



UNIVERSIDAD DEL ISTMO

TABULADOR DE SUELDOS 2016



Mandos Superiores, Medios y personal de Confianza

| Categoría | 2015 | Salario Diario 2016 | Percepción Mensual | | | Total Percepción 2016 | Deducción Mensual | | | | | | Total Deducción 2016 | Percepción Mensual Neta 2016 |
|--------------------------|----------|---------------------|--------------------|----------|-----------------|-----------------------|-------------------|------------------|-------------------------|-----------|----------------------------|-----------------|----------------------|------------------------------|
| | | | Salario | Despensa | Fondo de Ahorro | | IMSS | Cesantía y Vejez | Subsidio para el empleo | ISR | Fondo de Ahorro Trabajador | Fondo de Ahorro | | |
| Rector (1) | 1,898.32 | 1,958.12 | 59,722.68 | 305.00 | 4,976.87 | 65,004.55 | 856.29 | 601.33 | 0.00 | 14,237.70 | 4,976.87 | 4,976.87 | 25,649.06 | 39,355.49 |
| Vicerrector | 1,234.95 | 1,273.85 | 38,852.54 | 305.00 | 3,237.70 | 42,395.24 | 679.05 | 480.48 | 0.00 | 7,976.66 | 3,237.70 | 3,237.70 | 15,611.59 | 26,783.66 |
| Abogado General | 808.31 | 833.77 | 25,430.01 | 305.00 | 2,119.16 | 27,854.17 | 435.59 | 314.49 | 0.00 | 4,423.38 | 2,119.16 | 2,119.16 | 9,411.78 | 18,442.39 |
| Auditor Interno | 621.67 | 641.26 | 19,558.34 | 305.00 | 1,629.86 | 21,493.20 | 329.09 | 241.87 | 0.00 | 3,067.93 | 1,629.86 | 1,629.86 | 6,898.61 | 14,594.59 |
| Secretario Particular | 621.67 | 641.26 | 19,558.34 | 305.00 | 1,629.86 | 21,493.20 | 329.09 | 241.87 | 0.00 | 3,067.93 | 1,629.86 | 1,629.86 | 6,898.61 | 14,594.59 |
| Jefe de departamento "C" | 741.50 | 764.85 | 23,328.07 | 305.00 | 1,944.00 | 25,577.07 | 397.47 | 288.49 | 0.00 | 3,929.01 | 1,944.00 | 1,944.00 | 8,502.96 | 17,074.11 |
| Jefe de departamento "B" | 621.67 | 641.26 | 19,558.34 | 305.00 | 1,629.86 | 21,493.20 | 329.09 | 241.87 | 0.00 | 3,067.93 | 1,629.86 | 1,629.86 | 6,898.61 | 14,594.59 |
| Jefe de departamento "A" | 561.05 | 578.72 | 17,651.06 | 305.00 | 1,470.92 | 19,426.98 | 294.50 | 218.29 | 0.00 | 2,660.54 | 1,470.92 | 1,470.92 | 6,115.15 | 13,311.82 |
| Jefe de área "C" | 465.48 | 480.14 | 14,644.25 | 305.00 | 1,220.35 | 16,169.60 | 239.96 | 181.10 | 0.00 | 2,018.28 | 1,220.35 | 1,220.35 | 4,880.04 | 11,289.56 |
| Jefe de área "B" | 427.76 | 441.23 | 13,457.66 | 305.00 | 1,121.47 | 14,884.13 | 218.44 | 166.43 | 0.00 | 1,764.83 | 1,121.47 | 1,121.47 | 4,392.63 | 10,491.50 |
| Jefe de área "A" | 312.44 | 322.28 | 9,829.55 | 305.00 | 819.13 | 10,953.68 | 146.62 | 117.46 | 0.00 | 947.22 | 819.13 | 819.13 | 2,849.56 | 8,104.12 |
| Técnico | 341.90 | 352.67 | 10,756.29 | 305.00 | 896.35 | 11,957.65 | 111.65 | 93.62 | 0.00 | 621.54 | 630.83 | 630.83 | 2,088.47 | 9,869.18 |
| Técnico asistente | 240.62 | 248.20 | 7,570.03 | 305.00 | 630.83 | 8,505.86 | 73.91 | 66.51 | 0.00 | 79.69 | 448.21 | 448.21 | 1,116.52 | 7,389.34 |

* El cálculo del ISR y subsidios se determino con tablas de 2015. La determinación de las cuotas y aportaciones de IMSS y de RCV, se realizó con tablas y porcentajes de 2016

(1) El rector no percibe salario en la UNISTMO.

