



Universidad Politécnica de la Z.M.G ADVOS

Lista de Raya (forma tabular)

Periodo 23 al 23 Quincenal del 01/12/2025 al 15/12/2025

Reg Pat IMSS: 0000000000.H6819292382

RF C: UPZ -040210-R31

Código	Empleado	DENOMINACIÓN DEL CARGO o NOMBRAMIENTO	ÁREA DE ASCRIPCIÓN	TIPO DE PERSONAL (BASE, CONFIANZA)	CLAVE O NIVEL DE PUESTO	TIPO DE TRABAJADOR (ACTIVO, COMISIONADO O LICENCIA)	Sueldo	Despensa	Transporte	5 DÍAS DE AJUSTE	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	\$7,927.66	\$35,577.00	\$0.00	\$43,504.66	\$10,321.29	\$0.00	\$0.01	\$4,091.36	\$14,412.66	\$29,092.00
A0116	ROSALES VIRGEN SANDRA MINERVA	ASISTENTE DE RECTORIA	RECTORIA	BASIFICABLE	N/A	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$0.00	-\$0.10	\$917.41	\$4,472.60	\$7,130.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$10,586.81	\$35,577.00	\$0.00	\$55,107.26	\$11,976.58	\$0.00	-\$0.09	\$5,008.77	\$18,885.26	\$36,222.00
Departamento 15 DIRECCION ACADEMICA																			
A0111	PALACIOS RODRIGUEZ JULIA NOEMI	DIRECTORA ACADEMICA	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$8,895.40	\$26,686.20	\$0.00	\$35,581.60	\$7,944.37	\$0.00	\$0.03	\$3,068.91	\$15,139.40	\$20,442.20
A0020	ROSALES ESCOBEDO MAIRA CARINA	COORDINADORA ACADEMICA	DIRECCION ACADEMICA	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	-\$0.07	\$842.73	\$3,373.45	\$7,087.60
Total Depto							\$0.00	\$0.00	\$0.00	\$11,338.10	\$34,014.30	\$690.25	\$46,042.65	\$9,355.83	\$73.28	-\$0.04	\$3,911.64	\$18,512.85	\$27,529.80
Departamento 16 DEP RECURS MATERIALES Y SERVICIOS GRALES																			
00042	CASTAÑEDA PLASCENCIA LUIS ALBERTO	COORDINADOR DE	JEFATURA DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	-\$0.02	\$842.73	\$5,675.45	\$4,785.60
A0030	DOMINGUEZ RAMOS MARIO ALBERTO	COORDINADOR DE RECURSOS	JEFATURA DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	-\$0.02	\$842.73	\$5,992.45	\$4,468.60
A0072	MORALES CAMACHO JOSE	COORDINADOR DE	JEFATURA DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	-\$0.02	\$842.73	\$5,675.45	\$4,785.60
A0080	PEREZ JIMENEZ JUAN CARLOS	JEFE DE OFICINA DE ALMACEN Y	JEFATURA DE DEPARTAMENTO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$6,250.40	\$5,352.20
A0103	TRIANA ESTRADA MIGUEL ANGEL	JEFE DE DEPARTAMENTO	DIRECCION DE ADMINISTRACI	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$5,912.80	\$12,425.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$14,571.70	\$35,737.65	\$2,070.75	\$61,323.55	\$9,046.78	\$299.61	-\$0.08	\$5,027.24	\$29,506.55	\$31,817.00
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																			
A0115	DOMINGUEZ FLORES FATIMA POULETT	COORDINADORA DE DIRECCION	DIRECCION DE ADMINISTRACI	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	\$0.07	\$842.73	\$3,967.05	\$6,494.00
A0126	RODRIGUEZ VELAZQUEZ SALVADOR	ENCARGADO DEL DESPACHO	DIRECCION DE ADMINISTRACI	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$1,335.53	\$26,686.20	\$0.00	\$28,021.73	\$5,676.41	\$0.00	\$0.01	\$3,068.91	\$8,745.33	\$19,276.40
Total Depto							\$0.00	\$0.00	\$0.00	\$3,778.23	\$34,014.30	\$690.25	\$38,482.78	\$7,087.87	\$73.28	\$0.08	\$3,911.64	\$12,712.38	\$25,770.40
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	\$6,308.90	\$18,926.70	\$0.00	\$25,235.60	\$4,840.57	\$0.00	\$0.06	\$2,176.57	\$7,017.20	\$18,218.40
