

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

SEP



Secretaría de Innovación
Ciencia y Tecnología
MASCOTA PARA QUE EL ESTUDIO VALGA



INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA
HOJA DE FIRMA PRIMA VACACIONAL DOCENTES MARZO 2015

CLAVE	NOMBRE	HORAS TRABAJADAS CONTRATO	HORAS TRABAJADAS	FACTOR (12*8/18 2.5*8)	Hrs correspondientes contrato	Pago X Hora S/M	Prima Vac exento	Prima Vaca gravado	SEP TOTAL	SEP NORMAL	SEP Vacacional	Total Prima Vacacional
ITSM-DO-008	VELASCO FELICIANO	15	80.75	0.06575	5.309589	305.5	498.375	1,123.70	178.97	3.76	175.21	1,622.08
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	24	144	0.06575	9.468493	305.5	498.375	2,566.01	1,404.51	893.10	511.41	3,064.39
ITSM-DO-010	JUAN DANIEL GUZMAN HERNANDEZ	20	120	0.06575	7.890411	305.5	498.375	1,912.15	563.28	128.41	434.87	2,410.52
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	24	144	0.06575	9.468493	305.5	498.375	2,566.01	1,377.69	866.27	511.41	3,064.39
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	11	66	0.06575	4.339726	305.5	498.375	999.18	638.75	474.18	164.57	1,497.55
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	22	132	0.06575	8.679452	305.5	498.375	2,324.96	1,319.90	859.98	459.92	2,823.34
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	39	234	0.06575	15.3863	305.5	498.375	4,202.14	1,773.30	863.77	909.53	4,700.52
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	4	24	0.06575	1.578082	305.5	498.375	-	-	-	-	482.10
ITSM-DO-029	AMARAL ACOSTA ARACELI	22	132	0.06575	8.679452	305.5	498.375	2,324.96	1,231.78	771.86	459.92	2,823.34
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	13	76.5	0.06575	5.030137	305.5	498.375	1,038.33	107.58	-	107.58	1,536.71
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	39	234	0.06575	15.3863	305.5	498.375	4,202.14	1,671.02	770.89	900.13	4,700.52
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	37	222	0.06575	14.59726	305.5	498.375	3,961.09	1,549.38	703.29	846.09	4,459.46
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	39	234	0.06575	15.3863	305.5	498.375	4,202.14	1,671.02	770.89	900.13	4,700.52
ITSM-DO-037	IBÁÑEZ MARTINEZ ADRIANA	39	234	0.06575	15.3863	305.5	498.375	4,202.14	1,671.02	770.89	900.13	4,700.52
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALLI	38	228	0.06575	14.99178	305.5	498.375	4,081.61	1,705.11	827.59	877.52	4,579.99
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	22	132	0.06575	8.679452	305.5	498.375	2,153.20	656.26	149.54	506.72	2,651.57

TSM-DO-039	GUZMAN DE SANTIAGO SENEN	37	222	0.06575	14.59726	305.5	498.375	3,961.09	1,549.38	703.29	846.09	4,459.46
TSM-DO-040	RODRIGUEZ LOPEZ GERARDO	35	210	0.06575	13.80822	305.5	498.375	3,720.04	1,430.30	635.70	794.60	4,218.41
TSM-DO-041	CEJA ANAYA JOSE LUIS	34	204	0.06575	13.4137	305.5	498.375	3,599.51	1,370.76	601.90	768.86	4,097.88
TSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	23	138	0.06575	9.073973	305.5	498.375	2,273.72	715.81	184.46	531.35	2,772.10
TSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	21	126	0.06575	8.284932	305.5	498.375	2,032.67	596.72	132.33	464.39	2,531.05
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	15	90	0.06575	5.917808	305.5	498.375	1,309.52	298.35	-	298.35	1,807.89
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	20	120	0.06575	7.890411	305.5	498.375	1,912.15	537.24	115.11	422.13	2,410.52
ITSM-DO-046	FLORES CUIEL JOSE MANUEL	20	30	0.06575	1.972603	305.5	498.375	104.26	126.46	115.11	11.34	602.63
ITSM-DO-047	URZUA LOPEZ SARAHI	15	15	0.06575	0.986301	305.5	498.375	-	6.21	-	6.21	301.32
ITSM-DO-048	GOMEZ SARMIENTA EDGAR ISIDRO	10	10	0.06575	0.657534	305.5	498.375	-	-	-	-	200.88
ITSM-DO-049	OSORIA CORTES MARIA VICTORIA	10	8.4	0.06575	0.552329	305.5	498.375	-	-	-	-	168.74
ITSM-DO-050	BECERRA CARRANZA VERONICA DEL CARMEN	10	7.4	0.06575	0.486575	305.5	498.375	-	6.21	-	6.21	148.65
ITSM-DO-051	ALEJO CASTELLON MANUEL JESUS	10	5.2	0.06575	0.341918	305.5	498.375	-	-	-	-	104.46
ITSM-DO-052	PEÑA RODRIGUEZ JUAN MANUEL	10	5.2	0.06575	0.341918	305.5	498.375	-	-	-	-	104.46
	TOTAL	678.0	3,628.5	1.973	238.58	9,165.00	14,951.25	60,772.71	24,132.20	11,342.35	12,789.85	73,745.93

ELABORO

REVISO

AUTORIZO

LIC. FRANCISCO JAVIER MEDRANO GUZMÁN

ING. LUIS ALBERTO GOMEZ
CARDENAS

M.V.Z. GILDARDO SANCHEZ GONZALEZ

JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS
GENERALES

SUBDIRECTOR ADMINISTRATIVO Y
DE PLANEACION

DIRECTOR GENERAL

NOMINA DOCENTES 16-31 DE MARZO 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES					DEDUCCIONES					RESUMEN DE PAGO						
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGUEDAD (QUINQUENIO)	SUELDOS COM PENSADOS	TOTAL PERCEPCION	SEP	Seguro de Vida	Seguro de Salud	Seguro de Accidentes	Seguro de Retiro	OTRAS DEDUCCIONES	TOTAL DEDUCCION	SUBSIDIO EMPLEADO PAGAR	TOTAL PAGAR EFECTIVO	TOTAL PAGAR DESPENSA
ITSM-DO-008	VELASCO FELICIANO	7.5	0.00	305.5	348.3	2281.25	0	2,291.25	144.60	82.13		91.65	-	2,609.63	3.76	240.58	0	22.91		\$611.00	878.26		1,586.77	144.60
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		251.13	-	7,118.87	893.10	659.22	1,986.00	62.78			3,601.09		3,141.81	375.96
ITSM-DO-010	GUZMAN HERNANDEZ JUAN DANIEL	10.0	0.0	305.5	348.3	3055	0	3,055.00	192.80	109.50		122.20	-	3,479.50	128.41	320.78	873.00	30.55			1,352.73		1,933.97	192.80
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		125.57	-	6,993.30	866.27	659.22		62.78			1,588.27		5,029.07	375.96
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	5.5	7.5	305.5	348.3	1680.25	2612.25	4,292.50	250.64	142.35	289.90		-	4,975.39	474.18	450.71	1,100.00	42.83			2,067.82		2,656.93	250.64
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	11.0	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58	412.55		-	6,944.56	859.98	627.14	1,655.00	59.73			3,201.85		3,386.03	356.68
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	0.0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77	625.51		59.57			1,548.86		5,056.77	375.96
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	2.0	0.0	305.5	348.3	611	0	611.00	38.56	21.90	89.20		-	760.66		64.16		6.11			70.27	165.65	817.49	38.56
ITSM-DO-029	AMARAL ACOSTA ARACELI	11	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58			-	6,532.01	771.88	627.14		59.73			1,458.73		4,716.60	356.68
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	6.5	0	305.5	348.3	1985.75	0	1,985.75	125.32	71.18			-	2,182.25		208.50	1,254.74	19.86			1,483.10	68.07	641.90	125.32
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51		59.57			1,455.97		4,714.80	375.96
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43	1,570.00	56.52			2,923.25		2,931.08	356.68
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51		59.57			1,455.97		4,714.80	375.96
ITSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	1,324.00	59.57			2,779.97		3,390.80	375.96
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALLI	19	0	305.5	348.3	5804.5	0	5,804.50	366.32	208.05	423.70		-	6,802.57	827.59	609.47		58.05			1,495.11		4,941.14	366.32
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	0	305.5	348.3	3360.5	0	3,360.50	212.08	120.45			-	3,693.03	149.54	352.85	707.00	33.61			1,243.00		2,237.95	212.08
ITSM-DO-039	GUZMAN DE SANTIAGO SENEN	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43					1,296.73		4,557.60	356.68
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17.5	0	305.5	348.3	5346.25	0	5,346.25	337.40	191.83			-	5,875.28	635.70	561.36		53.46			1,250.52		4,287.36	337.40

