



Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)
Periodo 17 al 17 Quinzenal del 01/09/2025 al 15/09/2025
Reg Pat IMSS: 0000000000.H881929282
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	Despensa	Transporte	Sueldo_Fed	Despensa_Fed	"TOTAL" "PERCEPCIONES"	I.S.R. (mes)	Cuota sindical	Ajuste al neto	PENSIONES 11.5%	"TOTAL" "DEDUCCIONES"	"NETO"
Departamento 1 RECTORIA																		
AD125	MACIAS BRAMBILA HASSEM RUBEN	RECTOR	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$35,577.00	\$0.00	\$35,577.00	\$7,842.99	\$0.00	-\$0.15	\$4,091.36	\$12,034.20	\$23,542.80
AD116	ROSALES VIRGEN SANDRA MINERVA	ASISTENTE DE RECTORIA	RECTORIA	BASIFICABLE	N/A	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$0.00	-\$0.08	\$917.41	\$2,004.65	\$6,938.80
Total Depto							\$7,977.45	\$523.00	\$443.00	\$35,577.00	\$0.00	\$44,520.45	\$9,030.29	\$0.00	-\$0.21	\$5,008.77	\$14,038.85	\$30,481.60
Departamento 18 DIRECCION ACADEMICA																		
AD111	PALACIOS RODRIGUEZ JULIA NOEMI	DIRECTORA ACADEMICA	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$26,686.20	\$0.00	\$26,686.20	\$5,275.75	\$0.00	\$0.05	\$3,068.91	\$12,470.80	\$14,215.40
AD020	ROSALES ESCOBEDO MARIA CARINA	COORDINADORA ACADEMICA	DIRECCION ACADEMICA	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.25	\$8,018.35	\$889.69	\$73.28	\$0.00	\$842.73	\$2,851.75	\$5,166.60
Total Depto							\$0.00	\$0.00	\$0.00	\$34,014.30	\$890.25	\$34,704.55	\$6,165.44	\$73.28	\$0.05	\$3,911.64	\$15,322.55	\$19,382.00
Departamento 18 DEP RECURS MATERIALES Y SERVICIOS GRALES																		
00042	CASTAÑEDA PLASCENCIA LUIS ALBERTO	COORDINADOR DE MANTENIMIENTO	JEFATURA DE DEPARTAMENTO DE	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.25	\$8,018.35	\$889.69	\$73.28	\$0.05	\$842.73	\$5,153.75	\$2,864.60
AD030	DOMINGUEZ RAMOS MARIO ALBERTO	COORDINADOR DE RECURSOS MATERIALES Y	DEPARTAMENTO DE	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.25	\$8,018.35	\$889.69	\$73.28	\$0.05	\$842.73	\$5,060.75	\$2,957.00
AD072	MORALES CAMACHO JOSE	COORDINADOR DE MANTENIMIENTO	DEPARTAMENTO DE	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.25	\$8,018.35	\$889.69	\$73.28	\$0.05	\$842.73	\$5,153.75	\$2,864.60
AD080	PEREZ JIMENEZ JUAN CARLOS	JEFE DE OFICINA DE ALMACEN Y CONTROL DE	DEPARTAMENTO DE	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,682.45	\$3,261.00
AD103	TRIANA ESTRADA MIGUEL ANGEL	JEFE DE DEPARTAMENTO DE RECURSOS MATERIALES Y	DIRECCION DE ADMINISTRACIÓN Y	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$4,870.35	\$8,883.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$36,737.65	\$2,870.75	\$46,751.85	\$6,871.06	\$299.61	\$0.14	\$5,027.24	\$25,921.05	\$20,830.80
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																		
AD115	DOMINGUEZ FLORES FATIMA POULETT	COORDINADORA DE DIRECCION DE	ADMINISTRACIÓN Y	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.25	\$8,018.35	\$889.69	\$73.28	\$0.13	\$842.73	\$3,136.15	\$4,879.20
