

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

**TABULADOR DE SUELDOS 2021 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA**

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
ADMINISTRADOR	Confianza	Mando medio	\$23,038.27	\$19,280.38	\$3,788.24	\$2,272.94	\$0.00	\$0.00	\$262.72	\$786.19	\$436.22	\$0.00	\$0.00	\$0.00	\$4,000.00	\$11,491.96	\$2,473.00	\$63.86	\$1,221.03
ADMINISTRADOR	Supernumerario	Mando medio	\$23,038.27	\$19,280.38	\$0.00	\$0.00	\$3,788.24	\$2,272.94	\$0.00	\$0.00	\$0.00	\$0.00	\$1,485.12	\$0.00	\$4,000.00	\$11,491.96	\$2,473.00	\$63.86	\$1,221.03
ADMINISTRADOR A	Confianza	Mando medio	\$19,415.84	\$16,624.93	\$3,509.77	\$2,105.86	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$8,331.21	\$1,702.70	\$59.16	\$1,029.04
ADMINISTRADOR A	Supernumerario	Mando medio	\$19,415.84	\$16,624.93	\$0.00	\$0.00	\$3,509.77	\$2,105.86	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$8,331.21	\$1,702.70	\$59.16	\$1,029.04
ADMINISTRADOR B	Confianza	Mando medio	\$13,175.38	\$11,829.23	\$3,350.81	\$2,010.49	\$0.00	\$0.00	\$266.84	\$798.48	\$443.04	\$0.00	\$0.00	\$0.00	\$4,000.00	\$2,305.72	\$591.37	\$56.48	\$698.29
ADMINISTRADOR B	Supernumerario	Mando medio	\$13,175.38	\$11,829.23	\$0.00	\$0.00	\$3,350.81	\$2,010.49	\$0.00	\$0.00	\$0.00	\$0.00	\$1,508.36	\$0.00	\$4,000.00	\$2,305.72	\$591.37	\$56.48	\$698.29
ADMINISTRADOR C	Confianza	Mando medio	\$10,918.00	\$10,233.44	\$3,015.73	\$1,809.44	\$0.00	\$0.00	\$266.84	\$798.48	\$443.04	\$0.00	\$0.00	\$0.00	\$4,000.00	\$584.48	\$55.07	\$50.84	\$578.65
ADMINISTRADOR C	Supernumerario	Mando medio	\$10,918.00	\$10,233.44	\$0.00	\$0.00	\$3,015.73	\$1,809.44	\$0.00	\$0.00	\$0.00	\$0.00	\$1,508.36	\$0.00	\$4,000.00	\$584.48	\$55.07	\$50.84	\$578.65
ASESOR	Confianza	Mando medio	\$23,038.27	\$19,275.71	\$4,065.05	\$2,439.03	\$0.00	\$0.00	\$262.72	\$786.19	\$436.22	\$0.00	\$0.00	\$0.00	\$4,000.00	\$11,049.06	\$2,473.00	\$68.52	\$1,221.03
ASESOR	Supernumerario	Mando medio	\$23,038.27	\$19,275.71	\$0.00	\$0.00	\$4,065.05	\$2,439.03	\$0.00	\$0.00	\$0.00	\$0.00	\$1,485.12	\$0.00	\$4,000.00	\$11,049.06	\$2,473.00	\$68.52	\$1,221.03
ASESOR A	Confianza	Mando medio	\$19,415.84	\$16,629.78	\$3,426.61	\$2,055.97	\$0.00	\$0.00	\$262.72	\$786.19	\$436.22	\$0.00	\$0.00	\$0.00	\$4,000.00	\$8,448.14	\$1,699.25	\$57.76	\$1,029.04
ASESOR A	Supernumerario	Mando medio	\$19,415.84	\$16,629.78	\$0.00	\$0.00	\$3,426.61	\$2,055.97	\$0.00	\$0.00	\$0.00	\$0.00	\$1,485.12	\$0.00	\$4,000.00	\$8,448.14	\$1,699.25	\$57.76	\$1,029.04
ASESOR B	Confianza	Mando medio	\$17,826.73	\$15,470.55	\$3,146.58	\$1,887.95	\$0.00	\$0.00	\$263.96	\$789.91	\$438.29	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,300.03	\$1,368.31	\$53.04	\$944.82
ASESOR B	Supernumerario	Mando medio	\$17,826.73	\$15,470.55	\$0.00	\$0.00	\$3,146.58	\$1,887.95	\$0.00	\$0.00	\$0.00	\$0.00	\$1,492.16	\$0.00	\$4,000.00	\$7,300.03	\$1,368.31	\$53.04	\$944.82
ASESOR C	Confianza	Mando medio	\$15,181.32	\$13,456.59	\$2,888.13	\$1,732.88	\$0.00	\$0.00	\$263.96	\$789.91	\$438.29	\$0.00	\$0.00	\$0.00	\$4,000.00	\$5,068.15	\$871.43	\$48.69	\$804.61
ASESOR C	Supernumerario	Mando medio	\$15,181.32	\$13,456.59	\$0.00	\$0.00	\$2,888.13	\$1,732.88	\$0.00	\$0.00	\$0.00	\$0.00	\$1,492.16	\$0.00	\$4,000.00	\$5,068.15	\$871.43	\$48.69	\$804.61
ASESOR DE DESPACHO	Confianza	Directivo	\$49,739.14	\$38,413.27	\$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	\$92.77	\$2,210.23
ASESOR DE DESPACHO	Supernumerario	Directivo	\$49,739.14	\$38,413.27	\$0.00	\$0.00	\$5,503.45	\$3,302.07	\$0.00	\$0.00	\$0.00	\$0.00	\$1,549.38	\$0.00	\$4,000.00	\$35,384.24	\$9,022.87	\$92.77	\$2,210.23