NOMINA DOCENTES 16-31- DE MARZO 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES						RESUMEN DE PAGO											
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.24	MATERIAL DIDACTICO \$10.96	GUARDERIA	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	SUELDOS COMPLETOS	TOTAL PERCEPCION	OTROS	OTROS	OTROS	OTROS	OTROS	OTROS	SUBSIDIO AL EMPLEO PAGAR	TOTAL PAGAR EFECTIVO	TOTAL PAGAR DE SPENSA		
ITSM-DO-041	CEJA ANAYA JOSE LUIS	17	0	305.5	348.3	5193.5	0	5,193.50	327.76	186.15			-	5,707.41	601.90							1,147.22	4,232.43	327.76	
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	11.5	0	305.5	348.3	3513.25	0	3,513.25	221.72	125.93			-	3,860.90	184.46							553.35	3,085.82	221.72	
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	10.5	0	305.5	348.3	3207.75	0	3,207.75	202.44	114.98			-	3,525.17	132.33							469.14	2,853.58	202.44	
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13			-	2,517.98							6.21	240.58	2,139.00	144.60	
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50			-	3,357.30	115.11							435.89	2,728.61	192.80	
ITSM-DO-046	FLORES CURIEL JOSE MANUEL	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50			-	3,357.30	115.11							435.88	2,728.62	192.80	
ITSM-DO-047	URZUA LOPEZ SARAHÍ	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13			-	2,517.98							6.21	240.58	2,139.00	144.60	
ITSM-DO-048	GOMEZ SARMIENTA EDGAR ISIDRO	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			-	1,678.65							110.45	160.39	1,532.31	96.40	
ITSM-DO-049	OSORIA CORTES MARIA VICTORIA	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			-	1,678.65							110.45	160.39	1,532.31	96.40	
ITSM-DO-050	BECERRA CARRANZA VERONICA DEL CARMEN	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13			-	2,517.98							6.21	160.39	2,219.19	144.60	
ITSM-DO-051	ALEJO CASTELLON MANUEL JESUS	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			-	1,678.65							110.45	160.39	1,532.31	96.40	
ITSM-DO-052	PEÑA RODRIGUEZ JUAN MANUEL	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			-	1,678.65							110.45	160.39	1,532.31	96.40	
	TOTAL	341.50	37.50	9,165.00	10,449.00	104,328.25	13,061.25	117,389.50	7,307.12	4,150.05	1,650.20	590.55	-	131,087.42	11,342.35	12,245.71	10,469.74	807.30	5611.00			35,476.10	694.17	88,998.37	7,307.12

ELABORO
[Signature]
LIC. FRANCISCO JAVIER MEDRANO GÚZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GRALES

REVISO
Ing. Luis Alberto Gómez Cardenas
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL



INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA
CALCULO DE DIAS TRABAJADOS CORRESPONDIENTE
A:

HOJA DE TRABAJO PRIMA VACACIONAL MARZO 2015
REALIZADA EL DIA 26 DE MARZO DEL 2015

No.	NOMBRE DEL BENEFICIARIO	SALARIO				SEPTUENARIO NORMAL	SEPTUENARIO ABSORBE EL SEPTUENARIO NORMAL	SEPTUENARIO TOTAL	PRIMA VACACIONAL PAGADA	FIRMA
		DIAS BASE PARA PRIMA VACACIONAL	SALARIO DIARIO	PRIMA VACACIONAL EXCENTA	PRIMA VACACIONAL GRAVADA					
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	12.00	1,129.11	498.38	13,051.00	\$ 5,456.97	\$ 4,044.29	\$ 9,501.26	13,549.38	
ITSM-AD-008	LUNA OLEA MARIA VIDAL	12.00	754.54	498.38	8,556.09	2,099.38	\$ 2,310.38	4,409.76	9,054.47	
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	12.00	230.35	498.38	2,265.81	178.73	\$ 524.14	702.87	2,764.18	
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	12.00	242.09	498.38	2,406.74	312.19	\$ 459.84	772.03	2,905.11	
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	12.00	219.23	498.38	2,132.37	142.19	\$ 495.19	637.39	2,630.75	
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	12.00	242.09	498.38	2,406.74	312.19	\$ 459.84	772.03	2,905.11	
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	12.00	171.34	498.38	1,557.70	40.82	\$ 344.34	385.16	2,056.07	
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	12.00	163.00	498.38	1,457.64	11.69	\$ 336.69	348.38	1,956.02	
ITSM-AD-016	FLORES JERONIMO JESUS	12.00	534.94	498.38	5,920.89	1,199.32	\$ 1,347.71	2,547.03	6,419.26	
ITSM-AD-017	MEDINA MORAN JAIME	12.00	267.36	498.38	2,709.93	362.94	\$ 541.60	904.54	3,208.30	
ITSM-AD-018	ROBLES VARGAS KARINA	12.00	230.35	498.38	2,265.81	343.79	\$ 440.32	784.11	2,764.18	
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	12.00	873.01	498.38	9,977.78	2,369.82	\$ 2,811.39	5,181.21	10,476.15	
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	12.00	219.23	498.38	2,132.37	128.60	\$ 482.10	610.69	2,630.75	
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	12.00	148.13	498.38	1,279.19	-	\$ 151.74	151.74	1,777.56	
ITSM-AD-026	VARGAS ARECHIGA LILIANA	12.00	148.19	498.38	1,279.94	40.94	\$ 299.96	340.90	1,778.32	
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	11.97	198.84	498.38	1,881.74	75.08	\$ 424.13	499.21	2,380.11	
ITSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	12.00	198.84	498.38	1,887.76	75.08	\$ 425.21	500.29	2,386.14	
ITSM-AD-032	ARANGO GARCIA YESENIA	12.00	198.84	498.38	1,887.76	143.86	\$ 444.55	588.40	2,386.14	

ITSM-AD-033	GONZALEZ PEÑA LILIANA	12.00	180.11	498.38	1,662.96	143.86	\$ 396.53	540.38	2,161.34
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHI	12.00	141.58	498.38	1,200.58	15.15	\$ 297.18	312.33	1,698.95
ITSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	12.00	534.94	498.38	5,920.89	1,199.32	\$ 1,347.71	2,547.03	6,419.26
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	11.93	230.35	498.38	2,249.68	146.75	\$ 524.63	671.38	2,748.06
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	12.00	141.58	498.38	1,200.58	-	\$ 132.50	132.50	1,698.95
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	12.00	534.94	498.38	5,920.89	1,166.75	\$ 1,344.41	2,511.17	6,419.26
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	12.00	141.58	498.38	1,200.58	-	\$ 132.50	132.50	1,698.95
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	12.00	873.01	498.38	9,977.78	2,311.30	\$ 2,795.27	5,106.57	10,476.15
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	12.00	534.94	498.38	5,920.89	1,166.75	\$ 1,344.41	2,511.17	6,419.26
ITSM-AD-047	LOPEZ MENDEZ KARINA	12.00	180.11	498.38	1,662.93	179.50	\$ 396.11	575.61	2,161.31
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	12.00	219.23	498.38	2,132.40	306.60	\$ 399.37	705.98	2,630.78
ITS-AD-049	BOTELLO CARMONA MARIO	12.00	534.94	498.38	5,920.89	1,166.75	\$ 1,344.41	2,511.17	6,419.26
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	12.00	171.34	498.38	1,557.71	15.19	\$ 354.34	369.54	2,056.08
ITSM-AD-052	RANGEL TORO GABRIEL	12.00	131.36	498.38	1,077.96	-	\$ 82.23	82.23	1,576.33
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	12.00	131.36	498.38	1,077.96	-	\$ 82.23	82.23	1,576.33
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	12.00	754.54	498.38	8,556.11	1,893.33	\$ 2,253.61	4,146.94	9,054.48
ITSM-AD-055	FELIX LERMA MARCO VINICIO	5.92	754.54	498.38	3,966.85	1,893.33	\$ 933.00	2,826.33	4,465.22
ITSM-AD-056	LARES GARCIA JORGE ISAAC	5.92	171.34	498.38	515.58	15.19	\$ 91.35	106.54	1,013.96
ITSM-AD-057	GRAVE ESPARZA JOSE RICARDO	5.92	754.54	498.38	3,966.50	1,893.33	\$ 933.39	2,826.72	4,466.88
ITSM-AD-058	CASTILLO PALACIOS LUIS ENRIQUE	5.92	171.34	498.38	515.96	72.14	\$ 76.39	148.52	1,014.33

