

ANTEPROYECTO SERVICIOS PERSONALES 2021

PUESTO	TIPO PLAZA	Nivel	SUELDO M EN	QUIN M EN	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-BR-BENEFICIO POR LABORE	COMPENSACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DP BONO DELEGACION SINDICAL	P-L1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTES ON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEEXISTENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIGÜEDAD	BONO POR ANIVERSARIO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	APOYO SINDICAL	TOTAL	4% AUMENTO			
JEFE DE DEPARTAMENTO	CONFIAN 09C		19,330.96	966.55	0.00	0.00	774.20	0.00	0.00	0.00	0.00	0.00	0.00	6,495.20	2,255.28	281.91	281.91	1,127.64	0.00	19.34	22	0.00	1,053.59	0.00	32,608.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	391,302.88	406,955.00		
SUBDIRECTOR	CONFIAN 10I		20,108.21	0.00	0.00	0.00	800.48	0.00	0.00	0.00	0.00	0.00	0.00	6,434.63	2,234.25	279.28	279.28	1,117.12	0.00	20.10	22	0.00	1,045.43	0.00	32,340.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	388,089.38	403,612.95
SUBDIRECTOR	HONORA 01I		27,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,640.00	3,000.00	375.00	375.00	1,500.00	0.00	0.00	22	0.00	1,350.00	0.00	42,262.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	507,144.00	527,429.76
JEFE DE DEPARTAMENTO	CONFIAN 09C		19,330.96	4,832.75	0.00	0.00	228.72	0.00	0.00	0.00	0.00	0.00	0.00	7,732.39	2,684.86	335.61	335.61	1,342.43	0.00	24.16	22	0.00	1,219.62	0.00	38,089.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	457,069.17	475,351.94
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,109.80	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,602.42	0.00	48,994.32	1360	8,747.47	35113.52	590	0	885	700	0	750	5,248.48	693,022.91	720,743.82			
ADMINISTRADOR DE PROCESO	BASE 08B		21,868.69	4,373.73	1260	0	706.90	0.00	676	753	0.00	0.00	367	9,375.49	2,915.82	364.48	364.48	1,457.91	287	29.30	22	0.00	1,500.27	0.00	46,322.07	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	575,765.84	598,796.47			
ADMINISTRADOR DE PROCESO	BASE 08B		21,868.69	4,373.73	1260	0	1,109.80	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,602.42	0.00	48,994.32	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	607,832.77	632,146.08			
COORDINADOR TECNICO	BASE 07I		17,134.69	3,426.93	1260	0	892.12	0.00	676	753	0.00	1,285.10	367	7,968.87	2,284.62	285.58	285.58	1,142.31	287	25.34	22	0.00	1,289.74	0.00	39,385.89	1360	6,853.87	0	590	0	885	700	1190	0	4,112.32	489,501.82	509,081.89			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,138.60	0.00	676	753	485	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,603.86	0.00	49,509.56	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	614,015.65	638,576.27			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	706.90	0.00	676	753	0.00	0.00	367	9,375.49	2,915.82	364.48	364.48	1,457.91	287	29.30	22	0.00	1,500.27	0.00	46,322.07	0	8,747.47	0	590	0	885	700	0	0	5,248.48	573,215.84	596,144.47			
COORDINADOR TECNICO	BASE 07A		17,991.41	3,598.29	1260	1350	972.76	0.00	676	753	0.00	2,024.04	367	8,534.32	2,398.86	299.86	299.86	1,199.43	287	27.34	22	0.00	1,382.13	0.00	43,443.28	1360	7,196.57	0	590	0	885	700	1190	0	4,317.94	538,738.85	560,288.41			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,182.38	0.00	676	753	0.00	2,460.22	367	10,162.76	2,915.82	364.48	364.48	1,457.91	287	32.58	22	0.00	1,647.05	0.00	50,195.11	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	622,242.26	647,131.95			
COORDINADOR DE AREA	BASE 07I		17,134.69	3,426.93	1260	0	892.12	0.00	676	753	0.00	1,285.10	367	7,968.87	2,284.62	285.58	285.58	1,142.31	287	25.34	22	0.00	1,289.74	0.00	39,385.89	1360	6,853.87	0	590	0	885	700	0	750	4,112.32	489,061.82	508,624.29			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,109.80	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,602.42	0.00	48,994.32	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	607,832.77	632,146.08			
