

Anteproyecto Servicios Personales 2020

CLAVE	Tipo de plaza	Nivel	SUELDO_MEN	QUINQ_MEN	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-AJ AJUSTE AL NETO	COMPEN SACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DF BONO DELEGACION SINDICAL	P-L1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTESON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDEÑO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEXIS TENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIGÜEDAD	APOYO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	BONO POR ANIVERSARIO SINDICAL	TOTAL	4% AUMENTO						
JEFE DE DEPARTAMENTO	CONFIANZ/09C		19,330.97	4,832.74	0.00	0.00	571.12	3,500.00	0.00	0.00	0.00	0.00	0.00	9,035.15	2,684.86	335.61	335.61	1,342.43	0.00	27.66	22.00	486.11	1,236.74	0.00	43,740.99	0	0.00	40,515.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	572,173.30	595,060.23				
JEFE DE DEPARTAMENTO	CONFIANZ/09C		19,330.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.89	268.49	268.49	1,073.94	0.00	19.34	22.00	0.00	966.55	0.00	30,283.57	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	365,335.92	379,949.36			
JEFE DE DEPARTAMENTO	CONFIANZ/10I		20,108.23	0.00	0.00	0.00	895.28	5,000.00	0.00	0.00	0.00	0.00	0.00	8,321.12	2,234.25	279.28	279.28	1,117.12	0.00	19.34	22.00	694.44	1,050.18	0.00	40,020.53	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	480,246.32	499,456.17		
SUBDIRECTOR	CONFIANZ/11I		27,731.31	6,932.83	0.00	0.00	571.12	5,950.00	0.00	0.00	0.00	0.00	0.00	13,179.28	3,851.57	481.45	481.45	1,925.79	0.00	28.64	22.00	826.39	1,761.76	0.00	63,743.58	0	0.00	40,515.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	817,503.49	850,203.63			
JEFE DE DEPARTAMENTO	CONFIANZ/09C		19,330.97	4,832.74	0.00	0.00	787.20	3,500.00	0.00	0.00	0.00	0.00	0.00	9,104.29	2,684.86	335.61	335.61	1,342.43	0.00	24.16	22.00	486.11	1,247.55	0.00	44,033.52	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	528,402.20	549,538.29		
JEFE DE DEPARTAMENTO	CONFIANZ/09C		19,330.97	5,799.26	0.00	0.00	571.12	3,500.00	0.00	0.00	0.00	0.00	0.00	9,344.43	2,792.25	349.03	349.03	1,396.12	0.00	25.14	22.00	486.11	1,285.07	0.00	45,250.53	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	543,006.41	564,726.67		
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	1,022.18	0.00	642.00	719.00	0.00	2,106.82	335.00	10,037.35	2,809.08	351.13	351.13	1,404.54	280.00	30.34	22.00	0.00	1,568.34	0.00	48,220.62	1,260.00	8,427.24	550.00	0.00	870.00	700.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	601,537.37	625,598.86	
ADMINISTRADOR DE PROCESO	BASE	08B	21,068.11	4,213.62	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	0.00	335.00	9,106.01	2,809.08	351.14	351.14	1,404.54	280.00	27.04	22.00	0.00	1,422.81	0.00	44,230.05	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.35	554,150.57	576,316.59	
ADMINISTRADOR DE PROCESO	BASE	08B	21,068.11	4,213.62	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	2,006.48	335.00	9,748.09	2,809.08	351.14	351.14	1,404.54	280.00	29.04	22.00	0.00	1,523.14	0.00	46,980.93	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.35	587,161.10	610,647.54	
COORDINADOR TECNICO	BASE	07I	16,507.43	3,301.49	1,260.00	0.00	0.00	0.00	642.00	719.00	0.00	1,650.74	335.00	7,813.01	2,200.99	275.12	275.12	1,100.50	280.00	24.42	22.00	0.00	1,220.78	0.00	37,627.61	1,260.00	6,602.97	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,961.78	470,907.85	488,744.16	
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	218.56	3,500.00	642.00	719.00	455.00	2,106.82	335.00	11,045.79	2,809.08	351.13	351.13	1,404.54	280.00	30.34	22.00	486.11	1,528.15	0.00	52,826.37	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	657,306.39	683,598.65	
