



INSTITUTO ELECTORAL Y DE PARTICIPACIÓN CIUDADANA DEL ESTADO DE GUERRERO

TABULADOR DE PERCEPCIONES PARA EL EJERCICIO FISCAL 2026
OFICINAS CENTRALES (PERSONAL PERMANENTE)

JERARQUIA	RAMA	No.	PUESTO	PERCEPCIONES ORDINARIAS							SEGURIDAD SOCIAL	PRESTACIONES (MONTOS MÁXIMOS)				PERCEPCIONES EXTRAORDINARIAS				PERCEPCIONES ANUALIZADAS
				SUELDO ORDINARIO MENSUAL	COMPENSACION GARANTIZADA MENSUAL	PERCEPCIÓN ORDINARIA MENSUAL MÍNIMA	PERCEPCIÓN ORDINARIA MENSUAL MÁXIMO	I.S.R. ⁽¹⁾	SUBSIDIO PARA EL EMPLEO	PERCEPCIÓN NETA MENSUAL ⁽¹⁾		PRIMA VACACIONAL	AGUINALDO	DESPENSA EN ESPECIE ⁽²⁾	TOTAL BRUTO	GRATIFICACIÓN ANUAL	ESTÍMULO	COMPENSACIÓN	TOTAL BRUTO	
MANDO DIRECTIVO	RA	01	CONSEJERA/CONSEJERO PRESIDENTE	98,000.00	42,000.00	140,000.00	140,000.00	36,518.28	0.00	103,481.72	23,500.00	140,000.00	280,000.00	0.00	420,000.00	140,000.00	70,000.00	70,000.00	280,000.00	2,380,000.00
MANDO DIRECTIVO	RA	02	CONSEJERA/CONSEJERO ELECTORAL	97,650.00	41,850.00	139,500.00	139,500.00	36,358.28	0.00	103,141.72	23,500.00	139,500.00	279,000.00	0.00	418,500.00	139,500.00	69,750.00	69,750.00	279,000.00	2,371,500.00
MANDO DIRECTIVO	RA	03	SECRETARIA/SECRETARIO EJECUTIVO	97,195.98	41,655.42	138,851.40	138,851.40	36,150.74	0.00	102,700.66	23,500.00	138,851.40	277,702.80	0.00	416,554.20	138,851.40	69,425.70	69,425.70	277,702.80	2,360,473.80
MANDO DIRECTIVO	RA	04	TITULAR DEL ÓRGANO INTERNO DE CONTROL	97,195.98	41,655.42	138,851.40	138,851.40	36,150.74	0.00	102,700.66	23,500.00	138,851.40	277,702.80	0.00	416,554.20	138,851.40	69,425.70	69,425.70	277,702.80	2,360,473.80
MANDO DIRECTIVO	RA	19	COORDINADORA/COORDINADOR DE PRESIDENCIA	42,596.82	18,255.78	60,852.60	60,852.60	12,074.28	0.00	48,778.32	23,500.00	60,852.60	121,705.20	16,000.00	198,557.80	60,852.60	30,426.30	30,426.30	121,705.20	1,050,494.20
MANDO DIRECTIVO	RA	05	DIRECTORA/DIRECTOR EJECUTIVO	42,596.82	18,255.78	60,852.60	60,852.60	12,074.28	0.00	48,778.32	23,500.00	60,852.60	121,705.20	16,000.00	198,557.80	60,852.60	30,426.30	30,426.30	121,705.20	1,050,494.20
MANDO DIRECTIVO	RA	06	DIRECTORA/DIRECTOR GENERAL	42,596.82	18,255.78	60,852.60	60,852.60	12,074.28	0.00	48,778.32	23,500.00	60,852.60	121,705.20	16,000.00	198,557.80	60,852.60	30,426.30	30,426.30	121,705.20	1,050,494.20
MANDO MEDIO	RA	07	JEFA/JEFE DE UNIDAD TECNICA	31,460.94	13,483.26	44,944.20	44,944.20	7,953.60	0.00	36,990.60	23,500.00	44,944.20	89,888.40	15,000.00	149,832.60	44,944.20	22,472.10	22,472.10	89,888.40	779,051.40
MANDO MEDIO	RA	08	COORDINADORA/COORDINADOR	31,460.94	13,483.26	44,944.20	44,944.20	7,953.60	0.00	36,990.60	23,500.00	44,944.20	89,888.40	15,000.00	149,832.60	44,944.20	22,472.10	22,472.10	89,888.40	779,051.40
MANDO MEDIO	SP	01	COORDINACIÓN	36,042.50	15,446.78	51,489.28	51,489.28	9,493.00	0.00	41,996.28	23,500.00	51,489.28	102,978.56	15,000.00	169,467.84	51,489.28	25,744.64	25,744.64	102,978.56	890,317.76
ENLACE TÉCNICO	RA	23	ENLACE ESPECIALIZADA/ESPECIALIZADO	31,460.94	13,483.26	44,944.20	44,944.20	7,953.60	0.00	36,990.60	23,500.00	44,944.20	89,888.40	15,000.00	149,832.60	44,944.20	22,472.10	22,472.10	89,888.40	779,051.40
