



Universidad Politécnica de la Z.M.G ADVOS
Lista de Raya (forma tabular)
Periodo 24 al 24 Quincenal del 16/12/2025 al 31/12/2025
Reg Pat IMSS: 0000000001H01620282
RFC: UPZ-040216-4931

Código	Empleado	DENOMINACION DEL CARGO o NOMBRAMIENTO	ÁREA DE ASCRIPCION	TIPO DE PERSONAL (BASE, CONFIANZA)	CLAVE O NIVEL DE PUESTO	TIPO DE TRABAJADOR (ACTIVO, COMISIONADO O LICENCIA)	Sueldo	Retroactivo	Despensa	Transporte	Retroactivo despensa	RETROACTIVO PRIMA VACACIONAL	Prima Vacacional	RETROACTIVO AGUINALDO	Sueldo_Fed	Despensa_Fed	*TOTAL* *PERCEPCIONES*	I.S.R. (mes)	Cuota sindical	Ajuste al neto	PENSIONES 11.5%	RETROACTIVO PEJAL	*TOTAL* *DEDUCCIONES*	*NETO*
Departamento 1 RECTORIA																								
A0125	MACIAS BRAMILLA HASSEM RUBEN	RECTOR	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$21,346.20	\$0.00	\$0.00	\$0.00	\$0.00	\$19,733.38	\$3,171.07	\$37,000.05	\$0.00	\$81,250.70	\$22,153.79	\$0.00	\$0.00	\$4,205.01	\$2,454.81	\$28,863.70	\$52,387.00
A0116	ROSALES VIRGEN SANDRA MINERVA	ASISTENTE DE RECTORIA	RECTORIA	BASIFICABLE	N/A	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$0.00	\$0.07	\$917.41	\$0.00	\$6,609.89	\$6,592.20
Total Depto							\$7,977.45	\$21,346.20	\$523.00	\$443.00	\$0.00	\$0.00	\$23,988.02	\$3,171.07	\$37,000.05	\$0.00	\$84,448.79	\$24,024.26	\$0.00	\$0.16	\$5,172.42	\$2,454.81	\$35,469.59	\$58,979.20
Departamento 15 DIRECCION ACADEMICA																								
A0111	PALACIOS RODRIGUEZ JULIA NOEMI	DIRECTORA ACADEMICA	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$22,416.41	\$0.00	\$0.00	\$0.00	\$1,138.61	\$14,801.95	\$3,556.16	\$27,753.60	\$0.00	\$69,668.73	\$18,592.98	\$0.00	\$0.11	\$3,191.06	\$2,577.89	\$28,488.73	\$41,180.00
A0100	ROSALES ESCOBEDO MAIRA CARINA	COORDINADORA ACADEMICA	DIRECCION ACADEMICA	BASE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$977.08	\$7,621.20	\$690.25	\$20,111.35	\$3,436.93	\$76.21	\$0.00	\$876.44	\$707.89	\$7,819.55	\$12,291.80
Total Depto							\$0.00	\$28,572.61	\$0.00	\$0.00	\$289.90	\$1,451.28	\$18,866.60	\$4,536.24	\$35,374.80	\$690.25	\$89,780.08	\$22,028.91	\$76.21	\$0.11	\$4,068.10	\$3,285.78	\$36,308.28	\$53,471.80
Departamento 18 DEP RECURS MATERIALES Y SERVICIOS GRALES																								
B0242	CASTAÑEDA PLASCENCIA LUIS ALBERTO	COORDINADOR DE DEPARTAMENTO	JEFATURA DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$977.08	\$7,621.20	\$690.25	\$20,111.35	\$3,436.93	\$76.21	\$0.05	\$876.44	\$707.89	\$10,121.65	\$9,889.80
A0030	DOMINGUEZ RAMOS MARIO ALBERTO	COORDINADOR DE RECURSOS	DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$977.08	\$7,621.20	\$690.25	\$20,111.35	\$3,436.93	\$76.21	\$0.01	\$876.44	\$707.89	\$10,490.95	\$9,710.40
A0072	MORALES CAMACHO JOSE	COORDINADOR DE DEPARTAMENTO	JEFATURA DE DEPARTAMENTO	BASE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$977.08	\$7,621.20	\$690.25	\$20,111.35	\$3,436.93	\$76.21	\$0.00	\$876.44	\$707.89	\$10,121.65	\$9,889.80
A0080	PEREZ JIMENEZ AJAN CARLOS	JEFE DE OFICINA DE ALMACEN Y DEPARTAMENTO	JEFATURA DE DEPARTAMENTO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.10	\$917.41	\$0.00	\$8,283.89	\$4,814.40
