



**Universidad Politécnica de la Z.M.G ADVOS**

Lista de Raya (forma tabular)  
 Período 15 al 15 Quincenal del 01/08/2023 al 15/08/2023  
 Reg Pat IMSS: 00000000000,H68192292382  
 RFC: UPZ -040210-R31

Código	Empleado	DENOMINACIÓN DEL CARGO o NOMBRAMIENTO	ÁREA DE ADSCRIPCIÓN	TIPO DE PERSONAL (BASE_CONFIANZA)	CLAVE O NIVEL DE PUESTO	TIPO DE TRABAJADOR (ACTIVO, COMISIONADO O LICENCIA)	Sueldo	Retroactivo	Despensa	Transporte	Retroactivo Transporte	Retroactivo despensa	*TOTAL* *PERCEPCIONES*	I.S.R. (mes)	Ajuste al neto	PENSIONES 11.5%	*TOTAL* *DEDUCCIONES*	*NETO*	
<b>Departamento 1 RECTORIA</b>																			
A0120	MORALES MENDEZ MARIA DE LOURDES	ABOGADA GENERAL	RECTORÍA	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	-\$0.12	\$1,312.85	\$3,168.05	\$9,371.00	
A0094	RAVELERO VAZQUEZ VICTOR	RECTOR	RECTORÍA	CONFIANZA	25	ACTIVO	\$31,484.15	\$0.00	\$1,144.00	\$808.50	\$0.00	\$0.00	\$33,436.65	\$7,300.89	\$0.08	\$3,620.68	\$10,921.65	\$22,515.00	
A0116	ROSALES VIRGEN SANDRA MINERVA	ASISTENTE DE RECTORÍA	RECTORÍA	BASIFICABLE	10	ACTIVO	\$7,627.69	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.69	\$1,012.59	-\$0.08	\$877.16	\$3,342.69	\$5,251.00	
<b>Total Depto</b>							<b>\$50,527.89</b>	<b>\$0.00</b>	<b>\$2,290.50</b>	<b>\$1,751.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$54,569.39</b>	<b>\$10,168.80</b>	<b>-\$0.12</b>	<b>\$5,810.71</b>	<b>\$17,432.39</b>	<b>\$37,137.00</b>	
<b>Departamento 3 DIRECCION DE PLANEACION Y EVALUACION</b>																			
A0095	CUEVAS ALCALA FRANCISCO ERNESTO	DIRECTOR DE PLANEACIÓN	DIRECCIÓN PLANEACIÓN Y EVALUACIÓN	CONFIANZA	20	ACTIVO	\$17,990.55	\$0.00	\$840.00	\$595.50	\$0.00	\$0.00	\$19,426.05	\$3,413.07	-\$0.13	\$2,068.91	\$5,481.85	\$13,944.20	
A0119	MENDOZA GARCIA JOSE ISMAEL	JEFA DE OFICINA SOPORTE TÉCNICO	DIRECCIÓN PLANEACIÓN Y EVALUACIÓN	BASE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$3,079.70	\$5,513.80	
A0061	PUGA ESPINOZA KARLA VALERIA	JEFA DE OFICINA	DIRECCIÓN PLANEACIÓN Y EVALUACIÓN	BASE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	\$0.09	\$877.16	\$3,680.50	\$4,913.00	
A0059	VILLARREAL RODRIGUEZ JOSE	JEFE DE DEPARTAMENTO	DIRECCIÓN PLANEACIÓN Y EVALUACIÓN	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	-\$0.12	\$1,312.85	\$8,461.05	\$4,078.00	
<b>Total Depto</b>							<b>\$44,661.60</b>	<b>\$0.00</b>	<b>\$2,509.50</b>	<b>\$1,981.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$49,152.10</b>	<b>\$7,293.49</b>	<b>-\$0.17</b>	<b>\$5,136.08</b>	<b>\$20,703.10</b>	<b>\$28,449.00</b>	
<b>Departamento 5 SERVICIOS ESCOLARES</b>																			
A0029	ALFARO PEREZ ODALMIRA CONCEPCION	JEFA DE OFICINA	SECRETARÍA ADMINISTRATIVA	BASE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$5,530.70	\$3,062.80	
