




**TABULADOR DEL PERSONAL SINDICALIZADO**  
**S.U.T.S.G.E.**  
**VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2023**


| CLAVE DE PUESTO | NIVEL | SUELDO BASE | SOBRESUELDO | ISR      | ISSSTE (3.5%) | PENSIONES (10%) | RECREACION, DEPORTE Y CULTURA (EXCENTO) | RECREACION, DEPORTE Y CULTURA (GRAVABLE) | DESPENSA | AYUDA DE TRANSPORTE | NETO TOTAL MENSUAL | PRIMA VACACIONAL MENSUAL | PRIMA VACACIONAL ADICIONAL | AGUINALDO MENSUAL | REPERCUSIONES  |                 | COSTO MENSUAL NETO | COSTO ANUAL NETO | COSTO MENSUAL BRUTO | COSTO ANUAL BRUTO |
|-----------------|-------|-------------|-------------|----------|---------------|-----------------|---|--|----------|---------------------|--------------------|--------------------------|----------------------------|-------------------|----------------|-----------------|--------------------|------------------|---------------------|-------------------|
|                 |       |             |             |          |               |                 |   |  |          |                     |                    |                          |                            |                   | ISSSTE (9.25%) | PENSIONES (25%) |                    |                  |                     |                   |
| SO16            | 1     | 12,120.71   | 5,090.70    | 2,488.17 | 602.40        | 1,721.14        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 17,799.70          | 1,767.04                 | -                          | 2,868.57          | 1,592.06       | 4,302.85        | 22,435.31          | 269,223.66       | 33,141.92           | 397,703.07        |
| SO15            | 1     | 11,767.68   | 4,942.43    | 2,381.09 | 584.85        | 1,671.01        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 17,473.15          | 1,715.57                 | -                          | 2,785.02          | 1,545.69       | 4,177.53        | 21,973.74          | 263,684.90       | 32,333.91           | 388,006.92        |
| SO14            | 1     | 11,028.75   | 4,632.08    | 2,156.97 | 548.13        | 1,566.08        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 16,789.65          | 1,607.85                 | -                          | 2,610.14          | 1,448.63       | 3,915.21        | 21,007.64          | 252,091.64       | 30,642.65           | 367,711.79        |
| SO13            | 1     | 10,375.55   | 4,357.73    | 1,958.84 | 515.66        | 1,473.33        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 16,185.45          | 1,512.62                 | -                          | 2,455.55          | 1,362.83       | 3,683.32        | 20,153.61          | 241,843.36       | 29,147.60           | 349,771.19        |
| SO12            | 1     | 10,114.15   | 4,247.94    | 1,879.56 | 502.67        | 1,436.21        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 15,943.65          | 1,474.51                 | -                          | 2,393.68          | 1,328.49       | 3,590.52        | 19,811.84          | 237,742.12       | 28,549.30           | 342,591.57        |
| SO11            | 1     | 9,657.56    | 4,056.18    | 1,741.07 | 479.98        | 1,371.37        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 15,521.32          | 1,407.94                 | -                          | 2,285.62          | 1,268.52       | 3,428.43        | 19,214.88          | 230,578.58       | 27,504.26           | 330,051.10        |
| SO10            | 1     | 9,241.82    | 3,881.56    | 1,619.03 | 459.32        | 1,312.34        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 15,132.70          | 1,347.33                 | -                          | 2,187.23          | 1,213.91       | 3,280.85        | 18,667.26          | 224,007.17       | 26,552.71           | 318,632.47        |
| SO09            | 1     | 8,633.07    | 3,625.89    | 1,464.12 | 429.06        | 1,225.90        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 14,539.88          | 1,258.59                 | -                          | 2,043.16          | 1,133.95       | 3,064.74        | 17,841.63          | 214,099.56       | 25,159.41           | 301,912.90        |
| SO08            | 1     | 8,335.77    | 3,501.02    | 1,388.47 | 414.29        | 1,183.68        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 14,250.36          | 1,215.24                 | -                          | 1,972.80          | 1,094.90       | 2,959.20        | 17,438.40          | 209,260.80       | 24,478.94           | 293,747.26        |
| SO07            | 1     | 7,828.37    | 3,287.92    | 1,259.35 | 389.07        | 1,111.63        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 13,756.23          | 1,141.27                 | -                          | 1,852.71          | 1,028.26       | 2,779.07        | 16,750.22          | 201,002.65       | 23,317.60           | 279,811.24        |
| SO06            | 1     | 7,478.26    | 3,140.87    | 1,171.61 | 371.67        | 1,061.91        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 13,413.93          | 1,090.23                 | -                          | 1,769.85          | 982.27         | 2,654.78        | 16,274.01          | 195,288.13       | 22,516.26           | 270,195.08        |

| QUINQ. | CANTIDAD |
|--------|----------|
| 1      | 53.00    |
| 2      | 133.10   |
| 3      | 266.19   |
| 4      | 532.35   |
| 5      | 798.84   |
| 6      | 931.78   |