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	0.00	335.00	9,106.01	2,809.08	351.13	351.13	1,404.54	280.00	28.24	22.00	0.00	1,422.81	0.00	44,231.22	0.00	8,427.24	550.00	0.00	870.00	700.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	551,754.54	573,824.72	
COORDINADOR TECNICO	BASE	07A	17,332.76	3,466.55	1,260.00	1,300.00	218.56	0.00	642.00	719.00	0.00	2,362.74	335.00	8,427.72	2,311.03	288.88	288.88	1,155.52	280.00	24.22	22.00	0.00	1,316.83	0.00	41,751.69	1,260.00	6,933.10	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,159.86	521,123.10	541,968.02	
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	237.26	0.00	642.00	719.00	0.00	3,160.22	335.00	10,123.26	2,809.08	351.13	351.13	1,404.54	280.00	31.40	22.00	0.00	1,581.76	0.00	48,589.50	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	606,463.90	630,722.46	
COORDINADOR DE AREA	BASE	07I	16,507.43	3,301.49	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	1,650.74	335.00	7,882.95	2,200.99	275.12	275.12	1,100.50	280.00	24.42	22.00	0.00	1,231.71	0.00	37,927.04	0.00	6,602.97	550.00	0.00	870.00	700.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	3,961.78	472,740.97	491,650.61	
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	237.26	0.00	642.00	719.00	0.00	2,106.82	335.00	9,786.17	2,809.08	351.13	351.13	1,404.54	280.00	30.34	22.00	0.00	1,529.09	0.00	47,145.28	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	589,133.28	612,698.62	
COORDINADOR DE AREA	BASE	07B	18,199.43	3,639.89	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	1,819.94	335.00	8,586.82	2,426.59	303.32	303.32	1,213.30	280.00	26.62	22.00	0.00	1,341.69	0.00	41,337.49	1,260.00	7,279.77	550.00	0.00	870.00	700.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	4,367.86	516,415.36	537,071.97	
TA ESPECIALIZADO	BASE	08B	21,068.11	5,267.03	1,260.00	0.00	114.88	0.00	642.00	719.00	0.00	0.00	335.00	9,409.93	2,926.13	365.77	365.77	1,463.06	280.00	29.30	22.00	0.00	1,470.30	0.00	45,738.27	1,260.00	8,778.38	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,267.03	573,021.66	595,942.53	
COORDINADOR DE AREA	BASE	07B	18,199.43	3,639.89	1,260.00	0.00	114.88	0.00	642.00	719.00	0.00	1,819.94	335.00	8,553.64	2,426.59	303.32	303.32	1,213.30	280.00	26.62	22.00	0.00	1,336.51	0.00	41,195.45	0.00	7,279.77	550.00	0.00	870.00	700.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,367.86	512,800.86	533,312.89	
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	0.00	3,500.00	642.00	719.00	0.00	2,106.82	335.00	10,830.25	2,809.08	351.13	351.13	1,404.54	280.00	33.84	22.00	486.11	1,517.23	0.00	51,929.85	1,260.00	8,427.24	550.00	0.00	870.00	700.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	646,048.06	671,889.99
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	1,300.00	218.56	0.00	642.00	719.00	0.00	2,106.82	335.00	9,780.19	2,809.08	351.13	351.13	1,404.54	280.00	30.34	22.00	0.00	1,528.15	0.00	48,419.66	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.34	604,425.86	628,602.89
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.62	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	2,006.48	335.00	9,748.09	2,809.08	351.14	351.14	1,404.54	280.00	29.04	22.00	0.00	1,523.14	0.00	46,980.93	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.35	587,161.10	610,647.54
COORDINADOR DE AREA	BASE	08B	21,068.11	4,213.62	1,260.00	0.00	218.56	0.00	642.00	719.00	0.00	0.00	335.00	9,106.01	2,809.08	351.14	351.14	1,404.54	280.00	27.04	22.00	0.00	1,422.81	0.00	44,230.05	0.00	8,427.24	550.00	0.00	870.00	700.00	0.00	650.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,056.35	552,390.57	574,486.19
