

Descripción de Puestos	Nivel Categ	No. Plazas	MENSUALES												ANUALES			
			1100	1200	1300	1400	1500	1600	1700	8 Total Mensual (suma 1 al 7)	9 Total Mensual Anualizado (8 por 12 meses)	Total Mensual Neto después de ISR y otras retenciones (individualizado por puesto)	10 Remuneraciones Adicionales y Especiales	11 Otras Prestaciones Sociales y Económicas	12 Total Anual (10+11)	13 Total Mensual Anualizado + Anual (9+12)		
POLICIA - 220	2	20	\$30,746.40	\$0.00	\$1,400.00	\$12,526.14	\$13,662.77	\$0.00	\$13,662.77	\$0.00	\$0.00	\$86,336.31	\$1,038,023.88	\$73,658.74	\$176,238.00	\$56,564.00	\$241,802.60	\$1,277,825.58
CABO ORDEÑANZAS - 222	2	22	\$29,373.20	\$0.00	\$1,025.00	\$6,263.07	\$6,629.10	\$0.00	\$6,629.10	\$0.00	\$0.00	\$42,330.37	\$508,884.48	\$39,218.12	\$90,110.00	\$30,564.00	\$111,801.00	\$493,465.48
POLICIA TERCIERO - 617	6	17	\$4,306,765.26	\$0.00	\$30,172.67	\$2,016,631.33	\$1,016,999.46	\$0.00	\$1,016,999.46	\$0.00	\$0.00	\$6,406,168.71	\$78,674,024.46	\$5,280,044.28	\$14,427,420.50	\$1,665,169.20	\$18,990,589.70	\$95,824,814.16
OF ADAMO SEG-C - 621	6	21	\$1,140,128.58	\$0.00	\$68,309.67	\$2,716,614.98	\$781,364.14	\$0.00	\$781,364.14	\$0.00	\$0.00	\$1,689,497.36	\$20,033,988.28	\$1,384,109.31	\$3,931,714.70	\$1,020,993.60	\$4,009,989.30	\$24,938,866.58
POLICIA C (genl) - 622	6	22	\$35,148,985.74	\$0.00	\$2,000,975.25	\$5,949,843.93	\$2,781,536.53	\$0.00	\$2,781,536.53	\$0.00	\$0.00	\$5,147,242.45	\$61,766,909.38	\$4,239,445.71	\$10,515,669.50	\$3,374,550.80	\$14,230,235.70	\$76,017,145.05
POLICIA C (genl) - 623	6	23	\$30,800,939.92	\$0.00	\$2,748,117.17	\$7,027,965.80	\$964,040.78	\$0.00	\$964,040.78	\$0.00	\$0.00	\$4,880,009.16	\$58,746,485.16	\$4,880,009.16	\$12,344,187.90	\$4,129,086.40	\$16,813,274.30	\$74,447,739.46
APYO ADAMO DE SEGURIA - 628	7	13	\$43,023.72	\$0.00	\$1,944.50	\$8,174.15	\$9,005.69	\$0.00	\$9,005.69	\$0.00	\$0.00	\$62,227.97	\$746,135.60	\$51,680.18	\$192,070.00	\$34,280.40	\$161,353.20	\$910,088.80
POLICIA SEGURANDO - 713	7	13	\$16,973.54	\$0.00	\$1,944.50	\$9,174.15	\$9,005.69	\$0.00	\$9,005.69	\$0.00	\$0.00	\$62,227.97	\$746,135.60	\$51,680.18	\$192,070.00	\$34,280.40	\$161,353.20	\$910,088.80
PERITO - 715	7	15	\$22,402.22	\$0.00	\$914.00	\$29,188.01	\$3,426.03	\$0.00	\$3,426.03	\$0.00	\$0.00	\$29,607.55	\$359,637.98	\$23,443.33	\$515,717.90	\$25,134.80	\$174,543.60	\$458,882.94
OF ADAMO DE SEG - 719	7	19	\$4,204.44	\$0.00	\$2,828.00	\$4,169.72	\$3,426.03	\$0.00	\$3,426.03	\$0.00	\$0.00	\$3,481.31	\$778,238.20	\$244,489.21	\$32,613.20	\$56,306.60	\$25,069.60	\$381,441.40
