.34	\$12,112.02	\$16,149.36	\$2,340.38	\$524.85	\$2,865.24	\$13,284.12	\$27,608.83	\$6,386.20	*	
	1		\$2,508.21	\$7,524.62	\$10,032.82	\$1,043.03	\$328.09	\$1,371.12	\$8,661.70	\$17,152.04	\$4,043.94	*

*[Handwritten signature and initials]*



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**TABULADOR APLICABLE A PARTIR DE ENERO 2017**

PERSONAL PERMANENTE											
PUESTO	NIVEL	PERCEPCIONES ORDINARIAS MENSUALES			DEDUCCIONES ORDINARIAS MENSUALES			PERCEPCION MENSUAL NETA	PRESTACIONES		PERCEPCIONES EXTRAORDINARIAS
		SUELDO BRUTO	COMPENSACION BRUTA	TOTAL PERCEPCIONES BRUTAS	IMPUESTO	ISSSTEP	TOTAL DEDUCCIONES		AGUINALDO	PRIMA VACACIONAL	INCENTIVO
SECRETARIA EJECUTIVA	2	\$2,638.48	\$7,915.44	\$10,553.92	\$1,145.20	\$343.00	\$1,488.20	\$9,065.72	\$18,042.91	\$4,269.90	*
	3	\$2,781.38	\$8,344.13	\$11,125.51	\$1,267.23	\$361.83	\$1,629.06	\$9,496.45	\$19,020.09	\$4,466.60	*
	4	\$2,937.41	\$8,812.19	\$11,749.60	\$1,400.59	\$381.88	\$1,782.47	\$9,967.13	\$20,087.03	\$4,702.74	*
SECRETARIA	1	\$1,766.65	\$5,299.94	\$7,066.58	\$304.45	\$316.56	\$621.01	\$6,445.57	\$12,080.97	\$3,381.70	*
	2	\$2,144.30	\$6,432.89	\$8,577.19	\$782.65	\$316.56	\$1,099.21	\$7,477.98	\$14,663.50	\$3,367.38	*
	3	\$2,222.55	\$6,667.64	\$8,890.19	\$838.27	\$316.56	\$1,154.83	\$7,735.36	\$15,198.60	\$3,478.84	*
	4	\$2,368.28	\$7,104.84	\$9,473.12	\$942.73	\$316.56	\$1,259.29	\$8,213.83	\$16,195.18	\$3,750.92	*
CHOFER	UNICO	\$2,131.14	\$6,393.43	\$8,524.57	\$774.23	\$316.56	\$1,090.79	\$7,433.78	\$14,573.54	\$3,330.28	*
AUXILIAR	1	\$1,449.58	\$4,348.73	\$5,798.31	\$125.37	\$316.56	\$441.93	\$5,356.38	\$9,912.75	\$2,329.66	*
	2	\$1,509.96	\$4,529.89	\$6,039.85	\$151.65	\$316.56	\$468.21	\$5,571.64	\$10,325.68	\$2,424.94	*
	3	\$1,540.80	\$4,622.41	\$6,163.21	\$165.07	\$316.56	\$481.63	\$5,681.58	\$10,536.58	\$2,473.62	*
	4	\$1,611.15	\$4,833.44	\$6,444.59	\$236.78	\$316.56	\$553.34	\$5,891.25	\$11,017.62	\$2,554.86	*
AUXILIAR CAPTURISTA	UNICO	\$1,276.61	\$3,829.82	\$5,106.43	\$19.86	\$316.56	\$336.42	\$4,770.01	\$8,729.92	\$2,045.72	*
ANALISTA FINANCIERO ELECTORAL	UNICO	\$3,277.23	\$9,831.69	\$13,108.92	\$1,690.95	\$426.03	\$2,116.98	\$10,991.94	\$22,410.92	\$5,216.82	*
VIGILANTE	1	\$1,148.27	\$3,444.81	\$4,593.08	-\$65.36	\$316.56	\$251.20	\$4,341.88	\$7,852.30	\$1,854.22	*
	2	\$1,437.57	\$4,312.70	\$5,750.26	\$120.14	\$316.56	\$436.70	\$5,313.56	\$9,830.60	\$2,319.42	*
	3	\$1,608.08	\$4,824.24	\$6,432.32	\$235.44	\$316.56	\$552.00	\$5,880.32	\$10,996.65	\$2,550.00	*
	4	\$1,938.15	\$5,814.44	\$7,752.59	\$650.72	\$316.56	\$967.28	\$6,785.31	\$13,253.77	\$2,982.48	*
INTENDENTE	UNICO	\$883.41	\$2,650.22	\$3,533.63	-\$188.85	\$316.56	\$127.71	\$3,405.92	\$6,041.07	\$1,387.64	*
<b>PERSONAL DEL SERVICIO PROFESIONAL ELECTORAL NACIONAL</b>											
COORDINADOR DE AREA	UNICO	\$5,205.70	\$15,617.10	\$20,822.80	\$3,339.77	\$676.75	\$4,016.52	\$16,806.28	\$35,598.51	\$8,354.50	**
TECNICO	UNICO	\$2,144.30	\$6,432.89	\$8,577.19	\$782.65	\$316.56	\$1,099.21	\$7,477.98	\$14,663.50	\$3,367.38	**
<b>PERSONAL EVENTUAL</b>											
JEFE DE DEPARTAMENTO	UNICO	\$15,508.56	-	\$15,508.56	\$2,203.52	-	\$2,203.52	\$13,305.04	\$26,513.32	-	-
ANALISTA ESPECIALIZADO	UNICO	\$11,016.16	-	\$11,016.16	\$1,243.94	-	\$1,243.94	\$9,772.22	\$18,833.15	-	-
ANALISTA	UNICO	\$7,908.56	-	\$7,908.56	\$675.70	-	\$675.70	\$7,232.86	\$13,520.41	-	-
AUXILIAR	UNICO	\$5,278.17	-	\$5,278.17	\$38.53	-	\$38.53	\$5,239.64	\$9,023.52	-	-
CAPTURISTA	UNICO	\$4,562.79	-	\$4,562.79	-\$68.66	-	-\$68.66	\$4,631.45	\$7,800.51	-	-
CHOFER	UNICO	\$7,028.58	-	\$7,028.58	\$300.31	-	\$300.31	\$6,728.27	\$12,016.00	-	-

\* El Incentivo será por lo menos un mes de sueldo neto (Artículo 181 del Código de Instituciones y Procedimientos Electorales del Estado de Puebla)

\*\* El personal del Servicio Profesional Electoral Nacional recibirá un incentivo de acuerdo al Estatuto del Instituto Nacional Electoral.