



Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)

Periodo 15 al 15 Quincenal del 01/08/2025 al 15/08/2025

Reg Pat IMSS: 00000000000,H6819292382

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	Agualdo	Despensa	Transporte	LEY SPEJM (ACTIVO, PÁRRAFO SEGUNDO ART. 54	Sueldo_Fed	Despensa_Fed	*TOTAL "PERCEPCIONES "	I.S.R. Art174	I.S.R. (mes)	Cuota sindical	Ajuste al neto	PENSIONES 11.5%	*TOTAL "DEDUCCIONES"	*NETO*	
Departamento 1 RECTORIA																						
A0125	MACIAS BRAMBILA H	RECTOR	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35,577.00	\$0.00	\$35,577.00	\$0.00	\$7,942.99	\$0.00	\$0.05	\$4,091.36	\$12,034.40	\$23,542.60	
A0116	ROSALES VIRGEN SA	ASISTENTE DE RECT	RECTORIA	BASIFICABLE	N/A	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$0.00	\$0.14	\$917.41	\$2,004.85	\$6,938.60	
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$62,263.20	\$0.00	\$71,206.65	\$0.00	\$14,306.04	\$0.00	\$0.13	\$8,077.68	\$22,383.85	\$48,822.80	
Departamento 15 DIRECCION ACADEMICA																						
A0111	PALACIOS RODRIGUEZ	DIRECTORA ACADEM	DIRECCIÓN ACADEM	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,686.20	\$0.00	\$26,686.20	\$0.00	\$5,275.75	\$0.00	\$0.05	\$3,068.91	\$12,470.80	\$14,215.40	
A0020	ROSALES ESCOBEDO	COORDINADORA ACADEM	DIRECCIÓN ACADEM	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	\$0.00	\$842.73	\$2,851.75	\$5,166.60	
Total Depto							\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$34,014.30	\$690.25	\$34,704.55	\$0.00	\$6,165.44	\$73.28	\$0.05	\$3,911.64	\$15,322.55	\$19,382.00	
Departamento 18 DEP RECURS MATERIALES Y SERVICIOS GRALES																						
D0042	CASTAÑEDA PLASCHE	COORDINADOR DE MANTENIMIENTO DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	-\$0.15	\$842.73	\$5,153.55	\$2,864.80	
A0030	DOMINGUEZ RAMOS	COORDINADOR DE MANTENIMIENTO DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	\$0.05	\$842.73	\$5,060.75	\$2,957.60	
A0072	MORALES CAMACHO	COORDINADOR DE MANTENIMIENTO DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	\$0.05	\$842.73	\$5,153.75	\$2,864.60	
A0080	PEREZ JIMENEZ JUAN	JEFE DE OFICINA DE MANTENIMIENTO DE DEPARTAMENTO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,682.45	\$3,261.00	
A0103	TRIANA ESTRADA MIGUEL	JEFE DE DEPARTAMENTO DE MANTENIMIENTO	DIRECCIÓN DE ADMINISTRACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$4,870.35	\$8,883.00	
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$35,737.65	\$2,070.75	\$46,751.85	\$0.00	\$5,871.06	\$299.61	-\$0.06	\$5,027.24	\$25,920.85	\$20,831.00	
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																						
A0095	CUEVAS ALCALA FRANCISCO	ENCARGADO DEL DEPARTAMENTO DE ADMINISTRACIÓN Y FINANZAS	DIRECCIÓN DE ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,686.20	\$0.00	\$26,686.20	\$0.00	\$5,275.75	\$0.00	-\$0.08	\$3,068.91	\$8,344.80	\$18,341.60	
A0115	DOMINGUEZ FLORES	COORDINADORA DE DEPARTAMENTO DE ADMINISTRACIÓN Y FINANZAS	DIRECCIÓN DE ADMINISTRACIÓN Y FINANZAS	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	-\$0.07	\$842.73	\$3,138.95	\$4,879.40	
Total Depto							\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	-\$0.07	\$842.73	\$3,138.95	\$4,879.40	
Departamento 31 SUBDIRECCION DE PLANEACION EVALU Y CALID																						
A0095	CUEVAS ALCALA FRANCISCO	SUBDIRECTOR DE PLANEACIÓN, EVALUACIÓN Y CALIDAD	DIRECCIÓN DE PLANEACIÓN, EVALUACIÓN Y CALIDAD	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
A0061	PUGA ESPINOZA KARLA	JEFA DE OFICINA DE PLANEACIÓN, EVALUACIÓN Y CALIDAD	SUBDIRECCIÓN DE PLANEACIÓN, EVALUACIÓN Y CALIDAD	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
Departamento 32 SUBDIRECCION DE PROGRAMA EDUCATIVO																						
A0109	CASTILLO CANSECO	JEFE DE OFICINA DE PROGRAMACIÓN EDUCATIVA	SUBDIRECCIÓN DE PROGRAMACIÓN EDUCATIVA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,503.45	\$3,440.00	
A0098	LAZARO FLORES JOSUE	JEFE DE OFICINA DE PROGRAMACIÓN EDUCATIVA	SUBDIRECCIÓN DE PROGRAMACIÓN EDUCATIVA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	\$0.17	\$917.41	\$2,084.65	\$6,858.80	
