



Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)

Periodo 10 al 10 Quincenal del 16/05/2025 al 31/05/2025

Rg Pal. ISS: 0000000000.H691629282

REC. UPZ. 040210-901

Código	Empleado	DENOMINACIÓN DEL CARGO o NOMBRAMIENTO	ÁREA DE ADESCRIPCIÓN	TIPO DE PERSONAL (BASE, CONFIANZA)	CLAVE O NIVEL DE PUESTO	TIPO DE TRABAJADOR (ACTIVO, COMISIONADO O LICENCIADO)	Básulo	Despensa	Transporte	"TOTAL" "VERCEPCIONES"	I.S.R. antes de Subo al Empleo	I.S.R. (mes)	Cuota sindical	Aportación voluntaria SEDAR	Ajuste al neto	Abono a PCP	Abono a PH	Fondo de Garantía PH	PENSIONES 11.5%	APORTACION ADICIONAL COMPLEMENTARIA BESA	"TOTAL" "REDUCCIONES"	"NETO"		
Departamento 1 RECTORIA																								
A0126	MACIAS BRAMBILLA HASEIM RUBEN	RECTOR	RECTORIA	CONFIANZA	25	ACTIVO	\$31,483.95	\$1,144.00	\$808.50	\$33,436.45	\$7,300.83	\$7,300.83	\$0.00	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$3,620.65	\$0.00	\$10,921.45	\$22,515.00		
A0120	MORALES MENDEZ MARIA DE LOURDES	ABOGADA GENERAL	RECTORIA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.08	\$0.00	\$0.00	\$0.00	\$1,312.85	\$0.00	\$3,168.25	\$9,370.80		
A0116	ROSALES VIRGEN SANDRA MINIERVA	ASISTENTE DE RECTORIA	RECTORIA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$0.00	\$0.00	\$0.14	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,004.85	\$6,936.60		
Total Depto							\$50,877.45	\$2,290.50	\$1,751.00	\$54,919.95	\$10,243.45	\$10,243.45	\$0.00	\$0.00	\$0.19	\$0.00	\$0.00	\$0.00	\$0.00	\$5,895.91	\$0.00	\$16,094.95	\$38,824.40	
Departamento 3 DIRECCION DE PLANEACION Y EVALUACION																								
	CUBRE PLAZA DE SECRETARIA ADMINISTRATIVA	DIRECTOR DE PLANEACION	DIRECCION PLANEACION Y EVALUACION	CONFIANZA	20	COMISION																		
A0119	MENDOZA GARCIA JOSE ISMAEL	JEFE DE OFICINA SOPORTE TECNICO	DIRECCION PLANEACION Y EVALUACION	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$3,750.00	\$0.00	\$0.00	\$917.41	\$0.00	\$5,834.45	\$3,109.00		
A0061	PUGA ESPINOZA KARLA VALERIA	JEFE DE OFICINA	DIRECCION PLANEACION Y EVALUACION	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,859.00		
A0059	VILLARREAL RODRIGUEZ JOSE	JEFE DE DEPARTAMENTO	DIRECCION PLANEACION Y EVALUACION	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$300.00	\$0.08	\$0.00	\$0.00	\$0.00	\$1,312.85	\$100.00	\$3,568.25	\$8,970.80		
Total Depto							\$27,376.95	\$1,669.50	\$1,385.50	\$30,425.95	\$4,029.92	\$4,029.92	\$159.54	\$300.00	\$0.02	\$3,750.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,147.67	\$100.00	\$11,487.15	\$16,938.80
Departamento 6 SERVICIOS ESCOLARES																								
A0029	ALFARO PEREZ COLAMARIA CONCEPCION	JEFE DE OFICINA	SECRETARIA ADMINISTRATIVA	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.17	\$3,641.00	\$0.00	\$0.00	\$917.41	\$0.00	\$5,725.65	\$3,217.80		
A0403	LOPEZ GONZALEZ CESAR AUGUSTO	JEFE DE DEPARTAMENTO	SECRETARIA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.08	\$0.00	\$0.00	\$0.00	\$1,312.85	\$0.00	\$3,168.25	\$9,370.80		
