

**SECRETARÍA DE ADMINISTRACIÓN Y GESTIÓN PÚBLICA**  
Dirección General de Capital Humano

**TABULADOR DE SUELDOS 2020 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA DE FUNCIONARIOS Y DIRECTIVOS**

| Puestos                                       | Tipo de Trabajador | Tipo de puestos | Salario Bruto Mensual | Salario Neto Mensual | Percepciones Mensuales Básicas |             |                          |                               |                  |          |               |                       |            |                 |               |              | Deducciones Mensuales |          |            |
|---|--------------------|-----------------|-----------------------|----------------------|--------------------------------|-------------|--------------------------|-------------------------------|------------------|----------|---------------|-----------------------|------------|-----------------|---------------|--------------|-----------------------|----------|------------|
|   |                    |                 |                       |                      | Sueldo                         | Sobresueldo | Sueldo Personal Eventual | Sobresueldo Personal Eventual | Previsión Social | Despensa | Ayuda p/renta | Ayuda para Transporte | Nivelación | Prima de Riesgo | Productividad | Compensación | ISR                   | Imss     | Pensiones  |
| ASESOR DE DESPACHO                            | Confianza          | Directivo       | \$49,739.14           | \$38,676.86          | \$5,503.45                     | \$3,302.07  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16 | \$455.07      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$35,384.24  | \$9,022.87            | \$92.76  | \$1,946.65 |
| ASESOR DE DESPACHO A                          | Confianza          | Directivo       | \$44,247.29           | \$34,841.84          | \$4,953.10                     | \$2,971.86  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16 | \$455.07      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$30,772.94  | \$7,375.32            | \$83.48  | \$1,946.65 |
| ASESOR DE DESPACHO B                          | Confianza          | Directivo       | \$36,312.89           | \$28,051.81          | \$4,457.79                     | \$2,674.67  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16 | \$455.07      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$23,631.05  | \$5,442.92            | \$75.14  | \$1,743.02 |
| ASESOR DE DESPACHO C                          | Confianza          | Directivo       | \$33,747.67           | \$27,221.99          | \$4,031.11                     | \$2,418.67  | \$0.00                   | \$0.00                        | \$275.46         | \$824.06 | \$457.24      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$21,741.13  | \$4,837.85            | \$67.94  | \$1,619.89 |
| ASESOR DE DESPACHO D                          | Confianza          | Directivo       | \$30,469.84           | \$24,875.84          | \$3,829.56                     | \$2,297.73  | \$0.00                   | \$0.00                        | \$275.46         | \$824.06 | \$457.24      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$18,785.79  | \$4,066.90            | \$64.54  | \$1,462.55 |
| CONSEJERO JURIDICO                            | Confianza          | Funcionario     | \$59,627.04           | \$45,515.67          | \$5,196.24                     | \$3,117.74  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$46,056.69  | \$12,077.15           | \$87.58  | \$1,946.65 |
| CONTRALOR GENERAL                             | Confianza          | Funcionario     | \$59,627.05           | \$45,503.35          | \$5,926.97                     | \$3,556.18  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$44,887.53  | \$12,077.15           | \$99.90  | \$1,946.65 |
| COORDINADOR GENERAL                           | Confianza          | Directivo       | \$44,247.29           | \$34,769.64          | \$4,022.05                     | \$2,413.23  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$32,555.65  | \$7,463.22            | \$67.78  | \$1,946.65 |
| COORDINADOR GENERAL A                         | Confianza          | Directivo       | \$41,019.13           | \$32,391.03          | \$3,719.59                     | \$2,231.76  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$29,811.41  | \$6,618.75            | \$62.70  | \$1,946.65 |
| COORDINADOR GENERAL B                         | Confianza          | Directivo       | \$38,712.98           | \$30,719.10          | \$3,519.76                     | \$2,111.86  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$27,825.00  | \$6,076.34            | \$59.32  | \$1,858.22 |