ENLACE TÉCNICO	RA	09	SECRETARIA/SECRETARIO PARTICULAR	20,537.36	8,801.72	29,339.08	29,339.08	4,403.32	0.00	24,935.76	23,500.00	29,339.08	58,678.16	14,000.00	102,017.24	29,339.08	14,669.54	14,669.54	58,678.16	512,764.36
ENLACE OPERATIVO	RA	10	JEFA/JEFE DE ÁREA	20,537.36	8,801.72	29,339.08	29,339.08	4,403.32	0.00	24,935.76	23,500.00	29,339.08	58,678.16	14,000.00	102,017.24	29,339.08	14,669.54	14,669.54	58,678.16	512,764.36
ENLACE TÉCNICO	SP	02	JEFATURA DE UNIDAD	23,527.98	10,083.42	33,611.40	33,611.40	5,315.90	0.00	28,295.50	23,500.00	33,611.40	67,222.80	14,000.00	114,834.20	33,611.40	16,805.70	16,805.70	67,222.80	585,393.80
OPERATIVO	RA	11	ANALISTA	12,978.20	5,562.08	18,540.28	18,540.28	2,096.70	0.00	16,443.58	23,500.00	18,540.28	37,080.56	14,000.00	69,620.84	18,540.28	9,270.14	9,270.14	37,080.56	329,184.76
OPERATIVO	SP	03	ASISTENCIA TÉCNICA	14,868.20	6,372.08	21,240.28	21,240.28	2,673.42	0.00	18,566.86	23,500.00	21,240.28	42,480.56	14,000.00	77,720.84	21,240.28	10,620.14	10,620.14	42,480.56	375,084.76
OPERATIVO	RA	14	CHOFER DE PRESIDENCIA	11,143.44	4,775.76	15,919.20	15,919.20	1,584.44	0.00	14,334.76	23,500.00	15,919.20	31,838.40	14,000.00	61,757.60	15,919.20	7,959.60	7,959.60	31,838.40	284,626.40
OPERATIVO	RA	15	ASISTENTE	11,143.44	4,775.76	15,919.20	15,919.20	1,584.44	0.00	14,334.76	23,500.00	15,919.20	31,838.40	14,000.00	61,757.60	15,919.20	7,959.60	7,959.60	31,838.40	284,626.40
OPERATIVO	RA	12	AUXILIAR ESPECIALIZADA/ESPECIALIZADO	9,308.66	3,989.42	13,298.08	13,298.08	1,136.90	0.00	12,161.18	23,500.00	13,298.08	26,596.16	14,000.00	53,894.24	13,298.08	6,649.04	6,649.04	26,596.16	240,067.36
OPERATIVO	RA	13	AUXILIAR DE PARTIDOS POLÍTICOS	9,308.66	3,989.42	13,298.08	13,298.08	1,136.90	0.00	12,161.18	23,500.00	13,298.08	26,596.16	14,000.00	53,894.24	13,298.08	6,649.04	6,649.04	26,596.16	240,067.36
OPERATIVO	RA	24	AUXILIAR DE REPRESENTACIÓN DE PUEBLOS Y COMUNIDADES ORIGINARIAS	9,308.66	3,989.42	13,298.08	13,298.08	1,136.90	0.00	12,161.18	23,500.00	13,298.08	26,596.16	14,000.00	53,894.24	13,298.08	6,649.04	6,649.04	26,596.16	240,067.36
OPERATIVO	RA	25	AUXILIAR DE REPRESENTACIÓN DEL PUEBLO AFROMEXICANO	9,308.66	3,989.42	13,298.08	13,298.08	1,136.90	0.00	12,161.18	23,500.00	13,298.08	26,596.16	14,000.00	53,894.24	13,298.08	6,649.04	6,649.04	26,596.16	240,067.36
OPERATIVO	RA	20	CHOFER ASISTENTE	9,062.54	3,883.94	12,946.48	12,946.48	1,080.64	0.00	11,865.84	23,500.00	12,946.48	25,892.96	14,000.00	52,839.44	12,946.48	6,473.24	6,473.24	25,892.96	234,090.16
OPERATIVO	RA	16	AUXILIAR ADMINISTRATIVA/ADMINISTRATIVO	6,981.44	2,992.04	9,973.48	9,973.48	730.86	529.16	9,771.78	23,500.00	9,973.48	19,946.96	14,000.00	43,920.44	9,973.48	4,986.74	4,986.74	19,946.96	183,549.16
OPERATIVO	RA	18	INTENDENTE	6,615.84	2,835.36	9,451.20	9,451.20	0.00	0.00	9,451.20	23,500.00	9,451.20	18,902.40	14,000.00	42,353.60	9,451.20	4,725.60	4,725.60	18,902.40	174,670.40