  
 LIC. XAVIER ALAIN HERRERA ARROYO  
 SUBSECRETARIO DE EGRESOS Y ADMINISTRACION

  
 LIC. ROSA ISELA ALARCON BALANDRAN  
 SECRETARIA GENERAL DEL S.U.T.S.G.E.

  
 ING. JOSE LUIS SANCHEZ RAMOS  
 DIRECTOR GENERAL DE ADMINISTRACION DE PERSONAL

  
 ING. ISIDRO LOPEZ LOPEZ  
 REPRESENTANTE TITULAR DE LA COMISION MIXTA DE ESCALAFON DEL S.U.T.S.G.E.


**TABULADOR DEL PERSONAL SINDICALIZADO**  
**S.U.T.S.G.E.**  
**VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2023**

| CLAVE DE PUESTO | NIVEL | SUELDO BASE | SOBRESUELDO | ISR      | ISSSTE (3.5%) | PENSIONES (12%) | RECREACION, DEPORTE Y CULTURA (EXCENTO) | RECREACION, DEPORTE Y CULTURA (GRAVABLE) | DESPENSA | AYUDA DE TRANSPORTE | NETO TOTAL MENSUAL | PRIMA VACACIONAL MENSUAL | PRIMA VACACIONAL ADICIONAL | AGUINALDO MENSUAL | REPERCUSIONES  |                 | COSTO MENSUAL NETO | COSTO ANUAL NETO | COSTO MENSUAL BRUTO | COSTO ANUAL BRUTO |
|-----------------|-------|-------------|-------------|----------|---------------|-----------------|---|--|----------|---------------------|--------------------|--------------------------|----------------------------|-------------------|----------------|-----------------|--------------------|------------------|---------------------|-------------------|
|                 |       |             |             |          |               |                 |   |  |          |                     |                    |                          |                            |                   | ISSSTE (9.25%) | PENSIONES (25%) |                    |                  |                     |                   |
| SO16            | 1     | 12,120.71   | 5,090.70    | 2,488.17 | 602.40        | 2,065.37        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 17,455.47          | 1,767.04                 | -                          | 2,868.57          | 1,592.06       | 4,302.85        | 22,091.08          | 265,092.92       | 33,141.92           | 397,703.07        |
| SO15            | 1     | 11,767.68   | 4,942.43    | 2,381.09 | 584.85        | 2,005.21        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 17,138.95          | 1,715.57                 | -                          | 2,785.02          | 1,545.69       | 4,177.53        | 21,639.54          | 259,674.47       | 32,333.91           | 388,006.92        |
| SO14            | 1     | 11,028.75   | 4,632.08    | 2,156.97 | 548.13        | 1,879.30        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 16,476.44          | 1,607.85                 | -                          | 2,610.14          | 1,448.63       | 3,915.21        | 20,694.42          | 248,333.04       | 30,642.65           | 367,711.79        |
| SO13            | 1     | 10,375.55   | 4,357.73    | 1,958.84 | 515.66        | 1,767.99        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 15,890.78          | 1,512.62                 | -                          | 2,455.55          | 1,362.83       | 3,683.32        | 19,858.95          | 238,307.37       | 29,147.60           | 349,771.19        |
| SO12            | 1     | 10,114.15   | 4,247.94    | 1,879.56 | 502.67        | 1,723.45        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 15,656.41          | 1,474.51                 | -                          | 2,393.68          | 1,328.49       | 3,590.52        | 19,524.60          | 234,295.22       | 28,549.30           | 342,591.57        |
| SO11            | 1     | 9,657.56    | 4,056.18    | 1,741.07 | 479.98        | 1,645.65        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 15,247.04          | 1,407.94                 | -                          | 2,285.62          | 1,268.52       | 3,428.43        | 18,940.61          | 227,287.29       | 27,504.26           | 330,051.10        |
| SO10            | 1     | 9,241.82    | 3,881.56    | 1,619.03 | 459.32        | 1,574.81        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 14,870.23          | 1,347.33                 | -                          | 2,187.23          | 1,213.91       | 3,280.85        | 18,404.80          | 220,857.56       | 26,552.71           | 318,632.47        |
| SO09            | 1     | 8,633.07    | 3,625.89    | 1,464.12 | 429.06        | 1,471.08        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 14,294.70          | 1,258.59                 | -                          | 2,043.16          | 1,133.95       | 3,064.74        | 17,596.45          | 211,157.41       | 25,159.41           | 301,912.90        |
| SO08            | 1     | 8,335.77    | 3,501.02    | 1,388.47 | 414.29        | 1,420.42        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 14,013.62          | 1,215.24                 | -                          | 1,972.80          | 1,094.90       | 2,959.20        | 17,201.66          | 206,419.97       | 24,478.94           | 293,747.26        |
| SO07            | 1     | 7,828.37    | 3,287.92    | 1,259.35 | 389.07        | 1,333.95        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 13,533.91          | 1,141.27                 | -                          | 1,852.71          | 1,028.26       | 2,779.07        | 16,527.89          | 198,334.74       | 23,317.60           | 279,811.24        |
| SO06            | 1     | 7,478.26    | 3,140.87    | 1,171.61 | 371.67        | 1,274.29        | 1,553.70                                | 746.30                                   | 1,600.00 | 1,500.00            | 13,201.54          | 1,090.23                 | -                          | 1,769.85          | 982.27         | 2,654.78        | 16,061.63          | 192,739.54       | 22,516.26           | 270,195.08        |