A0103	TRIANA ESTRADA MIGUEL ANGEL	JEFE DE DEPARTAMENTO DE ADMINISTRACIÓN	DIRECCION DE ADMINISTRACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.10	\$1,644.91	\$1,328.57	\$15,790.27	\$20,115.20
Total Depto							\$7,977.45	\$30,019.61	\$523.00	\$443.00	\$690.70	\$1,624.82	\$24,077.11	\$4,766.52	\$37,167.15	\$2,076.75	\$109,437.61	\$20,043.37	\$308.40	\$0.11	\$5,191.64	\$3,462.24	\$54,818.01	\$54,818.00
Departamento 30 DIRECCION DE ADMINISTRACION Y FINANZAS																								
A0115	DOMINGUEZ FLORES FATIMA POULETT	COORDINADORA DE DIRECCION DE ADMINISTRACIÓN	DIRECCION DE ADMINISTRACIÓN	BASIFICABLE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$977.08	\$7,621.20	\$690.25	\$20,111.35	\$3,436.93	\$76.21	\$0.08	\$876.44	\$707.89	\$8,412.95	\$11,698.40
A0126	RODRIGUEZ VELAZQUEZ SALVADOR	ENCARGADO DEL DESPACHO DE DIRECCION DE ADMINISTRACIÓN	DIRECCION DE ADMINISTRACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$7,472.14	\$0.00	\$0.00	\$0.00	\$0.00	\$1,336.53	\$27,753.60	\$0.00	\$36,061.27	\$8,061.85	\$0.00	\$0.14	\$3,191.06	\$859.30	\$12,112.67	\$24,448.60	
Total Depto							\$0.00	\$13,627.74	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$2,312.61	\$35,374.80	\$690.25	\$56,672.62	\$11,497.78	\$76.21	\$0.20	\$4,068.10	\$1,567.19	\$26,526.62	\$36,147.00
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	\$15,898.43	\$0.00	\$0.00	\$0.00	\$807.54	\$10,498.01	\$11,402.14	\$19,683.75	\$0.00	\$58,289.87	\$14,808.89	\$0.00	\$0.17	\$2,263.03	\$1,828.32	\$18,888.67	\$39,391.20
A0061	PUGA ESPINOZA KARLA VALERIA	JEFA DE OFICINA DE EVALUACION Y DE PLANEACION	SUBDIRECCION DE PLANEACION	CONFIANZA	N/A	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.10	\$917.41	\$0.00	\$4,749.49	\$8,412.60
Total Depto							\$7,977.45	\$15,898.43	\$523.00	\$443.00	\$0.00	\$807.54	\$14,762.65	\$11,402.14	\$19,683.75	\$0.00	\$71,487.96	\$16,677.36	\$79.77	\$0.27	\$3,181.04	\$1,828.32	\$23,684.16	\$47,803.80
Departamento 32 SUBDIRECCION DE PROGRAMA EDUCATIVO																								
A0109	CASTILLO CANSECO DIEGO	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.10	\$917.41	\$0.00	\$8,204.49	\$4,993.00
A0129	DAZ CASTILLO ROSAMBA DEL SOCORRO	JEFE DE OFICINA DE LABORATORIO	SUBDIRECCION DE PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,943.45	\$961.69	\$79.77	\$0.01	\$917.41	\$0.00	\$1,968.65	\$6,986.60
A0127	PRADO SOLANO MARCO ANTONIO	SUBDIRECTOR DE PROGRAMA ACADEMICO	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$15,686.43	\$0.00	\$0.00	\$0.00	\$807.54	\$10,498.01	\$2,523.56	\$19,683.75	\$0.00	\$49,411.29	\$11,965.75	\$0.00	\$0.05	\$2,263.03	\$1,828.32	\$21,692.49	\$27,558.80
A0124	RODRIGUEZ NUÑEZ CARMEN	JEFE DE OFICINA DE PROGRAMACION	SUBDIRECCION DE PROGRAMA EDUCATIVO	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.08	\$917.41	\$0.00	\$4,789.89	\$8,408.20
A0095	SANCHEZ NAJERA ABEL ISAI	SUBDIRECTOR DE PROGRAMA ACADEMICO	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$15,898.43	\$0.00	\$0.00	\$0.00	\$807.54	\$10,498.01	\$2,523.56	\$19,683.75	\$0.00	\$49,411.29	\$11,965.75	\$0.00	\$0.01	\$2,263.03	\$1,828.32	\$16,097.69	\$33,353.60
