Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)

Periodo 22 al 22 Quincenal del 16/11/2025 al 30/11/2025

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 RECTORÍA	RECTORÍA	BASIFICABLE	N/A	ACTIVO	$7,977.45	$523.00	$443.00	$0.00	$0.00	$8,943.45	$1,087.30	$0.00	-$0.06	$917.41	$3,904.65	$5,038.80
Total Depto							**$7,977.45**	**$523.00**	**$443.00**	**$35,577.00**	**$0.00**	**$44,520.45**	**$9,030.29**	**$0.00**	**-$0.01**	**$5,008.77**	**$15,939.05**	**$28,581.40**
Departamento 15 DIRECCION ACADEMICA																		
A0111	PALACIOS RODRIGUEZ JULIA NOEMI	DIRECTORA ACADÉMICA	DIRECCIÓN ACADÉMICA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$26,686.20	$0.00	$26,686.20	$9,176.64	$0.00	-$0.04	$3,068.91	$16,371.60	$10,314.60
A0020	ROSALES ESCOBEDO MAIRA CARINA	COORDINADORA ACADÉMICA	DIRECCIÓN ACADÉMICA	BASE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	$0.06	$842.73	$3,914.95	$4,103.40
Total Depto							**$0.00**	**$0.00**	**$0.00**	**$34,014.30**	**$690.25**	**$34,704.55**	**$11,129.47**	**$73.28**	**$0.02**	**$3,911.64**	**$20,286.55**	**$14,418.00**
Departamento 18 DEP RECURS MATERIALES Y SERVICIOS GRALES																		
00042	CASTAÑEDA PLASCENCIA LUIS ALBERTO	COORDINADOR DE MANTENIMIENTO	DEPARTAMENTO DE RECURSOS	BASE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	$0.11	$842.73	$6,216.95	$1,801.40
A0030	DOMINGUEZ RAMOS MARIO ALBERTO	RECURSOS MATERIALES Y	DEPARTAMENTO DE RECURSOS	BASE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	-$0.09	$842.73	$6,533.75	$1,484.60
A0072	MORALES CAMACHO JOSE	COORDINADOR DE MANTENIMIENTO	DEPARTAMENTO DE RECURSOS	BASE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	-$0.09	$842.73	$6,216.75	$1,801.60
A0080	PEREZ JIMENEZ JUAN CARLOS	ALMACÉN Y CONTROL DE	DEPARTAMENTO DE RECURSOS	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 RECURSOS	ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	-$0.08	$1,581.64	$6,673.15	$7,080.20
Total Depto							**$7,977.45**	**$523.00**	**$443.00**	**$35,737.65**	**$2,070.75**	**$46,751.85**	**$10,863.38**	**$299.61**	**-$0.18**	**$5,027.24**	**$31,323.05**	**$15,428.80**
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																		
A0115	DOMINGUEZ FLORES FATIMA POULETT	DIRECCIÓN DE ADMINISTRACIÓN Y	ADMINISTRACIÓN Y FINANZAS	BASIFICABLE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	$0.00	$842.73	$4,508.35	$3,510.00
A0126	RODRIGUEZ VELAZQUEZ SALVADOR	DESPACHO DE DIRECCIÓN DE	ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$26,686.20	$0.00	$26,686.20	$5,978.33	$0.00	$0.16	$3,068.91	$9,047.40	$17,638.80
Total Depto							**$0.00**	**$0.00**	**$0.00**	**$34,014.30**	**$690.25**	**$34,704.55**	**$7,931.16**	**$73.28**	**$0.16**	**$3,911.64**	**$13,555.75**	**$21,148.80**
Departamento 31 SUBDIRECCION DE PLANEACION EVALU Y CALID																		