\$ 431.58 \$ 13,457.16 \$ 18,938.25 \$ 131,264.89 \$ 26,878.85 \$ 31,604.99 \$ 58,483.84 \$ 150,203.14

ELABORO

LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS
GRALES

REVISO

ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-31 DE MARZO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAV	PRIMA DE ANTIGÜEDAD QUINQUENIO	TOTAL PERCEP GRAVADAS	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	TOTAL DEDUCCION	SUBSIDIO SALARIAL EMPLEADO PAGAR	IMPORTE	TOTAL IMPORTE		
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50				3,455.23	3,840.73	146.75	362.80		460.7	34.55	1,004.80		2,450.43	385.50	
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.89		385.50				2,123.89	2,570.92		222.99	300.00		21.24	544.22	61.73	1,641.19	385.50	
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	534.94	8,024.08		385.50				8,024.08	8,409.58	1,166.75	842.53				2,009.28		6,014.79	385.50	
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50				2,123.69	2,570.92		222.99			21.24	244.22	61.73	1,941.19	385.50	
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19		385.50				13,095.19	13,480.69	2,311.30	1,374.99	1,468.84			5,176.14		7,919.05	385.50	
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50				8,024.08	8,409.58	1,166.75	842.53				2,009.28		6,014.79	385.50	
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50	892.00			3,593.63	3,979.13	179.50				27.02	490.19		3,103.44	385.50	
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,288.47		385.50	446.00			3,734.47	4,119.97	306.60					651.89		3,082.58	385.50	
ITS-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50				8,024.08	8,409.58	1,166.75					2,009.28		6,014.79	385.50	
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	171.34	2,570.10		385.50				2,570.10	2,955.60	15.19					269.86		2,285.05	385.50	
ITSM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50				1,970.41	2,429.53			493.00			899.89	73.61	1,344.13	385.50	
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50				1,970.41	2,429.53						206.89	73.61	1,837.13	385.50	
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50				11,318.10	11,703.60	1,893.33	1,188.40				3,081.73		8,236.37	385.50	
ITSM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50				11,318.10	11,703.60	1,893.33	1,188.40	3,773.00			6,854.73		4,463.37	385.50	
ITSM-AD-056	LARES GARCÍA JORGE ISAAC	15	171.34	2,570.10		385.50				2,570.10	2,955.60	15.19					269.86		2,285.05	385.50	
ITSM-AD-057	GRAVE ESPARZA JOSE RICARDO	15	754.54	11,318.10		385.50				11,318.10	11,703.60	1,893.33	1,188.40				3,081.73		8,236.37	385.50	
ITSM-AD-058	CASTILLO PALACIOS LUIS ENRIQUE	15	171.34	2,570.10		385.50				2,570.10	2,955.60	15.19					269.86		2,285.05	385.50	
			570.00	13,457.17	201,857.52	6,616.24	15,223.50	4,460.00	688.00	1,848.48	216,470.24	231,001.50	26,857.55	21,195.04	24,918.04	659.54	583.98	74,215.15	307.76	141,862.84	15,223.50

ELABORO
Francisco Javier Medrano Guzmán
LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO. RECURSOS HUMANOS Y SERVICIOS GENERALES.

REVISO
Luis Alberto Gomez Cardenas
ING. LUIS ALBERTO GOMEZ CARDENAS
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INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-31 DE MARZO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAY PASAJE	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO AL EMPLEO PAGAR	TOTAL PAGAMEN EFECTIVO	TOTAL VALOR DE DESPENSA
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15	1,129.11	16,936.72	6,616.24	960.00	-	688.00	-	24,240.96	25,200.96	5,456.97	1,778.36	-	-	-	-	-	-	17,005.83	960.00
ITSM-AD-008	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08	-	385.50	446.00	-	430.09	12,194.17	12,579.67	2,099.38	1,188.40	-	-	-	-	-	-	8,906.39	385.50
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23	-	385.50	-	-	131.30	3,586.52	3,972.02	178.73	362.80	959.26	-	-	34.55	-	-	2,051.18	385.50
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39	-	385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,077.99	-	-	36.31	-	-	1,961.59	385.50
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43	-	385.50	-	-	124.98	3,413.39	3,798.89	142.19	345.29	1,462.22	-	-	32.88	-	-	1,430.81	385.50
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39	-	385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,170.00	-	-	36.31	-	-	1,869.58	385.50
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09	-	385.50	-	-	97.66	2,667.76	3,053.26	40.82	269.86	584.00	-	-	25.70	-	-	1,747.38	385.50
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02	-	385.50	-	-	92.91	2,537.94	2,923.44	11.69	256.73	625.00	-	-	24.45	-	-	1,620.08	385.50
ITSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08	-	385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,675.00	-	-	-	-	-	3,459.69	385.50
ITSM-AD-017	MEDINA MORAN JAIME	15	267.36	4,010.38	-	385.50	-	-	76.20	4,086.57	4,472.07	362.94	421.09	1,867.49	-	-	40.10	-	-	1,394.95	385.50
ITSM-AD-018	ROBLES VARGAS KARINA	15	230.35	3,455.23	-	385.50	446.00	-	65.65	3,966.87	4,352.37	343.79	362.80	1,715.60	-	-	34.55	-	-	1,510.14	385.50
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19	-	385.50	-	-	248.81	13,344.00	13,729.50	2,369.82	1,374.99	-	-	-	-	-	-	9,599.18	385.50
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43	-	385.50	-	-	-	3,288.43	3,673.93	128.60	345.29	1,357.77	-	-	32.88	-	-	1,423.90	385.50
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95	-	385.50	-	-	-	2,221.95	2,644.54	-	233.30	741.00	-	-	22.22	-	37.08	1,262.51	385.50
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89	-	385.50	446.00	-	-	2,688.89	3,054.39	40.94	233.40	851.76	-	-	22.23	-	-	1,520.56	385.50
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	198.64	2,982.67	-	385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	829.00	198.84	-	29.83	-	-	1,536.74	385.50
ITSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	15	198.84	2,982.67	-	385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	-	-	-	29.83	-	-	2,564.56	385.50
ITSM-AD-032	ARANGO GARCIA YESENIA	15	198.84	2,982.67	-	385.50	446.00	-	-	3,428.67	3,814.17	143.88	313.18	215.80	-	-	29.83	-	-	2,726.01	385.50
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.67	-	385.50	892.00	-	-	3,593.67	3,979.17	179.51	283.68	581.00	-	-	27.02	-	-	2,522.47	385.50
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHÍ	15	141.58	2,123.69	-	385.50	446.00	-	-	2,569.69	2,955.19	15.15	222.99	-	-	-	21.24	-	-	2,310.32	385.50
ITSM-AD-037	PEÑA ULLOA JOSÉ VICTORIANO	15	534.94	8,024.08	-	385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31	-	-	-	-	-	3,984.38	385.50



SECRETARÍA DE EDUCACIÓN PÚBLICA
SECRETARÍA DE EDUCACIÓN SUPERIOR



NOMINA DOCENTES 01-15 DE MARZO 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