POLICIA PRIMER - 720	7	20	\$19,939.98	\$0.00	\$13,526.00	\$2,828.00	\$8,339.43	\$0.00	\$8,339.43	\$0.00	\$0.00	\$94,653.18	\$296,697.94	\$33,487.95	\$132,613.20	\$36,306.60	\$132,613.20	\$25,134.80
OF ADAMO DE SEG - 813	8	3	\$74,143.66	\$0.00	\$6,001.00	\$13,883.37	\$30,177.69	\$0.00	\$30,177.69	\$0.00	\$0.00	\$113,665.98	\$1,138,225.90	\$1,636,217.80	\$6,439.20	\$109,717.60	\$1,020,993.60	\$2,042,127.42
POLICIA X (genl) - 814	8	14	\$94,858.40	\$0.00	\$6,001.00	\$13,883.37	\$30,177.69	\$0.00	\$30,177.69	\$0.00	\$0.00	\$113,665.98	\$1,138,225.90	\$1,636,217.80	\$6,439.20	\$109,717.60	\$1,020,993.60	\$2,042,127.42
JEFE GROISEG Y CUSTI - 912	9	12	\$162,172.00	\$0.00	\$3,129.00	\$17,541.82	\$30,177.69	\$0.00	\$30,177.69	\$0.00	\$0.00	\$2,729,198.49	\$849,381.08	\$58,198.87	\$113,811.70	\$93,629.40	\$1,020,993.60	\$2,042,127.42
JEFE GROISEG Y CUSTI - 913	9	13	\$162,172.00	\$0.00	\$3,129.00	\$17,541.82	\$30,177.69	\$0.00	\$30,177.69	\$0.00	\$0.00	\$2,729,198.49	\$849,381.08	\$58,198.87	\$113,811.70	\$93,629.40	\$1,020,993.60	\$2,042,127.42
JEFE GROISEG Y CUSTI - 914	9	14	\$162,172.00	\$0.00	\$3,129.00	\$17,541.82	\$30,177.69	\$0.00	\$30,177.69	\$0.00	\$0.00	\$2,729,198.49	\$849,381.08	\$58,198.87	\$113,811.70	\$93,629.40	\$1,020,993.60	\$2,042,127.42
CADTE DE SEG SUBTENIENTE - 1104	11	4	\$1,346,100.00	\$0.00	\$5,368.00	\$18,504.30	\$27,766.45	\$0.00	\$27,766.45	\$0.00	\$0.00	\$1,989,452.55	\$23,723,430.58	\$2,373,430.58	\$1,729,821.84	\$1,020,993.60	\$1,020,993.60	\$2,042,127.42
CADTE DE SEG SUBTENIENTE - 1104	11	4	\$1,346,100.00	\$0.00	\$5,368.00	\$18,504.30	\$27,766.45	\$0.00	\$27,766.45	\$0.00	\$0.00	\$1,989,452.55	\$23,723,430.58	\$2,373,430.58	\$1,729,821.84	\$1,020,993.60	\$1,020,993.60	\$2,042,127.42
CADTE DE SEG SUBTENIENTE - 1131	11	30	\$29,193.84	\$0.00	\$1,190.00	\$5,154.98	\$5,694.43	\$0.00	\$5,694.43	\$0.00	\$0.00	\$41,319.25	\$498,500.98	\$33,670.97	\$97,419.70	\$22,726.60	\$109,646.30	\$22,726.60
CADTE DE SEG SUBTENIENTE - 1132	11	32	\$58,278.68	\$0.00	\$2,380.00	\$10,399.95	\$12,257.06	\$0.00	\$12,257.06	\$0.00	\$0.00	\$84,720.46	\$1,016,220.30	\$68,841.21	\$174,839.40	\$47,952.40	\$222,792.60	\$47,952.40
CADTE SEG TENIENTE - 1216	12	16	\$149,950.40	\$0.00	\$3,550.67	\$21,794.70	\$36,134.86	\$0.00	\$36,134.86	\$0.00	\$0.00	\$278,430.45	\$2,921,145.38	\$2,921,145.38	\$1,871,425.07	\$566,656.25	\$1,313,000.00	\$660,456.25