AD126	RODRIGUEZ VELAZQUEZ SALVADOR	ENCARGADO DEL DESPACHO DE DIRECCION	DIRECCION DE ADMINISTRACIÓN Y	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$26,686.20	\$0.00	\$26,686.20	\$5,275.75	\$0.00	\$0.14	\$3,068.91	\$8,967.80	\$16,318.40
Total Depto							\$0.00	\$0.00	\$0.00	\$34,014.30	\$890.25	\$34,704.55	\$6,165.44	\$73.28	\$0.27	\$3,911.64	\$11,506.95	\$23,197.60
Departamento 31 SUBDIRECCION DE PLANEACION EVALU Y CALID																		
AD095	CUEVAS ALCALA FRANCISCO ERNESTO	SUBDIRECTOR DE PLANEACION, EVALUACION Y	ADMINISTRACIÓN Y	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$3,295.62	\$0.00	-\$0.09	\$2,176.57	\$5,472.10	\$13,454.60
AD061	PUGA ESPINOZA KARLA VALERIA	JEFE DE OFICINA DE EVALUACIÓN Y ESTADISTICA	SUBDIRECCION DE PLANEACION, EVALUACION Y	CONFIANZA	N/A	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$18,926.70	\$0.00	\$27,870.15	\$4,382.92	\$79.77	-\$0.12	\$3,093.98	\$7,556.55	\$20,313.60
Departamento 32 SUBDIRECCION DE PROGRAMA EDUCATIVO																		
AD109	CASTILLO CANSECO DIEGO	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,503.45	\$3,440.00
AD129	DAZ CASTILLO ROSALBA DEL SOCORRO	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$0.00	-\$0.06	\$917.41	\$2,004.65	\$6,938.80
AD127	PRADO SOLANO MARCO ANTONIO	SUBDIRECTOR DE PROGRAMA EDUCATIVO	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$3,295.62	\$0.00	\$0.07	\$2,176.57	\$11,267.10	\$7,659.60
AD124	RODRIGUEZ NUÑEZ CARMEN	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
AD065	SANCHEZ NAJERA ABEL ISA	SUBDIRECTOR DE PROGRAMA EDUCATIVO	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$3,295.62	\$0.00	-\$0.12	\$2,176.57	\$12,891.30	\$6,035.40
Total Depto							\$23,932.35	\$1,569.00	\$1,329.00	\$37,853.40	\$0.00	\$64,683.75	\$9,853.14	\$169.54	-\$0.17	\$7,105.37	\$33,750.95	\$30,932.80
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																		
AD005	ACOSTA ROBLES IRMA GUADALUPE	JEFA DE DEPARTAMENTO DE RECURSOS FINANCIEROS	DIRECCION DE ADMINISTRACIÓN Y	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.13	\$1,581.64	\$9,109.55	\$4,643.80
AD007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA DE CONTABILIDAD	JEFATURA DE DEPARTAMENTO DE	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$13,753.35	\$0.00	\$22,696.80	\$3,201.99	\$79.77	\$0.10	\$2,499.05	\$11,194.00	\$11,602.80
Departamento 34 DEPARTAMENTO DE RECURSOS HUMANOS																		
AD016	HERRERA GARCIA VERONICA LETICIA	JEFA DE DEPARTAMENTO DE RECURSOS HUMANOS	DIRECCION DE ADMINISTRACIÓN Y	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$10,573.35	\$3,180.00
AD128	REYES SEBASTIAN MIGUEL ANGEL	COORDINADOR (A) DE RECURSOS HUMANOS	DIRECCION DE ADMINISTRACIÓN Y	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.24	\$8,018.34	\$889.69	\$0.00	-\$0.08	\$842.73	\$1,732.34	\$6,286.00
Total Depto							\$0.00	\$0.00	\$0.00	\$21,081.45	\$890.24	\$21,771.69	\$3,004.38	\$0.00	-\$0.06	\$2,424.37	\$12,305.69	\$9,466.00
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																		
AD029	ALFARO PEREZ OZALMIRA CONCEPCION	JEFA DE OFICINA DE CONTROL ESCOLAR	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00	
