



PERIÓDICO OFICIAL

GOBIERNO DEL ESTADO DE TLAXCALA

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Tlaxcala, Tlax; a 31 de
Diciembre de 2015.

Ubaldo Velasco Hernández
Oficial Mayor de Gobierno
Director

TOMO XCIV
SEGUNDA ÉPOCA.
No. Extraordinario

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PODER LEGISLATIVO

DECRETO No. 196

*PRESUPUESTO DE EGRESOS DEL ESTADO DE TLAXCALA, PARA EL
EJERCICIO FISCAL 2016.*

| PUESTO | NIVEL | PERCEPCIÓN MENSUAL NETA | PERCEPCIÓN MENSUAL AL MÁS PROPORCIÓN DE AGUINALDO Y PRIMA VACACIONAL NETA | COSTO MENSUAL PROMEDIO DE REMUNERACIONES BRUTAS | | | | | | | | | | AGUINALDO Y PRIMA VACACIONAL | SEGURIDAD SOCIAL | COSTO TOTAL | TIPO DE PUESTO |
|----------------------------|-------|-------------------------|---|---|--------------------------|--------------|---------------|--------------------|----------|---------------|------------------|---------|----------------------|------------------------------|------------------|-------------|----------------|
| | | | | SUELDO BASE | PRESTACIONES ADICIONALES | | | | | | | PENSION | | | | | |
| | | | | | PERCEPCIÓN COMPLEMENT | CAPACITACION | COMPENSAACION | AYUDA PARA PASAJES | DESPENSA | QUIN QUE NIO* | INCENT AL AHORRO | | SEGURO DE SEPARACION | | | | |
| Secretaria de Subdirector | 4 | 6,310 | 7,125 | 5,061 | 0 | 0 | 0 | 0 | 1,730 | 0 | 166 | 0 | 0 | 815 | 2,994 | 10,767 | C |
| Secretaria de Subdirector | 4 | 6,408 | 6,988 | 6,957 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 580 | 0 | 7,537 | H |
| Secretario Auxiliar | 15 | 15,203 | 17,856 | 8,234 | 8,234 | 0 | 0 | 0 | 1,730 | 0 | 529 | 3,854 | 0 | 2,653 | 3,565 | 28,799 | F |
| Secretario del Ramo | 19 | 40,380 | 48,927 | 26,527 | 26,527 | 0 | 0 | 0 | 1,730 | 0 | 1,521 | 11,586 | 0 | 8,547 | 6,858 | 83,296 | F |
| Secretario del Ramo | 19 | 43,044 | 47,736 | 56,304 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4,692 | 0 | 60,997 | H |
| Sra. Aux. Tec. de Director | 14 | 10,789 | 12,649 | 11,547 | 0 | 0 | 0 | 0 | 1,730 | 0 | 343 | 2,729 | 0 | 1,860 | 4,162 | 22,371 | C |
| Subcomandante | 5 | 8,744 | 9,820 | 6,678 | 0 | 0 | 1,640 | 0 | 1,977 | 0 | 0 | 0 | 0 | 1,076 | 3,285 | 14,656 | C |
| Subinspector | 6 | 8,590 | 9,925 | 8,284 | 0 | 0 | 80 | 0 | 1,977 | 0 | 0 | 2,006 | 0 | 1,335 | 3,574 | 17,256 | C |