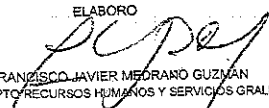
CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES					DEDUCCIONES						RESUMEN DE PAGO				
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.25	MATERIAL DIDACTICO \$10.95	GUARDERÍA	PRIMA DE ANTIGÜEDAD (QUINGUENIO)	SUELDOS COMPENSADOS	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EFECTIVO	TOTAL A PAGAR DESPENSA
ITSM-DO-008	VELASCO FELICIANO	7.5	0.00	305.5	348.3	2291.25	0	2,291.25	144.60	82.13		91.65		2,609.63	3.76	240.58	450.56	22.91		\$305.50	1,023.42	1,441.61	144.60
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		251.13		7,118.97	893.10	659.22	1,996.00	62.78			3,601.09	3,141.81	375.96
ITSM-DO-010	GUZMAN HERNANDEZ JUAN DANIEL	10.0	0.0	305.5	348.3	3055	0	3,055.00	192.80	109.50		122.20		3,479.50	128.41	320.78	873.00	30.55			1,352.73	1,933.97	192.80
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		125.57		6,993.30	866.27	659.22		62.78			1,588.27	5,029.07	375.96
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	5.5	7.5	305.5	348.3	1680.25	2612.25	4,292.50	250.64	142.35	289.90			4,975.39	474.18	450.71	1,100.00	42.93			2,067.82	2,656.93	250.64
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	11.0	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58	412.55			6,944.56	859.98	627.14	1,655.00	59.73			3,201.85	3,386.03	356.68
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	0.0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53	434.85			6,981.59	883.77	625.51		59.57			1,548.86	5,056.77	375.96
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	2.0	0.0	305.5	348.3	611	0	611.00	38.56	21.90	89.20			760.66		64.16		6.11			165.65	817.49	38.56
ITSM-DO-029	AMARAL ACOSTA ARACELI	11	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58				6,532.01	771.86	627.14		59.73			1,458.73	4,716.60	356.68
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	6.5	0	305.5	348.3	1985.75	0	1,985.75	125.32	71.18				2,182.25		208.50	1,254.74	19.86		68.07	1,483.10	641.90	125.32
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53				6,546.74	770.89	625.51		59.57			1,455.97	4,714.80	375.96
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58				6,211.01	703.29	593.43	1,570.00	56.52			2,923.25	2,931.08	356.68
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53				6,546.74	770.89	625.51		59.57			1,455.97	4,714.80	375.96
ITSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53				6,546.74	770.89	625.51	1,324.00	59.57			2,779.97	3,390.80	375.96
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALI	19	0	305.5	348.3	5804.5	0	5,804.50	366.32	208.05	423.70			6,802.57	827.59	609.47		58.05			1,495.11	4,941.14	366.32
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	0	305.5	348.3	3360.5	0	3,360.50	212.08	120.45				3,693.03	149.54	352.85	707.00	33.61			1,243.00	2,237.95	212.08
ITSM-DO-039	GUZMAN DE SANTIAGO SENEN	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58				6,211.01	703.29	593.43					1,296.73	4,557.60	356.68
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17.5	0	305.5	348.3	5346.25	0	5,346.25	337.40	191.63				5,875.28	635.70	561.36		53.46			1,250.52	4,287.36	337.40
ITSM-DO-041	CEJA ANAYA JOSE LUIS	17	0	305.5	348.3	5193.5	0	5,193.50	327.76	186.15				5,707.41	601.90	645.32					1,147.22	4,232.43	327.76
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	11.5	0	305.5	348.3	3513.25	0	3,513.25	221.72	125.93				3,860.90	184.46	368.89					553.35	3,085.82	221.72
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	10.5	0	305.5	348.3	3207.75	0	3,207.75	202.44	114.98				3,525.17	132.33	336.81					469.14	2,853.58	202.44


NOMINA DOCENTES 01-15 DE MARZO 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES						DEDUCCIONES						RESUMEN DE PAGO			
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERÍA	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	SUELDOS COMPENSADOS	TOTAL PERCEPCION	PREVIDENTE	SEGURIDAD SOCIAL	APORTACION SINDICAL	DEBECCION POR CONVENIO	OTRAS DEDUCCIONES	TOTAL DEDUCCION	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EFECTIVO	TOTAL A PAGAR DESPENSA
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13			2,517.98						240.58	240.58	6.21	2,139.00	144.60
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50			3,357.30	115.11					320.78	435.89		2,728.61	192.80
ITSM-DO-046	FLORES CUIEL JOSE MANUEL	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50			3,357.30	115.11					320.77	435.88		2,728.62	192.80
ITSM-DO-047	URZUA LOPEZ SARAHI	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13			2,517.98						240.58	240.58	6.21	2,139.00	144.60
ITSM-DO-048	GOMEZ SARMIENTA EDGAR ISIDRO	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65						160.39	160.39	110.45	1,532.31	96.40
ITSM-DO-049	OSORIA CORTES MARIA VICTORIA	5	0	305.5	348.3	1527.5	0	1,527.50	96.40	54.75			1,678.65						160.39	160.39	110.45	1,532.31	96.40
TOTAL		324.00	37.50	8,248.50	9,404.10	88,982.00	13,061.25	112,043.25	6,969.72	3,958.43	1,650.20	590.55	125,212.14	11,342.35	11,764.54	10,920.40	807.30	-	\$305.50	35,140.09	467.06	83,569.39	6,969.72

313,900.77

ELABORO

 LIC. FRANCISCO JAVIER MEDRANO GUZMAN
 JEFE DE DEPTO. RECURSOS HUMANOS Y SERVICIOS GRALES

REVISO

 ING. LUIS ALBERTO GOMEZ CARDENAS
 SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
 M.V.Z. GILDARDO SANCHEZ GONZALEZ
 DIRECTOR GENERAL

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 01-15 DE MARZO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERIA	OTRAS GRAV	PRIMA DE ANTIGUEDAD (QUINQUENIO)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEPCION	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	IMPORTE DE LA CUOTA DE SEGURIDAD SOCIAL	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EN EFECTIVO	TOTAL VALES DE DESPENSA
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15	1,128.11	16,936.72	6,616.24	960.00	-	688.00	-	24,240.96	25,200.96	5,456.97	1,778.36	-	-	-	-	-	-	-	7,235.33	17,005.63	960.00
ITSM-AD-008	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08	-	385.50	446.00	-	430.09	12,194.17	12,578.67	2,099.38	1,188.40	-	-	-	-	-	-	-	3,287.78	8,906.39	385.50
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23	-	385.50	-	-	131.30	3,586.52	3,972.02	178.73	362.80	659.26	-	-	34.55	1,535.34	-	-	-	2,051.18	385.50
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39	-	385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,077.99	-	-	36.31	1,807.79	-	-	-	1,961.59	385.50
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43	-	385.50	-	-	124.86	3,413.39	3,798.89	142.19	345.29	1,462.22	-	-	32.88	1,982.58	-	-	-	1,430.81	385.50
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39	-	385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,170.00	-	-	36.31	1,899.80	-	-	-	1,869.58	385.50
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09	-	385.50	-	-	97.66	2,667.76	3,053.26	40.82	269.86	584.00	-	-	25.70	920.38	-	-	-	1,747.38	385.50
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02	-	385.50	-	-	92.91	2,537.94	2,923.44	11.69	256.73	625.00	-	-	24.45	917.87	-	-	-	1,620.06	385.50
ITSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08	-	385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,675.00	-	-	-	4,716.85	-	-	-	3,459.69	385.50
ITSM-AD-017	MEDINA MORAN JAIME	15	267.36	4,010.38	-	385.50	-	-	76.20	4,086.57	4,472.07	362.94	421.09	1,867.49	-	-	40.10	2,691.62	-	-	-	1,394.95	385.50
ITSM-AD-018	ROBLES VARGAS KARINA	15	230.35	3,455.23	-	385.50	446.00	-	65.65	3,966.87	4,352.37	343.79	362.80	1,715.60	-	-	34.55	2,456.74	-	-	-	1,510.14	385.50
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19	-	385.50	-	-	248.81	13,344.00	13,729.50	2,369.82	1,374.99	-	-	-	-	3,744.82	-	-	-	9,599.18	385.50
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43	-	385.50	-	-	-	3,288.43	3,673.93	128.60	345.29	1,357.77	-	-	32.88	1,864.54	-	-	-	1,423.90	385.50
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95	-	385.50	-	-	-	2,221.95	2,644.54	-	233.30	741.00	-	-	22.22	996.52	37.08	-	-	1,262.51	385.50
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89	-	385.50	446.00	-	-	2,668.89	3,054.39	40.94	233.40	851.76	-	-	22.23	1,148.34	-	-	-	1,520.56	385.50
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	198.84	2,982.67	-	385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	829.00	-	-	29.83	1,247.09	-	-	-	1,735.58	385.50
ITSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	15	198.84	2,982.67	-	385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	-	-	-	29.83	418.09	-	-	-	2,564.58	385.50
ITSM-AD-032	ARANGO GARCIA YESENIA	15	198.84	2,982.67	-	385.50	446.00	-	-	3,428.67	3,814.17	143.86	313.18	215.80	-	-	29.83	702.66	-	-	-	2,726.01	385.50
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.67	-	385.50	892.00	-	-	3,593.67	3,979.17	179.51	283.68	581.00	-	-	27.02	1,071.20	-	-	-	2,522.47	385.50
ITSM-AD-035	VARGAS ARECHIGA EMA SARAH	15	141.58	2,123.69	-	385.50	446.00	-	-	2,569.69	2,955.19	15.15	222.99	-	-	-	21.24	259.37	-	-	-	2,310.32	385.50
ITSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	15	534.94	8,024.08	-	385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31	-	-	-	4,192.16	-	-	-	3,984.38	385.50