A0095	CUEVAS ALCALA FRANCISCO ERNESTO	PLANEACIÓN, EVALUACIÓN Y	PLANEACIÓN, EVALUACIÓN Y	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$18,926.70	$0.00	$18,926.70	$5,830.65	$0.00	$0.08	$2,176.57	$8,007.30	$10,919.40
A0061	PUGA ESPINOZA KARLA VALERIA	EVALUACIÓN Y ESTADÍSTICA	PLANEACIÓN, EVALUACIÓN 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**	**$6,917.95**	**$79.77**	**$0.05**	**$3,093.98**	**$10,091.75**	**$17,778.40**
Departamento 32 SUBDIRECCION DE PROGRAMA EDUCATIVO																		
A0109	CASTILLO CANSECO DIEGO	JEFE DE OFICINA DE LABORATORIO	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	JEFE DE OFICINA DE LABORATORIO	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	PROGRAMA EDUCATIVO	DIRECCIÓN ACADÉMICA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$18,926.70	$0.00	$18,926.70	$5,830.65	$0.00	-$0.16	$2,176.57	$13,801.90	$5,124.80
A0124	RODRIGUEZ NUÑEZ CARMEN	JEFE DE OFICINA DE LABORATORIO	PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	$7,977.45	$523.00	$443.00	$0.00	$0.00	$8,943.45	$1,087.30	$79.77	$0.17	$917.41	$2,084.65	$6,858.80
A0065	SANCHEZ NAJERA ABEL ISAI	PROGRAMA EDUCATIVO	DIRECCIÓN ACADÉMICA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$18,926.70	$0.00	$18,926.70	$5,830.65	$0.00	-$0.12	$2,176.57	$8,007.10	$10,919.60
Total Depto							**$23,932.35**	**$1,569.00**	**$1,329.00**	**$37,853.40**	**$0.00**	**$64,683.75**	**$14,923.20**	**$239.31**	**-$0.17**	**$7,105.37**	**$31,481.55**	**$33,202.20**
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																		
A0005	ACOSTA ROBLES IRMA GUADALUPE	DEPARTAMENTO DE RECURSOS	ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	$0.03	$1,581.64	$10,912.35	$2,841.00
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA CONTABILIDAD	DEPARTAMENTO DE RECURSOS	BASE	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
Total Depto							**$7,977.45**	**$523.00**	**$443.00**	**$13,753.35**	**$0.00**	**$22,696.80**	**$5,004.89**	**$79.77**	**$0.20**	**$2,499.05**	**$12,997.00**	**$9,699.80**
Departamento 34 DEPARTAMENTO DE RECURSOS HUMANOS																		
A0016	HERRERA GARCIA VERONICA LETICIA	DEPARTAMENTO DE RECURSOS	ADMINISTRACIÓN Y FINANZAS	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	-$0.08	$1,581.64	$12,376.15	$1,377.20
A0128	REYES SEBASTIAN MIGUEL ANGEL	DE RECURSOS HUMANOS	ADMINISTRACIÓN Y FINANZAS	BASIFICABLE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$973.13	$0.00	-$0.11	$842.73	$1,815.75	$6,202.60
Total Depto							**$0.00**	**$0.00**	**$0.00**	**$21,081.45**	**$690.25**	**$21,771.70**	**$4,890.72**	**$0.00**	**-$0.19**	**$2,424.37**	**$14,191.90**	**$7,579.80**
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																		
A0029	ALFARO PEREZ ODALMIRA 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
A0043	LOPEZ GONZALEZ CESAR AUGUSTO	DEPARTAMENTO SERVICIOS	DIRECCIÓN ACADÉMICA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	$0.12	$1,581.64	$5,499.35	$8,254.00
Total Depto																		

Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)

Periodo 22 al 22 Quincenal del 16/11/2025 al 30/11/2025

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*
							$7,977.45	**$523.00**	**$443.00**	**$13,753.35**	**$0.00**	**$22,696.80**	**$5,004.89**	**$79.77**	**$0.09**	**$2,499.05**	**$7,583.80**	**$15,113.00**
Departamento 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																		
A0122	CORAL SEBASTIAN JULIO CESAR	COORDINADOR DE VINCULACIÓN	DEPARTAMENTO DE EXTENSIÓN	BASIFICABLE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	-$0.09	$842.73	$4,144.75	$3,873.60
A0097	NUÑEZ GONZALEZ ADAN	DEPARTAMENTO DE EXTENSIÓN	SUBDIRECCIÓN DE VINCULACIÓN	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	$0.12	$1,581.64	$10,468.35	$3,285.00
Total Depto							**$0.00**	**$0.00**	**$0.00**	**$21,081.45**	**$690.25**	**$21,771.70**	**$5,870.42**	**$73.28**	**$0.03**	**$2,424.37**	**$14,613.10**	**$7,158.60**
Departamento 44 DEPARTAMENTO DE SERVICIOS ESTUDIANTILES																		
A0019	JIMENEZ SANCHEZ JUAN JOSE	DEPARTAMENTO DE SERVICIOS	SUBDIRECCIÓN DE VINCULACIÓN	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	-$0.08	$1,581.64	$10,392.15	$3,361.20
Total Depto							**$0.00**	**$0.00**	**$0.00**	**$13,753.35**	**$0.00**	**$13,753.35**	**$3,917.59**	**$0.00**	**-$0.08**	**$1,581.64**	**$10,392.15**	**$3,361.20**
Departamento 45 DEPARTAMENTO DE TECNOLOGIAS																		
A0119	MENDOZA GARCIA JOSE ISMAEL	JEFE DE OFICINA DE SOPORTE TÉCNICO	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	$0.17	$917.41	$5,934.65	$3,008.80
A0059	VILLARREAL RODRIGUEZ JOSE	DEPARTAMENTO DE TECNOLOGÍAS	RECTORÍA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	$0.12	$1,581.64	$5,899.35	$7,854.00
Total Depto							**$7,977.45**	**$523.00**	**$443.00**	**$13,753.35**	**$0.00**	**$22,696.80**	**$5,004.89**	**$79.77**	**$0.29**	**$2,499.05**	**$11,834.00**	**$10,862.80**
Departamento 46 DEPARTAMENTO DE ABOGADO GENERAL																		
A0120	MORALES MENDEZ MARIA DE LOURDES	DEPARTAMENTO DE ABOGADO GENERAL	RECTORÍA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$13,753.35	$0.00	$13,753.35	$3,917.59	$0.00	-$0.08	$1,581.64	$5,499.15	$8,254.20
Total Depto							**$0.00**	**$0.00**	**$0.00**	**$13,753.35**	**$0.00**	**$13,753.35**	**$3,917.59**	**$0.00**	**-$0.08**	**$1,581.64**	**$5,499.15**	**$8,254.20**
Departamento 47 SUBDIRECCION DE VINCULACION																		
A0091	HERNANDEZ VALDIVIA IVONNE GABRIELA	JEFA DE OFICINA DE SERVICIOS MÉDICOS	SUBDIRECCIÓN 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	SUBDIRECCIÓN DE VINCULACIÓN	BASE	N/A	ACTIVO	$0.00	$0.00	$0.00	$7,328.10	$690.25	$8,018.35	$1,952.83	$73.28	$0.11	$842.73	$6,215.95	$1,802.40
A0015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACIÓN	DIRECCIÓN ACADÉMICA	CONFIANZA	N/A	ACTIVO	$0.00	$0.00	$0.00	$18,926.70	$0.00	$18,926.70	$5,830.65	$0.00	-$0.12	$2,176.57	$8,007.10	$10,919.60
Total Depto							**$7,977.45**	**$523.00**	**$443.00**	**$26,254.80**	**$690.25**	**$35,888.50**	**$8,870.78**	**$153.05**	**-$0.04**	**$3,936.71**	**$16,307.50**	**$19,581.00**
Total Gral.							**$79,774.50**	**$5,230.00**	**$4,430.00**	**$333,307.80**	**$5,522.00**	**$428,264.30**	**$103,277.22**	**$1,230.89**	**$0.09**	**$47,504.52**	**$216,096.30**	**$212,168.00**