A0108	MUÑOZ PAZ CATALINA GUADALUPE	ASISTENTE DE CONTROL ESCOLAR	SECRETARIA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.10	\$2,860.00	\$0.00	\$0.00	\$769.82	\$0.00	\$4,480.05	\$2,966.00		
Total Depto							\$26,087.55	\$1,547.50	\$1,293.50	\$28,928.55	\$3,716.81	\$3,716.81	\$146.71	\$0.00	\$0.35	\$6,510.00	\$0.00	\$0.00	\$0.00	\$3,009.06	\$0.00	\$13,373.95	\$15,954.80	
Departamento 7 RECURSOS FINANCIEROS																								
A0005	ACOSTA ROBLES IRMA GUADALUPE	JEFE DE DEPARTAMENTO	SECRETARIA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.02	\$0.00	\$3,324.40	\$113.10	\$1,312.85	\$0.00	\$6,805.65	\$5,933.40		
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA DE CONTABILIDAD	SECRETARIA ADMINISTRATIVA	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,859.00		
A0121	HERNANDEZ SANCHEZ JANETH KAROLINA	ASISTENTE DE CONTABILIDAD	SECRETARIA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.05	\$688.27	\$0.00	\$0.00	\$769.82	\$0.00	\$2,299.25	\$5,146.80		
Total Depto							\$26,087.55	\$1,547.50	\$1,293.50	\$28,928.55	\$3,716.81	\$3,716.81	\$146.71	\$0.00	\$0.02	\$688.27	\$3,324.40	\$113.10	\$3,009.06	\$0.00	\$10,360.35	\$17,919.20		
Departamento 9 SECRETARIA ACADÉMICA																								
A0091	HERNANDEZ VILLOVIA NOME GABRIELA	JEFE DE OFICINA DE SERVICIOS MEDICOS	SECRETARIA ACADÉMICA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,859.00		
A0111	PRACIDOR RODRIGUEZ JULIA NIDEM	TITULAR DE SECRETARIA ACADÉMICA	SECRETARIA ACADÉMICA	CONFIANZA	23	ACTIVO	\$23,547.00	\$960.00	\$688.00	\$25,195.00	\$4,828.39	\$4,828.39	\$0.00	\$0.00	\$0.10	\$0.00	\$0.00	\$0.00	\$2,707.91	\$0.00	\$7,536.20	\$17,668.80		
A0039	ROSALES ESCOBEDO MARIA CARINA	ASISTENTE	SECRETARIA ACADÉMICA	BASE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.05	\$1,046.05	\$0.00	\$0.00	\$769.82	\$0.00	\$2,667.05	\$4,769.00		
Total Depto							\$38,218.50	\$1,884.00	\$1,482.00	\$41,584.50	\$6,689.88	\$6,689.88	\$146.71	\$0.00	\$0.08	\$1,046.05	\$0.00	\$0.00	\$0.00	\$3,395.14	\$0.00	\$12,277.70	\$29,306.80	
Departamento 11 VINCULACION Y PROMOCION UNIVERSITARIA																								
A0118	CORTES LABSO JUAN	AUXILIAR	SECRETARIA ACADÉMICA	BASE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.10	\$1,594.00	\$0.00	\$0.00	\$769.82	\$0.00	\$3,205.05	\$4,241.00		
A0114	GOMEZ ESPINOSA RUBEN RICARDO	JEFE DE DEPARTAMENTO	SECRETARIA ACADÉMICA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.06	\$2,844.42	\$0.00	\$0.00	\$6,016.65	\$0.00	\$5,822.40	\$10,839.00		
A0019	JIMENEZ SANCHEZ JUAN JOSE	JEFE DE DEPARTAMENTO TUTORIAS Y SERVICIOS	SECRETARIA ACADÉMICA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.08	\$4,890.00	\$0.00	\$0.00	\$6,061.25	\$0.00	\$4,477.80	\$10,555.00		
A0015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACION	SECRETARIA ACADÉMICA	CONFIANZA	19	ACTIVO	\$16,735.05	\$774.50	\$668.00	\$18,077.55	\$3,096.90	\$3,096.90	\$0.00	\$0.00	\$0.12	\$0.00	\$0.00	\$1,904.53	\$0.00	\$5,000.55	\$13,067.00			
