



Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)

Periodo 20 al 20 Quincenal del 16/10/2025 al 31/10/2025

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	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																		
A0125	MACIAS BRAMBILA HASSEM RUBEN	RECTOR	RECTORÍA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$35,577.00	\$0.00	\$35,577.00	\$7,942.99	\$0.00	\$0.05	\$4,091.36	\$12,034.40	\$23,542.60
A0116	ROSALES VIRGEN SANDRA MINERVA	ASISTENTE DE RECTORIA	RECTORÍA	BASIFICABLE	N/A	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$0.00	\$0.14	\$917.41	\$2,004.85	\$6,938.60
Total Depto							\$7,977.45	\$523.00	\$443.00	\$35,577.00	\$0.00	\$44,520.45	\$9,030.29	\$0.00	\$0.19	\$5,008.77	\$14,039.25	\$30,481.20
Departamento 15 DIRECCION ACADEMICA																		
A0111	PALACIOS RODRIGUEZ JULIA NOEMI	DIRECTORA ACADEMICA	DIRECCIÓN ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$26,686.20	\$0.00	\$26,686.20	\$5,275.75	\$0.00	-\$0.15	\$3,068.91	\$12,470.60	\$14,215.60
A0020	ROSALES ESCOBEDO MAIRA CARINA	COORDINADORA ACADEMICA	DIRECCIÓN ACADEMICA	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$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	\$690.25	\$34,704.55	\$6,165.44	\$73.28	-\$0.15	\$3,911.64	\$15,322.35	\$19,382.20
Departamento 18 DEP RECURS MATERIALES Y SERVICIOS GRALES																		
00042	CASTAÑEDA PLASCENCIA LUIS ALBERTO	DE MANTENIMIENTO	DEPARTAMENTO DE	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	\$0.05	\$842.73	\$5,153.75	\$2,864.60
A0030	DOMINGUEZ RAMOS MARIO ALBERTO	DE RECURSOS MATERIALES Y	DEPARTAMENTO DE	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	-\$0.15	\$842.73	\$5,470.55	\$2,547.80
A0072	MORALES CAMACHO JOSE	DE MANTENIMIENTO	DEPARTAMENTO DE	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	-\$0.15	\$842.73	\$5,153.55	\$2,864.80
A0080	PEREZ JIMENEZ JUAN CARLOS	OFICINA DE ALMACÉN Y	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
A0103	TRIANA ESTRADA MIGUEL ANGEL	DEPARTAMENTO DE	ADMINISTRACIÓN Y FINANZAS	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	\$35,737.65	\$2,070.75	\$46,751.85	\$5,871.06	\$299.61	-\$0.26	\$5,027.24	\$26,330.65	\$20,421.20
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																		
A0115	DOMINGUEZ FLORES FATIMA POULETT	A DE DIRECCIÓN DE	ADMINISTRACIÓN Y FINANZAS	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	\$0.14	\$842.73	\$3,445.35	\$4,573.00
A0126	RODRIGUEZ VELAZQUEZ SALVADOR	DEL DESPACHO DE	ADMINISTRACIÓN Y FINANZAS	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	\$8,344.80	\$18,341.40
Total Depto							\$0.00	\$0.00	\$0.00	\$34,014.30	\$690.25	\$34,704.55	\$6,165.44	\$73.28	\$0.28	\$3,911.64	\$11,790.15	\$22,914.40
Departamento 31 SUBDIRECCION DE PLANEACION EVALU Y CALID																		
A0095	CUEVAS ALCALA FRANCISCO ERNESTO	DE PLANEACIÓN,	DE PLANEACIÓN,	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
A0061	PUGA ESPINOZA KARLA VALERIA	OFICINA DE EVALUACIÓN Y	DE PLANEACIÓN,	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	\$0.08	\$3,093.98	\$7,556.75	\$20,313.40
Departamento 32 SUBDIRECCION DE PROGRAMA EDUCATIVO																		
A0109	CASTILLO CANSECO DIEGO	OFICINA DE LABORATORIO	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
A0129	DIAZ CASTILLO ROSAURA DEL SOCORRO	OFICINA DE LABORATORIO	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
A0127	PRADO SOLANO MARCO ANTONIO	DE PROGRAMA EDUCATIVO	DIRECCIÓN 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
A0124	RODRIGUEZ NUÑEZ CARMEN	OFICINA DE LABORATORIO	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
A0065	SANCHEZ NAJERA ABEL ISAI	DE PROGRAMA EDUCATIVO	DIRECCIÓN 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							\$23,932.35	\$1,569.00	\$1,329.00	\$37,853.40	\$0.00	\$64,683.75	\$9,853.14	\$239.31	\$0.09	\$7,105.37	\$26,411.75	\$38,272.00
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																		
A0005	ACOSTA ROBLES IRMA GUADALUPE	DEPARTAMENTO DE	ADMINISTRACIÓN Y FINANZAS	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
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	OFICINA CONTABILIDAD	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	\$11,502.80



