

# La plantilla de personal administrativo del Instituto de la Policía Auxiliar y Protección Patrimonial para el Estado de Veracruz es de 529 los cuales se desglosan de la siguiente manera:

| DESCRIPCION DEL PUESTO      | No. DE PLAZAS | PERSONAL ADMINISTRATIVO |                                                     |             |             |                  |                             |                            |                                 |           |              |                  | SUELDO MENSUAL NETO |
|-----------------------------|---------------|-------------------------|-----------------------------------------------------|-------------|-------------|------------------|-----------------------------|----------------------------|---------------------------------|-----------|--------------|------------------|---------------------|
|                             |               | PERCEPCIONES            |                                                     |             |             | DEDUCCIONES      |                             |                            |                                 |           | PRESTACIONES |                  |                     |
|                             |               | SUELDO BRUTO MENSUAL    | BONO DE PRODUCTIVIDAD                               | ISR         | I.S.S.S.T.E | SEGURO DE RETIRO | SEGURO DE SALUD PENSIONADOS | SEGURO DE INVALIDEZ Y VIDA | SERVICIOS SOCIALES Y CULTURALES | AGUINALDO | VACACIONES   | PRIMA VACACIONAL |                     |
| COMISIONADO DEL IPAX        | 1             | \$ 21,137.33            | N/A                                                 | \$ 3,481.04 | \$ 581.28   | \$ 1,294.66      | \$ 132.10                   | \$ 132.10                  | \$ 105.68                       | 60 DIAS   | N/A          | 25% Sueldo       | \$ 15,410.47        |
| GERENTE "B"                 | 5             | \$ 14,798.59            | N/A                                                 | \$ 2,090.66 | \$ 406.96   | \$ 906.42        | \$ 92.50                    | \$ 92.50                   | \$ 74.00                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 11,135.55        |
| GERENTE "C"                 | 1             | \$ 16,909.85            | N/A                                                 | \$ 2,502.82 | \$ 465.02   | \$ 1,035.73      | \$ 105.69                   | \$ 105.69                  | \$ 84.55                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 12,610.35        |
| CONTRALOR INTERNO           | 1             | \$ 11,273.24            | N/A                                                 | \$ 1,327.34 | \$ 310.02   | \$ 690.48        | \$ 70.46                    | \$ 70.46                   | \$ 56.36                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 8,748.12         |
| SUBGERENTE "A"              | 2             | \$ 10,568.65            | N/A                                                 | \$ 1,174.78 | \$ 290.64   | \$ 647.32        | \$ 66.06                    | \$ 66.06                   | \$ 52.84                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 8,270.95         |
| SUBGERENTE "B"              | 12            | \$ 11,625.50            | N/A                                                 | \$ 1,403.62 | \$ 319.70   | \$ 712.06        | \$ 72.66                    | \$ 72.66                   | \$ 58.12                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 8,966.68         |
| SUBGERENTE "C"              | 2             | \$ 12,681.66            | N/A                                                 | \$ 1,632.30 | \$ 348.74   | \$ 776.76        | \$ 79.26                    | \$ 79.26                   | \$ 63.40                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 9,701.94         |
| SECRETARIO PARTICULAR       | 1             | \$ 9,864.08             | N/A                                                 | \$ 1,030.74 | \$ 271.26   | \$ 604.18        | \$ 61.66                    | \$ 61.66                   | \$ 49.32                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 7,785.26         |
| JEFE DE OFICINA "B"         | 4             | \$ 6,869.63             | N/A                                                 | \$ 289.48   | \$ 188.92   | \$ 420.76        | \$ 42.94                    | \$ 42.94                   | \$ 34.34                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 5,850.25         |