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 01-15 DE MARZO DEL 2015

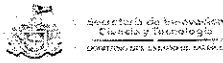
CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAV. Paseo	PRIMA DE ANTIGUEDAD (QUINQUENIO)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEPCION	OTROS PERCEP.	OTROS PERCEP.	OTROS PERCEP.	OTROS PERCEP.	OTROS PERCEP.	OTROS PERCEP.	SUBSIDIO AL EMPLEO. PAGAR	TOTAL A PAGAR EN EFECTIVO	TOTAL VALES DE DESPENSA	
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50	-	-	-	3,455.23	3,840.73	146.75	382.80		460.7	34.55	1,004.80	-	2,450.43	385.50	
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99		-	21.24	244.22	61.73	1,941.19	385.50	
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53		-	-	2,009.28	-	6,014.79	385.50	
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99		-	21.24	244.22	61.73	1,941.19	385.50	
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19		385.50	-	-	-	13,095.19	13,480.69	2,311.30	1,374.95	1,489.84		-	5,176.14	-	7,919.05	385.50	
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53		-	-	2,009.28	-	6,014.79	385.50	
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50	892.00	-	-	3,593.63	3,979.13	179.50	283.67		-	27.02	490.19	-	3,103.44	385.50	
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,286.47		385.50	446.00	-	-	3,734.47	4,119.97	306.60	345.28		-	-	651.88	-	3,082.58	385.50	
ITS-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53		-	-	2,009.28	-	6,014.79	385.50	
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86		-	-	285.05	-	2,285.05	385.50	
ITSM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89		-	-	206.89	73.61	1,837.13	385.50	
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89		-	-	206.89	73.61	1,837.13	385.50	
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40		-	-	3,081.73	-	8,236.37	385.50	
ITSM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	3,773.00		-	6,854.73	-	4,463.37	385.50	
ITSM-AD-056	LARES GARCIA JORGE ISAAC	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86		-	-	285.05	-	2,285.05	385.50	
ITSM-AD-057	GRAVE ESPARZA JOSE RICARDO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40		-	-	3,081.73	-	8,236.37	385.50	
ITSM-AD-058	CASTILLO PALACIOS LUIS ENRIQUE	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86		-	-	285.05	-	2,285.05	385.50	
			570.00	13,457.17		6,516.24	15,223.50	4,400.00	688.00	1,848.48	215,476.24	231,001.50	23,257.54	21,195.64	24,126.04	490.70	583.58	73,223.31	307.76	142,854.66	15,223.50

35,046.44

ELABORADO
 LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
 JEFE DE DEPTO. RECURSOS HUMANOS Y SERVICIOS GENERALES

REVISADO
 Lic. Alberto Gómez
 ING. LUIS ALBERTO GÓMEZ CÁRDENAS
 SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACIÓN

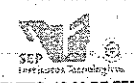
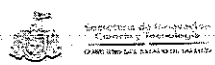
AUTORIZADO
 M.V.Z. GILDARDO SANCHEZ GONZALEZ
 DIRECTOR GENERAL



NOMINA DOCENTES 16-28 DE FEBRERO 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	SALARIO							PERCEPCIONES					DEDUCCIONES							RESUMEN DE PAGO			
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORAS A	X HORAS B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	SUELDOS COM PENSADOS	TOTAL PERCEPCION	IMPORTE	APORTACIONES	DESPENSA	APORTACIONES	OTRAS	TOTAL DEDUCCION	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EFECTIVO	TOTAL A PAGAR DESPENSA	
ITSM-DO-008	VELASCO FELICIANO	7.5	0.00	305.5	348.3	2291.25	0	2,291.25	144.60	82.13		91.65	-	2,609.63	3.76	240.58	450.66	22.91		\$840.13	1,558.04	-	906.98	144.60
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		251.13	-	7,118.87	893.10	659.22	1,986.00	62.78	-		3,601.09	-	3,141.81	375.96
ITSM-DO-010	JUAN DANIEL GUZMAN HERNANDEZ	10.0	0.0	305.5	348.3	3055	0	3,055.00	192.80	109.50		122.20	-	3,479.50	128.41	320.78	873.00	30.55	-		1,352.73	-	1,933.97	192.80
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	12.0	7.5	305.5	348.3	3666	2612.25	6,278.25	375.96	213.53		125.57	-	6,993.30	866.27	659.22	-	62.78	-		1,588.27	-	5,029.07	375.96
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	5.5	7.5	305.5	348.3	1680.25	2612.25	4,292.50	250.64	142.35	289.90		-	4,975.39	474.18	450.71	1,100.00	42.93	-		2,067.82	-	2,656.93	250.64
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	11.0	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58	412.55		-	6,944.56	859.98	627.14	1,655.00	59.73	-		3,201.85	-	3,386.03	356.68
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	0.0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53	434.85		-	6,981.59	883.77	625.51	-	59.57	-		1,548.86	-	5,056.77	375.96
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	2.0	0.0	305.5	348.3	611	0	611.00	38.56	21.90	89.20		-	760.66	-	64.16	-	6.11	-		165.65	-	817.49	38.56
ITSM-DO-029	AMARAL ACOSTA ARACELI	11	7.5	305.5	348.3	3360.5	2612.25	5,972.75	356.68	202.58			-	6,532.01	771.86	627.14	-	59.73	-		1,458.73	-	4,716.60	356.68
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	6.5	0	305.5	348.3	1985.75	0	1,985.75	125.32	71.18			-	2,182.25	-	208.60	1,254.74	19.86	-		68.07	-	641.90	125.32
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	-	59.57	-		1,455.97	-	4,714.80	375.96
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43	1,279.00	56.62	-		2,632.25	-	3,222.08	356.68
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	-	59.57	-		1,455.97	-	4,714.80	375.96
ITSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	1,324.00	59.57	-		2,779.97	-	3,390.80	375.96
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALI	19	0	305.5	348.3	5804.5	0	5,804.50	366.32	208.05	423.70		-	6,802.57	827.59	609.47	-	58.05	-		1,495.11	-	4,941.14	366.32
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	0	305.5	348.3	3360.5	0	3,360.50	212.08	120.45			-	3,693.03	149.54	352.85	707.00	33.61	-		1,243.00	-	2,237.95	212.08
ITSM-DO-039	SENEG GUZMAN DE SANTIAGO	18.5		305.5	348.3	5651.75	0	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43			-		1,296.73	-	4,557.60	356.68
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17.5	0	305.5	348.3	5346.25	0	5,346.25	337.40	191.63			-	5,875.28	635.70	561.36		53.46	-		1,250.62	-	4,287.36	337.40



NOMINA DOCENTES 16-26 DE FEBRERO 2015

CODIGO INTERNO	NOMBRE	SALARIO							PERCEPCIONES							DEDUCCIONES							RESUMEN DE PAGO				
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORAS A	X HORAS B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGÜEDAD (QUINQUENIO)	SUELDOS PENSADOS	TOTAL PERCEPCION									SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EFECTIVO	TOTAL A PAGAR DESPENSA		
ITSM-DO-041	CEJA ANAYA JOSE LUIS	17	0	305.5	348.3	5193.5	0	5,193.50	327.76	186.15		-	5,707.41	801.90	545.32								1,147.22	4,232.43	327.76		
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	11.5	0	305.5	348.3	3513.25	0	3,513.25	221.72	125.93		-	3,860.90	184.46	368.89								553.35	3,085.82	221.72		
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	10.5	0	305.5	348.3	3207.75	0	3,207.75	202.44	114.98		-	3,525.17	132.33	336.81								469.14	2,853.58	202.44		
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.80	82.13		-	2,517.98		240.58								240.58	6.21	2,139.00	144.60	
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50		-	3,357.30	115.11	320.78									436.89	2,728.61	192.80	
ITSM-DO-046	JOSE MANUEL FLORES CURIEL	12.5	0	305.5	348.3	3818.75	0	3,818.75	241.00	136.88		-	4,196.63	341.99	320.77									662.76	3,292.87	241.00	
ITSM-DO-047	SARAHÍ URZUA LOPEZ	3.75	0	305.5	348.3	1145.625	0	1,145.63	72.30	41.06		-	1,258.99		240.58									240.58	135.77	1,081.88	72.30
	TOTAL	312.75	37.50	7,637.50	8,707.50	95,545.13	13,061.25	108,606.38	6,752.82	3,835.24	1,650.20	690.55	-	121,435.18	11,569.22	11,443.76	10,629.40	807.30	-	5840.13	35,289.80	375.71	79,768.26	6,752.82			