AD043	LOPEZ GONZALEZ CESAR AUGUSTO	JEFE DE DEPARTAMENTO DE SERVICIOS ESCOLARES	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$3,696.35	\$10,057.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$13,753.35	\$0.00	\$22,696.80	\$3,201.99	\$79.77	-\$0.01	\$2,499.05	\$6,780.80	\$16,916.00
Departamento 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																		
AD122	CORAL SEBASTIAN JULIO CESAR	COORDINADOR DE VINCULACION	JEFATURA DE DEPARTAMENTO DE VINCULACION	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.25	\$8,018.35	\$889.69	\$73.28	-\$0.15	\$842.73	\$3,081.55	\$4,936.80
AD097	NUÑEZ GONZALEZ ADAN	JEFE DE DEPARTAMENTO DE EXTENSION UNIVERSITARIA	DIRECCION DE VINCULACION	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$8,665.35	\$5,088.00
Total Depto							\$0.00	\$0.00	\$0.00	\$21,081.45	\$890.25	\$21,771.70	\$3,004.38	\$73.28	-\$0.13	\$2,424.37	\$11,746.90	\$10,024.80
Departamento 44 DEPARTAMENTO DE SERVICIOS ESTUDIANTILES																		
AD019	JIMENEZ SANCHEZ JUAN JOSE	JEFE DE DEPARTAMENTO DE SERVICIOS ESTUDIANTILES	SUBDIRECCION DE VINCULACION	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$8,589.35	\$5,164.00
Total Depto							\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$8,589.35	\$5,164.00
Departamento 45 DEPARTAMENTO DE TECNOLOGIAS																		
AD119	MENDOZA GARCIA JOSE ISMAEL	JEFE DE OFICINA DE SOPORTE TECNICO	DEPARTAMENTO DE TECNOLOGIAS	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$5,834.45	\$3,109.00
AD059	VILLARREAL RODRIGUEZ JOSE	JEFE DE DEPARTAMENTO DE TECNOLOGIAS	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$4,096.35	\$9,657.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$13,753.35	\$0.00	\$22,696.80	\$3,201.99	\$79.77	-\$0.01	\$2,499.05	\$8,930.80	\$12,766.00
Departamento 46 DEPARTAMENTO DE ABOGADO GENERAL																		
AD120	MORALES MENDEZ MARIA DE LOURDES	JEFA DE DEPARTAMENTO DE ABOGADO GENERAL	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$3,696.35	\$10,057.00
Total Depto							\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	\$0.02	\$1,581.64	\$3,696.35	\$10,057.00
Departamento 47 SUBDIRECCION DE VINCULACION																		
AD091	HERNANDEZ VALDIVIA IVONNE GABRIELA	JEFA DE OFICINA DE SERVICIOS MEDICOS	SUBDIRECCION DE VINCULACION	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	-\$0.03	\$917.41	\$2,084.45	\$6,859.00
AD011	LOPEZ GARCIA ROSA ELENA	COORDINADORA DE BIBLIOTECA	SUBDIRECCION DE VINCULACION	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$890.24	\$8,018.34	\$889.69	\$73.28	\$0.04	\$842.73	\$5,152.74	\$2,865.60
AD015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACION	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$3,295.62	\$0.00	\$0.11	\$2,176.57	\$5,472.30	\$13,454.40
Total Depto							\$7,977.45	\$523.00	\$443.00	\$26,254.80	\$890.24	\$33,886.49	\$6,272.61	\$153.05	\$0.12	\$3,936.71	\$12,709.49	\$23,179.00
							\$79,774.50	\$5,520.00	\$4,430.00	\$333,307.80	\$5,521.98	\$428,264.28	\$66,985.01	\$1,191.12	\$0.01	\$47,504.52	\$184,060.28	\$244,214.00