| Suboficial | 4 | 6,764 | 7,660 | 5,560 | 0 | 0 | 0 | 0 | 1,977 | 0 | 0 | 1,558 | 0 | 896 | 3,084 | 13,075 | C |
| Supervisor | 6 | 8,324 | 9,619 | 8,043 | 0 | 0 | 0 | 0 | 1,730 | 0 | 263 | 0 | 0 | 1,296 | 3,531 | 14,863 | C |
| Supervisor | 6 | 8,982 | 9,819 | 10,036 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 836 | 0 | 10,872 | H |
| Taquimecanógrafa | 3 | 6,664 | 7,375 | 4,409 | 0 | 98 | 0 | 113 | 1,730 | 807 | 144 | 0 | 0 | 710 | 2,877 | 10,888 | B |
| Taquimecanógrafa | 3 | 5,817 | 6,527 | 4,409 | 0 | 0 | 0 | 0 | 1,730 | 0 | 144 | 0 | 0 | 710 | 2,877 | 9,871 | C |
| Taquimecanógrafa | 3 | 5,808 | 6,332 | 6,284 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 524 | 0 | 6,807 | H |
| Técnico | 4 | 7,164 | 7,980 | 5,061 | 0 | 98 | 0 | 113 | 1,730 | 828 | 166 | 0 | 0 | 815 | 2,994 | 11,805 | B |
| Técnico | 4 | 6,408 | 6,988 | 6,957 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 580 | 0 | 7,537 | H |
| Técnico Especializado | 5 | 8,139 | 9,184 | 6,483 | 0 | 98 | 0 | 113 | 1,730 | 957 | 212 | 0 | 0 | 1,045 | 3,250 | 13,888 | B |
| Técnico Especializado | 5 | 7,378 | 8,422 | 6,483 | 0 | 0 | 0 | 0 | 1,730 | 0 | 212 | 0 | 0 | 1,045 | 3,250 | 12,721 | C |
| Técnico Especializado | 5 | 7,660 | 8,362 | 8,426 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 702 | 0 | 9,128 | H |
| Trabajador Social | 6 | 8,324 | 9,619 | 8,043 | 0 | 0 | 0 | 0 | 1,730 | 0 | 263 | 0 | 0 | 1,296 | 3,531 | 14,863 | C |
| Trabajador Social | 6 | 8,982 | 9,819 | 10,036 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 836 | 0 | 10,872 | H |
| Velador | 2 | 5,985 | 6,586 | 3,731 | 0 | 98 | 0 | 113 | 1,730 | 620 | 122 | 0 | 0 | 601 | 2,755 | 9,769 | B |
| Velador | 2 | 5,288 | 5,889 | 3,731 | 0 | 0 | 0 | 0 | 1,730 | 0 | 122 | 0 | 0 | 601 | 2,755 | 8,939 | C |
| Velador | 2 | 5,184 | 5,649 | 5,583 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 465 | 0 | 6,048 | H |
| Verificador | 5 | 8,139 | 9,184 | 6,483 | 0 | 98 | 0 | 113 | 1,730 | 957 | 212 | 0 | 0 | 1,045 | 3,250 | 13,888 | B |
| Vigilante | 2 | 5,985 | 6,586 | 3,731 | 0 | 98 | 0 | 113 | 1,730 | 620 | 122 | 0 | 0 | 601 | 2,755 | 9,769 | B |
| Vigilante | 2 | 6,711 | 7,312 | 3,731 | 0 | 0 | 1,679 | 0 | 1,730 | 0 | 122 | 0 | 0 | 601 | 2,755 | 10,618 | C |