TA ESPECIALIZADO</																																											



Gobierno del Estado de Sonora

SEC  
Secretaría de Educación y Cultura



INSTITUTO DE BECAS Y CRÉDITO EDUCATIVO DEL ESTADO DE SONORA

Anteproyecto Servicios Personales 2020

CLAVE	Tipo de plaza	Nivel	SUELDO_MEN	QUINQ_MEN	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-AJ AJUSTE AL NETO	COMPEN SACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DF BONO DELEGACION SINDICAL	P-11 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTESON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEXIS TENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIQUEDAD	APOYO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	BONO POR ANIVERSARIO SINDICAL	TOTAL	4% AUMENTO
COORDINADO R DE AREA	BASE	07I	16,507.43	3,301.49	1,260.00	0.00	218.56		642.00	719.00	0.00	0.00	335.00	7,354.71	2,200.99	275.12	275.12	1,100.50	280.00	22.76	22.00	0.00	1,148.17	0.00	35,663.86	1,260.00	6,602.97	550.00	0.00	870.00	700.00	0.00	650.00	3,961.78	446,842.89	464,716.60	
COORDINADO R DE AREA	BASE	08I	19,109.43	2,866.40	1,260.00	0.00	0.00		642.00	719.00	0.00	1,910.94	335.00	8,589.69	2,441.76	305.22	305.22	1,220.88	280.00	26.84	22.00	0.00	1,342.14	0.00	41,376.51	1,260.00	7,325.28	550.00	0.00	870.00	700.00	1,150.00	0.00	4,395.17	517,483.76	538,183.11	
COORDINADO R DE AREA	BASE	08B	21,068.11	4,213.62	1,260.00	0.00	218.56		642.00	719.00	0.00	2,006.48	335.00	9,748.09	2,809.08	351.14	351.14	1,404.54	280.00	29.04	22.00	0.00	1,523.14	0.00	46,980.93	0.00	8,427.24	550.00	0.00	870.00	700.00	0.00	0.00	5,056.35	584,751.10	608,141.14	
TA ESPECIALIZADO	BASE	08B	21,068.11	3,160.23	1,260.00	0.00	448.56		642.00	719.00	0.00	2,106.82	335.00	9,516.71	2,692.04	336.50	336.50	1,346.02	280.00	29.30	22.00	0.00	1,486.99	0.00	45,785.78	1,260.00	8,076.11	550.00	0.00	870.00	700.00	1,150.00	0.00	4,845.67	572,046.84	594,928.71	
TA ESPECIALIZADO	BASE	08B	21,068.11	3,160.23	1,260.00	0.00	448.56		642.00	719.00	455.00	3,160.22	335.00	9,999.40	2,692.04	336.50	336.50	1,346.02	280.00	30.34	22.00	0.00	1,539.66	0.00	47,830.58	0.00	8,076.11	550.00	0.00	870.00	700.00	0.00	0.00	4,845.67	594,174.42	617,941.39	
ADMINISTRADOR DE PROCESO	BASE	08A	20,064.86	4,012.97	1,260.00	0.00	689.74		642.00	719.00	0.00	2,006.48	335.00	9,513.62	2,675.31	334.41	334.41	1,337.66	280.00	29.04	22.00	0.00	1,486.50	0.00	45,743.01	1,260.00	8,025.94	550.00	0.00	870.00	700.00	1,150.00	0.00	4,815.57	571,423.18	594,280.11	
ANALISTA TECNICO	BASE	06A	15,001.54	2,250.23	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	6,466.49	1,916.86	239.61	239.61	958.43	280.00	18.56	22.00	0.00	1,010.39	0.00	31,359.72	1,260.00	5,750.59	550.00	0.00	870.00	700.00	1,150.00	0.00	3,450.35	393,817.91	409,570.62	
AUXILIAR TECNICO	BASE	04I	10,686.74	2,137.31	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	5,049.62	1,424.89	178.11	178.11	712.45	280.00	15.78	22.00	0.00	789.00	0.00	24,430.01	0.00	4,274.68	550.00	0.00	870.00	700.00	1,150.00	0.00	2,564.81	306,154.47	318,400.65	
TA ESPECIALIZADO	BASE	08B	21,068.11	3,160.23	1,260.00	0.00	218.56		642.00	719.00	0.00	2,106.82	335.00	9,443.11	2,692.04	336.50	336.50	1,346.02	280.00	29.30	22.00	0.00	1,475.49	0.00	45,470.68	1,260.00	8,076.11	25,724.19	550.00	0.00	870.00	700.00	1,150.00	0.00	4,845.67	603,470.52	627,609.34
COORDINADO R TECNICO	BASE	06A	15,001.54	2,250.23	1,260.00	0.00	0.00		642.00	719.00	0.00	1,500.16	335.00	6,946.54	1,916.86	239.61	239.61	958.43	280.00	21.70	22.00	0.00	1,085.40	0.00	33,418.07	0.00	5,750.59	550.00	0.00	870.00	700.00	0.00	0.00	3,450.35	416,108.20	432,752.53	