COORDINADOR DE AREA	BASE 07B		18,890.99	3,778.21	1260	0	982.56	0.00	676	753	0.00	1,416.82	367	8,685.45	2,518.80	314.85	314.85	1,259.40	287	27.62	22	0.00	1,406.23	0.00	42,960.78	1360	7,556.40	0	590	0	885	700	0	750	4,533.84	533,084.54	554,407.93			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	5,467.17	1260	0	899.58	0.00	676	753	0.00	0.00	367	9,725.40	3,037.32	379.66	379.66	1,518.66	287	30.40	22	0.00	1,564.57	0.00	48,236.11	1360	9,111.95	0	590	0	885	700	1190	0	5,467.17	661,317.49	687,770.18			
COORDINADOR DE AREA	BASE 07B		18,890.99	3,778.21	1260	0	982.56	0.00	676	753	0.00	1,416.82	367	8,685.45	2,518.80	314.85	314.85	1,259.40	287	27.62	22	0.00	1,406.23	0.00	42,960.78	0	7,556.40	35113.52	590	0	885	700	0	0	4,533.84	589,890.78	613,486.42			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,041.34	3500	676	753	0.00	1,640.16	367	11,020.35	2,915.82	364.48	364.48	1,457.91	287	34.98	22	486.11	1,599.00	0.00	54,032.05	1360	8,747.47	0	590	0	885	700	0	750	5,248.48	667,845.50	694,559.32			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	1350	1,138.60	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,603.86	0.00	50,374.56	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	624,395.65	649,371.47			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,109.80	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,602.42	0.00	48,994.32	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	607,832.77	632,146.08			
COORDINADOR DE AREA	BASE 08B		21,868.69	4,373.73	1260	0	706.90	0.00	676	753	0.00	0.00	367	9,375.49	2,915.82	364.48	364.48	1,457.91	287	29.30	22	0.00	1,500.27	0.00	46,322.07	0	8,747.47	0	590	0	885	700	0	750	5,248.48	573,965.84	596,924.47			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	706.90	0.00	676	753	0.00	0.00	367	9,375.49	2,915.82	364.48	364.48	1,457.91	287	29.30	22	0.00	1,500.27	0.00	46,322.07	1360	8,747.47	0	590	0	885	700	1190	0	5,248.48	575,765.84	598,796.47			
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	0	1,182.38	0.00	676	753	0.00	2,460.22	367	10,162.76	2,915.82	364.48	364.48	1,457.91	287	32.58	22	0.00	1,647.05	0.00	50,195.11	1360	8,747.47	0	590	0	885	700	0	750	5,248.48	621,802.26	646,674.35			
PROFESIONISTA ESPECIALIZADO	BASE 08A		20,827.33	3,124.11	1260	0	503.38	0.00	676	753	0.00	0.00	367	8,642.38	2,661.27	332.66	332.66	1,330.64	287	27.00	22	0.00	1,375.54	0.00	42,521.97	1360	7,983.81		590	0	885	700	0	750	4,790.29	584,778.74	608,169.89			
ANALISTA TECNICO	BASE 06A		15,571.60	2,335.73	1260	0	448.66	0.00	676	753	0.00	0.00	367	6,708.27	1,989.70	248.71	248.71	994.85	287	20.96	22	0.00	1,070.60	0.00	33,002.80	1360	5,969.11		590	0	885	700	1190	0	3,581.47	460,314.97	478,727.57			
COORDINADOR TECNICO	BASE 06I		14,830.11	2,224.53	1260	0	440.92	0.00	676	753	0.00	0.00	367	6,435.40	1,894.96	236.87	236.87	947.48	287	20.12	22	0.00	1,027.58	0.00	31,659.84	1360	5,684.88		590	0	885	700	1190	0	3,410.93	442,693.92	460,401.68			
COORDINADOR DE AREA	BASE 07I		17,134.69	3,426.93	1260	0	615.90	0.00	676	753	0.00	0.00	367	7,557.64	2,284.62	285.58	285.58	1,142.31	287	23.62	22	0.00	1,211.68	0.00	37,333.55	1360	6,853.87	0.00	590	0	885	700	0	750	4,112.32	464,433.76	483,011.11			

ANTEPROYECTO SERVICIOS PERSONALES 2021

PUESTO	TIPO PLAZA	Nivel	SUELDO M EN	QUIN. ME N	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-BR-BENEFICIO POR LABORE	COMPENSACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DP BONO DELEGACION SINDICAL	P-L1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTES ON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEXISTENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIGÜEDAD	BONO POR ANIVERSARIO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	APOYO SINDICAL	TOTAL	4% AUMENTO
COORDINADOR DE AREA	BASE	08I	19,835.55	2,975.33	1260	0	842.60	0.00	676	753	0.00	1,487.68	367	8,753.46	2,534.54	316.82	316.82	1,267.27	287	27.86	22	0.00	1,409.86	0.00	43,132.79	1360	7,603.63	26,753.16	590	0	885	700	1190	0	4,562.18	590,534.30	614,155.67