PERITO B QUIMICO - 1217	12	17	\$67,475.20	\$0.00	\$1,642.00	\$10,087.35	\$13,413.99	\$0.00	\$13,413.99	\$0.00	\$0.00	\$91,429.54	\$1,097,142.48	\$1,097,142.48	\$1,871,425.07	\$566,656.25	\$1,313,000.00	\$660,456.25
AGENTE DEL MP (genl) - 1317	13	17	\$167,248.40	\$0.00	\$1,642.00	\$10,087.35	\$13,413.99	\$0.00	\$13,413.99	\$0.00	\$0.00	\$91,429.54	\$1,097,142.48	\$1,097,142.48	\$1,871,425.07	\$566,656.25	\$1,313,000.00	\$660,456.25
PERITO X - 1318	13	18	\$33,449.68	\$0.00	\$1,292.67	\$7,740.78	\$10,087.35	\$0.00	\$10,087.35	\$0.00	\$0.00	\$47,293.61	\$571,993.61	\$47,293.61	\$79,746.48	\$59,746.48	\$147,493.16	\$147,493.16
PERITO LEGISTA - 1319	13	19	\$33,449.68	\$0.00	\$1,292.67	\$7,740.78	\$10,087.35	\$0.00	\$10,087.35	\$0.00	\$0.00	\$47,293.61	\$571,993.61	\$47,293.61	\$79,746.48	\$59,746.48	\$147,493.16	\$147,493.16
PRIMER OF (genl) - 1320	13	20	\$81,089.36	\$0.00	\$1,658.00	\$10,310.73	\$13,413.99	\$0.00	\$13,413.99	\$0.00	\$0.00	\$91,429.54	\$1,097,142.48	\$1,097,142.48	\$1,871,425.07	\$566,656.25	\$1,313,000.00	\$660,456.25
SUBINSPECTOR PRIMER OF - 1330	13	30	\$33,449.68	\$0.00	\$1,292.67	\$7,740.78	\$10,087.35	\$0.00	\$10,087.35	\$0.00	\$0.00	\$47,293.61	\$571,993.61	\$47,293.61	\$79,746.48	\$59,746.48	\$147,493.16	\$147,493.16
AGENTE DEL MINISTERIO P (HOMO LOGADO)	13	45	\$8,299,271.92	\$0.00	\$903,689.34	\$1,414,475.65	\$2,146,417.68	\$0.00	\$2,146,417.68	\$0.00	\$0.00	\$12,463,862.59	\$149,388,231.08	\$9,882,487.00	\$26,838,413.45	\$26,838,413.45	\$7,832,892.40	\$34,680,305.85
PERITO (HOMO LOGADO)	13	46	\$1,642,881.52	\$0.00	\$103,988.28	\$174,988.28	\$269,768.28	\$0.00	\$269,768.28	\$0.00	\$0.00	\$2,698,565.07	\$33,141,600.18	\$2,115,097.54	\$8,298,798.50	\$7,725,629.40	\$14,024,427.90	\$14,024,427.90
SUB-DIRECTOR - 1405	14	5	\$479,525.30	\$0.00	\$11,668.69	\$78,794.73	\$103,988.28	\$0.00	\$103,988.28	\$0.00	\$0.00	\$653,936.32	\$7,802,155.89	\$1,382,308.23	\$1,871,425.07	\$1,719,010.00	\$3,590,435.27	\$1,785,237.50
AUX DE PROCURADOR - 1410	14	10	\$59,116.94	\$0.00	\$300.00	\$1,050.04	\$7,380.91	\$0.00	\$7,380.91	\$0.00	\$0.00	\$1,007,714.92	\$10,407,942.92	\$1,007,714.92	\$1,871,425.07	\$1,719,010.00	\$3,590,435.27	\$1,785,237.50
VISITADOR MINISTERIAL - 1411	14	11	\$59,116.94	\$0.00	\$300.00	\$1,050.04	\$7,380.91	\$0.00	\$7,380.91	\$0.00	\$0.00	\$1,007,714.92	\$10,407,942.92	\$1,007,714.92	\$1,871,425.07	\$1,719,010.00	\$3,590,435.27	\$1,785,237.50
DIRECTOR DE AREA - 1505	15	5	\$485,141.82	\$0.00	\$19,286.81	\$73,405.78	\$95,410.07	\$0.00	\$95,410.07	\$0.00	\$0.00	\$653,235.77	\$7,838,629.21	\$1,382,308.23	\$1,871,425.07	\$1,719,010.00	\$3,590,435.27	\$1,785,237.50