TA ESPECIALIZADO	BASE	08A	20,064.86	3,009.71	1,260.00	0.00	0.00		642.00	719.00	0.00	2,006.48	335.00	8,971.86	2,563.84	320.48	320.48	1,281.92	280.00	28.04	22.00	0.00	1,401.85	0.00	43,227.52	1,260.00	7,691.52	550.00	0.00	870.00	700.00	1,150.00	0.00	4,614.91	540,501.60	562,121.66	
COORDINADO R TECNICO	BASE	06B	15,751.60	2,362.74	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	6,742.51	2,012.70	251.59	251.59	1,006.35	280.00	21.08	22.00	0.00	1,053.52	0.00	32,711.68	1,260.00	6,038.11	550.00	0.00	870.00	700.00	1,150.00	0.00	3,622.87	410,673.99	427,100.95	
TA ESPECIALIZADO	BASE	08B	21,068.11	4,213.60	1,260.00	0.00	218.56		642.00	719.00	0.00	2,106.82	335.00	9,780.19	2,809.08	351.13	351.13	1,404.54	280.00	30.34	22.00	0.00	1,528.15	0.00	47,119.66	1,260.00	8,427.24	550.00	0.00	870.00	700.00	1,150.00	0.00	5,056.34	588,825.86	612,378.89	
TA ESPECIALIZADO	BASE	08B	21,068.11	3,160.23	1,260.00	0.00	237.26		642.00	719.00	0.00	2,106.82	335.00	9,449.09	2,692.04	336.50	336.50	1,346.02	280.00	29.30	22.00	0.00	1,476.42	0.00	45,496.30	0.00	8,076.11	25,724.19	550.00	0.00	870.00	700.00	1,150.00	0.00	4,845.67	603,571.36	627,714.21
ANALISTA TECNICO	BASE	06A	15,001.54	2,250.23	1,260.00	1,300.00	0.00		642.00	719.00	0.00	1,357.40	335.00	6,900.85	1,916.86	239.61	239.61	958.43	280.00	19.92	22.00	0.00	1,078.26	0.00	34,520.72	1,260.00	5,750.59	550.00	0.00	870.00	700.00	1,150.00	0.00	3,450.35	431,749.88	449,019.88	
TA ESPECIALIZADO	BASE	08A	20,064.86	3,009.71	1,260.00	0.00	0.00	3,500.00	642.00	719.00	0.00	0.00	335.00	9,449.78	2,563.84	320.48	320.48	1,281.92	280.00	26.04	22.00	486.11	1,301.53	0.00	45,582.75	1,260.00	7,691.52	550.00	0.00	870.00	700.00	1,150.00	0.00	4,614.91	568,764.40	591,514.97	
ANALISTA TECNICO AUXILIAR	BASE	03A	9,711.83	1,456.80	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	4,519.88	1,240.96	155.12	155.12	620.48	280.00	14.12	22.00	0.00	706.23	0.00	21,838.54	0.00	3,722.88	550.00	0.00	870.00	700.00	1,150.00	0.00	2,233.73	273,842.82	284,796.54	
TA ESPECIALIZADO	BASE	08I	19,109.43	2,866.40	1,260.00	0.00	37.18	3,500.00	642.00	719.00	0.00	1,910.94	335.00	9,721.58	2,441.76	305.22	305.22	1,220.88	280.00	26.84	22.00	486.11	1,344.00	0.00	46,533.56	0.00	7,325.28	550.00	0.00	870.00	700.00	0.00	0.00	4,395.17	576,958.34	600,036.67	
ANALISTA TECNICO	BASE	05B	13,574.01	2,036.10	1,260.00	0.00	0.00		642.00	719.00	0.00	1,231.20	335.00	6,335.14	1,734.46	216.81	216.81	867.23	280.00	18.34	22.00	0.00	989.87	0.00	30,477.96	0.00	5,203.37	550.00	0.00	870.00	700.00	0.00	650.00	3,122.02	380,272.89	395,483.81	
COORDINADO R TECNICO	BASE	06B	15,751.60	2,362.74	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	6,742.51	2,012.70	251.59	251.59	1,006.35	280.00	21.08	22.00	0.00	1,053.52	0.00	32,711.68	0.00	6,038.11	550.00	0.00	870.00	700.00	0.00	0.00	3,622.87	408,263.99	424,594.55	
ANALISTA TECNICO	BASE	05B	13,574.01	2,036.10	1,260.00	0.00	0.00		642.00	719.00	0.00	1,231.20	335.00	6,335.14	1,734.46	216.81	216.81	867.23	280.00	18.34	22.00	0.00	989.87	0.00	30,477.96	1,260.00	5,203.37	550.00	0.00	870.00	700.00	1,150.00	0.00	3,122.02	382,032.89	397,314.21	
ANALISTA TECNICO	BASE	05B	13,574.01	2,036.10	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	5,941.16	1,734.46	216.81	216.81	867.23	280.00	17.12	22.00	0.00	928.31	0.00	28,789.99	1,260.00	5,203.37	550.00	0.00	870.00	700.00	1,150.00	0.00	3,122.02	361,777.32	376,248.41	
TA ESPECIALIZADO	BASE	08A	20,064.86	3,009.71	1,260.00	810.00	0.00		642.00	719.00	0.00	2,006.48	335.00	8,971.86	2,563.84	320.48	320.48	1,281.92	280.00	28.04	22.00	0.00	1,401.85	0.00	44,037.52	1,260.00	7,691.52	550.00	0.00	870.00	700.00	1,150.00	0.00	4,614.91	550,221.60	572,230.46	