COORDINADOR DE AREA	BASE	08B	21,868.69	4,373.73	1260	0	1,109.80	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,602.42	0.00	48,994.32	0	8,747.47	0.00	590	0	885	700	0	0	5,248.48	605,282.77	629,494.08
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	3,280.29	1260	0	899.58	0.00	676	753	0.00	1,640.16	367	9,550.44	2,794.33	349.29	349.29	1,397.17	287	30.40	22	0.00	1,537.24	0.00	47,061.88	1360	8,382.99	26,753.16	590	0	885	700	1190	0	5,029.80	641,812.21	667,484.70
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	3,280.29	1260	0	1,138.60	0.00	676	753	485	2,460.22	367	9,812.86	2,794.33	349.29	349.29	1,397.17	287	31.48	22	0.00	1,590.19	0.00	48,922.41	0	8,382.99	26,753.16	590	0	885	700	0	0	5,029.80	661,588.61	688,052.16
ADMINISTRADOR DE PROCESO	BASE	08A	20,827.33	4,165.47	1260	0	1,053.92	0.00	676	753	0.00	1,562.06	367	9,475.48	2,776.98	347.12	347.12	1,388.49	287	30.14	22	0.00	1,533.24	0.00	46,872.35	1360	8,330.93	0.00	590	0	885	700	1190	0	4,998.56	581,702.64	604,970.74
ANALISTA TECNICO	BASE	06A	15,571.60	2,335.73	1260	0	448.66	0.00	676	753	0.00	0.00	367	6,708.27	1,989.70	248.71	248.71	994.85	287	20.96	22	0.00	1,070.60	0.00	33,002.80	1360	5,969.11	26,753.16	590	0	885	700	1190	0	3,581.47	460,314.97	478,727.57
AUXILIAR TECNICO	BASE	04I	11,092.83	2,218.56	1260	0	440.68	0.00	676	753	0.00	0.00	367	5,237.56	1,479.04	184.88	184.88	739.52	287	16.36	22	0.00	840.40	0.00	25,799.72	0	4,437.13	0.00	590	0	885	700	1190	0	2,662.28	321,241.10	334,090.74
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	4,373.73	1260	0	899.58	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,591.91	0.00	48,773.59	1360	8,747.47	0.00	590	0	885	700	1190	0	5,248.48	605,163.99	629,391.35
COORDINADOR TECNICO	BASE	06A	15,571.60	2,335.73	1260	0	723.06	0.00	676	753	0.00	1,167.88	367	7,081.99	1,989.70	248.71	248.71	994.85	287	22.52	22	0.00	1,142.71	0.00	34,892.47	0	5,969.11	26,753.16	590	0	885	700	0	0	3,581.47	480,441.07	499,658.72
PROFESIONISTA ESPECIALIZADO	BASE	08A	20,827.33	3,124.11	1260	0	870.40	0.00	676	753	0.00	1,562.06	367	9,142.24	2,661.27	332.66	332.66	1,330.64	287	29.10	22	0.00	1,472.00	0.00	45,049.46	1360	7,983.81	0.00	590	0	885	700	1190	0	4,790.29	559,272.61	581,643.52
COORDINADOR TECNICO	BASE	06B	16,350.21	2,452.53	1260	0	456.74	0.00	676	753	0.00	0.00	367	6,994.80	2,089.19	261.15	261.15	1,044.60	287	21.86	22	0.00	1,115.77	0.00	34,413.00	0	6,267.58	26,753.16	590	0	885	700	1190	0	3,760.55	477,459.72	496,558.11
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	4,373.73	1260	0	1,109.80	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,602.42	0.00	48,994.32	1360	8,747.47	0.00	590	0	885	700	1190	0	5,248.48	607,832.77	632,146.08
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	4,373.73	1260	0	899.58	0.00	676	753	0.00	1,640.16	367	9,900.35	2,915.82	364.48	364.48	1,457.91	287	31.48	22	0.00	1,591.91	0.00	48,773.59	0	8,747.47	0.00	590	0	885	700	1190	0	5,248.48	603,823.99	627,976.95
ANALISTA TECNICO	BASE	06A	15,571.60	2,335.73	1260	0	779.56	0.00	676	753	0.00	1,167.88	367	7,081.99	1,989.70	248.71	248.71	994.85	287	22.52	22	0.00	1,145.54	0.00	34,951.80	1360	5,969.11	26,753.16	590	0	885	700	1190	0	3,581.47	481,250.45	500,500.47
PROFESIONISTA ESPECIALIZADO	BASE	08A	20,827.33	3,124.11	1260	0	503.38	0.00	676	753	0.00	0.00	367	8,642.38	2,661.27	332.66	332.66	1,330.64	287	27.00	22	0.00	1,375.54	0.00	42,521.97	1360	7,983.81	26,753.16	590	0	885	700	1190	0	4,790.29	585,218.74	608,627.49
PROFESIONISTA ESPECIALIZADO	BASE	08I	19,835.55	2,975.33	1260	0	842.60	0.00	676	753	0.00	1,487.68	367	8,753.46	2,534.54	316.82	316.82	1,267.27	287	27.86	22	0.00	1,409.86	0.00	43,132.79	0	7,603.63	26,753.16	590	0	885	700	0	0	4,562.18	587,984.30	611,503.67
ANALISTA TECNICO	BASE	05B	14,089.81	2,113.49	1260	0	681.52	0.00	676	753	0.00	1,056.74	367	6,501.13	1,800.37	225.05	225.05	900.18	287	20.66	22	0.00	1,049.88	0.00	32,028.87	0	5,401.10	26,753.16	590	0	885	700	0	750	3,240.66	443,818.83	461,571.58