| COORDINADOR GENERAL C                         | Confianza          | Directivo       | \$30,469.84           | \$24,817.32          | \$3,193.18                     | \$1,915.91  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17 | \$370.81      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$20,098.40  | \$4,136.15            | \$53.82  | \$1,462.55 |
| COORDINADOR GENERAL DE COMUNICACION SOCIAL    | Confianza          | Directivo       | \$55,371.70           | \$42,556.73          | \$4,022.06                     | \$2,413.24  | \$0.00                   | \$0.00                        | \$222.32         | \$665.02 | \$369.06      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$43,680.00  | \$10,800.53           | \$67.78  | \$1,946.65 |
| COORDINADOR MUNICIPAL                         | Confianza          | Directivo       | \$40,022.08           | \$31,675.33          | \$3,514.11                     | \$2,108.47  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$444.61      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$29,067.58  | \$6,366.47            | \$59.22  | \$1,921.06 |
| COORDINADOR MUNICIPAL A                       | Confianza          | Directivo       | \$32,223.24           | \$26,091.74          | \$3,209.86                     | \$1,925.92  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17 | \$446.73      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$21,749.20  | \$4,530.69            | \$54.10  | \$1,546.72 |
| COORDINADOR PROTECCION CIVIL                  | Confianza          | Directivo       | \$28,130.51           | \$23,153.27          | \$3,726.84                     | \$2,236.10  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$16,698.58  | \$3,564.15            | \$62.82  | \$1,350.26 |
| DELEGADO DE TURISMO EN MZA                    | Confianza          | Directivo       | \$34,818.39           | \$28,002.58          | \$2,029.42                     | \$1,217.65  | \$0.00                   | \$0.00                        | \$259.87         | \$777.64 | \$431.47      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$26,102.34  | \$5,110.33            | \$34.20  | \$1,671.28 |
| DIRECTO GENERAL DE POLICIA ESTATAL            | Confianza          | Directivo       | \$65,839.32           | \$49,878.33          | \$4,361.76                     | \$2,617.06  | \$0.00                   | \$0.00                        | \$222.32         | \$665.02 | \$369.06      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$53,604.10  | \$13,940.82           | \$73.52  | \$1,946.65 |
| DIRECTOR                                      | Confianza          | Directivo       | \$39,575.75           | \$31,331.52          | \$4,070.96                     | \$2,442.57  | \$0.00                   | \$0.00                        | \$224.78         | \$672.40 | \$373.15      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$27,791.89  | \$6,275.98            | \$68.62  | \$1,899.64 |
| DIRECTOR A                                    | Confianza          | Directivo       | \$35,961.28           | \$28,743.34          | \$3,912.58                     | \$2,347.55  | \$0.00                   | \$0.00                        | \$224.78         | \$672.40 | \$373.15      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$24,430.81  | \$5,425.86            | \$65.94  | \$1,726.14 |
| DIRECTOR B                                    | Confianza          | Directivo       | \$32,223.24           | \$26,066.48          | \$3,844.61                     | \$2,306.77  | \$0.00                   | \$0.00                        | \$225.85         | \$675.60 | \$374.93      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$20,795.49  | \$4,545.25            | \$64.80  | \$1,546.72 |
| DIRECTOR C                                    | Confianza          | Directivo       | \$26,937.95           | \$22,231.69          | \$3,718.50                     | \$2,231.10  | \$0.00                   | \$0.00                        | \$225.85         | \$675.60 | \$374.93      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$15,711.96  | \$3,350.56            | \$62.68  | \$1,293.02 |
| DIRECTOR D                                    | Confianza          | Directivo       | \$23,462.30           | \$19,665.05          | \$3,553.92                     | \$2,132.35  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17 | \$370.81      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$12,513.68  | \$2,611.16            | \$59.90  | \$1,126.19 |