| JEFE DE OFICINA "C"         | 18            | \$ 8,454.93             | N/A                                                 | \$ 775.08   | \$ 232.52   | \$ 517.86        | \$ 52.84                    | \$ 52.84                   | \$ 42.28                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 6,781.51         |
| ENLACE ADMINISTRATIVO "B"   | 15            | \$ 6,341.18             | N/A                                                 | \$ 231.56   | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 5,435.86         |
| ENLACE ADMINISTRATIVO "C"   | 12            | \$ 7,750.34             | N/A                                                 | \$ 660.82   | \$ 213.14   | \$ 474.70        | \$ 48.44                    | \$ 48.44                   | \$ 38.76                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 6,266.04         |
| ANALISTA "A"                | 3             | \$ 4,227.46             | \$ 300.00                                           | \$ -        | \$ 116.26   | \$ 258.94        | \$ 26.42                    | \$ 26.42                   | \$ 21.14                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 3,778.28         |
| ANALISTA "B"                | 9             | \$ 5,566.17             | \$ 300.00                                           | \$ 106.74   | \$ 153.06   | \$ 340.92        | \$ 34.78                    | \$ 34.78                   | \$ 27.84                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 4,868.05         |
| ANALISTA "C"                | 47            | \$ 6,904.85             | \$ 300.00                                           | \$ 293.38   | \$ 189.88   | \$ 422.92        | \$ 43.16                    | \$ 43.16                   | \$ 34.52                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 5,877.83         |
| INSTRUCTOR "A"              | 20            | \$ 4,227.46             | \$ 300.00                                           | \$ -        | \$ 116.26   | \$ 258.94        | \$ 26.42                    | \$ 26.42                   | \$ 21.14                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 3,778.28         |
| INSTRUCTOR "B"              | 9             | \$ 5,988.90             | \$ 300.00                                           | \$ 152.72   | \$ 164.70   | \$ 366.82        | \$ 37.44                    | \$ 37.44                   | \$ 29.94                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 5,199.84         |
| INSTRUCTOR "C"              | 2             | \$ 7,750.34             | \$ 300.00                                           | \$ 660.82   | \$ 213.14   | \$ 474.70        | \$ 48.44                    | \$ 48.44                   | \$ 38.76                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 6,266.04         |
| AUXILIAR ADMINISTRATIVO "A" | 30            | \$ 3,522.88             | \$ 300.00                                           | \$ -        | \$ 96.88    | \$ 215.78        | \$ 22.02                    | \$ 22.02                   | \$ 17.62                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 3,148.56         |
| AUXILIAR ADMINISTRATIVO "B" | 221           | \$ 4,932.03             | \$ 300.00                                           | \$ 7.74     | \$ 135.64   | \$ 151.04        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 4,551.31         |
| AUXILIAR ADMINISTRATIVO "C" | 96            | \$ 6,341.19             | \$ 300.00                                           | \$ 231.56   | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 5,435.87         |
| INTENDENTE "B"              | 32            | \$ 3,522.88             | \$ 300.00                                           | \$ -        | \$ 96.88    | \$ 215.78        | \$ 22.02                    | \$ 22.02                   | \$ 17.62                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 3,148.56         |
| INTENDENTE "C"              | 12            | \$ 4,932.03             | \$ 300.00                                           | \$ 40.38    | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 60 DIAS   | N/A          | 25% Sueldo       | \$ 4,367.63         |
|                             |               |                         | Siempre y cuando cumplan con la normas establecidas |             |             |                  |                             |                            |                                 |           |              |                  |                     |