ADMINISTRADOR DE PROCESO	BASE	08B	21,068.11	3,160.22	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	8,698.98	2,692.04	336.50	336.50	1,346.02	280.00	26.04	22.00	0.00	1,359.22	0.00	42,281.63	1,260.00	8,076.11	550.00	0.00	870.00	700.00	1,150.00	0.00	4,845.67	529,997.01	551,196.89	
TA ESPECIALIZADO	BASE	08B	21,068.11	2,106.80	1,260.00	0.00	572.06		642.00	719.00	0.00	2,106.82	335.00	9,219.13	2,574.99	321.87	321.87	1,287.50	280.00	28.24	22.00	0.00	1,440.49	0.00	44,305.88	0.00	7,724.97	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	4,634.98	576,815.74	599,888.37
TECNICO ANALISTA	BASE	05I	12,312.06	1,231.20	1,260.00	1,300.00	0.00		642.00	719.00	0.00	0.00	335.00	5,279.76	1,504.81	188.10	188.10	752.40	280.00	16.50	22.00	0.00	824.														

Anteproyecto Servicios Personales 2020

CLAVE	Tipo de plaza	Nivel	SUELDO_MEN	QUIN_MEN	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-AJ AJUSTE AL NETO	COMPEN SACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DF BONO DELEGACION SINDICAL	P-11 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTESON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDENO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREEXIS TENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIQUEDAD	APOYO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	BONO POR ANIVERSARIO SINDICAL	TOTAL	4% AUMENTO	
COORDINADOR DE AREA	BASE	07A	17,332.74	2,599.94	1,260.00	0.00	286.84		642.00	719.00	0.00	1,733.28	335.00	7,970.82	2,214.74	276.84	276.84	1,107.37	280.00	24.62	22.00	0.00	1,245.44	0.00	38,327.47	1,260.00	6,644.23	550.00	0.00	870.00	700.00	0.00	650.00	3,986.54	478,897.00	498,052.88		
TA ESPECIALIZADO	BASE	08A	20,064.86	3,009.71	1,260.00	0.00	0.00		642.00	719.00	0.00	2,006.48	335.00	8,971.86	2,563.84	320.48	320.48	1,281.92	280.00	28.04	22.00	0.00	1,401.85	0.00	43,227.52	0.00	7,691.52	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	4,614.91	539,241.60	560,811.26	
AUXILIAR TECNICO	BASE	05A	12,927.63	1,292.76	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	5,496.45	1,580.04	197.51	197.51	790.02	280.00	15.92	22.00	0.00	858.82	0.00	26,614.65	0.00	4,740.13	19,293.14	550.00	0.00	870.00	700.00	0.00	0.00	2,844.08	354,482.84	368,662.15	
COORDINADOR DE AREA	BASE	07I	16,507.43	1,650.74	1,260.00	1,300.00	0.00		642.00	719.00	0.00	0.00	335.00	6,756.53	2,017.57	252.20	252.20	1,008.79	280.00	21.12	22.00	0.00	1,055.71	0.00	34,080.29	1,260.00	6,052.72	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	3,631.63	450,549.44	468,571.42
COORDINADOR TECNICO	BASE	7A	17,332.76	2,599.91	1,260.00	0.00	286.84		642.00	719.00	0.00	1,575.16	335.00	7,920.22	2,214.74	276.84	276.84	1,107.37	280.00	22.64	22.00	0.00	1,237.53	0.00	38,108.86	1,260.00	6,644.22	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	3,986.53	476,773.63	495,844.57	
AUXILIAR TECNICO	BASE	05I	12,312.03	1,231.20	1,260.00	0.00	0.00		642.00	719.00	0.00	1,122.10	335.00	5,638.83	1,504.80	188.10	188.10	752.40	280.00	16.42	22.00	0.00	881.07	0.00	27,093.05	0.00	4,514.41	19,293.14	550.00	0.00	870.00	700.00	0.00	0.00	2,708.65	359,586.73	373,970.19	
COORDINADOR DE AREA	BASE	07A	17,332.74	1,733.26	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	7,047.04	2,118.44	264.81	264.81	1,059.22	280.00	22.02	22.00	0.00	1,101.10	0.00	34,201.44	1,260.00	6,355.33	19,293.14	550.00	0.00	870.00	700.00	0.00	650.00	3,813.20	448,908.77	466,865.12	
TA ESPECIALIZADO	BASE	08I	19,109.43	1,910.91	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	7,672.43	2,335.59	291.95	291.95	1,167.80	280.00	23.98	22.00	0.00	1,198.82	0.00	37,260.85	0.00	7,006.78	19,293.14	550.00	0.00	870.00	700.00	0.00	650.00	4,204.07	489,705.66	509,293.88	