**ANEXO 16.
PLAZAS SECTOR EDUCACIÓN**

| PLAZAS | ADMINISTRATIVAS | MAGISTERIO | TOTAL |
|--------------|-----------------|---------------|---------------|
| Federal | 3,645 | 28,644 | 32,289 |
| Estatal | 876 | 2,539 | 3,415 |
| TOTAL | 4,521 | 31,183 | 35,704 |

**ANEXO 17.
TABULADOR DE MANDOS MEDIOS Y SUPERIORES DEL SECTOR EDUCATIVO**

| DESCRIPCION | PERCEPCIÓN MENSUAL NETA | PERCEPCIÓN MENSUAL MAS PROPORCIÓN DE AGUINALDO Y PRIMA VACACIONAL NETA | SUELDO BASE | PRESTACIONES ADICIONALES | | | AGUINALDO | PRIMA VACACIONAL | SEGURIDAD SOCIAL | COSTO TOTAL | TIPO DE PUESTO Base B Confianza C Honorarios H |
|---------------------------------|-------------------------|--|-------------|--------------------------|------|-------|------------|------------------|------------------|-------------|--|
| | | | | CG | 38 | CT | | | | | |
| Secretario - Director General | 80,851.03 | 94,452.67 | 31,153.80 | 52,835.50 | 76.7 | 726.1 | 111,985.73 | 18,692.28 | 3,941.07 | 84,792.10 | C |
| Secretario Particular de Sps-33 | 56,998.34 | 66,481.57 | 21,418.30 | 37,489.20 | 76.7 | 726.1 | 78,543.33 | 12,850.98 | 2,711.96 | 59,710.30 | C |
| Director de Área | 49,925.98 | 58,623.40 | 21,418.30 | 30,416.84 | 76.7 | 726.1 | 69,113.52 | 12,850.98 | 2,711.96 | 52,637.94 | C |
| Subdirector de Área | 49,075.34 | 57,531.43 | 20,444.75 | 30,416.84 | 76.7 | 726.1 | 67,815.45 | 12,266.85 | 2,589.05 | 51,664.39 | C |

| | | | | | | | | | | | |
|----------------------|-----------|-----------|-----------|-----------|------|-------|-----------|----------|----------|-----------|---|
| Jefe de Departamento | 34,434.92 | 40,383.43 | 14,603.40 | 20,880.30 | 76.7 | 726.1 | 47,311.60 | 8,762.04 | 1,851.58 | 36,286.50 | C |
| Coordinador General | 25,570.65 | 30,093.82 | 11,682.80 | 14,567.90 | 76.7 | 726.1 | 35,000.93 | 7,009.68 | 1,482.85 | 27,053.50 | C |

ANEXO 18.
TABULADOR ADMINISTRATIVO DEL SECTOR EDUCATIVO (FEDERAL)