# La plantilla de personal operativo del Instituto de la Policía Auxiliar y Protección Patrimonial para el Estado de Veracruz es de 6561 los cuales se desglosan de la siguiente manera:

| PERSONAL OPERATIVO            |               |               |                       |                     |                  |                      |           |             |                  |                             |                            |                                 |              |            |                        |
|-------------------------------|---------------|---------------|-----------------------|---------------------|------------------|----------------------|-----------|-------------|------------------|-----------------------------|----------------------------|---------------------------------|--------------|------------|------------------------|
| DESCRIPCION DEL PUESTO        | No. DE PLAZAS | SUELDO        | PERCEPCIONES          |                     |                  |                      | ISR       | I.S.S.S.T.E | DEDUCCIONES      |                             |                            |                                 | PRESTACIONES |            |                        |
|                               |               | BRUTO MENSUAL | PRODUCTIVIDAD BONO DE | PUNTUALIDAD BONO DE | DESPENSA BONO DE | CAPACITACION BONO DE |           |             | SEGURO DE RETIRO | SALUD SEGURO DE PENSIONADOS | INVALIDEZ Y SEGURO DE VIDA | SOCIALES Y SERVICIOS CULTURALES | AGUINALDO    | VACACIONES | SUELDO NETO MENSUAL    |
| COMANDANTE "A"                | 6             | \$ 6,341.19   | N/A                   | N/A                 | N/A              | N/A                  | \$ 231.56 | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 60 DIAS      | 20 DIAS    | 25% Sueldo \$ 5,435.87 |
| COMANDANTE "B"                | 8             | \$ 7,400.87   | N/A                   | N/A                 | N/A              | N/A                  | \$ 604.12 | \$ 203.52   | \$ 453.30        | \$ 46.26                    | \$ 46.26                   | \$ 37.00                        | 60 DIAS      | 20 DIAS    | 25% Sueldo \$ 6,010.41 |
| COMANDANTE "C"                | 10            | \$ 8,454.93   | N/A                   | N/A                 | N/A              | N/A                  | \$ 775.08 | \$ 232.52   | \$ 517.86        | \$ 52.84                    | \$ 52.84                   | \$ 42.28                        | 60 DIAS      | 20 DIAS    | 25% Sueldo \$ 6,781.51 |
| JEFE DE SERVICIO "A"          | 7             | \$ 4,932.03   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 40.38  | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 4,367.63 |
| JEFE DE SERVICIO "B"          | 65            | \$ 6,341.19   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 231.56 | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 5,435.87 |
| JEFE DE SERVICIO "C"          | 20            | \$ 7,750.34   | N/A                   | N/A                 | \$ 1,000.00      | N/A                  | \$ 599.18 | \$ 202.98   | \$ 452.10        | \$ 46.14                    | \$ 46.14                   | \$ 36.90                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 6,366.90 |
| GUARDIA OPERADOR DE RADIO "A" | 8             | \$ 3,522.88   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ -      | \$ 96.88    | \$ 215.78        | \$ 22.02                    | \$ 22.02                   | \$ 17.62                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 3,148.56 |
| GUARDIA OPERADOR DE RADIO "B" | 52            | \$ 4,932.03   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 40.38  | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 4,367.63 |
| GUARDIA OPERADOR DE RADIO "C" | 5             | \$ 6,341.19   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 259.16 | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 5,408.27 |
| GUARDIA DE ARMAS "A"          | 1             | \$ 3,522.88   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ -      | \$ 96.88    | \$ 215.78        | \$ 22.02                    | \$ 22.02                   | \$ 17.62                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 3,148.56 |
| GUARDIA DE ARMAS "B"          | 19            | \$ 4,932.03   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 40.38  | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 4,367.63 |
| PATRULLERO "B"                | 68            | \$ 4,932.03   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 40.38  | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 4,367.63 |
| PATRULLERO "C"                | 5             | \$ 6,341.19   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 259.16 | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 5,408.27 |
| POLICIA ESCOLTA "A"           | 7             | \$ 3,522.88   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ -      | \$ 96.88    | \$ 215.78        | \$ 22.02                    | \$ 22.02                   | \$ 17.62                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 3,148.56 |
| POLICIA ESCOLTA "B"           | 69            | \$ 4,932.03   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 40.38  | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 4,367.63 |
| POLICIA ESCOLTA "C"           | 12            | \$ 6,341.19   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 259.16 | \$ 174.38   | \$ 388.40        | \$ 39.64                    | \$ 39.64                   | \$ 31.70                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 5,408.27 |
| POLICIA GUARDIA "B"           | 20            | \$ 4,932.03   | \$ 300.00             | N/A                 | \$ 1,000.00      | N/A                  | \$ 40.38  | \$ 135.64   | \$ 302.08        | \$ 30.82                    | \$ 30.82                   | \$ 24.66                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 4,367.63 |
| POLICIA 4º                    | 5698          | \$ 3,263.59   | \$ 300.00             | \$                  | \$ 1,000.00      | \$                   | \$ -      | \$ 85.98    | \$ 191.48        | \$ 19.54                    | \$ 19.54                   | \$ 15.64                        | 40 DIAS      | 20 DIAS    | 25% Sueldo \$ 2,931.41 |



## Total de la plantilla de personal del Instituto de la Policía Auxiliar y Protección Patrimonial para el Estado de Veracruz

| DEPENDENCIA                                                                          | PERSONAL       |           | TOTAL |
|--------------------------------------------------------------------------------------|----------------|-----------|-------|
|                                                                                      | ADMINISTRATIVO | OPERATIVO |       |
| INSTITUTO DE LA POLICIA AUXILIAR Y PROTECCION PATRIMONIAL PARA EL ESTADO DE VERACRUZ | 529            | 5698      | 6227  |



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SECRETARÍA DE  
SEGURIDAD PÚBLICA  
DEL ESTADO DE VERACRUZ