AUXILIAR TECNICO	BASE	05I	12,312.06	1,231.20	1,260.00	0.00	0.00		642.00	719.00	0.00	1,846.80	335.00	5,870.74	1,504.81	188.10	188.10	752.40	280.00	18.34	22.00	0.00	917.30	0.00	28,087.85	1,260.00	4,514.42	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	2,708.65	374,207.11	389,175.39
COORDINADOR TECNICO	BASE	6B	15,751.63	1,575.16	1,260.00	0.00	0.00	3,500.00	642.00	719.00	0.00	1,428.72	335.00	8,067.68	1,925.20	240.65	240.65	962.60	280.00	23.60	22.00	486.11	1,085.58	0.00	38,545.58	0.00	5,775.60	19,293.14	550.00	0.00	870.00	700.00	0.00	0.00	3,465.36	499,129.53	519,094.71	
COORDINADOR DE AREA	BASE	07B	18,199.43	2,729.94	1,260.00	0.00	137.46		642.00	719.00	0.00	0.00	335.00	7,887.31	2,325.49	290.69	290.69	1,162.74	280.00	23.88	22.00	0.00	1,201.14	0.00	37,306.76	0.00	6,976.46	550.00	0.00	870.00	700.00	0.00	650.00	4,185.87	466,119.29	484,764.06		
COORDINADOR DE AREA	BASE	07B	18,199.43	1,819.94	1,260.00	0.00	0.00		642.00	719.00	0.00	1,819.94	335.00	7,934.50	2,224.37	278.05	278.05	1,112.19	280.00	24.80	22.00	0.00	1,239.77	0.00	38,189.03	1,260.00	6,673.12	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	4,003.87	501,642.22	521,707.91
COORDINADOR TECNICO	BASE	07A	17,332.74	1,733.26	1,260.00	1,300.00	0.00	3,500.00	642.00	719.00	0.00	1,733.28	335.00	8,721.69	2,118.44	264.81	264.81	1,059.22	280.00	23.76	22.00	486.11	1,187.76	0.00	42,983.88	1,260.00	6,355.33	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	3,813.20	558,264.66	580,595.25
TA ESPECIALIZADO	BASE	08B	21,068.11	3,160.23	1,260.00	0.00	572.06		642.00	719.00	0.00	2,106.82	335.00	9,556.23	2,692.04	336.50	336.50	1,346.02	280.00	29.30	22.00	0.00	1,493.16	0.00	45,954.98	1,260.00	8,076.11	550.00	0.00	870.00	700.00	0.00	650.00	4,845.67	573,577.18	596,520.27		
R ADMINISTRATIVO	BASE	06A	15,001.54	1,500.17	1,260.00	0.00	0.00	3,500.00	642.00	719.00	0.00	1,500.16	335.00	7,826.52	1,833.52	229.19	229.19	916.76	280.00	20.96	22.00	486.11	1,047.89	0.00	37,350.02	1,260.00	5,500.57	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	3,300.34	488,195.02	507,722.82
AUXILIAR TECNICO	BASE	05I	12,312.03	1,231.20	1,260.00	0.00	0.00	3,500.00	642.00	719.00	0.00	1,122.10	335.00	6,758.83	1,504.80	188.10	188.10	752.40	280.00	16.42	22.00	486.11	881.07	0.00	32,199.16	1,260.00	4,514.41	19,293.14	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	2,708.65	423,270.06	440,200.86
AUXILIAR TECNICO	BASE	05I	12,312.06	1,231.20	1,260.00	0.00	0.00		642.00	719.00	0.00	1,231.20	335.00	5,673.75	1,504.81	188.10	188.10	752.40	280.00	17.74	22.00	0.00	886.52	0.00	27,243.88	1,260.00	4,514.42	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	2,708.65	341,708.31	355,376.64	
COORDINADOR TECNICO	BASE	07A	17,332.74	1,733.26	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	7,047.04	2,118.44	264.81	264.81	1,059.22	280.00	22.02	22.00	0.00	1,101.10	0.00	34,201.44	0.00	6,355.33	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	3,813.20	427,988.99	445,108.55	
COORDINADOR TECNICO	BASE	06B	15,751.60	787.60	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	6,238.46	1,837.69	229.71	229.71	918.84	280.00	19.50	22.00	0.00	974.76	0.00	30,245.88	1,260.00	5,513.07	550.00	0.00	870.00	700.00	0.00	650.00	3,307.84	379,429.30	394,606.47		
ASISTENTE	CONFIANZA	06I	14,287.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,571.90	1,587.47	198.43	198.43	793.73	0.00	14.28	22.00	0.00	714.36	0.00	22,387.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	268,653.73	279,399.88
