



UNIVERSIDAD AUTONOMA DEL CARMEN



TABULADOR SALARIAL MENSUAL -2023-

CATEGORIA	CLAVE	DESCRIPCION	SALARIO MENSUAL	PREVISION SOCIAL MENSUAL	TOTAL DE PERCEPCIONES BRUTAS	ISR	CUOTAS OBRERA IMSS	APORT. FIDEICOMISO	TOTAL DE PERCEPCIONES NETAS
PTC-TC	D32	TIEMPO COMPLETO MEDIO SUPERIOR	19,342.36	954.26	20,296.62	2,463.53	645.23	290.14	16,897.72
PTC-TC	D08	TIEMPO COMPLETO ASOCIADO A	18,553.86	979.57	19,533.43	2,295.11	617.35	278.31	16,342.66
PTC-TC	D09	TIEMPO COMPLETO ASOCIADO B	20,807.49	1,001.26	21,808.75	2,776.48	697.02	312.11	18,023.14
PTC-TC	D33	TIEMPO COMPLETO ASOCIADO C	24,309.14	1,049.65	25,358.79	3,524.44	820.82	364.64	20,648.89
PTC-TC	D34	TIEMPO COMPLETO TITULAR A	28,094.14	1,088.42	29,182.56	4,332.91	954.64	421.41	23,473.60
PTC-TC	D35	TIEMPO COMPLETO TITULAR B	33,255.01	1,141.26	34,396.27	5,478.87	1,137.09	498.83	27,281.48
PTC-TC	D36	TIEMPO COMPLETO TITULAR C	38,988.19	1,199.97	40,188.16	6,827.32	1,339.77	584.82	31,436.25
ADMVO/OPERAT.	AMC	MANUAL C	6,223.20	749.81	6,973.01	364.86	217.26	93.35	6,297.54
ADMVO/OPERAT.	ATA	TECNICO A	6,472.13	753.43	7,225.56	387.07	210.80	97.08	6,530.61
ADMVO/OPERAT.	ATB	TECNICO B	7,445.81	765.55	8,211.36	493.01	242.14	111.69	7,364.52
ADMVO/OPERAT.	ATC	TECNICO C	8,629.62	777.68	9,407.30	621.80	283.98	129.44	8,372.08
ADMVO/OPERAT.	ATD	TECNICO D	8,745.21	778.86	9,524.07	634.38	302.17	131.18	8,456.34
ADMVO/OPERAT.	A79	CABO DE OBRA	13,540.90	828.00	14,368.90	1,291.31	471.72	203.11	12,402.76
ADMVO/OPERAT.	AAA	ADMINISTRATIVO F	9,491.39	786.52	10,277.91	715.57	328.55	142.37	9,091.42
ADMVO/OPERAT.	AA2	ADMINISTRATIVO E	10,661.57	798.50	11,460.07	842.88	369.92	159.92	10,087.35
ADMVO/OPERAT.	AAB	ADMINISTRATIVO D	11,284.48	804.88	12,089.36	918.66	391.94	169.27	10,609.49
ADMVO/OPERAT.	AAC	ADMINISTRATIVO C	13,077.60	823.23	13,900.83	1,208.29	455.34	196.16	12,041.04
ADMVO/OPERAT.	AAD	ADMINISTRATIVO B	15,270.15	845.72	16,115.87	1,601.19	532.84	229.05	13,752.79
ADMVO/OPERAT.	A01	ADMINISTRATIVO A	17,937.51	849.83	18,787.34	2,163.46	627.14	269.06	15,727.68
MANDO MEDIO SUPERIOR	M49	ABOGADO GENERAL	60,525.96	1,155.76	61,681.72	12,624.78	2,101.21	3,207.88	43,747.85
MANDO SUPERIOR	M129	RECTOR	98,095.80	1,513.96	99,609.76	23,977.77	2,192.46	5,199.08	68,240.45
MANDO SUPERIOR	M134	SECRETARIO ACADEMICO	66,019.30	1,284.93	67,304.23	14,272.78	2,192.46	3,499.02	47,339.97
MANDO SUPERIOR	M135	SECRETARIO ADMINISTRATIVO	66,663.11	1,284.93	67,948.04	14,465.92	2,192.46	3,533.14	47,356.52
MANDO SUPERIOR	M143	SECRETARIO DE FINANZAS	66,019.30	1,284.93	67,304.23	14,272.78	2,192.46	3,499.02	47,339.97
MANDO SUPERIOR	M128	SECRETARIO GENERAL	74,074.82	1,284.93	75,359.75	16,689.43	2,192.46	3,925.97	52,551.89
MANDO MEDIO SUPERIOR	M119	CONTRALOR GENERAL	61,175.30	1,143.11	62,318.41	12,819.58	2,124.16	3,242.29	44,132.38