Total Depto							\$23,932.35	\$31,796.86	\$1,569.00	\$1,329.00	\$0.00	\$1,615.08	\$29,805.30	\$5,047.12	\$39,267.50	\$0.00	\$134,162.21	\$28,634.12	\$239.31	\$0.12	\$7,279.49	\$3,656.64	\$52,863.41	\$81,298.80
Departamento 33 DEPARTAMENTO DE RECURSOS FINANCIEROS																								
A0095	ACOSTA ROBLES IRMA GUADALUPE	JEFA DE DEPARTAMENTO	DIRECCION DE ADMINISTRACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.01	\$1,644.91	\$1,328.57	\$20,029.47	\$15,876.00
A0007	GOMEZ MENDOZA FERNANDO RAFAEL	JEFE DE OFICINA DE CONTABILIDAD	JEFATURA DE DEPARTAMENTO	BASE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.10	\$917.41	\$0.00	\$4,785.69	\$8,412.40
Total Depto							\$7,977.45	\$11,562.81	\$523.00	\$443.00	\$0.00	\$586.81	\$11,883.16	\$1,833.78	\$14,303.55	\$0.00	\$49,103.56	\$9,735.58	\$79.77	\$0.11	\$2,562.32	\$1,328.57	\$24,915.16	\$24,288.40
Departamento 34 DEPARTAMENTO DE RECURSOS HUMANOS																								
A0016	HERRERA GARCIA VERONICA LETICIA	JEFA DE DEPARTAMENTO	DIRECCION DE ADMINISTRACIÓN	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.10	\$1,644.91	\$1,328.57	\$21,493.47	\$14,412.00
A0128	REYES SEBASTIAN MIGUEL ANGEL	COORDINADOR (A) DE RECURSOS	DIRECCION DE ADMINISTRACIÓN	BASIFICABLE	N/A	ACTIVO	\$0.00	\$2,051.87	\$0.00	\$0.00	\$96.83	\$0.00	\$0.00	\$323.91	\$7,621.20	\$690.25	\$10,793.86	\$1,354.79	\$0.07	\$876.44	\$235.96	\$2,487.26	\$8,316.60	
Total Depto							\$0.00	\$13,614.68	\$0.00	\$0.00	\$96.83	\$586.81	\$7,628.52	\$2,157.69	\$21,924.75	\$690.25	\$46,689.33	\$9,219.90	\$0.00	\$0.17	\$2,521.35	\$1,964.63	\$23,960.73	\$32,728.60
Departamento 42 DEPARTAMENTO DE SERVICIOS ESCOLARES																								
A0029	ALFARO PEREZ DALMARIA CONCEPCION	JEFA DE OFICINA DE CONTROL	JEFATURA DE DEPARTAMENTO	BASE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.10	\$917.41	\$0.00	\$4,780.49	\$8,412.60
A0343	LOPEZ GONZALEZ CESAR AUGUSTO	JEFE DE DEPARTAMENTO	DIRECCION ACADEMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.12	\$1,644.91	\$1,328.57	\$10,838.47	\$25,067.00
Total Depto							\$7,977.45	\$11,562.81	\$523.00	\$443.00	\$0.00	\$586.81	\$11,883.16	\$1,833.78	\$14,303.55	\$0.00	\$49,103.56	\$9,735.58	\$79.77	\$0.22	\$2,562.32	\$1,328.57	\$15,623.96	\$33,476.60
Departamento 43 DEPARTAMENTO DE EXTENSION UNIVERSITARIA																								
A0122	CORAL SEBASTIAN JULIO CESAR	COORDINADOR DE VINCULACION	JEFATURA DE DEPARTAMENTO	BASIFICABLE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$289.90	\$312.67	\$4,064.65	\$977.08	\$7,621.20	\$690.25	\$20,111.35	\$3,436.93	\$76.21	\$0.00	\$576.44	\$707.89	\$8,049.55	\$12,061.80
A0097	NUÑEZ GONZALEZ ADAN	JEFE DE DEPARTAMENTO	SUBDIRECCION DE VINCULACION	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.08	\$1,644.91	\$1,328.57	\$15,807.67	\$20,097.80
Total Depto							\$0.00	\$17,708.41	\$0.00	\$0.00	\$289.90	\$899.48	\$11,693.17	\$2,810.86	\$21,924.75	\$690.25	\$56,016.82	\$11,301.04	\$76.21	\$0.13	\$2,521.35	\$2,036.46	\$23,857.22	\$32,109.60