AUXILIAR TECNICO	CONFIANZA	04I	10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	0.00	16,751.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	201,017.89	209,058.61
AUXILIAR TECNICO	BASE	04I	10,686.74	534.34	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	4,536.67	1,246.79	155.85	155.85	623.39	280.00	14.18	22.00	0.00	708.85	0.00	21,820.66	1,260.00	3,740.36	550.00	0.00	870.00	700.00	1,150.00	0.00	0.00	2,244.22	278,798.37	289,950.30	
CAJERO	CONFIANZA	04I	10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	2,492.00	19,243.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	230,921.89	240,158.77
COORDINADOR DE AREA	BASE	08A	20,064.87	1,003.24	1,260.00	0.00	0.00		642.00	719.00	0.00	0.00	335.00	7,687.72	2,340.90	292.61	292.61	1,170.45	280.00	22.06	22.00	0.00	1,201.21	0.00	37,333.67	1,260.00	7,022.70	550.00	0.00	870.00	700.00	0.00	650.00	4,213.62	475,993.76	495,033.51		
SUPERVISOR DE AREA	CONFIANZA	08I	19,109.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,115.02	2,123.27	265.41	265.41	1,061.64	0.00	19.10	22.00	0.00	955.47	0.00	29,936.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	359,240.90	373,610.54
ANALISTA DE PROYECTOS	BASE	07I	16,507.43	825.37	1,260.00	0.00	0.00	3,500.00	642.00	719.00	0.00	2,476.12	335.00	8,404.77	1,925.87	240.73	240.73	962.93	280.00	22.76	22.																	



Anteproyecto Servicios Personales 2020

CLAVE	Tipo de plaza	Nivel	SUELDO_MEN	QUINQUENIO	P-38 BONO DESPENSA	P-AG AYUDA GUARDERIA	P-AJ AJUSTE AL NETO	COMPENSACION DIA 20	P-BC BONO CAPACITACION	P-BT BONO TRANSPORTE	P-DF BONO DELEGACION SINDICAL	P-1 ACREDITACION DE ESTUDIOS DE LI	P-MC APOYO MATERIAL CONSTRUCCION	ISSSTESON	GRATIFICACION FIN DE AÑO	AJUSTE CALENDARIO	BONO NAVIDEÑO	PRIMA VACACIONAL	BONO PUNTUALIDAD Y ASISTENCIA	AYUDA FUNERAL	SEGURO DE RETIRO	PRESTACIONES COMPENSACION DIA 20	INFONAVIT	ENF.PREXISTENTES	TOTAL MENSUAL	AYUDA PARA UTILES	DIAS ECONOMICOS	BONO ANTIGÜEDAD	APOYO SINDICAL	CANASTILLA DE MATERNIDAD	BONO PRODUCTIVIDAD	APOYO PARA UNIFORMES	BONO MADRES	BONO PADRES	BONO POR ANIVERSARIO SINDICAL	TOTAL	4% AUMENTO				
SUPERVISOR DE AREA	CONFIANZ/ 07B		18,199.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,823.82	2,022.16	252.77	252.77	1,011.08	0.00	18.20	22.00	0.00	908.97	1,846.00	30,358.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	364,298.37	378,870.30		
SECRETARIO PARTICULAR	CONFIANZ/ 08I		19,109.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,115.02	2,123.27	265.41	265.41	1,061.64	0.00	19.10	22.00	0.00	955.47	0.00	29,936.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	359,240.90	373,610.54	
JEFE DE DEPARTAMENTO	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	3,500.00	0.00	0.00	0.00	0.00	0.00	7,305.91	2,147.89	268.49	268.49	1,073.94	0.00	19.34	22.00	486.11	966.55	0.00	35,389.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	424,676.16	441,663.20	
AUXILIAR TECNICO	CONFIANZ/ 06I		14,287.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,571.90	1,587.47	198.43	198.43	793.73	0.00	14.28	22.00	0.00	714.36	1,846.00	24,233.81	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	290,805.73	302,437.96	
JEFE DE DEPARTAMENTO	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	3,500.00	0.00	0.00	0.00	0.00	0.00	7,305.91	2,147.89	268.49	268.49	1,073.94	0.00	19.34	22.00	486.11	966.55	0.00	35,389.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	424,676.16	441,663.20	
SUBDIRECTOR	CONFIANZ/ 10I		20,108.23	0.00	0.00	0.00	0.00	5,000.00	0.00	0.00	0.00	0.00	0.00	8,034.63	2,234.25	279.28	279.28	1,117.12	0.00	20.10	22.00	694.44	1,005.41	1,846.00	40,640.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	487,689.04	507,196.60	