| DESCRIPCIÓN | PERCEPCIÓN MENSUAL NETA | PERCEPCIÓN MENSUAL MAS PROPORCIÓN DE AGUINALDO Y PRIMA VACACIONAL NETA | SUELDO BASE | PRESTACIONES ADICIONALES | | | | | | | | | | AGUINALDO | PRIMA VACACIONAL | SEGURIDAD SOCIAL | COSTO TOTAL | TIPO DE PUESTO Base B Confianza C Honorarios H |
|--|-------------------------|--|-------------|--------------------------|----|--------|-------|-------|--------|--------|----|----|-----|-----------|------------------|------------------|-------------|--|
| | | | | 6 | 35 | 38 | 44 | 46 | FD | CT | ET | CS | 79 | | | | | |
| Administrativo Especializado | 7,017.57 | 8,539.98 | 5,270.40 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 7,027.20 | 3,162.24 | 673.29 | 7,690.86 | B |
| Auxiliar de Administrador | 8,271.89 | 10,206.82 | 6,705.96 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 8,941.28 | 4,023.58 | 854.53 | 9,126.42 | B |
| Analista Administrativo | 8,266.77 | 10,246.09 | 6,860.44 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 706.54 | | | 831 | 9,147.25 | 4,116.26 | 874.03 | 9,140.80 | B |
| Jefe de Oficina | 9,648.13 | 11,679.26 | 7,040.72 | 1,205.40 | | 207.21 | 168.4 | 101.8 | 206.95 | 783.44 | | | 831 | 9,387.63 | 4,224.43 | 896.79 | 10,544.92 | B |
| Ayudante Administrativo | 6,736.82 | 8,166.89 | 4,949.08 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,598.77 | 2,969.45 | 632.72 | 7,369.54 | B |
| Agente de Información | 6,733.83 | 8,162.92 | 4,945.66 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,594.21 | 2,967.40 | 632.29 | 7,366.12 | B |
| Promotor | 7,399.88 | 9,052.33 | 5,722.92 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 833.56 | | | 831 | 7,630.56 | 3,433.75 | 730.42 | 8,130.30 | B |
| Secretaria de Apoyo | 6,827.43 | 8,287.30 | 5,052.78 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,737.04 | 3,031.67 | 645.81 | 7,473.24 | B |
| Operador de Equipo de Comunicaciones | 6,733.83 | 8,162.92 | 4,945.66 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,594.21 | 2,967.40 | 632.29 | 7,366.12 | B |
| Medico | 10,227.01 | 12,448.52 | 7,703.24 | 1,205.40 | | 207.21 | 168.4 | 101.8 | 206.95 | 783.44 | | | 831 | 10,270.99 | 4,621.94 | 980.43 | 11,207.44 | B |
| Psicólogo | 10,227.01 | 12,448.52 | 7,703.24 | 1,205.40 | | 207.21 | 168.4 | 101.8 | 206.95 | 783.44 | | | 831 | 10,270.99 | 4,621.94 | 980.43 | 11,207.44 | B |
| Auxiliar de Servicios y Manto. | 6,358.97 | 7,664.78 | 4,516.64 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,022.19 | 2,709.98 | 578.13 | 6,937.10 | B |
| Oficial de Servicios y Mantenimiento | 6,733.83 | 8,162.92 | 4,945.66 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,594.21 | 2,967.40 | 632.29 | 7,366.12 | B |
| Asistente de Servicios en Plantel | 6,733.83 | 8,162.92 | 4,945.66 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,594.21 | 2,967.40 | 632.29 | 7,366.12 | B |
| Asistente de Servicios y Mantenimiento | 6,358.97 | 7,664.78 | 4,516.64 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,022.19 | 2,709.98 | 578.13 | 6,937.10 | B |
| Auxiliar de Servicios y Mantenimiento en Plantel | 6,463.25 | 7,803.35 | 4,635.98 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,181.31 | 2,781.59 | 593.19 | 7,056.44 | B |
| Cocinera | 7,495.65 | 9,187.04 | 5,858.44 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 810.92 | | | 831 | 7,811.25 | 3,515.06 | 747.53 | 8,243.18 | B |
| Ecónomo (Para Uso Exclusivo de Planteles) | 7,495.65 | 9,187.04 | 5,858.44 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 810.92 | | | 831 | 7,811.25 | 3,515.06 | 747.53 | 8,243.18 | B |
| Asistente de Cocina | 7,193.98 | 8,776.73 | 5,480.38 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 839.58 | | | 831 | 7,307.17 | 3,288.23 | 699.8 | 7,893.78 | B |
| Chofer | 7,399.88 | 9,052.33 | 5,722.92 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 833.56 | | | 831 | 7,630.56 | 3,433.75 | 730.42 | 8,130.30 | B |
| Técnico Medio en Imprenta | 7,193.98 | 8,776.73 | 5,480.38 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 839.58 | | | 831 | 7,307.17 | 3,288.23 | 699.8 | 7,893.78 | B |
| Intendente | 5,722.39 | 6,818.84 | 3,788.08 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 5,050.77 | 2,272.85 | 486.15 | 6,208.54 | B |
| Oficial de Mantenimiento Mecánico | 7,495.65 | 9,187.04 | 5,858.44 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 810.92 | | | 831 | 7,811.25 | 3,515.06 | 747.53 | 8,243.18 | B |
| Técnico Medio | 8,216.84 | 10,158.45 | 6,729.18 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 771.3 | | | 831 | 8,972.24 | 4,037.51 | 857.46 | 9,074.30 | B |
| Especialista Técnico | 8,739.14 | 10,718.48 | 6,860.50 | 403.3 | | 207.21 | 168.4 | 101.8 | 206.95 | 834.02 | | | 831 | 9,147.33 | 4,116.30 | 874.04 | 9,613.18 | B |
| Músico | 6,733.83 | 8,162.92 | 4,945.66 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,594.21 | 2,967.40 | 632.29 | 7,366.12 | B |
| Técnico Bibliotecario | 7,401.05 | 9,053.88 | 5,724.26 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 833.56 | | | 831 | 7,632.35 | 3,434.56 | 730.59 | 8,131.64 | B |
| Asistente Bibliotecario | 6,693.90 | 8,109.86 | 4,899.96 | 58.46 | | 207.21 | 168.4 | 101.8 | 206.95 | 846.64 | | | 831 | 6,533.28 | 2,939.98 | 626.52 | 7,320.42 | B |