COORDINADOR TECNICO	BASE	06B	16,350.21	2,452.53	1260	0	456.74	0.00	676	753	0.00	0.00	367	6,994.80	2,089.19	261.15	261.15	1,044.60	287	21.86	22	0.00	1,115.77	0.00	34,413.00	0	6,267.58	0.00	590	0	885	700	0	0	3,760.55	426,339.12	443,392.68
ANALISTA TECNICO	BASE	05B	14,089.81	2,113.49	1260	0	681.52	0.00	676	753	0.00	1,056.74	367	6,501.13	1,800.37	225.05	225.05	900.18	287	20.66	22	0.00	1,049.88	0.00	32,028.87	1360	5,401.10	26,753.16	590	0	885	700	1190	0	3,240.66	445,618.83	463,443.58
ANALISTA TECNICO	BASE	05B	14,089.81	2,113.49	1260	0	433.22	0.00	676	753	0.00	0.00	367	6,162.98	1,800.37	225.05	225.05	900.18	287	19.26	22	0.00	984.63	0.00	30,319.02	1360	5,401.10	0.00	590	0	885	700	1190	0	3,240.66	378,375.04	393,510.05
PROFESIONISTA ESPECIALIZADO	BASE	08A	20,827.33	3,124.11	1260	0	870.40	0.00	676	753	0.00	1,562.06	367	9,142.24	2,661.27	332.66	332.66	1,330.64	287	29.10	22	0.00	1,472.00	0.00	45,049.46	1360	7,983.81	0.00	590	1400	885	700	1190	0	4,790.29	560,672.61	583,099.52
ADMINISTRADOR DE PROCESO	BASE	08B	21,868.69	3,280.29	1260	0	514.20	0.00	676	753	0.00	0.00	367	9,025.59	2,794.33	349.29	349.29	1,397.17	287	28.20	22	0.00	1,435.96	0.00	44,408.01	1360	8,382.99	26,753.16	590	0	885	700	1190	0	5,029.80	606,521.49	630,782.35
TECNICO ANALISTA	BASE	05I	12,779.89	1,277.98	1260	0	0.00	0.00	676	753	0.00	0.00	367	5,476.44	1,561.99	195.25	195.25	780.99	287	17.12	22	0.00	855.69	0.00	26,505.60	0	4,685.96	0.00	590	0	885	700	1190	0	2,811.57	330,109.69	343,314.08
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	3,280.29	1260	0	706.88	0.00	676	753	0.00	1,640.16	367	9,550.44	2,794.33	349.29	349.29	1,397.17	287	30.40	22	0.00	1,527.60	0.00	46,859.55	0	8,382.99	0.00	590	0	885	700	1190	0	5,029.80	580,272.33	603,483.23
ANALISTA TECNICO	BASE	05B	14,089.81	2,113.49	1260	0	433.22	0.00	676	753	0.00	0.00	367	6,162.98	1,800.37	225.05	225.05	900.18	287	19.26	22	0.00	984.63	0.00	30,319.02	1360	5,401.10	0.00	590	0	885	700	1190	0	3,240.66	378,375.04	393,510.05
COORDINADOR TECNICO	BASE	06A	15,571.60	2,335.73	1260	0	448.66	0.00	676	753	0.00	0.00	367	6,708.27	1,989.70	248.71	248.71	994.85	287	20.96	22	0.00	1,070.60	0.00	33,002.80	1360	5,969.11	26,753.16	590	0	885	700	1190	0	3,581.47	441,921.06	459,597.90
COORDINADOR DE AREA	BASE	07A	17,991.41	2,698.72	1260	0	790.88	0.00	676	753	0.00	1,349.36	367	8,030.56	2,298.90	287.36	287.36	1,149.45	287	25.54	22	0.00	1,294.32	0.00	39,568.87	1360	6,896.71	0.00	590	0	885	700	0	750	4,138.03	491,326.13	510,979.17

ANTEPROYECTO SERVICIOS PERSONALES 2021

PUESTO	TIPO PLAZA	Nivel	SUELDO M EN	QUIN. ME N	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-BR-BENEFICIO POR LABORE	COMPENSACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DP BONO DELEGACION SINDICAL	P-L1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTES ON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEXISTENTES	TOTAL MENSUAL	AYUDA PARA UTILES	BONO DIAS ECONOMICOS	BONO ANTIGÜEDAD	BONO POR ANIVERSARIO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	APOYO SINDICAL	TOTAL	4% AUMENTO		
PROFESIONISTA ESPECIALIZADO	BASE	08A	20,827.33	3,124.11	1260	0	870.40	0.00	676	753	0.00	1,562.06	367	9,142.24	2,661.27	332.66	332.66	1,330.64	287	29.10	22	0.00	1,472.00	0.00	45,049.46	1360	7,983.81	0.00	590	0	885	700	1190	0	4,790.29	559,272.61	581,643.52		
ANALISTA TECNICO	BASE	05A	13,418.88	2,012.85	1260	0	552.60	0.00	676	753	0.00	0.00	367	5,916.07	1,714.64	214.33	214.33	857.32	287	18.48	22	0.00	952.02	0.00	29,236.51	0	5,143.91	0.00	590	0	885	700	0	0	3,086.35	362,423.43	376,920.36		
COORDINADOR DE AREA	BASE	07I	17,134.69	2,570.21	1260	840	602.30	0.00	676	753	0.00	0.00	367	7,283.49	2,189.43	273.68	273.68	1,094.72	287	22.76	22	0.00	1,168.16	0.00	36,818.12	1360	6,568.30	0.00	590	0	885	700	1190	0	3,940.98	458,231.68	476,560.94		
COORDINADOR TECNICO	BASE	07A	17,991.41	2,698.72	1260	0	790.88	0.00	676	753	0.00	1,349.36	367	8,030.56	2,298.90	287.36	287.36	1,149.45	287	25.54	22	0.00	1,294.32	0.00	39,568.87	1360	6,896.71	0.00	590	0	885	700	1190	0	4,138.03	491,766.13	511,436.77		