SUB-PROC GRAL DE JUST - 1517	15	17	\$420,564.98	\$0.00	\$49,899.93	\$19,520.73	\$14,294.54	\$0.00	\$14,294.54	\$0.00	\$0.00	\$624,796.57	\$7,497,428.79	\$489,888.28	\$1,382,308.23	\$1,719,010.00	\$3,590,435.27	\$1,785,237.50
DIRECTOR GENERAL - 1702	17	2	\$120,818.76	\$0.00	\$16,307.53	\$12,951.31	\$19,480.19	\$0.00	\$19,480.19	\$0.00	\$0.00	\$209,029.16	\$2,509,329.16	\$44,820,071.70	\$282,071.60	\$64,289.00	\$64,289.00	\$1,785,237.50
FISCAL ESPECIALIZADO - 1818	18	18	\$243,317.00	\$0.00	\$13,803.00	\$19,480.19	\$73,744.12	\$0.00	\$73,744.12	\$0.00	\$0.00	\$368,339.31	\$4,420,071.70	\$44,820,071.70	\$282,071.60	\$64,289.00	\$64,289.00	\$1,785,237.50
PROCURADOR GRAL DE JUST - 1905	19	5	\$243,317.00	\$0.00	\$17,859.00	\$5,547.18	\$23,500.36	\$0.00	\$23,500.36	\$0.00	\$0.00	\$142,626.69	\$1,111,580.28	\$102,710.03	\$1,292.90	\$1,292.90	\$44,820,071.70	\$44,820,071.70
Bases																		
MOZO DE OFICINA - 208	2	8	\$184,215.12	\$0.00	\$19,850.00	\$38,694.66	\$170,607.04	\$0.00	\$170,607.04	\$0.00	\$0.00	\$14,327.88	\$455,794.70	\$5,228,538.42	\$391,485.20	\$698,484.15	\$947,468.12	\$1,545,932.27
RECEPCIONISTA - 307	3	7	\$52,170.12	\$0.00	\$13,500.00	\$10,529.99	\$45,399.83	\$0.00	\$45,399.83	\$0.00	\$0.00	\$4,057.69	\$116,107.62	\$1,393,281.48	\$94,871.46	\$156,510.90	\$273,368.35	\$319,878.25
JEFE DE CUADRILLA - 314	3	14	\$34,780.00	\$0.00	\$4,100.00	\$7,019.99	\$20,680.10	\$0.00	\$20,680.10	\$0.00	\$0.00	\$2,705.13	\$7,026.30	\$91,423.80	\$1,146.50	\$1,146.50	\$1,146.50	\$1,146.50
ALMACENISTA - 402	4	2	\$29,910.72	\$0.00	\$3,983.33	\$47,441.62	\$209,684.01	\$0.00	\$209,684.01	\$0.00	\$0.00	\$10,589.78	\$29,403.46	\$8,428,012.52	\$43,810.48	\$1,146.50	\$1,146.50	\$1,146.50
AUX ADAMO DE LA PART - 404	4	4	\$18,385.44	\$0.00	\$2,000.00	\$3,649.46	\$14,294.54	\$0.00	\$14,294.54	\$0.00	\$0.00	\$4,116.97	\$11,163.97	\$55,164.50	\$55,164.50	\$55,164.50	\$55,164.50	\$55,164.50
ASISTENTE ADMINISTRATI - 417	4	17	\$73,541.78	\$0.00	\$8,050.00	\$13,694.32	\$62,058.82	\$0.00	\$62,058.82	\$0.00	\$0.00	\$5,719.53	\$16,197.92	\$1,543,733.24	\$131,977.20	\$220,625.00	\$308,792.04	\$1,146,500.00
CHOFER DE PRIMERA - 502	5	2	\$251,337.12	\$0.00	\$27,000.00	\$48,092.10	\$62,464.51	\$0.00	\$62,46									

Descripción de Puestos	Nivel Categ.	No. Puestos	MENSUALES							ANUALES							
			1	2	3	4	5	6	7	1300	500						
TECNICO ESPECIALIZADO - 710	7	10	\$167,149.22	\$0.00	\$14,097.00	\$30,928.63	\$129,512.20	\$0.00	\$10,000.00	\$594,877.96	\$4,226,130.72	\$281,738.12	\$91,043.50	\$53,596.75	\$1,234,640.25	\$5,490,770.87	