| DIRECTOR E                                    | Confianza          | Directivo       | \$17,729.19           | \$15,435.30          | \$3,418.13                     | \$2,050.88  | \$0.00                   | \$0.00                        | \$224.42         | \$671.34 | \$372.57      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$6,991.86   | \$1,385.29            | \$57.60  | \$851.00   |
| DIRECTOR GENERAL                              | Confianza          | Directivo       | \$44,247.29           | \$34,763.90          | \$4,361.76                     | \$2,617.06  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$32,012.10  | \$7,463.22            | \$73.52  | \$1,946.65 |
| DIRECTOR GENERAL A                            | Confianza          | Directivo       | \$41,019.13           | \$32,485.88          | \$4,138.76                     | \$2,483.26  | \$0.00                   | \$0.00                        | \$298.91         | \$894.43 | \$496.31      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$28,707.45  | \$6,516.84            | \$69.76  | \$1,946.65 |
| DIRECTOR GENERAL B                            | Confianza          | Directivo       | \$38,712.98           | \$30,710.54          | \$4,027.05                     | \$2,416.23  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$27,013.33  | \$6,076.34            | \$67.88  | \$1,858.22 |
| DIRECTOR GENERAL C                            | Confianza          | Directivo       | \$36,695.84           | \$29,268.01          | \$3,828.51                     | \$2,297.10  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$25,313.87  | \$5,601.91            | \$64.52  | \$1,761.40 |
| DIRECTOR GENERAL DE CS                        | Confianza          | Directivo       | \$65,839.32           | \$49,878.33          | \$4,361.76                     | \$2,617.06  | \$0.00                   | \$0.00                        | \$222.32         | \$665.02 | \$369.06      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$53,604.10  | \$13,940.82           | \$73.52  | \$1,946.65 |
| DIRECTOR GENERAL DE GOBIERNO                  | Confianza          | Directivo       | \$58,648.51           | \$44,837.41          | \$4,797.93                     | \$2,878.76  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$45,715.45  | \$11,783.59           | \$80.86  | \$1,946.65 |
| DIRECTOR GENERAL DE INTELIGENCIA              | Confianza          | Directivo       | \$65,839.32           | \$49,878.33          | \$4,361.76                     | \$2,617.06  | \$0.00                   | \$0.00                        | \$222.32         | \$665.02 | \$369.06      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$53,604.10  | \$13,940.82           | \$73.52  | \$1,946.65 |
| DIRECTOR GENERAL DE PREVENCIÓN Y READAPTACIÓN | Confianza          | Directivo       | \$71,877.32           | \$54,104.93          | \$4,361.76                     | \$2,617.06  | \$0.00                   | \$0.00                        | \$222.32         | \$665.02 | \$369.06      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$59,642.10  | \$15,752.22           | \$73.52  | \$1,946.65 |
| GOBERNADOR                                    | Confianza          | Funcionario     | \$96,374.00           | \$70,815.27          | \$7,540.97                     | \$4,524.58  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$79,052.08  | \$23,484.98           | \$127.10 | \$1,946.65 |
| PRESIDENTE DEL CONSEJO                        | Confianza          | Directivo       | \$44,247.32           | \$34,833.53          | \$3,606.02                     | \$2,163.62  | \$0.00                   | \$0.00                        | \$255.80         | \$765.44 | \$424.70      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$33,031.74  | \$7,406.36            | \$60.78  | \$1,946.65 |
| REPRESENTANTE GOB. EN MEXICO                  | Confianza          | Directivo       | \$51,842.02           | \$40,066.15          | \$5,196.25                     | \$3,117.75  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$38,271.65  | \$9,741.64            | \$87.58  | \$1,946.65 |
| SECRETARIO AUXILIAR                           | Confianza          | Directivo       | \$35,937.48           | \$28,825.63          | \$3,539.45                     | \$2,123.67  | \$0.00                   | \$0.00                        | \$294.78         | \$881.90 | \$489.34      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$24,608.35  | \$5,327.19            | \$59.66  | \$1,725.00 |