A0107	MENDOZA JIMENEZ C	SUBDIRECTOR DE PROGRAMACIÓN EDUCATIVA	DIRECCIÓN ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$0.00	\$3,295.62	\$0.00	-\$0.09	\$2,176.57	\$5,472.10	\$13,454.60	
A0124	RODRIGUEZ NUÑEZ C	JEFE DE OFICINA DE PROGRAMACIÓN EDUCATIVA	SUBDIRECCIÓN DE PROGRAMACIÓN EDUCATIVA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	\$0.17	\$917.41	\$2,084.65	\$6,858.80	
A0065	SANCHEZ NAJERA AS	SUBDIRECTOR DE PROGRAMACIÓN EDUCATIVA	DIRECCIÓN ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$0.00	\$3,295.62	\$0.00	-\$0.12	\$2,176.57	\$12,891.30	\$6,035.40	
Total Depto							\$23,932.35	\$0.00	\$1,569.00	\$1,329.00	\$0.00	\$37,853.40	\$0.00	\$64,683.75	\$0.00	\$9,853.14	\$239.31	\$0.10	\$7,105.37	\$28,636.15	\$36,647.60	
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																						
A0005	ACOSTA ROBLES IRMA	JEFA DE DEPARTAMENTO DE RECURSOS FINANCIEROS	DIRECCIÓN DE ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	-\$0.07	\$1,581.64	\$9,109.35	\$4,644.00	
A0007	GOMEZ MENDOZA FELIX	JEFE DE OFICINA DE RECURSOS FINANCIEROS	JEFATURA DE DEPARTAMENTO	BASE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00	
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$13,753.35	\$0.00	\$22,696.80	\$0.00	\$3,201.99	\$79.77	-\$0.10	\$2,499.05	\$11,193.80	\$11,503.00	
Departamento 34 DEPARTAMENTO DE RECURSOS HUMANOS																						
A0121	HERNANDEZ SANCHEZ	COORDINADORA DE RECURSOS HUMANOS	JEFATURA DE DEPARTAMENTO	BASIFICABLE	N/A	ACTIVO	\$0.00	\$13,518.50	\$0.00	\$0.00	\$1,819.08	\$0.00	\$0.00	\$15,337.58	\$1,819.08	\$0.00	\$0.00	-\$0.10	\$0.00	\$1,818.98	\$13,518.60	
A0016	HERRERA GARCIA VICTOR	JEFE DE DEPARTAMENTO DE RECURSOS HUMANOS	DIRECCIÓN DE ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$9,405.35	\$4,348.00	
Total Depto							\$0.00	\$13,518.50	\$0.00	\$0.00	\$1,819.08	\$13,753.35	\$0.00	\$29,090.93	\$1,819.08	\$2,114.69	\$0.00	-\$0.08	\$1,581.64	\$11,224.33	\$17,866.60	
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																						
A0029	ALFARO PEREZ ODALENE	JEFE DE OFICINA DE CONTROL ESCOLAR	BASE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00	
A0043	LOPEZ GONZALEZ C	JEFE DE DEPARTAMENTO DE SERVICIOS ESCOLARES	DIRECCIÓN ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$3,696.35	\$10,057.00	
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$13,753.35	\$0.00	\$22,696.80	\$0.00	\$3,201.99	\$79.77	-\$0.01	\$2,499.05	\$5,780.80	\$16,916.00	
Departamento 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																						
A0122	CORAL SEBASTIAN JUAN	COORDINADOR DE EXTENSIÓN UNIVERSITARIA	JEFATURA DE DEPARTAMENTO	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$0.00	\$889.69	\$73.28	\$0.05	\$842.73	\$3,081.75	\$4,936.60	
A0097	NUÑEZ GONZALEZ ALEJANDRO	JEFE DE DEPARTAMENTO DE EXTENSIÓN UNIVERSITARIA	SUBDIRECCIÓN DE EXTENSIÓN UNIVERSITARIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$8,665.35	\$5,088.00	
Total Depto							\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$21,081.45	\$690.25	\$21,771.70	\$0.00	\$3,004.38	\$73.28	\$0.07	\$2,424.37	\$11,747.10	\$10,024.60	
Departamento 44 DEPARTAMENTO DE SERVICIOS ESTUDIANTILES																						
A0019	JIMENEZ SANCHEZ JULIA	JEFE DE DEPARTAMENTO DE SERVICIOS ESTUDIANTILES	SUBDIRECCIÓN DE EXTENSIÓN UNIVERSITARIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	-\$0.18	\$1,581.64	\$8,589.15	\$5,164.20	
Total Depto							\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	-\$0.18	\$1,581.64	\$8,589.15	\$5,164.20	
Departamento 45 DEPARTAMENTO DE TECNOLOGIAS																						
A0119	MENDOZA GARCIA JUAN CARLOS	JEFE DE OFICINA DE TECNOLOGÍAS	DEPARTAMENTO DE TECNOLOGÍAS	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,834.45	\$3,109.00	
A0059	VILLARREAL RODRIGUEZ	JEFE DE DEPARTAMENTO DE TECNOLOGÍAS	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$4,096.35	\$9,657.00	
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,834.45	\$3,109.00	