ASESOR DE DESPACHO A	Confianza	Directivo	\$44,247.29	\$34,578.25	\$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	\$83.49	\$2,210.23
ASESOR DE DESPACHO A	Supernumerario	Directivo	\$44,247.29	\$34,578.25	\$0.00	\$0.00	\$4,953.10	\$2,971.86	\$0.00	\$0.00	\$0.00	\$0.00	\$1,549.38	\$0.00	\$4,000.00	\$30,772.94	\$7,375.32	\$83.49	\$2,210.23
ASESOR DE DESPACHO B	Confianza	Directivo	\$36,312.89	\$28,870.24	\$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	\$1,924.58
ASESOR DE DESPACHO B	Supernumerario	Directivo	\$36,312.89	\$28,870.24	\$0.00	\$0.00	\$4,457.79	\$2,674.67	\$0.00	\$0.00	\$0.00	\$0.00	\$1,549.38	\$0.00	\$4,000.00	\$23,631.05	\$5,442.92	\$75.14	\$1,924.58
ASESOR DE DESPACHO C	Confianza	Directivo	\$33,747.67	\$27,053.24	\$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	\$67.95	\$1,788.63
ASESOR DE DESPACHO C	Supernumerario	Directivo	\$33,747.67	\$27,053.24	\$0.00	\$0.00	\$4,031.11	\$2,418.67	\$0.00	\$0.00	\$0.00	\$0.00	\$1,556.76	\$0.00	\$4,000.00	\$21,741.13	\$4,837.85	\$67.95	\$1,788.63
ASESOR DE DESPACHO D	Confianza	Directivo	\$30,469.84	\$24,723.48	\$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	\$64.55	\$1,614.90
ASESOR DE DESPACHO D	Supernumerario	Directivo	\$30,469.84	\$24,723.48	\$0.00	\$0.00	\$3,829.56	\$2,297.73	\$0.00	\$0.00	\$0.00	\$0.00	\$1,556.76	\$0.00	\$4,000.00	\$18,785.79	\$4,066.90	\$64.55	\$1,614.90
CAJERO GENERAL	Confianza	Mando medio	\$19,415.84	\$16,624.99	\$3,710.91	\$2,226.55	\$0.00	\$0.00	\$262.72	\$786.19	\$436.22	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,993.26	\$1,699.25	\$62.55	\$1,029.04
CAJERO GENERAL	Supernumerario	Mando medio	\$19,415.84	\$16,624.99	\$0.00	\$0.00	\$3,710.91	\$2,226.55	\$0.00	\$0.00	\$0.00	\$0.00	\$1,485.12	\$0.00	\$4,000.00	\$7,993.26	\$1,699.25	\$62.55	\$1,029.04
CONSEJERO JURIDICO	Confianza	Funcionario	\$59,627.04	\$45,252.08	\$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	\$87.59	\$2,210.23
CONTADOR GENERAL	Confianza	Mando medio	\$24,115.71	\$20,060.74	\$3,962.57	\$2,377.54	\$0.00	\$0.00	\$257.02	\$769.07	\$426.73	\$0.00	\$0.00	\$0.00	\$4,000.00	\$12,322.78	\$2,710.05	\$66.80	\$1,278.13
CONTADOR GENERAL	Supernumerario	Mando medio	\$24,115.71	\$20,060.74	\$0.00	\$0.00	\$3,962.57	\$2,377.54	\$0.00	\$0.00	\$0.00	\$0.00	\$1,452.82	\$0.00	\$4,000.00	\$12,322.78	\$2,710.05	\$66.80	\$1,278.13
CONTRALOR GENERAL	Confianza	Funcionario	\$59,627.05	\$45,239.76	\$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	\$99.91	\$2,210.23
COORDINADOR	Confianza	Mando medio	\$24,115.71	\$20,082.36	\$3,784.21	\$2,270.53	\$0.00	\$0.00	\$272.49	\$815.18	\$452.32	\$0.00	\$0.00	\$0.00	\$4,000.00	\$12,520.99	\$2,691.43	\$63.79	\$1,278.13
COORDINADOR	Supernumerario	Mando medio	\$24,115.71	\$20,082.36	\$0.00	\$0.00	\$3,784.21	\$2,270.53	\$0.00	\$0.00	\$0.00	\$0.00	\$1,539.98	\$0.00	\$4,000.00	\$12,520.99	\$2,691.43	\$63.79	\$1,278.13
COORDINADOR A	Confianza	Mando medio	\$19,415.84	\$16,639.01	\$3,574.09	\$2,144.45	\$0.00	\$0.00	\$272.49	\$815.18	\$452.32	\$0.00	\$0.00	\$0.00	\$4,000.00	\$8,157.31	\$1,687.53	\$60.25	\$1,029.04
COORDINADOR A	Supernumerario	Mando medio	\$19,415.84	\$16,639.01	\$0.00	\$0.00	\$3,574.09	\$2,144.45	\$0.00	\$0.00	\$0.00	\$0.00	\$1,539.98	\$0.00	\$4,000.00	\$8,157.31	\$1,687.53	\$60.25	\$1,029.04
COORDINADOR ADMINISTRATIVO	Confianza	Mando medio	\$27,630.45	\$22,668.52	\$3,283.16	\$1,969.90	\$0.00	\$0.00	\$272.49	\$815.18	\$452.32	\$0.00	\$0.00	\$0.00	\$4,000.00	\$16,837.41	\$3,442.17	\$55.34	\$1,464.41
COORDINADOR ADMINISTRATIVO	Supernumerario	Mando medio	\$27,630.45	\$22,668.52	\$0.00	\$0.00	\$3,283.16	\$1,969.90	\$0.00	\$0.00	\$0.00	\$0.00	\$1,539.98	\$0.00	\$4,000.00	\$16,837.41	\$3,442.17	\$55.34	\$1,464.41