| SECRETARIO AUXILIAR A                         | Confianza          | Directivo       | \$30,469.84           | \$24,914.01          | \$3,200.67                     | \$1,920.40  | \$0.00                   | \$0.00                        | \$296.18         | \$886.09 | \$491.67      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$19,674.82  | \$4,039.34            | \$53.94  | \$1,462.55 |
| SECRETARIO DE DESPACHO                        | Confianza          | Funcionario     | \$59,627.04           | \$45,515.67          | \$5,196.24                     | \$3,117.74  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$46,056.69  | \$12,077.15           | \$87.58  | \$1,946.65 |
| SECRETARIO DE DESPACHO A                      | Confianza          | Funcionario     | \$55,369.55           | \$42,668.27          | \$5,026.52                     | \$3,015.91  | \$0.00                   | \$0.00                        | \$298.91         | \$894.43 | \$496.31      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$41,637.46  | \$10,669.91           | \$84.72  | \$1,946.65 |
| SECRETARIO DE DESPACHO B                      | Confianza          | Funcionario     | \$48,151.67           | \$37,513.45          | \$4,728.70                     | \$2,837.22  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$444.61      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$35,253.83  | \$8,611.87            | \$79.70  | \$1,946.65 |
| SECRETARIO DE SEGURIDAD PUBLICA               | Confianza          | Funcionario     | \$86,141.90           | \$64,043.86          | \$5,882.46                     | \$3,529.48  | \$0.00                   | \$0.00                        | \$309.94         | \$927.20 | \$514.48      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$70,978.34  | \$20,052.23           | \$99.16  | \$1,946.65 |
| SECRETARIO EJECUTIVO DE SESESP                | Confianza          | Funcionario     | \$59,627.04           | \$45,588.09          | \$6,114.94                     | \$3,668.96  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16 | \$455.07      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$44,293.76  | \$11,989.24           | \$103.06 | \$1,946.65 |
| SECRETARIO GENERAL DE GOBIERNO                | Confianza          | Funcionario     | \$59,627.04           | \$45,504.83          | \$5,838.84                     | \$3,503.30  | \$0.00                   | \$0.00                        | \$222.31         | \$665.01 | \$369.05      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$45,028.53  | \$12,077.15           | \$98.42  | \$1,946.65 |
| SECRETARIO PARTICULAR DESPACHO                | Confianza          | Funcionario     | \$55,369.55           | \$42,602.83          | \$4,570.79                     | \$2,742.47  | \$0.00                   | \$0.00                        | \$255.80         | \$765.43 | \$424.70      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$42,610.36  | \$10,743.03           | \$77.04  | \$1,946.65 |
| SECRETARIO PRIVADO DESPACHO                   | Confianza          | Directivo       | \$30,469.84           | \$24,794.40          | \$4,552.56                     | \$2,731.53  | \$0.00                   | \$0.00                        | \$223.36         | \$668.17 | \$370.81      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$17,923.40  | \$4,136.15            | \$76.74  | \$1,462.55 |
| SECRETARIO TECNICO DE ENLACE GUBERNAMENTAL    | Confianza          | Directivo       | \$49,739.18           | \$38,676.90          | \$5,503.46                     | \$3,302.08  | \$0.00                   | \$0.00                        | \$274.16         | \$820.16 | \$455.08      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$35,384.24  | \$9,022.87            | \$92.76  | \$1,946.65 |
| SUBSECRETARIO DE OPERACIONES                  | Confianza          | Funcionario     | \$81,138.20           | \$60,658.47          | \$4,615.30                     | \$2,769.18  | \$0.00                   | \$0.00                        | \$307.60         | \$920.20 | \$510.60      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$68,015.32  | \$18,455.28           | \$77.80  | \$1,946.65 |
| SUBSECRETARIO DE SEGURIDAD PUBLICA            | Confianza          | Directivo       | \$47,622.88           | \$37,267.14          | \$4,615.30                     | \$2,769.18  | \$0.00                   | \$0.00                        | \$307.60         | \$920.20 | \$510.60      | \$0.00                | \$0.00     | \$0.00          | \$4,000.00    | \$34,500.00  | \$8,331.29            | \$77.80  | \$1,946.65 |