Personal Académico

| Categoría | 2015 | Salario Diario 2016 | Percepción Mensual | | | Total Percepción 2016 | Deducción Mensual | | | | | | Total Deducción 2016 | Percepción Mensual Neta 2016 |
|--------------|----------|---------------------|--------------------|----------|-----------------|-----------------------|-------------------|------------------|-------------------------|----------|----------------------------|-----------------|----------------------|------------------------------|
| | | | Salario | Despensa | Fondo de Ahorro | | IMSS | Cesantía y Vejez | Subsidio para el empleo | ISR | Fondo de Ahorro Trabajador | Fondo de Ahorro | | |
| Titular "C" | 1,288.00 | 1,328.57 | 40,521.38 | 305.00 | 3,376.77 | 44,203.15 | 709.32 | 501.12 | 0.00 | 8,477.31 | 3,376.77 | 3,376.77 | 16,441.28 | 27,761.86 |
| Titular "B" | 1,101.26 | 1,135.95 | 34,646.58 | 305.00 | 2,887.20 | 37,838.79 | 602.76 | 428.47 | 0.00 | 6,714.87 | 2,887.20 | 2,887.20 | 13,520.51 | 24,318.28 |
| Titular "A" | 863.53 | 890.73 | 27,167.25 | 305.00 | 2,263.93 | 29,736.18 | 467.10 | 335.97 | 0.00 | 4,831.98 | 2,263.93 | 2,263.93 | 10,162.91 | 19,573.27 |
| Asociado "C" | 721.07 | 743.79 | 22,685.45 | 305.00 | 1,890.45 | 24,880.89 | 385.81 | 280.55 | 0.00 | 3,777.86 | 1,890.45 | 1,890.45 | 8,225.11 | 16,655.78 |
| Asociado "B" | 578.50 | 596.73 | 18,200.18 | 305.00 | 1,516.68 | 20,021.85 | 304.46 | 225.08 | 0.00 | 2,777.83 | 1,516.68 | 1,516.68 | 6,340.71 | 13,681.14 |
| Asociado "A" | 436.06 | 449.80 | 13,718.81 | 305.00 | 1,143.23 | 15,167.04 | 245.74 | 185.04 | 0.00 | 1,820.61 | 1,143.23 | 1,143.23 | 4,537.84 | 10,629.20 |

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Personal Administrativo y Operativo

| Categoría | 2015 | Salario Diario 2016 | Percepción Mensual | | | Total Percepción 2016 | Deducción Mensual | | | | | | Total Deducción 2016 | Percepción Mensual Neta 2016 |
|--------------------------|--------|---------------------|--------------------|----------|-----------------|-----------------------|-------------------|------------------|-------------------------|----------|----------------------------|-----------------|----------------------|------------------------------|
| | | | Salario | Despensa | Fondo de Ahorro | | IMSS | Cesantía y Vejez | Subsidio para el empleo | ISR | Fondo de Ahorro Trabajador | Fondo de Ahorro | | |
| Chofer "C" | 516.17 | 532.43 | 16,239.16 | 305.00 | 1,353.26 | 17,897.42 | 268.89 | 200.83 | 0.00 | 2,358.96 | 1,353.26 | 1,353.26 | 5,535.19 | 12,362.23 |
| Chofer "B" | 346.35 | 357.26 | 10,896.47 | 305.00 | 908.04 | 12,109.50 | 171.98 | 134.75 | 0.00 | 1,217.76 | 908.04 | 908.04 | 3,340.56 | 8,768.94 |
| Chofer "A" | 258.07 | 266.20 | 8,119.15 | 305.00 | 676.59 | 9,100.75 | 121.61 | 100.41 | 0.00 | 709.40 | 676.59 | 676.59 | 2,284.60 | 6,816.15 |
| Secretaria "C" | 272.32 | 280.90 | 8,567.33 | 305.00 | 713.94 | 9,586.27 | 129.74 | 105.95 | 0.00 | 781.10 | 713.94 | 713.94 | 2,444.67 | 7,141.60 |
| Secretaria "B" | 231.51 | 238.80 | 7,283.48 | 305.00 | 606.95 | 8,195.43 | 106.45 | 90.07 | 0.00 | 363.97 | 606.95 | 606.95 | 1,774.40 | 6,421.03 |
| Secretaria "A" | 201.74 | 208.10 | 6,347.00 | 305.00 | 528.91 | 7,180.92 | 89.46 | 78.49 | 0.00 | 226.15 | 528.91 | 528.91 | 1,451.94 | 5,728.98 |
| Auxiliar Administrativo | 201.74 | 208.10 | 6,347.00 | 305.00 | 528.91 | 7,180.92 | 89.46 | 78.49 | 0.00 | 226.15 | 528.91 | 528.91 | 1,451.94 | 5,728.98 |
| Enfermera | 201.74 | 208.10 | 6,347.00 | 305.00 | 528.91 | 7,180.92 | 89.46 | 78.49 | 0.00 | 226.15 | 528.91 | 528.91 | 1,451.94 | 5,728.98 |
| Velador | 222.04 | 229.04 | 6,985.59 | 305.00 | 582.13 | 7,872.71 | 101.05 | 86.39 | 0.00 | 295.63 | 582.13 | 582.13 | 1,647.32 | 6,225.39 |
| Oficial de Mantenimiento | 222.04 | 229.04 | 6,985.59 | 305.00 | 582.13 | 7,872.71 | 101.05 | 86.39 | 0.00 | 295.63 | 582.13 | 582.13 | 1,647.32 | 6,225.39 |
| Auxiliar general | 175.97 | 181.52 | 5,536.29 | 305.00 | 461.36 | 6,302.65 | 76.07 | 68.47 | 0.00 | 96.85 | 461.36 | 461.36 | 1,164.11 | 5,138.54 |
| Jardinero/ Aux de Mantto | 157.36 | 162.32 | 4,950.77 | 305.00 | 412.56 | 5,668.33 | 68.03 | 61.23 | 0.00 | 2.91 | 412.56 | 412.56 | 957.29 | 4,711.05 |
| Intendente | 157.36 | 162.32 | 4,950.77 | 305.00 | 412.56 | 5,668.33 | 68.03 | 61.23 | 0.00 | 2.91 | 412.56 | 412.56 | 957.29 | 4,711.05 |

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