Universidad Politécnica de la Z.M.G. ADVOS

Lista de Raya (forma tabular)
Periodo 15 al 15 Quincenal del 01/08/2025 al 15/08/2025
Reg Pat IMSS: 00000000000,H6819292382
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	Aguinaldo	Despensa	Transporte	LEY SPEJM PARRAFO SEGUNDO ART. 54	Sueldo_Fed	Despensa_Fed	"TOTAL" "PERCEPCIONES"	I.S.R. Art174	I.S.R. (mes)	Cuota sindical	Ajuste al neto	PENSIONES 11.5%	"TOTAL" "DEDUCCIONES"	"NETO"
							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$13,753.35	\$0.00	\$22,696.80	\$0.00	\$3,201.99	\$79.77	-\$0.01	\$2,499.05	\$9,930.80	\$12,766.00
Departamento 46 DEPARTAMENTO DE ABOGADO GENERAL																					
A0120	MORALES MENDEZ M	JEFA DE DEPARTAMENTO	RECTORÍA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$3,696.35	\$10,057.00
Total Depto							\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$0.00	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$3,696.35	\$10,057.00
Departamento 47 SUBDIRECCION DE VINCULACION																					
A0091	HERNANDEZ VALDIVIA	JEFA DE OFICINA DE	SUBDIRECCIÓN DE V	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$0.00	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
A0011	LOPEZ GARCIA ROSA	COORDINADORA DE	SUBDIRECCIÓN DE V	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.24	\$8,018.34	\$0.00	\$889.69	\$73.28	\$0.04	\$842.73	\$5,152.74	\$2,865.60
A0015	LUNA RODRIGUEZ JU	SUBDIRECTOR DE VII	DIRECCIÓN ACADÉMI	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$0.00	\$3,295.62	\$0.00	\$0.11	\$2,176.57	\$5,472.30	\$13,454.40
Total Depto							\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$26,254.80	\$690.24	\$35,888.49	\$0.00	\$5,272.61	\$153.05	\$0.12	\$3,936.71	\$12,709.49	\$23,179.00
Total Gral.							\$79,774.50	\$13,518.50	\$5,230.00	\$4,430.00	\$1,819.08	\$307,053.00	\$4,831.74	\$416,656.82	\$1,819.08	\$62,399.70	\$1,230.89	-\$0.05	\$44,485.22	\$171,758.62	\$244,898.20