COORDINADOR ADMINISTRATIVO A	Confianza	Mando medio	\$17,818.42	\$15,477.50	\$3,071.35	\$1,842.81	\$0.00	\$0.00	\$273.78	\$819.04	\$454.46	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,356.98	\$1,344.77	\$51.77	\$944.38
COORDINADOR ADMINISTRATIVO A	Supernumerario	Mando medio	\$17,818.42	\$15,477.50	\$0.00	\$0.00	\$3,071.35	\$1,842.81	\$0.00	\$0.00	\$0.00	\$0.00	\$1,547.28	\$0.00	\$4,000.00	\$7,356.98	\$1,344.77	\$51.77	\$944.38
COORDINADOR ADMINISTRATIVO B	Confianza	Mando medio	\$15,972.21	\$14,078.40	\$2,845.35	\$1,707.21	\$0.00	\$0.00	\$273.78	\$819.04	\$454.46	\$0.00	\$0.00	\$0.00	\$4,000.00	\$5,872.37	\$999.33	\$47.96	\$846.53
COORDINADOR ADMINISTRATIVO B	Supernumerario	Mando medio	\$15,972.21	\$14,078.40	\$0.00	\$0.00	\$2,845.35	\$1,707.21	\$0.00	\$0.00	\$0.00	\$0.00	\$1,547.28	\$0.00	\$4,000.00	\$5,872.37	\$999.33	\$47.96	\$846.53
COORDINADOR B	Confianza	Mando medio	\$15,972.19	\$14,069.26	\$3,386.14	\$2,031.68	\$0.00	\$0.00	\$273.78	\$819.04	\$454.46	\$0.00	\$0.00	\$0.00	\$4,000.00	\$5,007.08	\$999.32	\$57.08	\$846.53
COORDINADOR B	Supernumerario	Mando medio	\$15,972.19	\$14,069.26	\$0.00	\$0.00	\$3,386.14	\$2,031.68	\$0.00	\$0.00	\$0.00	\$0.00	\$1,547.28	\$0.00	\$4,000.00	\$5,007.08	\$999.32	\$57.08	\$846.53
COORDINADOR C	Confianza	Mando medio	\$12,450.76	\$11,481.57	\$3,037.77	\$1,822.66	\$0.00	\$0.00	\$273.78	\$819.04	\$454.46	\$0.00	\$0.00	\$0.00	\$4,000.00	\$2,043.04	\$258.09	\$51.21	\$659.89
COORDINADOR C	Supernumerario	Mando medio	\$12,450.76	\$11,481.57	\$0.00	\$0.00	\$3,037.77	\$1,822.66	\$0.00	\$0.00	\$0.00	\$0.00	\$1,547.28	\$0.00	\$4,000.00	\$2,043.04	\$258.09	\$51.21	\$659.89
COORDINADOR DE ASESORES	Confianza	Directivo	\$59,627.08	\$45,252.12	\$5,196.24	\$3,117.74	\$0.00	\$0.00	\$222.32	\$665.02	\$369.06	\$0.00	\$0.00	\$0.00	\$4,000.00	\$46,056.70	\$12,077.14	\$87.59	\$2,210.23

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

**TABULADOR DE SUELDOS 2021 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA**

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 para renta	Ayuda para Transporte	Nivelación	Prima de Riesgo	Productividad	Compensación	ISR	Imss	Pensiones
COORDINADOR DE CERESO	Confianza	Mando medio Operativo	\$22,470.34	\$19,095.49	\$5,612.50	\$3,367.50	\$0.00	\$0.00	\$479.78	\$1,436.62	\$707.11	\$0.00	\$0.00	\$0.00	\$4,000.00	\$6,776.83	\$2,089.31	\$94.61	\$1,190.93
COORDINADOR DE CERESO	Supernumerario	Mando medio Operativo	\$22,470.34	\$19,095.49	\$0.00	\$0.00	\$5,612.50	\$3,367.50	\$0.00	\$0.00	\$0.00	\$0.00	\$2,713.51	\$0.00	\$4,000.00	\$6,776.83	\$2,089.31	\$94.61	\$1,190.93
COORDINADOR GENERAL	Confianza	Directivo	\$44,247.29	\$34,506.04	\$4,022.05	\$2,413.23	\$0.00	\$0.00	\$222.31	\$665.01	\$399.05	\$0.00	\$0.00	\$0.00	\$4,000.00	\$32,555.65	\$7,463.22	\$67.80	\$2,210.23
COORDINADOR GENERAL	Supernumerario	Directivo	\$44,247.29	\$34,506.04	\$0.00	\$0.00	\$4,022.05	\$2,413.23	\$0.00	\$0.00	\$0.00	\$0.00	\$1,256.37	\$0.00	\$4,000.00	\$32,555.65	\$7,463.22	\$67.80	\$2,210.23
COORDINADOR GENERAL A	Confianza	Directivo	\$41,019.13	\$32,163.67	\$3,719.59	\$2,231.76	\$0.00	\$0.00	\$222.31	\$665.01	\$399.05	\$0.00	\$0.00	\$0.00	\$4,000.00	\$29,811.41	\$6,618.75	\$62.70	\$2,174.01
COORDINADOR GENERAL A	Supernumerario	Directivo	\$41,019.13	\$32,163.67	\$0.00	\$0.00	\$3,719.59	\$2,231.76	\$0.00	\$0.00	\$0.00	\$0.00	\$1,256.37	\$0.00	\$4,000.00	\$29,811.41	\$6,618.75	\$62.70	\$2,174.01
COORDINADOR GENERAL B	Confianza	Directivo	\$38,712.98	\$30,525.52	\$3,519.76	\$2,111.86	\$0.00	\$0.00	\$222.31	\$665.01	\$399.05	\$0.00	\$0.00	\$0.00	\$4,000.00	\$27,825.00	\$6,076.34	\$59.33	\$2,051.79