OFICINAS CENTRALES (PERSONAL EVENTUAL)

JERARQUIA	RAMA	No.	PUESTO	PERCEPCIONES ORDINARIAS							SEGURIDAD SOCIAL ⁽³⁾	PRESTACIONES (MONTOS MÁXIMOS)				PERCEPCIONES EXTRAORDINARIAS				PERCEPCIONES ANUALIZADAS
				SUELDO ORDINARIO MENSUAL	COMPENSACION GARANTIZADA MENSUAL	PERCEPCION ORDINARIA MENSUAL MÍNIMA	PERCEPCION ORDINARIA MENSUAL MÁXIMO	I.S.R. ⁽¹⁾	SUBSIDIO PARA EL EMPLEO	PERCEPCIÓN NETA MENSUAL ⁽¹⁾		PRIMA VACACIONAL	AGUINALDO	DESPENSA EN ESPECIE ⁽²⁾	TOTAL BRUTO	GRATIFICACIÓN ANUAL	ESTÍMULO	COMPENSACIÓN	TOTAL BRUTO	
ENLACE	RA	21	PROFESIONAL ESPECIALIZADA/ESPECIALIZADO	31,460.94	13,483.26	44,944.20	44,944.20	7,953.60	0.00	36,990.60	23,500.00	44,944.20	89,888.40	15,000.00	149,832.60	44,944.20	22,472.10	22,472.10	89,888.40	779,051.40
ENLACE	RA	22	PROFESIONAL TÉCNICA/TÉCNICO	20,537.36	8,801.72	29,339.08	29,339.08	4,403.32	0.00	24,935.76	23,500.00	29,339.08	58,678.16	14,000.00	102,017.24	29,339.08	14,669.54	14,669.54	58,678.16	512,764.36

⁽¹⁾ El importe puede variar en términos de las disposiciones fiscales vigentes.

⁽²⁾ Este importe podría variar, según la condiciones del personal del IEPC Guerrero.