A0061	PUGA ESPINOZA KARLA VALERIA	JEFA DE OFICINA DE EVALUACION	SUBDIRECCION DE PLANEACION	CONFIANZA	N/A	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$2,652.40	\$8,950.20
Total Depto							\$7,977.45	\$523.00	\$443.00	\$8,968.05	\$18,926.70	\$0.00	\$36,838.20	\$6,495.86	\$79.77	-\$0.01	\$3,093.98	\$9,669.60	\$27,168.60
Departamento 32 SUBDIRECCION DE PROGRAMA EDUCATIVO																			
A0109	CASTILLO CANSECO DIEGO	JEFE DE OFICINA DE	SUBDIRECCION DE PROGRAMA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$6,071.40	\$5,531.20
A0129	DIAZ CASTILLO ROSAURA DEL SOCORRO	JEFE DE OFICINA SUBDIRECCION DE	SUBDIRECCION DE PROGRAMA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$881.53	\$0.00	\$0.00	\$9,824.98	\$1,275.59	\$79.77	\$0.01	\$917.41	\$2,272.78	\$7,552.20
A0127	PRADO SOLANO MARCO ANTONIO	SUBDIRECTOR DE PROGRAMA	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$6,308.90	\$18,926.70	\$0.00	\$25,235.60	\$4,840.57	\$0.00	\$0.02	\$2,176.57	\$12,812.00	\$12,423.60
A0124	RODRIGUEZ NUÑEZ CARMEN	JEFE DE OFICINA DE	SUBDIRECCION DE PROGRAMA	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$2,652.40	\$8,950.20
A0065	SANCHEZ NAJERA ABEL ISAI	SUBDIRECTOR DE PROGRAMA	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$6,308.90	\$18,926.70	\$0.00	\$25,235.60	\$4,840.57	\$0.00	\$0.06	\$2,176.57	\$7,017.20	\$18,218.40
Total Depto							\$23,932.35	\$1,569.00	\$1,329.00	\$18,817.63	\$37,853.40	\$0.00	\$83,501.38	\$14,267.31	\$239.31	-\$0.05	\$7,105.37	\$30,825.78	\$52,675.60
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																			
A0005	ACOSTA ROBLES IRMA GUADALUPE	JEFA DE DEPARTAMENTO	DIRECCION DE ADMINISTRACI	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	-\$0.04	\$1,581.64	\$10,151.80	\$8,186.00
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA CONTABILIDAD	JEFATURA DE DEPARTAMENTO	BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$2,652.40	\$8,950.20
Total Depto							\$7,977.45	\$523.00	\$443.00	\$7,243.60	\$13,753.35	\$0.00	\$29,940.40	\$4,812.40	\$79.77	-\$0.11	\$2,499.05	\$12,804.20	\$17,136.20
Departamento 34 DEPARTAMENTO DE RECURSOS HUMANOS																			
A0016	HERRERA GARCIA VERONICA LETICIA	JEFA DE DEPARTAMENTO	DIRECCION DE ADMINISTRACI	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$11,615.80	\$6,722.00
A0128	REYES SEBASTIAN MIGUEL ANGEL	COORDINADOR (A) DE	DIRECCION DE ADMINISTRACI	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$323.91	\$7,328.10	\$690.25	\$8,342.26	\$958.88	\$0.00	-\$0.15	\$842.73	\$1,801.46	\$6,540.80
Total Depto							\$0.00	\$0.00	\$0.00	\$4,908.36	\$21,081.45	\$690.25	\$26,680.06	\$4,115.99	\$0.00	-\$0.10	\$2,424.37	\$13,417.26	\$13,262.80
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																			
A0029	ALFARO PEREZ ODALMIRA CONCEPCION	JEFA DE OFICINA DE CONTROL		BASE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	\$0.13	\$917.41	\$2,652.60	\$8,950.00
A0043	LOPEZ GONZALEZ CESAR AUGUSTO	JEFE DE DEPARTAMENTO	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$4,738.80	\$13,599.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$7,243.60	\$13,753.35	\$0.00	\$29,940.40	\$4,812.40	\$79.77	\$0.18	\$2,499.05	\$7,391.40	\$22,549.00
Departamento 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																			
A0122	CORAL SEBASTIAN JULIO CESAR	COORDINADOR DE VINCULACION	JEFATURA DE DEPARTAMENTO	BASIFICABLE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	-\$0.02	\$842.73	\$3,603.45	\$6,857.60