A0101	JIMENEZ SANCHEZ JUAN JOSE	JEFE DE DEPARTAMENTO	SUBDIRECCION DE VINCULACION	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.10	\$1,644.91	\$1,328.57	\$18,509.27	\$16,396.20
Total Depto							\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.10	\$1,644.91	\$1,328.57	\$18,509.27	\$16,396.20
Departamento 46 DEPARTAMENTO DE TECNOLOGIAS																								
A0119	MENDOZA GARCIA JOSE ISMAEL	JEFE DE OFICINA DE TECNLOGIAS	DEPARTAMENTO DE TECNOLOGIAS	BASIFICABLE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	\$0.04	\$917.41	\$0.00	\$6,717.69	\$6,480.40
A0009	VILLARREAL RODRIGUEZ JOSE	JEFE DE DEPARTAMENTO	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.12	\$1,644.91	\$1,328.57	\$11,238.47	\$24,867.00
Total Depto							\$7,977.45	\$11,562.81	\$523.00	\$443.00	\$0.00	\$586.81	\$11,883.16	\$1,833.78	\$14,303.55	\$0.00	\$49,103.56	\$9,735.58	\$79.77	\$0.08	\$2,562.32	\$1,328.57	\$17,956.16	\$31,147.40
Departamento 48 DEPARTAMENTO DE ABOGADO GENERAL																								
A0120	MORALES MENDEZ MARIA DE LOURDES	JEFA DE DEPARTAMENTO	RECTORIA	CONFIANZA	N/A	ACTIVO	\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.10	\$1,644.91	\$1,328.57	\$14,616.47	\$21,289.00
Total Depto							\$0.00	\$11,562.81	\$0.00	\$0.00	\$0.00	\$586.81	\$7,628.52	\$1,833.78	\$14,303.55	\$0.00	\$35,905.47	\$7,865.11	\$0.00	\$0.10	\$1,644.91	\$1,328.57	\$14,616.47	\$21,289.00



Universidad Politécnica de la Z.M.G. ADVOS
Lista de Raya (forma tabular)
Periodo 24 al 24 Quinenal del 16/12/2025 al 31/12/2025
Reg Pat IMSS: 000000000.H0810202382
RFC: UPZ-040210-4031

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	Retroactivo	Despensa	Transporte	Retroactivo despensa	RETROACTIVO PRIMA VACACIONAL	Prima Vacacional	RETROACTIVO AGUINALDO	Sueldo_Fed	Despensa_Fed	*TOTAL* *PERCEPCIONES*	I.S.R. (mes)	Cuota sindical	Ajuste al neto	PENSIONES 11.0%	RETROACTIVO PEJAL	*TOTAL* *DEDUCCIONES*	*NETO*
A0091	HERNANDEZ VALDIVIA IVONNE GABRIELA	Jefa de Oficina de Servicios	SUBDIRECCIÓN DE VINCULACIÓN	BASE	10	ACTIVO	\$7,977.45	\$0.00	\$523.00	\$443.00	\$0.00	\$0.00	\$4,254.64	\$0.00	\$0.00	\$0.00	\$13,199.09	\$1,870.47	\$79.77	-\$0.10	\$917.41	\$0.00	\$4,785.45	\$8,412.80
A0011	LOPEZ GARCIA ROSA ELENA	COORDINADORA DE BIBLIOTECA	SUBDIRECCIÓN DE VINCULACIÓN	BASE	N/A	ACTIVO	\$0.00	\$6,156.60	\$0.00	\$0.00	\$399.90	\$312.87	\$4,084.05	\$977.09	\$7,621.20	\$690.25	\$20,111.35	\$3,435.93	\$76.21	\$0.00	\$976.44	\$707.86	\$10,120.55	\$9,990.80
A0015	LUNA RODRIGUEZ JULIO CESAR	SUBDIRECTOR DE VINCULACIÓN	DIRECCIÓN ACADÉMICA	CONFIANZA	N/A	ACTIVO	\$0.00	\$15,888.43	\$0.00	\$0.00	\$0.00	\$807.64	\$10,498.01	\$2,623.56	\$19,683.75	\$0.00	\$49,411.29	\$11,865.75	\$0.00	-\$0.01	\$2,263.63	\$1,628.32	\$16,087.69	\$33,353.60
Total Depto							\$7,977.45	\$22,054.03	\$523.00	\$443.00	\$289.90	\$1,120.21	\$18,817.30	\$3,500.64	\$27,304.95	\$690.25	\$62,720.73	\$17,272.15	\$155.98	-\$0.05	\$4,057.48	\$2,536.21	\$30,963.73	\$61,757.00
Total Gral.							\$79,774.69	\$252,392.82	\$5,230.00	\$4,436.00	\$2,125.93	\$11,291.94	\$204,299.84	\$48,671.29	\$346,640.25	\$5,522.00	\$960,637.77	\$205,635.85	\$1,291.40	-\$0.15	\$49,637.75	\$29,025.63	\$394,971.77	\$585,566.00