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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 34 DEPARTAMENTO DE RECURSOS HUMANOS																		
A0016	HERRERA GARCIA VERONICA LETICIA	DEPARTAMENTO DE	ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	-\$0.18	\$1,581.64	\$10,573.15	\$3,180.20
A0128	REYES SEBASTIAN MIGUEL ANGEL	(A) DE RECURSOS	ADMINISTRACIÓN Y FINANZAS	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$0.00	\$0.13	\$842.73	\$1,732.55	\$6,285.80
Total Depto							\$0.00	\$0.00	\$0.00	\$21,081.45	\$690.25	\$21,771.70	\$3,004.38	\$0.00	-\$0.05	\$2,424.37	\$12,305.70	\$9,466.00
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																		
A0029	ALFARO PEREZ ODALMIRA CONCEPCION	OFICINA DE CONTROL		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
A0043	LOPEZ GONZALEZ CESAR AUGUSTO	DEPARTAMENTO DE SERVICIOS	DIRECCIÓN ACADÉMICA	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	\$5,780.80	\$16,916.00
Departamento 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																		
A0122	CORAL SEBASTIAN JULIO CESAR	DE VINCULACIÓN	DEPARTAMENTO DE	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	\$0.05	\$842.73	\$3,081.75	\$4,936.60
A0097	NUÑEZ GONZALEZ ADAN	DEPARTAMENTO DE	DE VINCULACIÓN	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	\$690.25	\$21,771.70	\$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 JUAN JOSE	DEPARTAMENTO DE	DE VINCULACIÓN	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																		
A0119	MENDOZA GARCIA JOSE ISMAEL	OFICINA DE SOPORTE	O DE TECNOLOGÍAS	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
A0059	VILLARREAL RODRIGUEZ JOSE	DEPARTAMENTO DE	RECTORÍA	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	\$9,930.80	\$12,766.00
Departamento 46 DEPARTAMENTO DE ABOGADO GENERAL																		
A0120	MORALES MENDEZ MARIA DE LOURDES	DEPARTAMENTO DE	RECTORÍA	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																		
A0091	HERNANDEZ VALDIVIA IVONNE GABRIELA	OFICINA DE SERVICIOS	DE VINCULACIÓN	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
A0011	LOPEZ GARCIA ROSA ELENA	A DE BIBLIOTECA	DE VINCULACIÓN	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	\$0.05	\$842.73	\$5,152.75	\$2,865.60
A0015	LUNA RODRIGUEZ JULIO CESAR	DE VINCULACIÓN	DIRECCIÓN ACADÉMICA	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
Total Depto							\$7,977.45	\$523.00	\$443.00	\$26,254.80	\$690.25	\$35,888.50	\$5,272.61	\$153.05	-\$0.07	\$3,936.71	\$12,709.30	\$23,179.20
Total Gral.							\$79,774.50	\$5,230.00	\$4,430.00	\$333,307.80	\$5,522.00	\$428,264.30	\$66,585.01	\$1,230.89	\$0.30	\$47,504.52	\$177,404.30	\$250,860.00