A0100	ORELLANA GONZALEZ ANTONIO DE JESUS	JEFE DE DEPARTAMENTO DE UNIÓN ACADÉMICA Y COMPLEMENTACIÓN	SECRETARIA ACADÉMICA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.08	\$4,890.00	\$0.00	\$0.00	\$1,312.85	\$0.00	\$6,061.25	\$4,477.80		
Total Depto							\$57,677.25	\$3,046.00	\$2,417.50	\$63,140.75	\$9,436.05	\$9,436.05	\$66.94	\$0.00	\$0.44	\$14,226.42	\$0.00	\$0.00	\$6,832.90	\$0.00	\$30,364.75	\$32,776.00		
Departamento 13 SECRETARIA ADMINISTRATIVA																								
A0095	CUEVAS ALCALA FRANCISCO ERNESTO	ENCARGADO DE DESPACHO DE SECRETARIA ADMINISTRATIVA	SECRETARIA ADMINISTRATIVA	CONFIANZA	23	ACTIVO	\$23,547.00	\$960.00	\$688.00	\$25,195.00	\$4,828.39	\$4,828.39	\$0.00	\$0.00	\$0.10	\$0.00	\$0.00	\$0.00	\$2,707.91	\$0.00	\$7,536.20	\$17,668.80		
A0115	DOMINGUEZ FLORES FATIMA POULETT	ASISTENTE	SECRETARIA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.02	\$1,333.32	\$0.00	\$0.00	\$769.82	\$0.00	\$2,944.25	\$4,901.80		
Total Depto							\$30,241.05	\$1,361.00	\$1,039.00	\$32,641.05	\$5,602.58	\$5,602.58	\$66.94	\$0.00	\$0.12	\$1,333.32	\$0.00	\$0.00	\$0.00	\$3,477.73	\$0.00	\$10,480.45	\$22,160.60	
Departamento 15 DIRECCION ACADÉMICA																								
A0109	CASTILLO CAMBECO DIEGO	JEFE DE OFICINA LABORATORIO METEOROLOGICA	SECRETARIA ACADÉMICA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$3,419.00	\$0.00	\$0.00	\$917.41	\$0.00	\$5,503.45	\$3,440.00		
A0008	GARCIA JOYA GABRIEL	JEFE DE OFICINA LABORATORIO FISICO	SECRETARIA ACADÉMICA	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.17	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,858.80		
A0001	GONZALEZ SOTO GERARDO	DIRECTOR DE PROGRAMA EDUCATIVO	SECRETARIA ACADÉMICA	CONFIANZA	20	ACTIVO	\$17,990.55	\$940.00	\$695.00	\$19,426.05	\$3,413.07	\$3,413.07	\$0.00	\$0.00	\$0.07	\$2,068.91	\$0.00	\$0.00	\$5,482.05	\$0.00	\$13,944.00	\$10,500.00		
A0098	LAZARO FLORES JOSE ALFREDO	ASISTENTE DE LABORATORIO TERAPIA FISICA	SECRETARIA ACADÉMICA	BASIFICABLE	3	ACTIVO	\$6,509.55	\$394.00	\$344.00	\$7,247.55	\$738.62	\$738.62	\$65.10	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$748.60	\$0.00	\$1,552.35	\$5,695.20		
A0107	MENDOZA JIMENEZ OBEID MOAYIR	DIRECTOR DE PROGRAMA EDUCATIVO	SECRETARIA ACADÉMICA	CONFIANZA	20	ACTIVO	\$17,990.55	\$940.00	\$695.00	\$19,426.05	\$3,413.07	\$3,413.07	\$0.00	\$0.00	\$0.07	\$2,068.91	\$0.00	\$0.00	\$5,482.05	\$0.00	\$13,944.00	\$10,500.00		
A0117	MUÑOZ PAZ MIGUEL ANGEL	JEFE DE OFICINA LABORATORIO CIVIL	SECRETARIA ACADÉMICA	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,859.00		
A0124	RODRIGUEZ NUÑEZ CARMEN	JEFE DE OFICINA LABORATORIO HISTOLOGICA	SECRETARIA ACADÉMICA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,859.00		
A0065	SANCHEZ NALERIA ABEL ISA	DIRECTOR DE PROGRAMA EDUCATIVO	SECRETARIA ACADÉMICA	CONFIANZA	20	ACTIVO	\$17,990.55	\$940.00	\$695.00	\$19,426.05	\$3,413.07	\$3,413.07	\$0.00	\$0.00	\$0.04	\$7,419.23	\$0.00	\$0.00	\$2,068.91	\$0.00	\$12,901.25	\$6,524.80		