AUX DEL MIN PUB - 714	7	14	\$7,652.96	\$0.00	\$4,482.00	\$7,652.96	\$29,376.07	\$0.00	\$0.00	\$80,812.14	\$989,745.84	\$85,853.38	\$17,900.60	\$98,691.96	\$278,593.16	\$1,175,340.80	
ANALISTA DE SIST COMP - 802	8	2	\$29,676.40	\$0.00	\$6,025.00	\$13,900.31	\$9,651.27	\$0.00	\$5,953.21	\$162,844.30	\$1,544,134.56	\$128,322.85	\$230,029.20	\$353,731.72	\$2,709,592.92	\$2,477,892.59	
PROG DE COMPUTADORA - 805	8	5	\$29,558.80	\$0.00	\$1,975.00	\$4,683.64	\$18,134.94	\$0.00	\$1,987.91	\$52,310.23	\$527,723.42	\$41,387.75	\$76,676.40	\$71,133.20	\$1,417,806.80	\$775,430.02	
SRJA DE DIRECTOR - 807	8	7	\$204,470.40	\$0.00	\$98,559.33	\$139,809.05	\$609,290.99	\$0.00	\$59,687.20	\$1,043,859.57	\$1,726,314.95	\$1,294,118.11	\$2,720,051.40	\$2,039,367.20	\$5,546,418.80	\$25,374,733.46	
JEFE DE GRUPO - 811	8	11	\$204,470.40	\$0.00	\$10,800.33	\$24,856.96	\$104,653.15	\$0.00	\$10,711.05	\$288,583.41	\$3,464,200.82	\$225,961.12	\$449,064.10	\$16,404.75	\$179,761.92	\$1,392,179.12	\$4,530,810.77
PSICOLOGO - 904	9	4	\$131,713.90	\$0.00	\$0.00	\$4,931.40	\$20,596.60	\$0.00	\$2,142.21	\$57,430.98	\$689,171.76	\$44,882.23	\$82,628.10	\$52,779.68	\$118,381.48	\$5,589,423.60	
ENFERMERA TITULADA - 907	9	7	\$27,342.78	\$0.00	\$0.00	\$3,216.00	\$10,448.01	\$0.00	\$13,693.56	\$567,128.18	\$4,605,538.12	\$283,613.01	\$513,111.60	\$52,779.68	\$1,183,891.48	\$16,981,848.50	
JEFE DE SECCION - 1004	10	4	\$177,037.06	\$0.00	\$14,658.00	\$31,271.53	\$150,448.01	\$0.00	\$41,308.69	\$1,106,632.33	\$8,400,481.60	\$80,682.48	\$17,556,619.90	\$1,946,039.64	\$3,102,258.54	\$18,151,410.10	
ABOGADO - 1018	10	18	\$253,967.20	\$0.00	\$43,216.33	\$93,712.59	\$395,703.49	\$0.00	\$19,753.07	\$528,881.75	\$3,346,580.98	\$40,481.60	\$101,819.70	\$14,132.75	\$1,064,029.12	\$8,151,410.10	
MEDICO ESPECIALIZADO - 1103	11	3	\$53,939.88	\$0.00	\$17,966.00	\$44,158.69	\$193,038.80	\$0.00	\$2,829.71	\$89,924.65	\$339,056.82	\$53,727.80	\$103,913.75	\$14,132.75	\$1,055,046.27	\$5,302,200.27	
INVESTIGADOR - 1203	12	3	\$33,939.88	\$0.00	\$2,747.00	\$6,827.00	\$24,771.01	\$0.00	\$13,988.65	\$345,059.04	\$4,189,188.50	\$268,272.08	\$509,099.50	\$33,115.50	\$443,764.80	\$2,106,483.54	
JEFE DE OFICINA - 1205	12	5	\$169,699.40	\$0.00	\$12,135.00	\$29,134.96	\$124,930.82	\$0.00	\$5,279.54	\$139,977.89	\$1,687,734.64	\$106,845.81	\$203,639.40	\$36,115.50	\$443,764.80	\$2,106,483.54	