MANDO MEDIO SUPERIOR	M48	TESORERO GENERAL	61,175.30	1,143.11	62,318.41	12,819.58	2,124.16	3,242.29	44,132.38
MANDO MEDIO SUPERIOR	M141	COORDINADOR A	62,950.31	1,178.90	64,129.21	13,352.08	2,186.91	3,336.37	45,253.85
MANDO MEDIO SUPERIOR	M140	COORDINADOR B	52,545.42	1,119.97	53,665.39	10,230.61	1,819.06	2,784.91	38,830.81
MANDO MEDIO SUPERIOR	M126	COORDINADOR GENERAL A	62,950.31	1,178.90	64,129.21	13,352.08	2,186.91	3,336.37	45,253.85
MANDO MEDIO SUPERIOR	M123	COORDINADOR GENERAL B	52,670.63	1,178.90	53,849.53	10,268.18	1,823.50	2,791.54	38,966.31
MANDO MEDIO SUPERIOR	M117	DIRECTOR GENERAL "B"	52,670.63	1,178.90	53,849.53	10,268.18	1,823.50	2,791.54	38,966.31
MANDO MEDIO SUPERIOR	M19	COORDINADOR GENERAL C	52,545.42	1,119.97	53,665.39	10,230.61	1,819.06	2,784.91	38,830.81
MANDO SUPERIOR	M125	DIRECTOR ACADEMICO DE FACULTAD A	58,365.79	1,158.17	59,523.96	11,976.72	2,024.84	3,093.39	42,429.01
MANDO SUPERIOR	M107	DIRECTOR ACADEMICO DE FACULTAD B	57,793.08	1,158.17	58,951.25	11,804.91	2,004.59	3,063.03	42,078.72
MANDO SUPERIOR	M115	DIRECTOR DE ESCUELA	46,291.79	1,119.97	47,411.76	8,545.12	1,597.99	2,453.46	34,815.19
MANDO MEDIO SUPERIOR	M127	DIRECTOR GENERAL "A"	62,950.31	1,178.90	64,129.21	13,352.08	2,186.91	3,336.37	45,253.85
MANDO MEDIO SUPERIOR	M20	DIRECTOR GENERAL "C"	52,545.42	1,119.97	53,665.39	10,230.61	1,819.06	2,784.91	38,830.81
MANDO MEDIO	M136	JEFE DE OFICINA	38,603.34	1,079.70	39,683.04	6,736.80	1,326.17	2,045.98	29,574.09
MANDO MEDIO	M43	SUBDIRECTOR ACADEMICO	39,613.32	946.34	40,559.66	6,974.35	1,361.88	2,099.51	30,123.92
MANDO MEDIO	M18	DIRECTOR "A"	52,545.42	1,119.97	53,665.39	10,230.61	1,819.06	2,784.91	38,830.81
MANDO MEDIO	M116	DIRECTOR "B"	46,291.79	1,119.97	47,411.76	8,545.12	1,597.99	2,453.46	34,815.18
MANDO MEDIO	M42	DIRECTOR "C"	39,613.32	946.34	40,559.66	6,974.35	1,361.88	2,099.51	30,123.92
MANDO MEDIO	M111	DIRECTOR "D"	38,060.53	1,085.25	39,145.78	6,609.13	1,306.98	2,017.21	29,212.46
MANDO MEDIO	M103	JEFE DE DEPARTAMENTO A	32,460.88	1,062.09	33,522.97	5,292.09	1,109.01	1,720.43	25,401.44
MANDO MEDIO	M59	JEFE DE DEPARTAMENTO B	30,050.19	1,062.09	31,112.28	4,750.72	1,023.78	1,592.66	23,745.12
MANDO MEDIO	M101	JEFE DE DEPARTAMENTO C	25,762.85	1,062.09	26,824.94	3,834.95	872.22	1,365.43	20,752.34
MANDO MEDIO	M01	JEFE DE UNIDAD A	22,568.99	946.34	23,515.33	3,152.74	759.30	1,196.16	18,407.13
MANDO MEDIO	AJB	JEFE DE UNIDAD B	20,182.83	946.34	21,129.17	2,643.06	674.94	1,069.69	16,741.48
MANDO MEDIO	M96	JEFE DE UNIDAD C	19,205.37	946.34	20,151.71	2,434.27	640.39	1,017.88	16,059.17
MANDO MEDIO	M41	SECRETARIO ADMINISTRATIVO DE FACULTAD	39,613.32	946.34	40,559.66	6,974.35	1,361.88	2,099.51	30,123.92
MANDO MEDIO	M106	SECRETARIO DE DOCENCIA	31,108.34	946.34	32,054.68	4,976.74	1,061.20	1,648.74	24,368.00