ASISTENTE	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	0.00	16,751.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	201,017.89	209,058.61
ASISTENTE	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	0.00	16,751.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	201,017.89	209,058.61
AUXILIAR TECNICO	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	1,846.00	18,597.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	223,169.89	232,096.69
JEFE DE DEPARTAMENTO	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.89	268.49	268.49	1,073.94	0.00	19.34	22.00	0.00	966.55	0.00	30,283.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	363,402.82	377,938.94
AUXILIAR TECNICO	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	1,846.00	18,597.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	223,169.89	232,096.69
ASISTENTE	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	0.00	16,751.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	201,017.89	209,058.61
ASISTENTE	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	1,846.00	18,597.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	223,169.89	232,096.69	
ASISTENTE	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	2,492.00	19,243.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	230,921.89	240,158.77
ASISTENTE	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	2,492.00	19,243.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	230,921.89	240,158.77
plaza nueva	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	3,500.00	0.00	0.00	0.00	0.00	0.00	7,305.91	2,147.89	268.49	268.49	1,073.94	0.00	27.66	22.00	486.11	966.55	2,492.00	37,890.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	454,680.00	472,867.20
plaza nueva	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.89	268.49	268.49	1,073.94	0.00	27.66	22.00	0.00	966.55	2,492.00	32,783.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	393,406.66	409,142.93
plaza nueva	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.89	268.49	268.49	1,073.94	0.00	27.66	22.00	0.00	966.55	2,492.00	32,783.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	393,406.66	409,142.93
plaza nueva	CONFIANZ/ 09C		19,330.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,185.91	2,147.89	268.49	268.49	1,073.94	0.00	27.66	22.00	0.00	966.55	2,492.00	32,783.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	393,406.66	409,142.93
plaza congelada	BASE 08B		21,068.11	0.00	1,260.00	0.00	0.00	0.00	642.00	719.00	0.00	2,106.82	335.00	8,361.90	2,340.90	292.61	292.61	1,170.45	280.00	30.34	22.00	0.00	1,306.55	2,492.00	42,720.29	1,260.00	7,022.70	550.00	1,350.00	870.00	700.00	1,150.00	0.00	4,213.62	532,943.44	554,261.18					
plaza congelada	BASE 07B		18,199.43	0.00	1,260.00	0.00	0.00	0.00	642.00	719.00	0.00	2,106.82	335.00	7,443.82	2,022.16	252.77	252.77	1,011.08	280.00	26.62	22.00	0.00	1,163.11	2,492.00	38,228.68	1,260.00	6,066.48	550.00	1,350.00	870.00	700.00	1,150.00	0.00	3,639.89	476,940.42	496,018.03					
AUXILIAR DE MANTENIMIENTO	CONFIANZ/ 04I		10,686.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,419.76	1,187.42	148.43	148.43	593.71	0.00	10.68	22.00	0.00	534.34	2,492.00	19,243.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	230,921.89	240,158.77	
			2,449,905.60	226,767.19	97,020.00	9,910.00	12,335.82	#####	49,434.00	55,363.00	910.00	90,789.58	25,795.00	1,009,654.46	297,408.09	37,176.01	37,176.01	148,704.04	21,560.00	3,028.72	2,926.00	23,118.06	150,370.51	71,004.00	4,986,806.10	#####	520,465.69	409,014.59	42,350.00	2,700.00	66,990.00	53,900.00	57,500.00	10,400.00	312,279.41	62,111,095.02	64,595,476.42				