A0043	LOPEZ GONZALEZ CESAR AUGUSTO	JEFA DE DEPARTAMENTO	SECRETARÍA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	-\$0.12	\$1,312.85	\$3,168.05	\$9,371.00	
A0108	MUÑOZ PAZ CATALINA GUADALUPE	ASISTENTE DE CONTROL ESCOLAR	SECRETARÍA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,343.95	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,095.95	\$711.45	-\$0.05	\$729.55	\$2,649.95	\$4,446.00	
<b>Total Depto</b>							<b>\$25,387.50</b>	<b>\$0.00</b>	<b>\$1,547.50</b>	<b>\$1,293.50</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$28,228.50</b>	<b>\$3,579.32</b>	<b>-\$0.18</b>	<b>\$2,919.56</b>	<b>\$11,348.70</b>	<b>\$16,879.80</b>	
<b>Departamento 7 RECURSOS FINANCIEROS</b>																			
A0005	ACOSTA ROBLES IRMA	JEFA DE DEPARTAMENTO	SECRETARÍA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,415.97	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,538.97	\$1,855.30	\$0.05	\$1,312.84	\$6,329.37	\$6,209.60	
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA DE CONTABILIDAD	SECRETARÍA ADMINISTRATIVA	BASE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$1,889.70	\$6,703.80	
A0121	HERNANDEZ SANCHEZ JANNETH KAROLIN	ASISTENTE DE CONTABILIDAD	SECRETARÍA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,343.65	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,095.65	\$711.40	\$0.13	\$729.52	\$1,441.05	\$5,654.60	
<b>Total Depto</b>							<b>\$25,387.12</b>	<b>\$0.00</b>	<b>\$1,547.50</b>	<b>\$1,293.50</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$28,228.12</b>	<b>\$3,579.25</b>	<b>\$0.17</b>	<b>\$2,919.52</b>	<b>\$9,660.12</b>	<b>\$18,568.00</b>	
<b>Departamento 9 SECRETARIA ACADÉMICA</b>																			
A0091	HERNANDEZ VALDIVIA IVONNE GABRIELA	JEFA DE OFICINA DE SERVICIOS MÉDICOS	SECRETARÍA ACADÉMICA	BASIFICABLE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$1,889.70	\$6,703.80	
A0111	PALACIOS RODRIGUEZ JULIA NOEMI	ENCARGADA DE SECRETARÍA ACADÉMICA	SECRETARÍA ACADÉMICA	CONFIANZA	23	ACTIVO	\$23,547.00	\$0.00	\$960.00	\$688.00	\$0.00	\$0.00	\$25,195.00	\$4,828.39	\$0.10	\$2,707.91	\$7,536.40	\$17,658.60	
A0020	ROSALES ESCOBEDO MAIRA CARINA	ASISTENTE	SECRETARÍA ACADÉMICA	BASE	4	ACTIVO	\$6,343.95	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,095.95	\$711.45	\$0.15	\$729.55	\$2,394.15	\$4,701.80	
<b>Total Depto</b>							<b>\$37,518.45</b>	<b>\$0.00</b>	<b>\$1,884.00</b>	<b>\$1,482.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$40,884.45</b>	<b>\$6,552.39</b>	<b>\$0.24</b>	<b>\$4,314.62</b>	<b>\$11,820.25</b>	<b>\$29,064.20</b>	
<b>Departamento 11 VINCULACION Y PROMOCION UNIVERSITARIA</b>																			