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MANDO MEDIO	M105	SUBDIRECTOR ACADEMICO DE ESCUELA	31,108.34	946.34	32,054.68	4,976.74	1,061.20	1,648.74	24,368.00
MANDO MEDIO	AJUB	SUPERVISOR DE OBRAS	21,316.21	946.34	22,262.55	2,885.15	715.02	1,129.76	17,532.62
MANDO MEDIO	M142	SECRETARIA ADMINISTRATIVA ESCOLAR EN LA ESC	33,319.10	946.34	34,265.44	5,493.95	1,139.35	1,765.91	25,866.23
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CATEGORIA: POR ASIGNATURA U HORA/SEMANA/MES

a) ESTE TABULADOR SE PROYECTÓ CON 1 HSM, SE DEBERÁ DETERMINAR DEPENDIENDO DE LAS HSM CONTRATADAS.

CATEGORIA	CLAVE	DESCRIPCION	SALARIO MENSUAL	PREVISION SOCIAL MENSUAL	TOTAL DE PERCEPCIONES BRUTAS	ISR	CUOTAS OBRERA IMSS	APORT. FIDEICOMISO	TOTAL DE PERCEPCIONES NETAS
PHSM	D37	HSM NMSA (1HSM)	286.59	22.26	308.85	5.50	9.17	4.30	289.88
PHSM	D38	HSM NMSB (1HSM)	329.12	22.26	351.38	6.32	10.67	4.94	329.45
PHSM	D39	HSM NMSC (1HSM)	379.04	22.26	401.30	7.28	12.44	5.69	375.89
PHSM	D40	HSM NSA (1HSM)	474.18	22.26	496.44	9.10	15.80	7.11	464.43
PHSM	D41	HSM NSB (1HSM)	539.23	22.26	561.49	10.35	18.10	8.09	524.95
PHSM	D42	HSM NSC (1HSM)	573.65	22.26	595.91	11.01	19.32	8.60	556.98
INSTRUCT.	D43	NA-D01 (1HSM)	271.42	22.26	293.68	5.21	8.63	4.07	275.77
INSTRUCT.	D44	NA-D02 (1HSM)	289.26	22.26	311.52	5.55	9.26	4.34	292.37
INSTRUCT.	D45	NA-D03 (1HSM)	297.94	22.26	320.20	5.72	9.57	4.47	300.44
INSTRUCT.	D46	NA-D04 (1HSM)	316.94	22.26	339.20	6.09	10.24	4.75	318.12
INSTRUCT.	D47	NA-D05 (1HSM)	360.73	22.26	382.99	6.93	11.79	5.41	358.86
INSTRUCT.	D48	NA-D06 (1HSM)	364.97	22.26	387.23	7.01	11.94	5.47	362.81
INSTRUCT.	D49	NA-D07 (1HSM)	383.24	22.26	405.50	7.36	12.58	5.75	379.81
INSTRUCT.	D51	NA-D09 (1HSM)	435.13	22.26	457.39	8.35	14.42	6.53	428.09
INSTRUCT.	D53	NA-D11 (1HSM)	491.46	22.26	513.72	9.44	16.41	7.37	480.50

Nota Aclaratoria: Las percepciones brutas y percepciones netas pueden variar a lo descrito en este tabulador siempre y cuando sea en cumplimiento de las disposiciones legales, pudiendo ser estas: el Contrato colectivo de trabajo, Ley federal de trabajo, Ley del Seguro Social Ley del Infonavit, Ley del Impuesto sobre la renta y cualquier otro del que sea sujeta la relación laboral.