AUXILIAR TECNICO	BASE	05I	12,779.89	1,916.99	1260	0	514.70	0.00	676	753	0.00	958.48	367	5,987.64	1,632.99	204.12	204.12	816.49	287	19.04	22	0.00	961.30	0.00	29,360.76	0	4,898.96	0.00	590	1400	885	700	0	0	2,939.38	364,922.51	379,519.41		
COORDINADOR DE AREA	BASE	07A	17,991.41	2,698.71	1260	0	315.32	0.00	676	753	0.00	0.00	367	7,598.76	2,298.90	287.36	287.36	1,149.45	287	22.84	22	0.00	1,203.07	0.00	37,218.19	1360	6,896.71	0.00	590	0	885	700	0	750	4,138.02	463,118.03	481,642.75		
PROFESIONISTA ESPECIALIZADO	BASE	08I	19,835.55	2,975.33	1260	0	318.28	0.00	676	753	0.00	0.00	367	8,277.40	2,534.54	316.82	316.82	1,267.27	287	25.86	22	0.00	1,309.26	0.00	40,542.13	1360	7,603.63	0.00	590	0	885	700	0	750	4,562.18	504,136.34	524,301.80		
AUXILIAR TECNICO	BASE	05I	12,779.89	1,916.99	1260	0	627.32	0.00	676	753	0.00	1,437.74	367	6,141.00	1,632.99	204.12	204.12	816.49	287	19.66	22	0.00	990.90	0.00	30,136.22	1360	4,898.96	0.00	590	0	885	700	1190	0	2,939.38	375,378.00	390,393.12		
COORDINADOR TECNICO	BASE	06B	16,350.21	2,452.53	1260	0	470.00	3500	676	753	0.00	1,226.26	367	8,507.20	2,089.19	261.15	261.15	1,044.60	287	26.18	22	486.11	1,177.75	0.00	41,217.33	0	6,267.58	0.00	590	0	885	700	0	750	3,760.55	508,741.11	529,090.75		
COORDINADOR DE AREA	BASE	07B	18,890.99	2,833.65	1260	0	649.66	0.00	676	753	0.00	1,416.82	367	8,383.19	2,413.85	301.73	301.73	1,206.92	287	26.66	22	0.00	1,342.36	0.00	41,132.56	1360	7,241.55	0.00	590	1400	885	700	1190	0	4,344.93	512,482.18	532,981.47		
COORDINADOR TECNICO	BASE	07A	17,991.41	2,698.72	1260	1350	864.66	0.00	676	753	0.00	1,349.36	367	8,030.56	2,298.90	287.36	287.36	1,149.45	287	25.54	22	0.00	1,298.01	0.00	40,996.34	1360	6,896.71	0.00	590	0	885	700	1190	0	4,138.03	508,895.76	529,251.59		
PROFESIONISTA ESPECIALIZADO	BASE	08B	21,868.69	3,280.29	1260	0	899.58	0.00	676	753	0.00	1,640.16	367	9,550.44	2,794.33	349.29	349.29	1,397.17	287	30.40	22	0.00	1,537.24	0.00	47,061.88	1360	8,382.99	0.00	590	0	885	700	0	750	5,029.80	583,620.35	606,965.17		
COORDINADOR ADMINISTRATIVO	BASE	06A	15,571.60	2,335.73	1260	0	585.86	0.00	676	753	0.00	1,167.88	367	7,081.99	1,989.70	248.71	248.71	994.85	287	22.52	22	0.00	1,135.85	0.00	34,748.41	1360	5,969.11	0.00	590	0	885	700	1190	0	3,581.47	432,436.51	449,733.97		
AUXILIAR TECNICO	BASE	05I	12,779.89	1,916.99	1260	0	514.70	0.00	676	753	0.00	958.48	367	5,987.64	1,632.99	204.12	204.12	816.49	287	19.04	22	0.00	961.30	0.00	29,360.76	1360	4,898.96	0.00	590	0	885	700	1190	0	2,939.38	366,072.51	380,715.41		
AUXILIAR TECNICO	BASE	05I	12,779.89	1,277.97	1260	0	514.70	0.00	676	753	0.00	958.48	367	5,783.15	1,561.98	195.25	195.25	780.99	287	18.40	22	0.00	929.35	0.00	28,360.41	1360	4,685.95	20,064.87	590	0	885	700	1190	0	2,811.57	373,792.36	388,744.05		
COORDINADOR TECNICO	BASE	07A	17,991.41	2,698.72	1260	0	473.84	0.00	676	753	0.00	0.00	367	7,598.76	2,298.90	287.36	287.36	1,149.45	287	23.74	22	0.00	1,211.00	0.00	37,385.55	0	6,896.71	0.00	590	0	885	700	1190	0	4,138.03	464,206.35	482,774.60		
COORDINADOR TECNICO	BASE	06B	16,350.21	1,635.01	1260	0	347.86	0.00	676	753	0.00	0.00	367	6,733.19	1,998.36	249.79	249.79	999.18	287	21.04	22	0.00	1,069.45	0.00	33,018.89	1360	5,995.07	0.00	590	0	885	700	0	750	3,597.04	411,283.80	427,735.16		
ASISTENTE	CONFIAN	06I	14,830.11	0.00	0.00	0.00	593.94	0.00	0.00	0.00	0.00	0.00	0.00	4,745.64	1,647.79	205.97	205.97	823.90	0.00	14.84	22	0.00	771.20	0.00	23,861.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	286,336.32	297,789.78	
AUXILIAR TECNICO	CONFIAN	04I	11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04	
AUXILIAR TECNICO	BASE	04I	11,092.83	1,109.28	1260	0	446.20	0.00	676	753	0.00	0.00	367	4,882.60	1,355.79	169.47	169.47	677.90	287	15.26	22	0.00	785.22	0.00	24,069.01	1360	4,067.37	0.00	590	0	885	700	1190	0	2,440.42	301,240.95	313,290.59		
CAJERO	CONFIAN	04I	11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	2,492.00	20,345.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	244,148.27	253,914.20