| QUINQ. | CANTIDAD |
|--------|----------|
| 1      | 53.00    |
| 2      | 133.10   |
| 3      | 266.19   |
| 4      | 532.35   |
| 5      | 798.84   |
| 6      | 931.78   |

  
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**TABULADOR DEL PERSONAL SINDICALIZADO**  
**D.I.F.**  
**VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2023**

| CLAVE DE PUESTO | NIVEL | SUELDO BASE | SOBRESUELDO | ISR      | ISSSTE (3.5%) | PENSIONES (10%) | CANTIDAD ADICIONAL | MONEDERO | RECREACION, DEPORTE Y CULTURA | AYUDA DE TRANSPORTE | NETO TOTAL | PRIMA VACACIONAL MENSUAL | AGUINALDO MENSUAL | REPERCUSIONES  |                 | COSTO MENSUAL NETO | COSTO ANUAL NETO | COSTO MENSUAL BRUTO | COSTO ANUAL BRUTO |
|-----------------|-------|-------------|-------------|----------|---------------|-----------------|--------------------|----------|-------------------------------|---------------------|------------|--------------------------|-------------------|----------------|-----------------|--------------------|------------------|---------------------|-------------------|
|                 |       |             |             |          |               |                 |                    |          |                               |                     |            |                          |                   | ISSSTE (9.25%) | PENSIONES (25%) |                    |                  |                     |                   |
| DA10            | 1     | 7,538.18    | 3,508.37    | 1,367.15 | 386.63        | 1,104.65        | 1,667.59           | 650.00   | 1,950.00                      | 1,250.00            | 13,705.69  | 909.77                   | 2,119.02          | 1,021.81       | 2,761.64        | 16,734.48          | 200,813.78       | 23,376.36           | 280,516.28        |
| DA09            | 1     | 7,426.78    | 3,402.07    | 1,224.55 | 379.01        | 1,082.88        | 1,089.50           | 650.00   | 1,950.00                      | 1,250.00            | 13,081.91  | 852.82                   | 1,986.39          | 1,001.67       | 2,707.21        | 15,921.12          | 191,053.45       | 22,316.44           | 267,797.32        |
| DA08            | 1     | 7,317.05    | 3,295.75    | 1,160.16 | 371.45        | 1,061.28        | 931.02             | 650.00   | 1,950.00                      | 1,250.00            | 12,800.93  | 826.02                   | 1,923.97          | 981.68         | 2,653.20        | 15,550.93          | 186,611.13       | 21,778.70           | 261,344.37        |
| DA07            | 1     | 7,208.91    | 3,189.44    | 1,108.48 | 363.94        | 1,039.83        | 822.48             | 650.00   | 1,950.00                      | 1,250.00            | 12,558.57  | 802.91                   | 1,870.14          | 961.85         | 2,599.59        | 15,231.62          | 182,779.38       | 21,305.30           | 255,663.62        |
| DA06            | 1     | 7,137.55    | 3,083.12    | 1,065.45 | 357.72        | 1,022.07        | 731.20             | 650.00   | 1,950.00                      | 1,250.00            | 12,356.63  | 783.67                   | 1,825.31          | 945.41         | 2,555.17        | 14,965.61          | 179,587.37       | 20,911.43           | 250,937.16        |
| DA05            | 1     | 7,066.89    | 2,976.85    | 1,032.64 | 351.53        | 1,004.37        | 703.07             | 650.00   | 1,950.00                      | 1,250.00            | 12,208.27  | 768.99                   | 1,791.14          | 929.05         | 2,510.94        | 14,768.40          | 177,220.84       | 20,596.93           | 247,163.15        |
| DA04            | 1     | 6,966.44    | 2,870.50    | 995.22   | 344.29        | 983.69          | 676.03             | 650.00   | 1,950.00                      | 1,250.00            | 12,039.76  | 752.26                   | 1,752.16          | 909.92         | 2,459.23        | 14,544.18          | 174,530.14       | 20,236.54           | 242,838.46        |
| DA03            | 1     | 6,865.94    | 2,764.17    | 957.97   | 337.05        | 963.01          | 650.02             | 650.00   | 1,950.00                      | 1,250.00            | 11,872.09  | 735.60                   | 1,713.35          | 890.78         | 2,407.53        | 14,321.05          | 171,852.59       | 19,877.39           | 238,528.68        |
| DA02            | 1     | 6,765.46    | 2,657.86    | 920.88   | 329.82        | 942.33          | 625.02             | 650.00   | 1,950.00                      | 1,250.00            | 11,705.31  | 719.01                   | 1,674.72          | 871.66         | 2,355.83        | 14,099.05          | 169,188.59       | 19,519.57           | 234,234.78        |
| DA01            | 1     | 6,698.49    | 2,551.62    | 890.70   | 323.75        | 925.01          | 600.97             | 650.00   | 1,950.00                      | 1,250.00            | 11,561.61  | 704.90                   | 1,641.85          | 855.63         | 2,312.53        | 13,908.36          | 166,900.27       | 19,215.98           | 230,591.75        |
| DA00            | 1     | 5,140.67    | 1,088.61    | 521.65   | 218.03        | 622.93          | 229.81             | 650.00   | 1,950.00                      | 1,250.00            | 8,946.50   | 462.18                   | 1,076.52          | 576.21         | 1,557.32        | 10,485.20          | 125,822.37       | 13,981.33           | 167,776.01        |