COORDINADOR GENERAL B	Supernumerario	Directivo	\$38,712.98	\$30,525.52	\$0.00	\$0.00	\$3,519.76	\$2,111.86	\$0.00	\$0.00	\$0.00	\$0.00	\$1,256.37	\$0.00	\$4,000.00	\$27,825.00	\$6,076.34	\$59.33	\$2,051.79
COORDINADOR GENERAL C	Confianza	Directivo	\$30,469.84	\$24,664.96	\$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	\$53.83	\$1,614.90
COORDINADOR GENERAL C	Supernumerario	Directivo	\$30,469.84	\$24,664.96	\$0.00	\$0.00	\$3,193.18	\$1,915.91	\$0.00	\$0.00	\$0.00	\$0.00	\$1,262.35	\$0.00	\$4,000.00	\$20,098.40	\$4,136.15	\$53.83	\$1,614.90
COORDINADOR GENERAL DE COMUNICACION SOCIAL	Confianza	Directivo	\$55,371.70	\$42,293.14	\$4,022.06	\$2,413.24	\$0.00	\$0.00	\$222.32	\$665.02	\$399.06	\$0.00	\$0.00	\$0.00	\$4,000.00	\$43,680.00	\$10,800.53	\$67.80	\$2,210.23
COORDINADOR MUNICIPAL	Confianza	Directivo	\$40,022.08	\$31,475.20	\$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	\$6,966.47	\$59.24	\$2,121.17
COORDINADOR MUNICIPAL	Supernumerario	Directivo	\$40,022.08	\$31,475.20	\$0.00	\$0.00	\$3,514.11	\$2,108.47	\$0.00	\$0.00	\$0.00	\$0.00	\$1,331.93	\$0.00	\$4,000.00	\$29,067.58	\$6,966.47	\$59.24	\$2,121.17
COORDINADOR MUNICIPAL A	Confianza	Directivo	\$32,223.24	\$25,930.61	\$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	\$54.11	\$1,707.83
COORDINADOR MUNICIPAL A	Supernumerario	Directivo	\$32,223.24	\$25,930.61	\$0.00	\$0.00	\$3,209.86	\$1,925.92	\$0.00	\$0.00	\$0.00	\$0.00	\$1,338.27	\$0.00	\$4,000.00	\$21,749.20	\$4,530.69	\$54.11	\$1,707.83
COORDINADOR PROTECCION CIVIL	Confianza	Directivo	\$28,130.51	\$23,012.62	\$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	\$1,490.92
COORDINADOR TECNICO	Confianza	Mando medio	\$27,178.05	\$22,307.10	\$4,140.94	\$2,484.56	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$15,083.56	\$3,360.71	\$69.80	\$1,440.44
COORDINADOR TECNICO	Supernumerario	Mando medio	\$27,178.05	\$22,307.10	\$0.00	\$0.00	\$4,140.94	\$2,484.56	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$15,083.56	\$3,360.71	\$69.80	\$1,440.44
COORDINADOR TECNICO A	Confianza	Mando medio	\$24,891.72	\$20,637.29	\$3,726.84	\$2,236.11	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$13,459.79	\$2,872.35	\$62.82	\$1,319.26
COORDINADOR TECNICO A	Supernumerario	Mando medio	\$24,891.72	\$20,637.29	\$0.00	\$0.00	\$3,726.84	\$2,236.11	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$13,459.79	\$2,872.35	\$62.82	\$1,319.26
COORDINADOR TECNICO B	Confianza	Mando medio	\$21,412.86	\$18,092.87	\$3,312.75	\$1,967.65	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$10,643.48	\$2,129.26	\$55.84	\$1,134.88
COORDINADOR TECNICO B	Supernumerario	Mando medio	\$21,412.86	\$18,092.87	\$0.00	\$0.00	\$3,312.75	\$1,967.65	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$10,643.48	\$2,129.26	\$55.84	\$1,134.88
COORDINADOR TECNICO C	Confianza	Mando medio	\$17,588.10	\$15,296.03	\$2,912.39	\$1,747.44	\$0.00	\$0.00	\$261.10	\$781.33	\$433.52	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,452.33	\$1,310.81	\$49.09	\$932.17
COORDINADOR TECNICO C	Supernumerario	Mando medio	\$17,588.10	\$15,296.03	\$0.00	\$0.00	\$2,912.39	\$1,747.44	\$0.00	\$0.00	\$0.00	\$0.00	\$1,475.94	\$0.00	\$4,000.00	\$7,452.33	\$1,310.81	\$49.09	\$932.17
DELEGADO DE TRANSPORTE	Confianza	Mando medio	\$19,415.84	\$16,631.77	\$3,308.51	\$1,985.11	\$0.00	\$0.00	\$262.72	\$786.19	\$436.22	\$0.00	\$0.00	\$0.00	\$4,000.00	\$8,637.09	\$1,699.25	\$55.77	\$1,029.04
DELEGADO DE TRANSPORTE	Supernumerario	Mando medio	\$19,415.84	\$16,631.77	\$0.00	\$0.00	\$3,308.51	\$1,985.11	\$0.00	\$0.00	\$0.00	\$0.00	\$1,485.12	\$0.00	\$4,000.00	\$8,637.09	\$1,699.25	\$55.77	\$1,029.04
DELEGADO DE TURISMO EN MZA	Confianza	Directivo	\$34,818.39	\$27,828.48	\$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	\$34.21	\$1,845.37