COORDINADOR DE AREA	BASE	08A	20,827.33	2,082.75	1260	0	304.96	0.00	676	753	0.00	0.00	367	8,309.15	2,545.56	318.20	318.20	1,272.78	287	25.96	22	0.00	1,313.55	0.00	40,683.44	1360	7,636.69	0.00	590	0	885	700	0	750	4,582.02	505,884.93	526,120.33		
SUPERVISOR DE AREA	CONFIAN	08I	19,835.55	0.00	0.00	0.00	794.42	0.00	0.00	0.00	0.00	0.00	0.00	6,347.38	2,203.95	275.49	275.49	1,101.98	0.00	19.84	22	0.00	1,031.50	0.00	31,907.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	382,891.16	398,206.81	
ANALISTA DE PROYECTOS	BASE	07I	17,134.69	856.75	1260	0	615.90	0.00	676	753	0.00	1,927.66	367	7,352.03	1,999.05	249.88	249.88	999.52	287	23.62	22	0.00	1,179.55	0.00	35,953.54	0	5,997.15	0.00	590	0	885	700	0	0	3,598.29	444,392.89	462,168.60		
VERIFICADOR	CONFIAN	04I	11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04
DIRECTOR	CONFIAN	11I	27,731.33	1,386.57	0.00	0.00	0.00	3500	0.00	0.00	0.00	0.00	0.00	10,437.73	3,235.32	404.42	404.42	1,617.66	0.00	31.24	22	486.11	1,455.89	0.00	50,712.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	608,552.19	632,894.28
SUB-SECRETARIO	CONFIAN	13A	58,201.41	2,910.07	0.00	0.00	1,862.30	19,600.00	0.00	0.00	0.00	0.00	0.00	25,827.67	6,790.16	848.77	848.77	3,395.08	0.00	58.20	22	2,722.22	3,148.69	0.00	126,235.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,514,824.24	1,575,417.21	

ANTEPROYECTO SERVICIOS PERSONALES 2021

PUESTO	TIPO PLAZA	Nivel	SUELDO M EN	QUIN. M EN	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-BR-BENEFICIO POR LABORE	COMPENSACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DP BONO DELEGACION SINDICAL	P-L1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTES ON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEXISTENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIGÜEDAD	BONO POR ANIVERSARIO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	APOYO SINDICAL	TOTAL	4% AUMENTO							
DIRECTOR	CONFIAN 11		27,731.33	1,386.57	0.00	0.00	0.00	5600	0.00	0.00	0.00	0.00	0.00	11,109.73	3,235.32	404.42	404.42	1,617.66	0.00	33.34	22	777.78	1,455.89	1,368.00	55,146.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	661,757.39	688,227.69				
DIRECTOR GENERAL	CONFIAN 12B		43,685.47	2,184.27	0.00	0.00	1,204.02	9,800.00	0.00	0.00	0.00	0.00	0.00	17,814.32	5,096.64	637.08	637.08	2,548.32	0.00	43.68	22	1,361.11	2,353.69	1,846.00	89,233.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,070,804.13	1,113,636.30	
DIRECTOR	CONFIAN 12I		45,405.36	4,540.54	0.00	0.00	1,234.36	9,800.00	0.00	0.00	0.00	0.00	0.00	19,118.69	5,549.54	693.69	693.69	2,774.77	0.00	45.40	22	1,361.11	2,559.01	1,846.00	95,644.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,147,730.02	1,193,639.22	
DIRECTOR	CONFIAN 11		27,731.33	1,386.57	0.00	0.00	0.00	5600	0.00	0.00	0.00	0.00	0.00	11,109.73	3,235.32	404.42	404.42	1,617.66	0.00	33.34	22	777.78	1,455.89	1,846.00	55,624.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	667,493.39	694,193.13	
DIRECTOR GENERAL	CONFIAN 12B		43,685.47	2,184.27	0.00	0.00	1,204.02	9,800.00	0.00	0.00	0.00	0.00	0.00	17,814.32	5,096.64	637.08	637.08	2,548.32	0.00	43.68	22	1,361.11	2,353.69	0.00	87,387.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,048,652.13	1,090,598.22
COORDINADOR	CONFIAN 11		27,731.33	1,386.57	0.00	0.00	0.00	5000	0.00	0.00	0.00	0.00	0.00	10,917.73	3,235.32	404.42	404.42	1,617.66	0.00	32.74	22	694.44	1,455.89	1,846.00	54,748.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	656,982.19	683,261.48	
DIRECTOR	CONFIAN 11		27,731.33	1,386.57	0.00	0.00	0.00	5600	0.00	0.00	0.00	0.00	0.00	11,109.73	3,235.32	404.42	404.42	1,617.66	0.00	33.34	22	777.78	1,455.89	0.00	53,778.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	645,341.39	671,155.05
AUXILIAR TECNICO	CONFIAN 04A		11,647.47	582.37	0.00	0.00	466.48	0.00	0.00	0.00	0.00	0.00	0.00	3,913.55	1,358.87	169.86	169.86	679.44	0.00	11.64	22	0.00	634.82	1,846.00	21,502.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	258,028.26	268,349.39