A0118	CORTES LASSO JUAN	AUXILIAR	SECRETARÍA ACADÉMICA	BASE	4	ACTIVO	\$6,344.25	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,096.25	\$711.51	-\$0.05	\$729.59	\$2,650.05	\$4,446.20	
A0114	GOMEZ ESPINOSA RUBEN RICARDO	JEFE DE DEPARTAMENTO SEGUIMIENTO A EGRESADOS	SECRETARÍA ACADÉMICA	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	\$0.08	\$1,312.85	\$4,420.25	\$8,118.80	
A0019	JIMENEZ SANCHEZ JUAN JOSE	JEFE DE DEPARTAMENTO TUTORÍAS Y ASESORÍAS	SECRETARÍA ACADÉMICA	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	-\$0.12	\$1,312.85	\$4,937.05	\$7,602.00	
A0015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACION	SECRETARÍA ACADÉMICA	CONFIANZA	19	ACTIVO	\$16,735.05	\$0.00	\$774.50	\$568.00	\$0.00	\$0.00	\$18,077.55	\$3,095.90	\$0.12	\$1,924.53	\$5,020.55	\$13,057.00	
A0100	ORELLANA GONZALEZ ANTONIO DE JESUS	JEFE DE DEPARTAMENTO DE VINCULACION Y EMPRENDIMIENTO	SECRETARÍA ACADÉMICA	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	\$0.08	\$1,312.85	\$6,369.25	\$6,169.80	
<b>Total Depto</b>							<b>\$57,327.45</b>	<b>\$0.00</b>	<b>\$3,046.00</b>	<b>\$2,417.50</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$62,790.95</b>	<b>\$9,373.37</b>	<b>\$0.11</b>	<b>\$6,592.67</b>	<b>\$23,397.15</b>	<b>\$39,393.80</b>	
<b>Departamento 13 SECRETARIA ADMINISTRATIVA</b>																			



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 Período 15 al 15 Quincenal del 01/08/2023 al 15/08/2023  
 Reg Pat IMISS: 00000000000,H6819292382  
 RFC: UPZ-400210-R31

Código	Empleado	DENOMINACIÓN DEL CARGO o NOMBRAMIENTO	ÁREA DE ADSCRIPCIÓN	TIPO DE PERSONAL (BASE_CONFIANZA)	CLAVE O NIVEL DE PUESTO	TIPO DE TRABAJADOR (ACTIVO, COMISIONADO O LICENCIA)	Sueldo	Retroactivo	Despensa	Transporte	Retroactivo Transporte	Retroactivo despensa	*TOTAL* *PERCEPCIONES*	I.S.R. (mes)	Ajuste al neto	PENSIONES 11.5%	*TOTAL* *DEDUCCIONES*	*NETO*	
A0112	ARELLANO VELAZQUEZ PEDRO OMAR	SECRETARIO ADMINISTRATIVO	SECRETARIA ADMINISTRATIVA	CONFIANZA	23	ACTIVO	\$23,547.00	\$0.00	\$960.00	\$688.00	\$0.00	\$0.00	\$25,195.00	\$4,828.39	-\$0.10	\$2,707.91	\$7,536.20	\$17,658.80	
A0115	DOMINGUEZ FLORES FATIMA POULETT	ASISTENTE	SECRETARIA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,344.25	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,096.25	\$711.51	-\$0.05	\$729.59	\$1,441.05	\$5,655.20	
<b>Total Depto</b>							<b>\$29,891.25</b>	<b>\$0.00</b>	<b>\$1,361.00</b>	<b>\$1,039.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$32,291.25</b>	<b>\$5,539.90</b>	<b>-\$0.15</b>	<b>\$3,437.50</b>	<b>\$8,977.25</b>	<b>\$23,314.00</b>	
<b>Departamento 15 DIRECCION ACADEMICA</b>																			