DELEGADO REGIONAL SEGURIDAD PUBLICA	Confianza	Mando medio Operativo	\$39,397.42	\$31,647.49	\$5,757.20	\$3,454.32	\$0.00	\$0.00	\$556.56	\$1,701.56	\$944.10	\$0.00	\$913.44	\$0.00	\$4,000.00	\$22,070.24	\$5,564.82	\$97.05	\$2,088.06
DELEGADO REGIONAL SEGURIDAD PUBLICA	Supernumerario	Mando medio Operativo	\$39,397.42	\$31,647.49	\$0.00	\$0.00	\$5,757.20	\$3,454.32	\$0.00	\$0.00	\$0.00	\$0.00	\$3,202.22	\$913.44	\$4,000.00	\$22,070.24	\$5,564.82	\$97.05	\$2,088.06
DIRECTO GENERAL DE POLICIA ESTATAL	Confianza	Directivo	\$65,839.32	\$49,614.75	\$4,361.76	\$2,617.06	\$0.00	\$0.00	\$222.32	\$665.02	\$399.06	\$0.00	\$0.00	\$0.00	\$4,000.00	\$53,604.10	\$13,940.82	\$73.53	\$2,210.23
DIRECTOR	Confianza	Directivo	\$39,575.75	\$31,133.63	\$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	\$2,097.51
DIRECTOR	Supernumerario	Directivo	\$39,575.75	\$31,133.63	\$0.00	\$0.00	\$4,070.96	\$2,442.57	\$0.00	\$0.00	\$0.00	\$0.00	\$1,270.33	\$0.00	\$4,000.00	\$27,791.89	\$6,275.98	\$68.62	\$2,097.51
DIRECTOR A	Confianza	Directivo	\$35,961.28	\$28,563.52	\$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	\$65.95	\$1,905.95
DIRECTOR A	Supernumerario	Directivo	\$35,961.28	\$28,563.52	\$0.00	\$0.00	\$3,912.58	\$2,347.55	\$0.00	\$0.00	\$0.00	\$0.00	\$1,270.33	\$0.00	\$4,000.00	\$24,430.81	\$5,425.86	\$65.95	\$1,905.95
DIRECTOR B	Confianza	Directivo	\$32,223.24	\$25,905.36	\$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	\$64.81	\$1,707.83
DIRECTOR B	Supernumerario	Directivo	\$32,223.24	\$25,905.36	\$0.00	\$0.00	\$3,844.61	\$2,306.77	\$0.00	\$0.00	\$0.00	\$0.00	\$1,276.38	\$0.00	\$4,000.00	\$20,795.49	\$4,545.25	\$64.81	\$1,707.83
DIRECTOR C	Confianza	Directivo	\$26,937.95	\$22,096.99	\$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	\$1,427.71
DIRECTOR C	Supernumerario	Directivo	\$26,937.95	\$22,096.99	\$0.00	\$0.00	\$3,718.50	\$2,231.10	\$0.00	\$0.00	\$0.00	\$0.00	\$1,276.38	\$0.00	\$4,000.00	\$15,711.96	\$3,350.56	\$62.68	\$1,427.71
DIRECTOR D	Confianza	Directivo	\$23,462.30	\$19,547.73	\$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	\$59.91	\$1,243.50
DIRECTOR D	Supernumerario	Directivo	\$23,462.30	\$19,547.73	\$0.00	\$0.00	\$3,553.92	\$2,132.35	\$0.00	\$0.00	\$0.00	\$0.00	\$1,262.35	\$0.00	\$4,000.00	\$12,513.68	\$2,611.16	\$59.91	\$1,243.50
DIRECTOR E	Confianza	Directivo	\$17,729.19	\$15,346.63	\$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	\$57.62	\$939.65
DIRECTOR E	Supernumerario	Directivo	\$17,729.19	\$15,346.63	\$0.00	\$0.00	\$3,418.13	\$2,050.88	\$0.00	\$0.00	\$0.00	\$0.00	\$1,268.33	\$0.00	\$4,000.00	\$6,991.86	\$1,385.29	\$57.62	\$939.65
DIRECTOR GENERAL	Confianza	Directivo	\$44,247.29	\$34,506.31	\$4,361.76	\$2,617.06	\$0.00	\$0.00	\$222.31	\$665.01	\$399.05	\$0.00	\$0.00	\$0.00	\$4,000.00	\$32,012.10	\$7,463.22	\$73.53	\$2,210.23
DIRECTOR GENERAL A	Confianza	Directivo	\$41,019.13	\$32,258.51	\$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	\$69.77	\$2,174.01
DIRECTOR GENERAL B	Confianza	Directivo	\$38,712.98	\$30,516.97	\$4,027.05	\$2,416.23	\$0.00	\$0.00	\$222.31	\$665.01	\$399.05	\$0.00	\$0.00	\$0.00	\$4,000.00	\$27,013.33	\$6,076.34	\$67.88	\$2,051.79
DIRECTOR GENERAL C	Confianza	Directivo	\$36,695.84	\$29,084.52	\$3,828.51	\$2,297.10	\$0.00	\$0.00	\$222.31	\$665.01	\$399.05	\$0.00	\$0.00	\$0.00	\$4,000.00	\$25,313.67	\$5,601.91	\$64.54	\$1,944.88
DIRECTOR GENERAL DE CS	Confianza	Directivo	\$65,839.32	\$49,614.75	\$4,361.76	\$2,617.06	\$0.00	\$0.00	\$222.32	\$665.02	\$399.06	\$0.00	\$0.00	\$0.00	\$4,000.00	\$53,604.10	\$13,940.82	\$73.53	\$2,210.23

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

