



**GOBIERNO DEL ESTADO DE BAJA CALIFORNIA SUR**  
**TABULADOR DE SERVICIOS PROFESIONALES**  
**HONORARIOS 2025**  
**DEPENDENCIAS**

**BCSnosUNE**  
 Gobierno de Baja California Sur

NIVEL	DENOMINACIÓN DE SERVICIO	CATEGORÍA	PRESTADORES DE SERVICIOS	HONORARIO MENSUAL BRUTO	RETENCIÓN DE LEY		TOTAL DE HONORARIO MENSUAL NETO	OTRAS INGRESOS ADICIONALES	
					ISR 1/			BONO POR TERMINACIÓN DE CONTRATO SEGUNDO SEMESTRE	ISR 2/
HPE01	ABOGADO ESPECIALISTA	A	1	22,050.00	3,041.88		19,008.12	22,050.00	3,041.88
		B	4	20,150.00	2,636.04		17,513.96	20,150.00	2,636.04
HPE02	PRODUCTOR DE VIDEO	A	0	14,450.00	1,454.22		12,995.78	14,450.00	1,454.22
HPE03	QUÍMICO EVALUADOR	A	0	18,770.00	2,341.28		16,428.72	18,770.00	2,341.28
HPE04	SECRETARIO PROYECTISTA	A	2	24,000.00	3,458.40		20,541.60	24,000.00	3,458.40
HPE05	SERVICIOS PERICIALES Y CRIMINALÍSTICA	A	0	23,000.00	3,244.80		19,755.20	23,000.00	3,244.80
		B	1	19,200.00	2,433.12		16,766.88	19,200.00	2,433.12
		C	1	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		D	2	13,600.00	1,301.90		12,298.10	13,600.00	1,301.90
		E	2	12,000.00	1,033.15		10,966.85	12,000.00	1,033.15
		F	5	9,875.00	757.30		9,117.70	9,875.00	757.30
HPR01	AGENTE DE ATENCIÓN AL CONTRIBUYENTE	A	5	22,050.00	3,041.88		19,008.12	22,050.00	3,041.88
		B	20	19,200.00	2,433.12		16,766.88	19,200.00	2,433.12
		C	12	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		D	35	15,300.00	1,606.54		13,693.46	15,300.00	1,606.54
		E	6	14,450.00	1,454.22		12,995.78	14,450.00	1,454.22
		F	5	12,525.00	1,117.15		11,407.85	12,525.00	1,117.15
HPR02	ARQUITECTO	A	1	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
HPR03	ASISTENTE ESPECIALISTA	A	2	20,150.00	2,636.04		17,513.96	20,150.00	2,636.04
		B	17	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
		C	1	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		D	3	15,300.00	1,606.54		13,693.46	15,300.00	1,606.54
		E	2	14,450.00	1,454.22		12,995.78	14,450.00	1,454.22
		F	1	12,000.00	1,033.15		10,966.85	12,000.00	1,033.15
HPR04	ASISTENTE JURÍDICO Y LEGAL	A	3	25,758.32	3,833.98		21,924.34	25,758.32	3,833.98
		B	6	23,999.00	3,458.19		20,540.81	23,999.00	3,458.19
		C	1	19,200.00	2,433.12		16,766.88	19,200.00	2,433.12
		D	4	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
		E	8	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		F	2	14,450.00	1,454.22		12,995.78	14,450.00	1,454.22
		G	4	13,600.00	1,301.90		12,298.10	13,600.00	1,301.90
		H	48	12,000.00	1,033.15		10,966.85	12,000.00	1,033.15
		I	4	10,200.00	792.66		9,407.34	10,200.00	792.66



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NIVEL	DENOMINACIÓN DE SERVICIO	CATEGORÍA	PRESTADORES DE SERVICIOS	HONORARIO MENSUAL BRUTO	RETENCIÓN DE LEY		TOTAL DE HONORARIO MENSUAL NETO	OTRAS INGRESOS ADICIONALES	
					ISR 1/			BONO POR TERMINACIÓN DE CONTRATO SEGUNDO SEMESTRE	ISR 2/
HPR05	ASISTENTE MÉDICO	A	0	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
HPR06	ASISTENTE SOCIAL	A	1	13,600.00	1,301.90		12,298.10	13,600.00	1,301.90
HPR07	CAPACITADOR	A	1	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
HPR08	CATALOGADOR	A	0	15,300.00	1,606.54		13,693.46	15,300.00	1,606.54
HPR09	CONSULTOR ESPECIALIZADO	A	7	25,758.32	3,833.98		21,924.34	25,758.32	3,833.98
		B	15	24,000.00	3,458.40		20,541.60	24,000.00	3,458.40
		C	14	22,575.00	3,154.02		19,420.98	22,575.00	3,154.02
		D	2	19,200.00	2,433.12		16,766.88	19,200.00	2,433.12
		E	27	16,775.00	1,915.14		14,859.86	16,775.00	1,915.14
		F	3	13,050.00	1,203.34		11,846.66	13,050.00	1,203.34
HPR10	CONSULTOR EVALUADOR	A	0	22,050.00	3,041.88		19,008.12	22,050.00	3,041.88
		B	1	20,150.00	2,636.04		17,513.96	20,150.00	2,636.04
		C	0	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
		D	0	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
HPR11	CONSULTOR FINANCIERO	A	2	22,000.00	3,031.20		18,968.80	22,000.00	3,031.20
		B	0	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		C	0	13,600.00	1,301.90		12,298.10	13,600.00	1,301.90
HPR12	DISEÑADOR GRÁFICO	A	0	22,500.00	3,138.00		19,362.00	22,500.00	3,138.00
		B	0	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
		C	1	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		D	0	10,950.00	874.26		10,075.74	10,950.00	874.26
HPR13	ENTRENADOR DE ACTIVIDAD DEPORTIVA	A	0	21,000.00	2,817.60		18,182.40	21,000.00	2,817.60
		B	0	18,250.00	2,230.20		16,019.80	18,250.00	2,230.20
		C	0	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		D	0	13,600.00	1,301.90		12,298.10	13,600.00	1,301.90
		E	0	10,200.00	792.66		9,407.34	10,200.00	792.66
HPR14	ESPECIALISTA EN DIFUSIÓN DE INFORMACIÓN	A	2	21,000.00	2,817.60		18,182.40	21,000.00	2,817.60
		B	0	19,200.00	2,433.12		16,766.88	19,200.00	2,433.12
		C	0	16,250.00	1,803.00		14,447.00	16,250.00	1,803.00
		D	0	14,450.00	1,454.22		12,995.78	14,450.00	1,454.22
		E	0	12,000.00	1,033.15		10,966.85	12,000.00	1,033.15
HPR15	ESPECIALISTA EN EL COMPORTAMIENTO HUMANO	A	7	17,725.00	2,118.06		15,606.94	17,725.00	2,118.06
		B	1	14,775.00	1,512.46		13,262.54	14,775.00	1,512.46
		C	6	12,000.00	1,033.15		10,966.85	12,000.00	1,033.15