A0109	CASTILLO CANSECO DIEGO	JEFE DE OFICINA LABORATORIO MECATRONICA	SECRETARIA ACADEMICA	BASIFICABLE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$3,164.70	\$5,428.80	
A0008	GARCIA JOYA GABINO	JEFE DE OFICINA LABORATORIO DISEÑO	SECRETARIA ACADEMICA	BASE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$1,889.70	\$6,703.80	
A0001	GONZALEZ SOTO GERARDO	DIRECTOR DE PROGRAMA EDUCATIVO	SECRETARIA ACADEMICA	CONFIANZA	20	ACTIVO	\$17,990.45	\$0.00	\$840.00	\$595.50	\$0.00	\$0.00	\$19,425.95	\$3,413.04	\$0.01	\$2,068.90	\$5,481.95	\$13,944.00	
A0098	LAZARO FLORES JOSE ALFREDO	ASISTENTE DE LABORATORIO TERAPIA FISICA	SECRETARIA ACADEMICA	BASIFICABLE	3	ACTIVO	\$6,159.45	\$0.00	\$394.00	\$344.00	\$0.00	\$0.00	\$6,897.45	\$675.88	\$0.03	\$708.34	\$1,384.25	\$5,513.20	
A0107	MENDOZA JIMENEZ OBED MOACYR	DIRECTOR DE PROGRAMA EDUCATIVO	SECRETARIA ACADEMICA	CONFIANZA	20	ACTIVO	\$17,990.45	\$0.00	\$840.00	\$595.50	\$0.00	\$0.00	\$19,425.95	\$3,413.04	\$0.01	\$2,068.90	\$5,481.95	\$13,944.00	
A0117	MUÑOZ PAZ MIGUEL ANGEL	JEFE DE OFICINA LABORATORIO CIVIL	SECRETARIA ACADEMICA	BASE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$3,476.70	\$5,116.80	
A0065	SANCHEZ NAJERA ABEL ISAI	DIRECTOR DE PROGRAMA EDUCATIVO	SECRETARIA ACADEMICA	CONFIANZA	20	ACTIVO	\$17,990.70	\$0.00	\$840.00	\$595.50	\$0.00	\$0.00	\$19,426.20	\$3,413.10	\$0.13	\$2,068.93	\$10,317.20	\$9,109.00	
A0102	VILLALOBOS ORNELAS ARTURO	JEFE DE OFICINA LABORATORIO BIOTECNOLOGIA	SECRETARIA ACADEMICA	BASIFICABLE	10	ACTIVO	\$7,626.97	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,592.97	\$1,012.43	\$0.04	\$877.10	\$3,163.57	\$5,429.40	
<b>Total Depto</b>							<b>\$90,640.52</b>	<b>\$0.00</b>	<b>\$5,006.00</b>	<b>\$3,902.50</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$99,549.02</b>	<b>\$14,965.14</b>	<b>\$0.19</b>	<b>\$10,423.65</b>	<b>\$34,360.02</b>	<b>\$65,189.00</b>	
<b>Departamento 18 RECURSOS MATERIALES Y SERVICIOS GRALES</b>																			
00042	CASTAÑEDA PLASCENCIA LUIS ALBERTO	TÉCNICO EN MANTENIMIENTO	SECRETARIA ADMINISTRATIVA	BASE	4	ACTIVO	\$6,344.20	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,096.20	\$711.50	\$0.12	\$729.58	\$4,613.20	\$2,483.00	
A0030	DOMINGUEZ RAMOS MARIO ALBERTO	CHOFER ADMINISTRATIVO	SECRETARIA ADMINISTRATIVA	BASE	3	ACTIVO	\$6,159.25	\$0.00	\$394.00	\$344.00	\$0.00	\$0.00	\$6,897.25	\$675.85	-\$0.11	\$708.31	\$4,464.05	\$2,433.20	
A0072	MORALES CAMACHO JOSE	TÉCNICO EN MANTENIMIENTO	SECRETARIA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,343.95	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,095.95	\$711.45	-\$0.05	\$729.55	\$4,159.95	\$2,936.00	
A0080	PEREZ JIMENEZ JUAN CARLOS	JEFE DE OFICINA DE ALMACÉN	SECRETARIA ADMINISTRATIVA	BASIFICABLE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$5,158.70	\$3,434.80	