**TABULADOR DE SUELDOS 2021 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA**

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
DIRECTOR GENERAL DE GOBIERNO	Confianza	Directivo	\$58,648.51	\$44,573.82	\$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	\$80.88	\$2,210.23
DIRECTOR GENERAL DE INTELIGENCIA	Confianza	Directivo	\$65,839.32	\$49,614.75	\$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	\$73.53	\$2,210.23
DIRECTOR GENERAL DE PREVENCIÓN Y READAPTACIÓN	Confianza	Directivo	\$71,877.32	\$53,841.35	\$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	\$73.53	\$2,210.23
GOBERNADOR	Confianza	Funcionario	\$96,374.00	\$70,551.67	\$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	\$127.12	\$2,210.23
JEFE DE DEPARTAMENTO	Confianza	Mando medio	\$24,115.71	\$20,051.93	\$4,690.07	\$2,814.04	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$11,142.63	\$2,706.59	\$79.06	\$1,278.13
JEFE DE DEPARTAMENTO	Supernumerario	Mando medio	\$24,115.71	\$20,051.93	\$0.00	\$0.00	\$4,690.07	\$2,814.04	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$11,142.63	\$2,706.59	\$79.06	\$1,278.13
JEFE DE DEPARTAMENTO A	Confianza	Mando medio	\$19,415.84	\$16,618.84	\$4,075.90	\$2,445.54	\$0.00	\$0.00	\$262.72	\$786.19	\$436.22	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,409.28	\$1,699.25	\$68.71	\$1,029.04
JEFE DE DEPARTAMENTO A	Supernumerario	Mando medio	\$19,415.84	\$16,618.84	\$0.00	\$0.00	\$4,075.90	\$2,445.54	\$0.00	\$0.00	\$0.00	\$0.00	\$1,465.12	\$0.00	\$4,000.00	\$7,409.28	\$1,699.25	\$68.71	\$1,029.04
JEFE DE DEPARTAMENTO B	Confianza	Mando medio	\$15,972.19	\$14,047.98	\$3,889.85	\$2,333.91	\$0.00	\$0.00	\$261.10	\$781.33	\$433.52	\$0.00	\$0.00	\$0.00	\$4,000.00	\$4,272.48	\$1,012.10	\$65.57	\$846.53
JEFE DE DEPARTAMENTO B	Supernumerario	Mando medio	\$15,972.19	\$14,047.98	\$0.00	\$0.00	\$3,889.85	\$2,333.91	\$0.00	\$0.00	\$0.00	\$0.00	\$1,475.94	\$0.00	\$4,000.00	\$4,272.48	\$1,012.10	\$65.57	\$846.53
JEFE DE DEPARTAMENTO C	Confianza	Mando medio	\$12,450.76	\$11,461.36	\$3,776.16	\$2,265.70	\$0.00	\$0.00	\$261.10	\$781.33	\$433.52	\$0.00	\$0.00	\$0.00	\$4,000.00	\$932.96	\$265.86	\$63.65	\$659.89
JEFE DE DEPARTAMENTO C	Supernumerario	Mando medio	\$12,450.76	\$11,461.36	\$0.00	\$0.00	\$3,776.16	\$2,265.70	\$0.00	\$0.00	\$0.00	\$0.00	\$1,475.94	\$0.00	\$4,000.00	\$932.96	\$265.86	\$63.65	\$659.89
JEFE DE DEPARTAMENTO D	Confianza	Mando medio	\$9,179.07	\$8,529.52	\$3,648.14	\$2,188.88	\$0.00	\$0.00	\$261.10	\$781.33	\$433.52	\$0.00	\$0.00	\$0.00	\$1,866.10	\$0.00	\$101.56	\$61.50	\$486.49
JEFE DE DEPARTAMENTO D	Supernumerario	Mando medio	\$9,179.07	\$8,529.52	\$0.00	\$0.00	\$3,648.14	\$2,188.88	\$0.00	\$0.00	\$0.00	\$0.00	\$1,475.94	\$0.00	\$1,866.10	\$0.00	\$101.56	\$61.50	\$486.49
JEFE DE VIGILANCIA	Confianza	Mando medio Operativo	\$23,065.50	\$19,556.04	\$5,732.50	\$3,439.50	\$0.00	\$0.00	\$501.36	\$1,501.26	\$832.99	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,057.90	\$2,190.36	\$96.63	\$1,222.47
JEFE DE VIGILANCIA	Supernumerario	Mando medio Operativo	\$23,065.50	\$19,556.04	\$0.00	\$0.00	\$5,732.50	\$3,439.50	\$0.00	\$0.00	\$0.00	\$0.00	\$2,835.61	\$0.00	\$4,000.00	\$7,057.90	\$2,190.36	\$96.63	\$1,222.47
PRESIDENTE DE LA JUNTA	Confianza	Mando medio	\$15,736.76	\$13,870.85	\$4,019.46	\$2,411.67	\$0.00	\$0.00	\$266.84	\$798.48	\$443.04	\$0.00	\$0.00	\$0.00	\$4,000.00	\$3,797.27	\$964.11	\$67.76	\$834.05
PRESIDENTE DE LA JUNTA	Supernumerario	Mando medio	\$15,736.76	\$13,870.85	\$0.00	\$0.00	\$4,019.46	\$2,411.67	\$0.00	\$0.00	\$0.00	\$0.00	\$1,508.36	\$0.00	\$4,000.00	\$3,797.27	\$964.11	\$67.76	\$834.05