| QUINQ. | CANTIDAD |
|--------|----------|
| 1      | 76.86    |
| 2      | 139.51   |
| 3      | 286.15   |
| 4      | 572.28   |
| 5      | 858.76   |

  
 LIC. XAVIER ALAIN HERRERA ARROYO  
 SUBSECRETARIO DE EGRESOS Y ADMINISTRACION

DR. JOSE ROBERTO CARDENAS ZAVALA  
 DIRECTOR GENERAL DEL D.I.F. COAHUILA

  
 ING. JOSE LUIS SANCHEZ RAMOS  
 DIRECTOR GENERAL DE ADMINISTRACION DE PERSONAL

  
 C. JUAN ANTONIO HERNANDEZ LUCIO  
 SECRETARIO GENERAL DEL SINDICATO D.I.F. COAHUILA

  
 C. MARGARITA EULALIA MEDINA CASTAÑEDA  
 SECRETARIA DE ACTAS Y ACUERDOS

  
 C. MAYRA ALEJANDRA REYES ROBLEDO  
 SECRETARIO DE TRABAJOS Y CONFLICTOS

**TABULADOR DEL PERSONAL SINDICALIZADO**  
**D.I.F.**  
**VIGENCIA A PARTIR DEL 01 DE FEBRERO DE 2023**

| CLAVE DE PUESTO | NIVEL | SUELDO BASE | SOBRESUELDO | ISR      | ISSSTE (3.5%) | PENSIONES (12.0%) | CANTIDAD ADICIONAL | MONEDERO | RECREACION, DEPORTE Y CULTURA | AYUDA DE TRANSPORTE | NETO TOTAL | PRIMA VACACIONAL MENSUAL | AGUINALDO MENSUAL | REPERCUSIONES  |                 | COSTO MENSUAL NETO | COSTO ANUAL NETO | COSTO MENSUAL BRUTO | COSTO ANUAL BRUTO |
|-----------------|-------|-------------|-------------|----------|---------------|-------------------|--------------------|----------|-------------------------------|---------------------|------------|--------------------------|-------------------|----------------|-----------------|--------------------|------------------|---------------------|-------------------|
|                 |       |             |             |          |               |                   |                    |          |                               |                     |            |                          |                   | ISSSTE (9.25%) | PENSIONES (25%) |                    |                  |                     |                   |
| DA10            | 1     | 7,538.18    | 3,508.37    | 1,367.15 | 386.63        | 1,325.59          | 1,667.59           | 650.00   | 1,950.00                      | 1,250.00            | 13,484.76  | 909.77                   | 2,119.02          | 1,021.81       | 2,761.64        | 16,513.55          | 198,162.61       | 23,376.36           | 280,516.28        |
| DA09            | 1     | 7,426.78    | 3,402.07    | 1,224.55 | 379.01        | 1,299.46          | 1,089.50           | 650.00   | 1,950.00                      | 1,250.00            | 12,865.33  | 852.82                   | 1,986.39          | 1,001.67       | 2,707.21        | 15,704.54          | 188,454.53       | 22,316.44           | 267,797.32        |
| DA08            | 1     | 7,317.05    | 3,295.75    | 1,160.16 | 371.45        | 1,273.54          | 931.02             | 650.00   | 1,950.00                      | 1,250.00            | 12,588.68  | 826.02                   | 1,923.97          | 981.68         | 2,653.20        | 15,338.67          | 184,064.06       | 21,778.70           | 261,344.37        |