SUBDIRECTOR	CONFIAN 10I		20,108.21	1,005.41	0.00	0.00	800.48	0.00	0.00	0.00	0.00	0.00	0.00	6,756.36	2,345.96	293.24	293.24	1,172.98	0.00	20.10	22	0.00	1,095.71	1,846.00	35,759.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	429,116.28	446,280.93	
COORDINADOR	CONFIAN 10I		20,108.21	0.00	0.00	0.00	800.48	0.00	0.00	0.00	0.00	0.00	0.00	6,434.63	2,234.25	279.28	279.28	1,117.12	0.00	20.10	22	0.00	1,045.43	1,846.00	34,186.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	410,241.38	426,651.03	
ANALISTA TECNICO	CONFIAN 06I		14,830.11	741.49	0.00	0.00	623.64	0.00	0.00	0.00	0.00	0.00	0.00	4,982.91	1,730.18	216.27	216.27	865.09	0.00	15.58	22	0.00	809.76	1,368.00	26,421.31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	317,055.66	329,737.89	
SUBDIRECTOR	CONFIAN 10I		20,108.21	0.00	0.00	0.00	800.48	0.00	0.00	0.00	0.00	0.00	0.00	6,434.63	2,234.25	279.28	279.28	1,117.12	0.00	20.10	22	0.00	1,045.43	2,492.00	34,832.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	425,533.95	442,555.30	
ASISTENTE TECNICO	CONFIAN 06I		14,830.11	0.00	0.00	0.00	593.94	0.00	0.00	0.00	0.00	0.00	0.00	4,745.64	1,647.79	205.97	205.97	823.90	0.00	14.84	22	0.00	771.20	1,368.00	25,229.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	308,313.64	320,646.19
ASISTENTE TECNICO	CONFIAN 06I		14,830.11	0.00	0.00	0.00	593.94	0.00	0.00	0.00	0.00	0.00	0.00	4,745.64	1,647.79	205.97	205.97	823.90	0.00	14.84	22	0.00	771.20	1,846.00	25,707.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	313,280.74	325,811.97
AUXILIAR TECNICO	CONFIAN 05I		12,779.89	0.00	0.00	0.00	511.84	0.00	0.00	0.00	0.00	0.00	0.00	4,089.56	1,419.99	177.50	177.50	709.99	0.00	12.78	22	0.00	664.59	1,846.00	22,411.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	273,307.45	284,239.75	
AUXILIAR TECNICO	BASE 04A		11,647.47	0.00	1260	0	466.48	0.00	676	753	0.00	0.00	367	4,705.11	1,294.16	161.77	161.77	647.08	287	14.70	22	0.00	758.50	1,846.00	25,068.04	1360	3,882.49	0.00	590	0	885	700	1190	0	2,329.49	318,174.84	330,901.83							
ANALISTA TECNICO	CONFIAN 02A		8,749.89	0.00	0.00	0.00	344.16	0.00	0.00	0.00	0.00	0.00	0.00	2,799.96	972.21	121.53	121.53	486.11	0.00	8.74	22	0.00	454.70	1,846.00	15,926.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	194,403.07	202,179.19		
AUXILIAR TECNICO	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	1,846.00	19,699.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	238,337.51	247,871.01		
DIRECTOR	CONFIAN 11		27,731.33	0.00	0.00	0.00	0.00	5600	0.00	0.00	0.00	0.00	0.00	10,666.03	3,081.26	385.16	385.16	1,540.63	0.00	33.34	22	777.78	1,386.57	1,368.00	52,977.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	635,726.92	661,155.99	
COORDINADOR DE AREA	CONFIAN 07I		17,134.69	0.00	0.00	0.00	686.24	0.00	0.00	0.00	0.00	0.00	0.00	5,483.10	1,903.85	237.98	237.98	951.93	0.00	17.14	22	0.00	891.05	1,846.00	29,411.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	352,943.55	367,061.29	
COORDINADOR TECNICO	BASE 07A		17,991.41	3,598.29	1260	0	936.72	0.00	676	753	0.00	1,349.36	367	8,318.42	2,398.86	299.86	299.86	1,199.43	287	26.44	22	0.00	1,346.59	0.00	41,130.23	0	7,196.57	0.00	590	0	885	700	1190	0	4,317.94	509,622.21	530,007.10							
PROFESIONISTA ESPECIALIZADO	BASE 08B		21,868.69	4,373.73	1260	1350	1,138.60	0.00	676	753	0.00	2,460.22	367	10,162.76	2,915.82	364.48	364.48	1,457.91	287	32.58	22	0.00	1,644.86	0.00	51,499.14	1360	8,747.47	0.00	590	0	885	700	1190	0	5,248.48	637,890.63	663,406.26							
DIRECTOR	CONFIAN 11		27,731.33	0.00	0.00	0.00	7.38	3000	0.00	0.00	0.00	0.00	0.00	9,834.03	3,081.26	385.16	385.16	1,540.63	0.00	30.74	22	416.67	1,386.94	1,846.00	49,667.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	596,007.37	619,847.66	
AUXILIAR TECNICO	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	1,846.00	19,699.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	236,396.27	245,852.12	
VERIFICADOR	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.0																																		

ANTEPROYECTO SERVICIOS PERSONALES 2021