PRESIDENTE DEL CONSEJO	Confianza	Directivo	\$44,247.32	\$34,569.95	\$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	\$60.79	\$2,210.23
REPRESENTANTE GOB. EN MEXICO	Confianza	Directivo	\$51,842.02	\$39,802.56	\$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	\$87.59	\$2,210.23
SECRETARIO AUXILIAR	Confianza	Directivo	\$35,937.48	\$28,645.93	\$3,539.45	\$2,123.67	\$0.00	\$0.00	\$294.78	\$891.90	\$489.34	\$0.00	\$0.00	\$0.00	\$4,000.00	\$24,608.35	\$5,327.19	\$59.66	\$1,904.69
SECRETARIO AUXILIAR	Supernumerario	Directivo	\$35,937.48	\$28,645.93	\$0.00	\$0.00	\$3,539.45	\$2,123.67	\$0.00	\$0.00	\$0.00	\$0.00	\$1,696.01	\$0.00	\$4,000.00	\$24,608.35	\$5,327.19	\$59.66	\$1,904.69
SECRETARIO AUXILIAR A	Confianza	Directivo	\$30,469.84	\$24,761.64	\$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	\$53.95	\$1,614.90
SECRETARIO AUXILIAR A	Supernumerario	Directivo	\$30,469.84	\$24,761.64	\$0.00	\$0.00	\$3,200.67	\$1,920.40	\$0.00	\$0.00	\$0.00	\$0.00	\$1,673.95	\$0.00	\$4,000.00	\$19,674.82	\$4,039.34	\$53.95	\$1,614.90
SECRETARIO DE DESPACHO	Confianza	Funcionario	\$59,627.04	\$45,252.08	\$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	\$87.59	\$2,210.23
SECRETARIO DE DESPACHO A	Confianza	Funcionario	\$55,369.55	\$42,404.68	\$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	\$84.73	\$2,210.23
SECRETARIO DE DESPACHO B	Confianza	Funcionario	\$48,151.67	\$37,249.86	\$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	\$79.71	\$2,210.23
SECRETARIO DE SEGURIDAD PUBLICA	Confianza	Funcionario	\$86,141.90	\$63,780.28	\$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	\$2,210.23
SECRETARIO EJECUTIVO DE SESESP	Confianza	Funcionario	\$59,627.04	\$45,324.49	\$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	\$103.08	\$2,210.23
SECRETARIO GENERAL DE GOBIERNO	Confianza	Funcionario	\$59,627.04	\$45,241.24	\$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	\$98.43	\$2,210.23
SECRETARIO PARTICULAR DESPACHO	Confianza	Funcionario	\$55,369.55	\$42,339.24	\$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	\$77.05	\$2,210.23
SECRETARIO PRIVADO DESPACHO	Confianza	Directivo	\$30,469.84	\$24,642.05	\$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	\$1,614.90
SECRETARIO TECNICO DE ENLACE GUBERNAMENTAL	Confianza	Directivo	\$49,739.18	\$38,413.30	\$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	\$9,022.88	\$92.77	\$2,210.23
SECRETARIO TECNICO	Confianza	Mando medio	\$26,937.95	\$22,092.61	\$3,978.33	\$2,387.00	\$0.00	\$0.00	\$225.85	\$675.60	\$374.93	\$0.00	\$0.00	\$0.00	\$4,000.00	\$15,296.24	\$3,350.56	\$67.06	\$1,427.71
SECRETARIO TECNICO	Supernumerario	Mando medio	\$26,937.95	\$22,092.61	\$0.00	\$0.00	\$3,978.33	\$2,387.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,276.38	\$0.00	\$4,000.00	\$15,296.24	\$3,350.56	\$67.06	\$1,427.71
SECRETARIO TECNICO A	Confianza	Mando medio	\$23,038.27	\$19,302.37	\$3,614.09	\$2,168.45	\$0.00	\$0.00	\$262.72	\$786.19	\$525.43	\$0.00	\$0.00	\$0.00	\$4,000.00	\$11,681.40	\$2,453.95	\$60.92	\$1,221.03
SECRETARIO TECNICO A	Supernumerario	Mando medio	\$23,038.27	\$19,302.37	\$0.00	\$0.00	\$3,614.09	\$2,168.45	\$0.00	\$0.00	\$0.00	\$0.00	\$1,574.33	\$0.00	\$4,000.00	\$11,681.40	\$2,453.95	\$60.92	\$1,221.03
SECRETARIO TECNICO B	Confianza	Mando medio	\$20,863.51	\$17,690.99	\$3,252.67	\$1,951.60	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$10,190.25	\$2,011.92	\$54.83	\$1,105.77
SECRETARIO TECNICO B	Supernumerario	Mando medio	\$20,863.51	\$17,690.99	\$0.00	\$0.00	\$3,252.67	\$1,951.60	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$10,190.25	\$2,011.92	\$54.83	\$1,105.77
SUBCOORDINADOR	Confianza	Mando medio	\$16,033.34	\$14,111.70	\$3,240.30	\$1,944.18	\$0.00	\$0.00	\$266.84	\$798.48	\$443.04	\$0.00	\$0.00	\$0.00	\$4,000.00	\$5,340.50	\$1,017.25	\$54.62	\$849.77