| DA07            | 1     | 7,208.91    | 3,189.44    | 1,108.48 | 363.94        | 1,247.80          | 822.48             | 650.00   | 1,950.00                      | 1,250.00            | 12,350.60  | 802.91                   | 1,870.14          | 961.85         | 2,599.59        | 15,023.65          | 180,283.78       | 21,305.30           | 255,663.62        |
| DA06            | 1     | 7,137.55    | 3,083.12    | 1,065.45 | 357.72        | 1,226.48          | 731.20             | 650.00   | 1,950.00                      | 1,250.00            | 12,152.22  | 783.67                   | 1,825.31          | 945.41         | 2,555.17        | 14,761.20          | 177,134.41       | 20,911.43           | 250,937.16        |
| DA05            | 1     | 7,066.89    | 2,976.85    | 1,032.64 | 351.53        | 1,205.25          | 703.07             | 650.00   | 1,950.00                      | 1,250.00            | 12,007.40  | 768.99                   | 1,791.14          | 929.05         | 2,510.94        | 14,567.53          | 174,810.34       | 20,596.93           | 247,163.15        |
| DA04            | 1     | 6,966.44    | 2,870.50    | 995.22   | 344.29        | 1,180.43          | 676.03             | 650.00   | 1,950.00                      | 1,250.00            | 11,843.02  | 752.26                   | 1,752.16          | 909.92         | 2,459.23        | 14,347.44          | 172,169.28       | 20,236.54           | 242,838.46        |
| DA03            | 1     | 6,865.94    | 2,764.17    | 957.97   | 337.05        | 1,155.61          | 650.02             | 650.00   | 1,950.00                      | 1,250.00            | 11,679.49  | 735.60                   | 1,713.35          | 890.78         | 2,407.53        | 14,128.45          | 169,541.37       | 19,877.39           | 238,528.68        |
| DA02            | 1     | 6,765.46    | 2,657.86    | 920.88   | 329.82        | 1,130.80          | 625.02             | 650.00   | 1,950.00                      | 1,250.00            | 11,516.84  | 719.01                   | 1,674.72          | 871.66         | 2,355.83        | 13,910.58          | 166,927.00       | 19,519.57           | 234,234.78        |
| DA01            | 1     | 6,698.49    | 2,551.62    | 890.70   | 323.75        | 1,110.01          | 600.97             | 650.00   | 1,950.00                      | 1,250.00            | 11,376.61  | 704.90                   | 1,641.85          | 855.63         | 2,312.53        | 13,723.35          | 164,680.25       | 19,215.98           | 230,591.75        |
| DA00            | 1     | 5,140.67    | 1,088.61    | 521.65   | 218.03        | 747.51            | 229.81             | 650.00   | 1,950.00                      | 1,250.00            | 8,821.91   | 462.18                   | 1,076.52          | 576.21         | 1,557.32        | 10,360.61          | 124,327.34       | 13,981.33           | 167,776.01        |


| QUINQ. | CANTIDAD |
|--------|----------|
| 1      | 76.86    |
| 2      | 139.51   |
| 3      | 286.15   |
| 4      | 572.28   |
| 5      | 858.76   |

  
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 SUBSECRETARIO DE EGRESOS Y ADMINISTRACION

  
**C. JUAN ANTONIO HERNANDEZ LUCIO**  
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