



Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)
Periodo 21 al 21 Quincenal del 01/11/2025 al 15/11/2025
Reg Pat IMSS: 00000000000.H6819292382
RFC: UPZ -040210-R31

Código	Empleado	DENOMINACION DEL CARGO o NOMBRAMIENTO	ÁREA DE ADSCRIPCIÓN	TIPO DE PERSONAL (BASE, CONFIANZA A)	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	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$35,577.00	\$0.00	\$35,577.00	\$7,942.99	\$0.00	-\$0.15	\$4,091.36	\$12,034.20	\$23,542.80
A0116	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	-\$0.06	\$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 15 DIRECCION ACADEMICA																		
A0111	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
A0020	ROSALES ESCOBEDO MAIRA CARINA	COORDINADORA ACADEMICA	DIRECCION 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	\$0.05	\$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	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
A0030	DOMINGUEZ RAMOS MARIO ALBERTO	RECURSOS DE DEPARTAMENTO	JEFATURA DE DEPARTAMENTO	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	\$5,470.75	\$2,547.60
A0072	MORALES CAMACHO JOSE	COORDINADOR DE MANTENIMIENTO	JEFATURA DE DEPARTAMENTO	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
A0080	PEREZ JIMENEZ JUAN CARLOS	JEFE DE OFICINA DE ALMACEN Y	JEFATURA DE DEPARTAMENTO	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	JEFE DE DEPARTAMENTO	DIRECCION DE ADMINISTRACION	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	-\$0.06	\$5,027.24	\$26,330.85	\$20,421.00
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																		
A0115	DOMINGUEZ FLORES FATIMA POULETT	COORDINADORA DE DIRECCION DE	DIRECCION DE ADMINISTRACION	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	-\$0.06	\$842.73	\$3,445.15	\$4,573.20
A0126	RODRIGUEZ VELAZQUEZ SALVADOR	ENCARGADO DEL DESPACHO DE	DIRECCION DE ADMINISTRACION	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$26,686.20	\$0.00	\$26,686.20	\$5,275.75	\$0.00	-\$0.06	\$3,068.91	\$8,344.60	\$18,341.60
Total Depto							\$0.00	\$0.00	\$0.00	\$34,014.30	\$690.25	\$34,704.55	\$6,165.44	\$73.28	-\$0.12	\$3,911.64	\$11,789.75	\$22,914.80
Departamento 31 SUBDIRECCION DE PLANEACION EVALU Y CALID																		
A0095	CUEVAS ALCALA FRANCISCO ERNESTO	SUBDIRECTOR DE PLANEACION,	SUBDIRECCION DE PLANEACION,	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
A0061	PUGA ESPINOZA KARLA VALERIA	JEFE DE OFICINA DE EVALUACION Y	SUBDIRECCION DE PLANEACION,	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																		
A0109	CASTILLO CANSECO DIEGO	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA	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	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$0.00	\$0.00	\$8,943.45	\$1,087.30	\$79.77	\$0.17	\$917.41	\$2,084.65	\$6,858.80
A0127	PRADO SOLANO MARCO ANTONIO	SUBDIRECTOR DE PROGRAMA	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
A0124	RODRIGUEZ NUÑEZ CARMEN	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA	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	SUBDIRECTOR DE PROGRAMA	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							\$23,932.35	\$1,569.00	\$1,329.00	\$37,853.40	\$0.00	\$64,683.75	\$9,853.14	\$239.31	\$0.29	\$7,105.37	\$26,411.95	\$38,271.80
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																		
A0005	ACOSTA ROBLES IRMA GUADALUPE	JEFE DE DEPARTAMENTO	DIRECCION DE ADMINISTRACION	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$13,753.35	\$0.00	\$13,753.35	\$2,114.69	\$0.00	-\$0.07	\$1,581.64	\$9,109.35	\$4,644.00
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA CONTABILIDAD	JEFATURA DE DEPARTAMENTO	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	\$11,193.80	\$11,503.00
Departamento 34 DEPARTAMENTO DE RECURSOS HUMANOS																		
A0016	HERRERA GARCIA VERONICA LETICIA	JEFE DE DEPARTAMENTO	DIRECCION DE ADMINISTRACION	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
A0128	REYES SEBASTIAN MIGUEL ANGEL	COORDINADOR (A) DE RECURSOS	DIRECCION DE ADMINISTRACION	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	\$0.15	\$2,424.37	\$12,305.90	\$9,465.80
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																		
A0029	ALFARO PEREZ ODALMIRA CONCEPCION	JEFE DE OFICINA DE CONTROL	DIRECCION DE ADMINISTRACION	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	JEFE DE DEPARTAMENTO	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	\$5,780.80	\$16,916.00



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Código	Empleado	DENOMINACIÓN DEL CARGO o NOMBRAMIENTO	ÁREA DE ADSCRIPCIÓN	TIPO DE PERSONAL (BASE_CONFIANZA A)	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 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																		
A0122	CORAL SEBASTIAN JULIO CESAR	COORDINADOR DE VINCULACIÓN	JEFATURA DE DEPARTAMENTO	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	JEFE DE DEPARTAMENTO	SUBDIRECCION 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	JEFE DE DEPARTAMENTO	SUBDIRECCION 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	JEFE DE OFICINA DE SOPORTE	DEPARTAMENTO 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	JEFE DE DEPARTAMENTO	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	JEFA DE DEPARTAMENTO	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	JEFA DE OFICINA DE SERVICIOS	SUBDIRECCION 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	COORDINADORA DE BIBLIOTECA	SUBDIRECCION DE VINCULACIÓN	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$7,328.10	\$690.25	\$8,018.35	\$889.69	\$73.28	-\$0.15	\$842.73	\$5,152.55	\$2,865.80
A0015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACIÓN	DIRECCION ACADÉMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$18,926.70	\$0.00	\$18,926.70	\$3,295.62	\$0.00	\$0.11	\$2,176.57	\$5,472.30	\$13,454.40
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	-\$0.10	\$47,504.52	\$177,403.90	\$250,860.40