ENCARGADO DE PROGRAMA - 1209	12	9	\$67,879.76	\$0.00	\$4,691.00	\$11,653.99	\$49,470.80	\$0.00	\$2,793.54	\$139,977.89	\$1,687,734.64	\$106,845.81	\$203,639.40	\$36,115.50	\$443,764.80	\$2,106,483.54	
ENCARGADO DE PROGRAMA - 1307	13	7	\$21,020.94	\$0.00	\$16,800.00	\$37,119.33	\$197,733.10	\$0.00	\$17,037.16	\$87,739.63	\$5,825,875.50	\$370,091.58	\$772,759.90	\$63,091.96	\$1,331,848.36	\$7,290,723.39	
Honorarios		327	\$0.00	\$4,944,820.48	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,944,820.48	\$59,337,845.71	\$0.00	\$0.00	\$0.00	\$59,337,845.71	\$0.00	
Totales		1839	\$40,665,980.94	\$4,944,820.48	\$2,915,990.15	\$7,222,801.22	\$16,686,695.69	\$0.00	\$976,334.61	\$23,352,363.09	\$89,228,357.11	\$54,385,368.00	\$191,030,814.00	\$70,600,184.10	\$209,630,988.10	\$1,089,959,352.21	

NOTAS:
EL PRESUPUESTO AUTORIZADO PARA 2021 FUE DE \$1,089,869,365.21, SIN EMBARGO EXISTEN NECESIDADES ADICIONALES PARA CONCLUIR EL EJERCICIO, ENTRE ELLOS EL SEGURO DE GASTOS MEDICOS MAYORES, LA CUOTA DE SEGURO DE VIDA, 54 PLAZAS DE SERVICIOS PROFESIONALES QUE ACTUALMENTE SE ESTAN PAGANDO Y QUE INGRESARON DE MARZO A SEPTIEMBRE 2021 (EN EL TOTAL DE PLAZAS DE HONORARIOS ACTUALMENTE SE ESTAN PAGANDO A 327 PERSONAS SIN EMBARGO EL MONTO DEL PRESUPUESTO SOLO ALCANZARA PARA EL PAGO DE 273 QUEDANDO 54 SIN RECURSO), EL PAGO DE MARCHA, LIQUIDACIONES POR JUBILACION, ESTIMULOS POR AÑOS DE SERVICIO DEL PERSONAL SINDICALIZADO, CONSIDERANDO A LAS MUJERES QUE CUMPLEN 28 O MAS AÑOS DE SERVICIO Y HOMBRES QUE CUMPLEN 30 O MAS AÑOS DE SERVICIO Y LAUDOS. PARA EL PRESUPUESTO 2022 SE TIENE CONSIDERADO PREVENIR EL INCREMENTO PARA SINDICALIZADOS DE UN 5%, PARA EL PERSONAL DE SEGURIDAD Y CUSTODIA UN 5% QUE CORRESPONDIENTE A 2021 Y UN 5% ADICIONAL PARA 2022, SE TIENE CONTEMPLADO AÑOS UN TOTAL DE 2037 PLAZAS QUE INCLUYE 33 PLAZAS DE NUEVA CREACION DE DIRECTIVOS, 105 PLAZAS VACANTES Y 1899 PLAZAS ACTUALMENTE OCUPADAS. EL IMPUESTO DEL 2% SOBRE NOMINA NO ESTA CONSIDERADO EN LA COLUMNA DE "Total Mensual Neto después de ISR y otras retenciones (individualizado por puesto)" SE REFLEJA EL SUJETO ACTUAL MENOS ISR, CABE ACLARAR QUE EL IMPORTE DE LOS ADICIONALES VARIAS EN RELACION A LA ANTIGUEDAD SEGUN CORRESPONDA.

C.P. NORMALEY ANDRA GARCIA RODRIGUEZ
Directora General de Administración

FISCALIA GENERAL DEL ESTADO
DE SAN LUIS POTOSI

DIRECCION DE ADMINISTRACION
DE LA FISCALIA GENERAL DEL ESTADO
DE SAN LUIS POTOSI

LC. JOSÉ LUIS RUIZ CONTRERAS
Vocalista Jefe de Despacho de la Fiscalía General del Estado en ausencia del Fiscal General del Estado DE SAN LUIS POTOSI

FISCAL GENERAL DEL ESTADO