Total Depto							\$92,391.00	\$5,006.00	\$3,902.50	\$101,299.50	\$15,327.03	\$15,327.03	\$364.18	\$0.00	\$0.29	\$10,838.23	\$0.00	\$0.00	\$10,824.97	\$0.00	\$37,174.70	\$64,124.80		
Departamento 18 RECURSOS MATERIALES Y SERVICIOS GRALES																								
A0042	CASTAÑEDA PLASCENCIA LUIS ALBERTO	TECNICO EN MANTENIMIENTO	SECRETARIA ADMINISTRATIVA	BASE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.07	\$2,847.43	\$0.00	\$0.00	\$769.82	\$0.00	\$4,458.45	\$2,967.00		
A0036	DOMINGUEZ RAMIRO MARIO ALBERTO	CHOFER ADMINISTRATIVO	SECRETARIA ADMINISTRATIVA	BASE	3	ACTIVO	\$6,509.55	\$394.00	\$344.00	\$7,247.55	\$738.62	\$738.62	\$65.10	\$0.00	\$0.03	\$3,255.00	\$0.00	\$0.00	\$4,467.35	\$0.00	\$2,446.20	\$5,913.55		
A0072	MORALES CANACHEO JOSE	TECNICO EN MANTENIMIENTO	SECRETARIA ADMINISTRATIVA	BASIFICABLE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.10	\$3,348.00	\$0.00	\$0.00	\$4,569.05	\$0.00	\$2,467.00	\$5,036.05		
A0086	PEREZ JIMENEZ JUAN CARLOS	JEFE DE OFICINA DE ALMACEN	SECRETARIA ADMINISTRATIVA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,462.45	\$0.00	\$3,261.00	\$10,723.45		
A0078	RAYA HERNANDEZ LILIANA	JEFE DE OFICINA DE COMPRAS	SECRETARIA ADMINISTRATIVA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$8,943.45	\$1,087.30	\$1,087.30	\$79.77	\$0.00	\$0.03	\$0.00	\$0.00	\$0.00	\$917.41	\$0.00	\$2,084.45	\$6,859.00		
A0103	TRIANA ESTRADA MIGUEL ANGEL	JEFE DE DEPARTAMENTO	SECRETARIA ADMINISTRATIVA	CONFIANZA	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$106.20	\$0.04	\$994.52	\$0.00	\$0.00	\$1,312.85	\$0.00	\$4,238.85	\$8,300.20		
Total Depto							\$47,266.60	\$2,865.50	\$2,431.50	\$52,565.60	\$6,316.92	\$6,316.92	\$358.52	\$304.20	\$0.10	\$13,812.95	\$0.00	\$0.00	\$0.00	\$0.00	\$5,435.91	\$0.00	\$26,230.60	\$26,335.00
Departamento 23 ACTIVIDADES CULTURALES Y DEPORTIVAS																								
A0122	CORAL SEBASTIAN JULIO CESAR	AUXILIAR DEPORTIVO	SECRETARIA ACADÉMICA	BASE	4	ACTIVO	\$6,694.05	\$401.00	\$351.00	\$7,446.05	\$774.19	\$774.19	\$66.94	\$0.00	\$0.10	\$1,276.00	\$0.00	\$0.00	\$769.82	\$0.00	\$2,886.85	\$4,509.20		
A0097	NUÑEZ GONZALEZ ADAN	JEFE DE DEPARTAMENTO	SECRETARIA ACADÉMICA	BASIFICABLE	16	ACTIVO	\$11,416.05	\$623.50	\$499.50	\$12,539.05	\$1,855.32	\$1,855.32	\$0.00	\$0.00	\$0.08	\$4,969.00	\$0.00	\$0.00	\$1,312.85	\$0.00	\$8,137.25	\$4,401.80		
Total Depto							\$18,112.10	\$1,024.50	\$880.50	\$19,986.10	\$2,629.51	\$2,629.51	\$66.94	\$0.00	\$0.02	\$6,245.00	\$0.00	\$0.00	\$0.00	\$0.0				



Lista de Raya (forma tabular)

Periodo 10 al 10 Quincenal del 16/05/2025 al 31/05/2025

Reg Pat IMSS: 000000000000,H6819292382
RFC: UPZ -040210-R31

Total Grant	\$432,440.10	\$23,266.50	\$18,697.00	\$474,403.60	\$70,338.47	\$70,338.47	\$1,610.13	\$606.20	\$0.93	\$67,608.24	\$3,324.40	\$113.10	\$48,730.73	\$100.00	\$193,332.20	\$281,071.40
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