A0078	RAYA HERNANDEZ LILIANA	JEFE DE OFICINA DE COMPRAS	SECRETARIA ADMINISTRATIVA	BASIFICABLE	10	ACTIVO	\$7,627.50	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$8,593.50	\$1,012.55	-\$0.01	\$877.16	\$1,889.70	\$6,703.80	
A0103	TRIANA ESTRADA MIGUEL ANGEL	JEFE DE DEPARTAMENTO	SECRETARIA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	-\$0.12	\$1,312.85	\$3,168.05	\$9,371.00	
<b>Total Depto</b>							<b>\$45,518.45</b>	<b>\$0.00</b>	<b>\$2,865.50</b>	<b>\$2,431.50</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$50,815.45</b>	<b>\$5,979.22</b>	<b>-\$0.18</b>	<b>\$5,234.61</b>	<b>\$23,453.65</b>	<b>\$27,361.80</b>	
<b>Departamento 23 ACTIVIDADES CULTURALES Y DEPORTIVAS</b>																			
A0122	CORAL SEBASTIAN JULIO CESAR	AUXILIAR DEPORTIVO	SECRETARIA ACADEMICA	BASE	4	ACTIVO	\$6,343.95	\$6,343.95	\$401.00	\$351.00	\$351.00	\$401.00	\$14,191.90	\$2,208.37	\$0.02	\$729.55	\$3,667.50	\$10,524.40	
A0097	NUÑEZ GONZALEZ ADAN	JEFE DE DEPARTAMENTO	SECRETARIA ACADEMICA	BASIFICABLE	16	ACTIVO	\$11,416.05	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.05	\$1,855.32	-\$0.09	\$1,312.85	\$5,142.65	\$7,396.40	
<b>Total Depto</b>							<b>\$17,760.00</b>	<b>\$6,343.95</b>	<b>\$1,024.50</b>	<b>\$850.50</b>	<b>\$351.00</b>	<b>\$401.00</b>	<b>\$26,730.95</b>	<b>\$4,063.69</b>	<b>-\$0.07</b>	<b>\$2,042.40</b>	<b>\$8,810.15</b>	<b>\$17,920.80</b>	
<b>Departamento 28 RECURSOS HUMANOS</b>																			
A0016	HERRERA GARCIA VERONICA LETICIA	JEFE DE DEPARTAMENTO	SECRETARIA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,416.10	\$0.00	\$623.50	\$499.50	\$0.00	\$0.00	\$12,539.10	\$1,855.33	-\$0.08	\$1,312.85	\$8,568.10	\$3,971.00	
<b>Total Depto</b>							<b>\$11,416.10</b>	<b>\$0.00</b>	<b>\$623.50</b>	<b>\$499.50</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$12,539.10</b>	<b>\$1,855.33</b>	<b>-\$0.08</b>	<b>\$1,312.85</b>	<b>\$8,568.10</b>	<b>\$3,971.00</b>	
<b>Departamento 29 BIBLIOTECA</b>																			
A0011	LOPEZ GARCIA ROSA ELENA	ASISTENTE	SECRETARIA ACADEMICA	BASE	4	ACTIVO	\$6,343.95	\$0.00	\$401.00	\$351.00	\$0.00	\$0.00	\$7,095.95	\$711.45	-\$0.05	\$729.55	\$4,112.95	\$2,983.00	
<b>Total Depto</b>							<b>\$6,343.95</b>	<b>\$0.00</b>	<b>\$401.00</b>	<b>\$351.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$7,095.95</b>	<b>\$711.45</b>	<b>-\$0.05</b>	<b>\$729.55</b>	<b>\$4,112.95</b>	<b>\$2,983.00</b>	
<b>Total Gral.</b>							<b>\$442,380.28</b>	<b>\$6,343.95</b>	<b>\$24,106.50</b>	<b>\$19,292.50</b>	<b>\$351.00</b>	<b>\$401.00</b>	<b>\$492,875.23</b>	<b>\$73,661.35</b>	<b>-\$0.29</b>	<b>\$50,873.72</b>	<b>\$182,643.83</b>	<b>\$310,231.40</b>	