PUESTO	TIPO PLAZA	Nivel	SUELDO MENSUAL	QUINCENAL	P-38 BONO DESPESA	P-AG AYUDA GUARDERIA	P-BR-BENEFICIO POR LABORE	COMPENSACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DP BONO DELEGACION SINDICAL	P-L1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTES	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEEXISTENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIGÜEDAD	BONO POR ANIVERSARIO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	APOYO SINDICAL	TOTAL	4% AUMENTO							
SECRETARIO PARTICULAR	CONFIAN 08I		19,835.55	0.00	0.00	0.00	794.42	0.00	0.00	0.00	0.00	0.00	0.00	6,347.38	2,203.95	275.49	275.49	1,101.98	0.00	19.84	22	0.00	1,031.50	0.00	31,907.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	382,891.16	398,206.81				
JEFE DE DEPARTAMENTO	CONFIAN 09C		19,330.96	0.00	0.00	0.00	774.20	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.88	268.49	268.49	1,073.94	0.00	19.34	22	0.00	1,005.26	0.00	31,096.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	373,157.56	388,083.86		
SUPERVISOR DE AREA	CONFIAN 07B		18,890.99	0.00	0.00	0.00	756.58	0.00	0.00	0.00	0.00	0.00	0.00	6,045.12	2,099.00	262.37	262.37	1,049.50	0.00	18.90	22	0.00	982.38	1,846.00	32,235.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	386,822.56	402,295.46	
JEFE DE DEPARTAMENTO	CONFIAN 09C		19,330.96	0.00	0.00	0.00	774.20	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.88	268.49	268.49	1,073.94	0.00	19.34	22	0.00	1,005.26	0.00	31,096.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	373,157.56	388,083.86	
SUBDIRECTOR	CONFIAN 10I		20,108.21	0.00	0.00	0.00	800.48	0.00	0.00	0.00	0.00	0.00	0.00	6,434.63	2,234.25	279.28	279.28	1,117.12	0.00	20.10	22	0.00	1,045.43	1,846.00	34,186.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	410,241.38	426,651.03	
ASISTENTE	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04	
ASISTENTE	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04	
AUXILIAR TECNICO	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04	
JEFE DE DEPARTAMENTO	CONFIAN 09C		19,330.96	1,933.10	0.00	0.00	774.20	0.00	0.00	0.00	0.00	0.00	0.00	6,804.50	2,362.67	295.33	295.33	1,181.34	0.00	19.34	22	0.00	1,101.91	0.00	34,120.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	409,448.21	425,826.14	
AUXILIAR TECNICO	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	1,846.00	19,699.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	236,396.27	245,852.12	
ASISTENTE	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04	
ASISTENTE	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	1,846.00	19,699.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	240,556.07	250,178.31	
AUXILIAR TECNICO	CONFIAN 06I		14,830.11	0.00	0.00	0.00	593.94	0.00	0.00	0.00	0.00	0.00	0.00	4,745.64	1,647.79	205.97	205.97	823.90	0.00	14.84	22	0.00	771.20	2,492.00	26,353.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	316,240.32	328,889.94	
ASISTENTE	CONFIAN 04I		11,092.83	0.00	0.00	0.00	444.26	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	576.85	0.00	17,853.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	214,244.27	222,814.04	
AUXILIAR DE MANTENIMIENTO	CONFIAN 04I		11,092.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	554.64	0.00	17,387.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	208,646.60	216,992.46	
AUXILIAR TECNICO	CONFIAN 04I		11,092.83	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,549.71	1,232.54	154.07	154.07	616.27	0.00	11.10	22	0.00	554.64	0.00	17,387.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	208,646.60	216,992.46	
JEFE DE DEPARTAMENTO	CONFIAN 09C		19,330.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.88	268.49	268.49	1,073.94	0.00	19.34	22	0.00	966.55	0.00	30,283.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	363,402.64	377,938.74	
																																								59,592,521.90	61,976,222.77			
																																										659,326.28		
																																											62,635,549.05	