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Lista de Raya (forma tabular)
Periodo 23 al 23 Quincenal del 01/12/2025 al 15/12/2025
Reg Pat IMSS: 0000000000.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	5 DÍAS DE AJUSTE	Sueldo_Fed	Despensa_Fed	*TOTAL* *PERCEPCIONES*	I.S.R. (mes)	Cuota sindical	Ajuste al neto	PENSIONES 11.5%	*TOTAL* *DEDUCCIONES*	*NETO*
A0097	NUÑEZ GONZALEZ ADAN	JEFE DE DEPARTAMENTO	SUBDIRECCIÓN DE VINCULACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$9,707.80	\$8,630.00
Total Depto							\$0.00	\$0.00	\$0.00	\$7,027.15	\$21,081.45	\$690.25	\$28,798.85	\$4,568.57	\$73.28	\$0.03	\$2,424.37	\$13,311.25	\$15,487.60
Departamento 44 DEPARTAMENTO DE SERVICIOS ESTUDIANTILES																			
A0019	JIMENEZ SANCHEZ JUAN JOSE	JEFE DE DEPARTAMENTO	SUBDIRECCIÓN DE VINCULACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$9,631.80	\$8,706.00
Total Depto							\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$9,631.80	\$8,706.00
Departamento 45 DEPARTAMENTO DE TECNOLOGIAS																			
A0119	MENDOZA GARCIA JOSE ISMAEL	JEFE DE OFICINA DE SOPORTE	DEPARTAMENTO DE	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$6,502.40	\$5,100.20
A0059	VILLARREAL RODRIGUEZ JOSE	JEFE DE DEPARTAMENTO	RECTORÍA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	\$0.05	\$1,581.64	\$5,138.80	\$13,199.00
Total Depto							\$7,977.45	\$523.00	\$443.00	\$7,243.60	\$13,753.35	\$0.00	\$29,940.40	\$4,812.40	\$79.77	-\$0.02	\$2,499.05	\$11,641.20	\$18,299.20
Departamento 46 DEPARTAMENTO DE ABOGADO GENERAL																			
A0120	MORALES MENDEZ MARIA DE LOURDES	JEFE DE DEPARTAMENTO	RECTORÍA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	-\$0.15	\$1,581.64	\$4,738.60	\$13,599.20
Total Depto							\$0.00	\$0.00	\$0.00	\$4,584.45	\$13,753.35	\$0.00	\$18,337.80	\$3,157.11	\$0.00	-\$0.15	\$1,581.64	\$4,738.60	\$13,599.20
Departamento 47 SUBDIRECCION DE VINCULACION																			
A0091	HERNANDEZ VALDIVIA IVONNE GABRIELA	JEFA DE OFICINA DE SERVICIOS	SUBDIRECCIÓN DE VINCULACIÓN	BASIFICABLE	10	ACTIVO	\$7,977.45	\$523.00	\$443.00	\$2,659.15	\$0.00	\$0.00	\$11,602.60	\$1,655.29	\$79.77	-\$0.07	\$917.41	\$2,652.40	\$8,950.20
A0011	LOPEZ GARCIA ROSA ELENA	COORDINADORA DE BIBLIOTECA	SUBDIRECCIÓN DE VINCULACIÓN	BASE	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$2,442.70	\$7,328.10	\$690.25	\$10,461.05	\$1,411.46	\$73.28	-\$0.02	\$842.73	\$5,674.45	\$4,786.60
A0015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACIÓN	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$0.00	\$0.00	\$6,308.90	\$18,926.70	\$0.00	\$25,235.60	\$4,840.57	\$0.00	\$0.06	\$2,176.57	\$7,017.20	\$18,218.40
Total Depto							\$7,977.45	\$523.00	\$443.00	\$11,410.75	\$26,254.80	\$690.25	\$47,299.25	\$7,907.32	\$153.05	-\$0.03	\$3,936.71	\$15,344.05	\$31,955.20
Total Gral.							\$79,774.50	\$5,230.00	\$4,430.00	\$122,306.48	\$333,307.80	\$5,522.00	\$550,570.78	\$95,573.53	\$1,230.89	-\$0.34	\$47,504.62	\$208,392.18	\$342,178.60