SUBCOORDINADOR	Supernumerario	Mando medio	\$16,033.34	\$14,111.70	\$0.00	\$0.00	\$3,240.30	\$1,944.18	\$0.00	\$0.00	\$0.00	\$0.00	\$1,508.36	\$0.00	\$4,000.00	\$5,340.50	\$1,017.25	\$54.62	\$849.77
SUBDELEGADO	Confianza	Mando Medio	\$12,450.76	\$11,478.47	\$2,970.35	\$1,782.21	\$0.00	\$0.00	\$266.84	\$798.48	\$443.04	\$0.00	\$0.00	\$0.00	\$4,000.00	\$2,189.84	\$262.33	\$50.07	\$659.89
SUBDELEGADO	Supernumerario	Mando Medio	\$12,450.76	\$11,478.47	\$0.00	\$0.00	\$2,970.35	\$1,782.21	\$0.00	\$0.00	\$0.00	\$0.00	\$1,508.36	\$0.00	\$4,000.00	\$2,189.84	\$262.33	\$50.07	\$659.89
SUBDIRECTOR	Confianza	Mando medio	\$24,115.71	\$20,029.66	\$3,748.36	\$2,249.02	\$0.00	\$0.00	\$228.34	\$683.03	\$379.06	\$0.00	\$0.00	\$0.00	\$4,000.00	\$12,827.90	\$2,744.73	\$63.19	\$1,278.13
SUBDIRECTOR	Supernumerario	Mando medio	\$24,115.71	\$20,029.66	\$0.00	\$0.00	\$3,748.36	\$2,249.02	\$0.00	\$0.00	\$0.00	\$0.00	\$1,290.43	\$0.00	\$4,000.00	\$12,827.90	\$2,744.73	\$63.19	\$1,278.13
SUBDIRECTOR A	Confianza	Mando medio	\$19,415.84	\$16,624.94	\$3,509.58	\$2,105.75	\$0.00	\$0.00	\$259.87	\$777.64	\$431.47	\$0.00	\$0.00	\$0.00	\$4,000.00	\$8,331.52	\$1,702.70	\$59.16	\$1,029.04
SUBDIRECTOR A	Supernumerario	Mando medio	\$19,415.84	\$16,624.94	\$0.00	\$0.00	\$3,509.58	\$2,105.75	\$0.00	\$0.00	\$0.00	\$0.00	\$1,468.98	\$0.00	\$4,000.00	\$8,331.52	\$1,702.70	\$59.16	\$1,029.04

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

**TABULADOR DE SUELDOS 2021 DEL PODER EJECUTIVO DEL ESTADO DE COLIMA**

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
SUBDIRECTOR B	Confianza	Mando medio	<b>\$15,972.19</b>	<b>\$14,055.08</b>	\$3,469.18	\$2,081.51	\$0.00	\$0.00	\$261.10	\$781.33	\$433.52	\$0.00	\$0.00	\$0.00	\$4,000.00	\$4,945.56	\$1,012.10	\$58.48	\$846.53
SUBDIRECTOR B	Supernumerario	Mando medio	<b>\$15,972.19</b>	<b>\$14,055.08</b>	\$0.00	\$0.00	\$3,469.18	\$2,081.51	\$0.00	\$0.00	\$0.00	\$0.00	\$1,475.94	\$0.00	\$4,000.00	\$4,945.56	\$1,012.10	\$58.48	\$846.53
SUBDIRECTOR C	Confianza	Mando medio	<b>\$12,450.76</b>	<b>\$11,470.53</b>	\$3,232.10	\$1,939.26	\$0.00	\$0.00	\$261.10	\$781.33	\$433.52	\$0.00	\$0.00	\$0.00	\$4,000.00	\$1,803.46	\$265.86	\$54.48	\$659.89
SUBDIRECTOR C	Supernumerario	Mando medio	<b>\$12,450.76</b>	<b>\$11,470.53</b>	\$0.00	\$0.00	\$3,232.10	\$1,939.26	\$0.00	\$0.00	\$0.00	\$0.00	\$1,475.94	\$0.00	\$4,000.00	\$1,803.46	\$265.86	\$54.48	\$659.89
SUBDIRECTOR DE LA POLICIA ESTATAL	Confianza	Mando medio Operativo	<b>\$59,189.39</b>	<b>\$44,980.35</b>	\$3,748.36	\$2,249.02	\$0.00	\$0.00	\$228.34	\$683.04	\$379.06	\$0.00	\$0.00	\$0.00	\$4,000.00	\$47,901.57	\$11,935.63	\$63.19	\$2,210.23
SUBJEFE DE VIGILANCIA	Confianza	Mando medio Operativo	<b>\$16,676.40</b>	<b>\$14,727.25</b>	\$4,695.31	\$2,817.19	\$0.00	\$0.00	\$411.40	\$1,230.73	\$682.86	\$0.00	\$0.00	\$0.00	\$4,000.00	\$2,838.91	\$986.15	\$79.15	\$883.85
SUBJEFE DE VIGILANCIA	Supernumerario	Mando medio Operativo	<b>\$16,676.40</b>	<b>\$14,727.25</b>	\$0.00	\$0.00	\$4,695.31	\$2,817.19	\$0.00	\$0.00	\$0.00	\$0.00	\$2,324.99	\$0.00	\$4,000.00	\$2,838.91	\$986.15	\$79.15	\$883.85
SUBSECRETARIO DE OPERACIONES	Confianza	Funcionario	<b>\$81,138.20</b>	<b>\$60,394.90</b>	\$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	\$2,210.23
SUBSECRETARIO DE SEGURIDAD PUBLICA	Confianza	Directivo	<b>\$47,622.88</b>	<b>\$37,003.56</b>	\$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	\$2,210.23

Elaboró: LIC. PABLO GALINDO MORALES MATAMBU  
 DIRECTOR DE ADMINISTRACIÓN DE PERSONAL

Autorizó: LIC. KRISTIAN HEINERS TOVAR  
 SECRETARIO DE ADMINISTRACIÓN Y GESTIÓN PÚBLICA