310,463.90

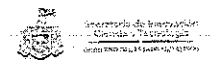
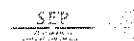
ELABORO

 LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
 JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GRALES

REVISO

 ING. LUIS ALBERTO GOMEZ CARDENAS
 SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
 M.V.Z. GILDARDO SANCHEZ GONZALEZ
 DIRECTOR GENERAL



INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-28 DE FEBRERO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	REEMBOLSO POR EXCEDENTE EN COBRO DE PENSIONES	GUARDERÍA	*OTRAS GRAY PENSAS	*PRIMA DE ANTIGUEDAD (QUINQUENIO)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO AL EMPLEADO PAGAR	TOTAL A PAGAR "EFFECTIVO"	TOTAL VALES DE DESPENSA		
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15.00	1,129.11	16,936.72	6,616.24	960.00		-	688.00	-	24,240.96	25,200.96	5,456.97	1,778.36							7,235.33	17,005.63	960.00		
ITSM-AD-008	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08		385.50	1,548.02	448.00	-	430.09	12,194.17	14,127.69	2,099.38	1,188.40							3,287.78	10,454.41	385.50		
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23		385.50		-	-	131.30	3,586.52	3,972.02	178.73	362.80	969.28						34.55	1,535.34	2,051.18	385.50	
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39		385.50		-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,077.99						36.31	1,807.79	1,961.59	385.50	
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43		385.50		-	-	124.96	3,413.39	3,798.89	142.19	345.29	1,462.22						32.88	1,982.58	1,430.81	385.50	
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39		385.50		-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,170.00						36.31	1,899.80	1,869.58	385.50	
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09		385.50		-	-	97.96	2,667.76	3,063.26	40.82	269.86	584.00						25.70	920.38	1,747.88	385.50	
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02		385.50		-	-	92.91	2,537.94	2,923.44	11.69	256.73	625.00						24.45	917.87	1,620.06	385.50	
ITSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08		385.50		-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,639.00						-	4,680.85	3,495.69	385.50	
ITSM-AD-017	MEDINA MORAN JAIME	15	287.36	4,010.38		385.50		-	-	78.20	4,088.57	4,472.07	362.94	421.09	1,867.49						40.10	2,691.62	1,394.95	385.50	
ITSM-AD-018	ROBLES VARGAS KARINA	15	230.35	3,455.23		385.50		446.00	-	65.65	3,966.87	4,352.37	343.79	362.80	1,715.80						34.55	2,458.74	1,510.14	385.50	
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19		385.50		-	-	248.81	13,344.00	13,729.50	2,369.82	1,374.99							-	3,744.82	9,599.18	385.50	
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43		385.50		-	-	-	3,288.43	3,673.93	128.60	345.29	1,367.77						32.88	1,864.54	1,423.90	385.50	
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95		385.50		-	-	-	2,221.95	2,644.54		233.30	741.00						22.22	996.52	37.08	1,262.51	385.50
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89		385.50		446.00	-	-	2,668.89	3,054.39	40.94	233.40	851.76						22.23	1,148.34	1,520.58	385.50	
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	198.84	2,982.67		385.50		-	-	-	2,982.67	3,368.17	75.08	313.18	829.00						29.83	1,247.09	1,735.58	385.50	
ITSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	15	198.84	2,982.67		385.50		-	-	-	2,982.67	3,368.17	75.08	313.18							29.83	418.09	2,564.58	385.50	
ITSM-AD-032	ARANGO GARCIA YESENIA	15	198.84	2,982.67		385.50		446.00	-	-	3,428.67	3,814.17	143.86	313.18	215.80						29.83	702.66	2,725.01	385.50	
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.67		385.50		692.00	-	-	3,593.67	3,979.17	179.51	283.68	581.00						27.02	1,071.20	2,522.47	385.50	
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHÍ	15	141.58	2,123.69		385.50		446.00	-	-	2,569.69	2,955.19	15.15	222.99							21.24	259.37	2,310.32	385.50	
ITSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	15	534.94	8,024.08		385.50		-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31						-	4,182.16	3,984.35	385.50	

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-28 DE FEBRERO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	REEMBOLSO POR EXCEDENTE EN COBRO DE PRESTAMOS PENSIONES	GUARDERÍA	OTRAS GRAS PASAJE	PRIMA DE ANTIGUEDAD (QUINQUENIO)	TOTAL PERCEP GRAVADAS	TOTAL PERCEPCION	APORTE AL FONDO DE PENSIONES	APORTE AL FONDO DE AHORRO	APORTE AL FONDO DE RESERVA	APORTE AL FONDO DE VIVIENDA	APORTE AL FONDO DE SALUD	APORTE AL FONDO DE EDUCACION	APORTE AL FONDO DE CULTURA	APORTE AL FONDO DE DEPORTE	APORTE AL FONDO DE TURISMO	SUBSIDIO AL EMPLEO PAGAR	TOTAL A PAGAR EN EFECTIVO	TOTAL VALES DE DESPENSA		
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50					3,455.23	3,840.73	146.75	362.90							34.55	544.10	-	2,911.13	385.50	
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.69		385.50					2,123.69	2,570.92	-	222.99							21.24	244.22	61.73	1,941.19	385.50	
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	534.94	8,024.08		385.50					8,024.08	8,409.58	1,166.75	842.53							-	2,009.28	-	6,014.79	385.50	
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50					2,123.69	2,570.92	-	222.99							21.24	244.22	61.73	1,941.19	385.50	
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19		385.50					13,095.19	13,480.69	2,311.30	1,374.99	1,489.84						-	5,176.14	-	7,919.05	385.50	
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50					8,024.08	8,409.58	1,166.75	842.53							-	2,009.28	-	6,014.79	385.50	
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50		892.00			3,593.63	3,979.13	179.50	283.67							27.02	490.19	-	3,103.44	385.50	
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,288.47		385.50		446.00			3,734.47	4,119.97	306.60	345.29							-	651.89	-	3,082.58	385.50	
ITS-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50					8,024.08	8,409.58	1,166.75	842.53							-	2,009.28	-	6,014.79	385.50	
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	171.34	2,570.10		385.50					2,570.10	2,955.60	15.19	269.86							-	285.05	-	2,285.05	385.50	
ITSM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50					1,970.41	2,429.53	-	206.89							-	206.89	73.61	1,837.13	385.50	
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50					1,970.41	2,429.53	-	206.89							-	206.89	73.61	1,837.13	385.50	
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50					11,318.10	11,703.60	1,893.33	1,188.40							-	3,081.73	-	8,236.37	385.50	
ITSM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50					11,318.10	11,703.60	1,893.33	1,188.40	3,773.00						-	6,854.73	-	4,463.37	385.50	
ITSM-AD-056	LARES GARCIA JORGE ISAAC	15	171.34	2,570.10		385.50					2,570.10	2,955.60	15.19	269.86							-	285.05	-	2,285.05	385.50	
ITSM-AD-057	JOSE RICARDO GRAVE ESPARZA	15	754.54	11,318.10		385.50					11,318.10	11,703.60	1,893.33	1,188.40							-	3,081.73	-	8,236.37	385.50	
ITSM-AD-058	LUIS ENRIQUE CASTILLO PALACIOS	15	171.34	2,570.10		385.50					2,570.10	2,955.60	15.19	269.86							-	285.05	-	2,285.05	385.50	
			679.00	13,457.17		201,887.52	6,616.24	15,233.50	4,460.00	682.00	1,848.48	315,470.24	232,549.52	26,257.55	21,195.64	24,090.64						583.58	72,726.61	307.76	144,599.40	15,223.58

34,719.44

15,400.00

ELABORO
[Signature]
LIC. FRANCISCO JAVIER MEDRANO GUZMAN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GENERALES

REVISO
Ing. Luis Alberto Gómez
ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL



NOMINA DOCENTES 01 - 16 DE FEBRERO 2015

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES						DEDUCCIONES						RESUMEN				
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGÜEDAD QUINQUENIO	SUELDOS CON PENSADOS	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO EMPLEO PAGAR	TOTAL PAGAR EFECTIVO		
TSM-DO-008	VELASCO FELICIANO	7.5	0.00	305.5	348.3	2291.25	0	2,291.25	144.60	82.13		91.65	-	2,609.63	3.76	240.58	450.86	22.91		\$611.00		1,326.92	1,136.1	
TSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	12.0	7.5	348.3	348.3	4179.6	2612.25	6,791.85	375.96	213.53		271.67	-	7,653.01	1,007.19	713.14	1,919.00	67.92				3,707.25	3,569.8	
TSM-DO-010	JUAN DANIEL GUZMAN HERNANDEZ	10.0	0.0	305.5	348.3	3055	0	3,055.00	192.80	109.50		122.20	-	3,479.50	128.41	320.78	873.00	30.55				1,352.73	1,933.9	
TSM-DO-017	SOSA BECERRA JOSE EMANUEL	12.0	7.5	348.3	348.3	4179.6	2612.25	6,791.85	375.96	213.53		135.84	-	7,517.17	978.17	713.14	-	67.92				1,759.24	5,381.6	
TSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	5.5	7.5	348.3	348.3	1915.65	2612.25	4,527.90	250.64	142.35	289.90		-	5,210.79	516.36	475.43	1,100.00	45.28				2,137.07	2,823.0	
TSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	11.0	7.5	348.3	348.3	3831.3	2612.25	6,443.55	356.68	202.58	412.55		-	7,415.36	960.54	676.57	1,655.00	64.44				3,356.55	3,702.1	
TSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	0.0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77	625.51	-	59.57				1,548.86	6,056.7	
TSM-DO-028	VICENCIO VELASCO KIMBERLY	2.0	0.0	305.5	348.3	611	0	611.00	38.56	21.90	89.20		-	760.66	-	64.16	-	6.11				70.27	165.65	817.4
TSM-DO-029	AMARAL ACOSTA ARACELI	11	7.5	348.3	348.3	3831.3	2612.25	6,443.55	356.68	202.58			-	7,002.81	872.42	676.57	-	64.44				1,613.43	5,032.6	
TSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	6.5	0	305.5	348.3	1985.75	0	1,985.75	125.32	71.18			-	2,182.25	-	208.50	1,254.74	19.86				68.07	641.5	
TSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	-	59.57				1,455.97	4,714.6	
TSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43	1,279.00	56.52				2,632.25	3,222.0	
TSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	-	59.57				1,455.97	4,714.6	
TSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	19.5	0	305.5	348.3	5957.25	0	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	1,324.00	59.57				2,779.97	3,390.0	
TSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALLI	19	0	305.5	348.3	5804.5	0	5,804.50	366.32	208.05	423.70		-	6,802.57	827.59	609.47	-	56.05				1,495.11	4,941.0	
TSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	0	305.5	348.3	3360.5	0	3,360.50	212.08	120.45			-	3,693.03	149.54	352.85	707.00	33.61				1,243.00	2,237.5	
TSM-DO-039	SEÑEN GUZMAN DE SANTIAGO	18.5	0	305.5	348.3	5651.75	0	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43	-	-				1,296.73	4,557.0	
TSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17.5	0	305.5	348.3	5346.25	0	5,346.25	337.40	191.63			-	5,875.28	635.70	561.36	-	53.46				1,250.52	4,287.0	

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA DOCENTES 01 - 15 DE FEBRERO 2015

CODIGO INTERNO	NOMBRE	SALARIO						PERCEPCIONES						DEDUCCIONES						RESUMEN			
		HORAS TRABAJADAS A	HORAS TRABAJADAS B	X HORA A	X HORA B	SUELDOS HORAS A	SUELDOS HORAS B	SUELDO ACTUAL	DESPENSA \$19.28	MATERIAL DIDACTICO \$10.95	GUARDERIA	PRIMA DE ANTIGUEDAD (QUINQUENIO)	SUELDOS COM PENSADOS	TOTAL PERCEPCION	ISI	Contribuciones Patronales	Contribuciones Patronales	Sindical	Deuda con el Fisco	OTRAS DEDUCCIONES	TOTAL DEDUCCION	SUBSIDIO AL EMPLEO	TOTAL PAGAR EFECTIVO
TSM-DO-041	CEJA ANAYA JOSE LUIS	17	0	305.5	348.3	5193.5	0	5,193.50	327.76	186.15		-	5,707.41	601.80	545.32						1,147.22		4,232.4
TSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	11.5	0	305.5	348.3	3513.25	0	3,513.25	221.72	125.93		-	3,860.90	184.46	368.89						553.35		3,085.8
TSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	10.5	0	305.5	348.3	3207.75	0	3,207.75	202.44	114.98		-	3,525.17	132.33	336.81						469.14		2,853.6
TSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	7.5	0	305.5	348.3	2291.25	0	2,291.25	144.60	82.13		-	2,517.98		240.58						240.58	6.21	2,139.6
TSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	10	0	305.5	348.3	3055	0	3,055.00	192.80	109.50		-	3,357.30	115.11	320.78						435.89		2,728.6
	TOTAL	296.50	37.50	7,240.50	8,010.90	92,784.95	13,061.25	105,846.20	6,439.52	3,657.30	1,650.20	621.36	-	118,214.58	11,696.54	11,113.85	10,562.40	829.34	-	611.00	34,813.13	239.94	77,201.1

ELABORO

LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GRALES

REVISO

ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL



INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 01 - 15 DE FEBRERO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRA GRAY PAGA	PRIMERA ANTIQUEDAD (QUINQUENIO)	TOTAL PERCEPCIÓN GRAVADAS	TOTAL PERCEPCIÓN	IMPORTE DE LA VACACIONES	IMPORTE DE LA VACACIONES	IMPORTE DE LA VACACIONES	IMPORTE DE LA VACACIONES	IMPORTE DE LA VACACIONES	IMPORTE DE LA VACACIONES	TOTAL PERCEPCIÓN	SUBSIDIO EMPLEADO PAGAR	TOTAL A PAGAR POR EFECTIVO	TOTAL A PAGAR POR EFECTIVO
TSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15.00	1,128.11	16,938.72	6,616.24	960.00	-	688.00	-	24,240.96	25,200.96	5,456.87	1,778.36	5,250.00	-	-	-	12,485.33	-	11,755.63	960.00
ITSM-AD-005	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08	-	385.50	446.00	-	420.09	12,194.17	12,579.57	2,099.38	1,188.40	-	-	-	-	3,287.78	-	8,906.39	385.50
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23	-	385.50	-	-	131.30	3,586.52	3,972.02	178.73	362.80	959.26	-	-	34.55	1,535.34	-	2,051.18	385.50
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39	-	385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,345.49	-	-	36.31	2,075.29	-	1,694.09	385.50
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43	-	385.50	-	-	124.96	3,413.39	3,788.89	142.19	345.29	1,462.22	-	-	32.88	1,882.58	-	1,430.81	385.50
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39	-	385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,170.00	-	-	36.31	1,899.80	-	1,869.58	385.50
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09	-	385.50	-	-	97.66	2,667.76	3,053.26	40.82	269.86	584.00	-	-	25.70	920.36	-	1,747.38	385.50
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02	-	385.50	-	-	92.91	2,537.94	2,923.44	11.69	256.73	625.00	-	-	24.45	917.87	-	1,620.06	385.50
ITSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08	-	385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,639.00	-	-	-	4,580.85	-	3,485.69	385.50
ITSM-AD-017	MEDINA MORAN JAIME	15	267.36	4,010.38	-	385.50	-	-	75.20	4,086.57	4,472.07	362.94	421.09	1,867.49	-	-	40.10	2,691.62	-	1,394.95	385.50
ITSM-AD-016	ROBLES VARGAS KARINA	15	230.35	3,455.23	-	385.50	446.00	-	65.65	3,966.87	4,352.37	343.79	362.80	1,532.60	-	-	34.55	2,273.74	-	1,693.14	385.50
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19	-	385.50	-	-	248.81	13,344.00	13,729.50	2,369.82	1,374.99	-	-	-	-	3,744.82	-	6,599.18	385.50
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43	-	385.50	-	-	-	3,288.43	3,673.93	128.60	345.29	1,320.77	-	-	32.88	1,827.54	-	1,460.90	385.50
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95	-	385.50	-	-	-	2,221.95	2,644.54	-	293.30	716.00	-	-	22.22	971.52	37.08	1,287.51	385.50
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89	-	385.50	446.00	-	-	2,668.89	3,054.39	40.94	293.40	851.76	-	-	22.23	1,148.34	-	1,520.56	385.50
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	195.84	2,982.67	-	385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	801.00	-	-	29.83	1,219.09	-	1,763.58	385.50
ITSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	15	195.84	2,982.67	-	385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	-	-	-	29.83	418.09	-	2,564.68	385.50
ITSM-AD-032	ARANGO GARCIA YESENIA	15	188.84	2,982.67	-	385.50	446.00	-	-	3,428.67	3,814.17	143.86	313.18	215.80	-	-	29.83	702.66	-	2,726.01	385.50
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.57	-	385.50	692.00	-	-	3,593.67	3,979.17	176.51	283.68	581.00	-	-	27.02	1,071.20	-	2,522.47	385.50
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHÍ	15	141.58	2,123.69	-	385.50	446.00	-	-	2,569.69	2,955.19	15.15	222.99	-	-	-	21.24	259.37	-	2,310.32	385.50
ITSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	15	534.94	8,024.08	-	385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31	-	-	-	4,192.16	-	3,984.38	385.50



INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS PAGO	PRIMA DE ANTIGÜEDAD (QUINCENARIO)	TOTAL PERCEP GRAVADAS	TOTAL PERCEPCION	ABONOS	RENTAS	IMPORTE	TOTAL PERCEPCION	SUBSIDIO EMPLEO PAGAR	TOTAL PERCEPCION	TOTAL DESPENSA	
SM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50	-	-	-	3,455.23	3,840.73	146.75	362.80	-	34.55	544.10	-	2,911.13	385.50
SM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.82	-	222.99	-	21.24	244.22	61.73	1,941.19	385.50
SM-AD-042	GÓMEZ GONZÁLEZ JOSÉ GABRIEL	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	2,009.28	-	6,014.79	385.50
SM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.82	-	222.99	-	21.24	244.22	61.73	1,941.19	385.50
SM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19		385.50	-	-	-	13,095.19	13,480.69	2,311.30	1,374.99	-	-	3,685.30	-	9,408.89	385.50
SM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	2,009.28	-	6,014.79	385.50
SM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50	892.00	-	-	3,593.63	3,978.13	179.50	283.67	-	27.02	490.19	-	3,103.44	385.50
SM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,288.47		385.50	446.00	-	-	3,734.47	4,119.97	306.60	345.29	-	-	651.89	-	3,062.58	385.50
SM-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	2,009.28	-	6,014.79	385.50
SM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	285.05	-	2,285.05	385.50
SM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	206.89	73.61	1,837.13	385.50
SM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	206.89	73.61	1,837.13	385.50
SM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,186.40	-	-	3,081.73	-	8,236.37	385.50
SM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,186.40	669.00	-	3,770.73	-	7,547.37	385.50
SM-AD-056	LARES GARCIA JORGE ISAAC	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	285.05	-	2,285.05	385.50
SM-AD-057	JOSE RICARDO GRAVE ESPARZA	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,186.40	-	-	3,081.73	-	8,236.37	385.50
SM-AD-058	LUIS ENRIQUE CASTILLO PALACIOS	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	285.05	-	2,285.05	385.50
		570.00	13,457.57	201,857.52	6,816.24	15,223.80	4,460.00	688.00	1,848.40	215,470.24	231,001.50	26,857.55	21,199.04	24,760.70	683.88	73,397.27	307.76	142,380.72	15,223.50

ELABORO

 LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
 JEFE DE DEPTO. RECURSOS HUMANOS Y SERVICIOS GENERALES

REVISO

 ING. LUIS ALBERTO GÓMEZ CARDENAS
 SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
 M.V.Z. GILDARDO SANCHEZ GONZALEZ
 DIRECTOR GENERAL



CODIGO INTERNO	NOMBRE	SALARIO			PERCEPCIONES							FUENTE DE PAGOS								
		HORAS TRABAJADAS	X HORA	SUELDO ACTUAL	PRENSA \$16.25	MATERIAL DIDACTICO \$10.55	GUARDERIA	PRIMA DE ANTIGUEDAD (QUINQUENIOS)	SUELDO COMPENSADOS	TOTAL PERCEPCION	PRENSA	MATERIAL	GUARDERIA	PRIMA DE ANTIGUEDAD	SUBSIDIO EMPLEO PAGAR	AGAR PAGAR	TOTAL PAGAR DEPREIS			
ITSM-DO-008	VELASCO FELICIANO	5.50	305.5	1,680.25	106.04	60.23		67.21	-	1,913.73			176.43	450.66	16.80		643.89	84.03	1,247.82	106.04
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	19.5	305.5	5,957.25	375.96	213.53		236.29	-	6,785.03	621.78		625.51	1,919.00	59.57		3,425.87		2,893.19	375.96
ITSM-DO-010	JUAN DANIEL GUZMAN HERNANDEZ	9.0	305.5	2,749.50	173.52	98.55		109.98	-	3,131.55	72.40		288.70	873.00	27.50		1,261.59		1,696.44	173.52
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	19.5	305.5	5,957.25	375.96	213.53		119.15	-	6,665.88	796.34		625.51	-	69.57		1,481.42		4,808.50	375.96
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	11.5	305.5	3,513.25	221.72	125.93	256.45		-	4,117.35	332.39		368.89	1,100.00	35.13		1,636.41		2,059.21	221.72
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	19.5	305.5	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77		625.51	1,655.00	59.57		3,203.86		3,401.77	375.96
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	305.5	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77		625.51	-	59.57		1,548.86		5,056.77	375.96
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	1.0	305.5	305.50	19.28	10.95	44.60		-	380.33	-		32.08	-	3.06		35.13	188.76	514.68	19.28
ITSM-DO-029	AMARAL ACOSTA ARACELI	18.5	305.5	5,651.75	356.88	202.58			-	6,211.01	703.29		593.43	-	66.52		1,353.25		4,601.06	356.88
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	11.5	305.5	3,513.25	221.72	125.93			-	3,880.90	184.46		368.89	1,254.74	35.13		1,843.22		1,795.95	221.72
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89		625.51	-	59.57		1,455.97		4,714.80	375.96
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89		625.51	1,279.00	59.57		2,734.97		3,435.80	375.96
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89		625.51	-	59.57		1,455.97		4,714.80	375.96
ITSM-DO-037	IBAÑEZ MARTINEZ ADRIANA	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89		625.51	1,324.00	69.57		2,779.97		3,390.80	375.96
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALLI	19.5	305.5	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77		625.51	-	59.57		1,548.86		5,056.77	375.96
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	305.5	3,360.50	212.08	120.45			-	3,693.03	149.54		352.85	707.00	33.61		1,243.00		2,237.95	212.08
ITSM-DO-039	SEÑEN GUZMAN DE SANTIAGO	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89		625.51	-			1,396.40		4,774.38	375.96
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17	305.5	5,193.50	327.78	188.15			-	5,707.41	601.90		645.32	-	51.94		1,199.16		4,180.49	327.78
ITSM-DO-041	CEJA ANAYA JOSE LUIS	9	305.5	2,749.50	173.52	98.55			-	3,021.57	60.43		288.70	-			349.13		2,498.92	173.52
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	8	305.5	2,444.00	154.24	87.60			-	2,685.84	11.00		256.62	-			267.62		2,263.98	154.24
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	4.5	305.5	1,374.75	86.76	49.28			-	1,510.79	-		144.35	-			144.35	120.58	1,400.26	86.76

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA DOCENTES 16-31 DE ENERO 2015

CODIGO INTERNO	NOMBRE	SALARIO			PERCEPCIONES						DEBITOS				RESUMEN						
		HORAS TRABAJADAS	X HORA	SUELDO ACTUAL	DESPENSA \$10.24	MATERIAL DIDACTICO \$10.4	GUARDER	PRIMA DE ANTIGÜEDAD (QUINQUENIOS)	SUELDO COMPENSACIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES	OTROS PERCEPCIONES			
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	6.5	305.5	1,985.75	125.32	71.18			2,182.25					208.50				208.50	68.07	1,916.50	125.32
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	7	305.5	2,138.50	134.96	76.65			2,350.11					224.54				224.54	37.82	2,028.43	134.96
	TOTAL	315.00	7,026.50	96,232.50	6,073.20	3,448.25	1,805.60	534.63	107,895.18	10,179.31	10,104.41	10,562.40	795.83	31,641.95	499.27	70,679.29	6,073.20				

ELABORO
Francisco Javier Medrano Guzmán
LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GRALES

REVISO
Luis Alberto Gómez Cárdenas
ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 16-31 DE ENERO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	RESPENSA	GUARDERIA	OTRAS GRAVACIONES	PRIMA ANTIGUEDAD QUINCENARIO	TOTAL PERCEPCION GRAVADAS	TOTAL PERCEPCION										
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15.00	1,128.11	16,936.72	6,616.24	960.00		688.00		24,240.96	25,200.96	5,456.97	1,778.36	5,250.00					12,485.33	11,755.63	960.00
ITSM-AD-008	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08		385.50	446.00		430.09	12,194.17	12,579.67	2,099.38	1,188.40						3,287.78	8,906.39	385.50
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23		385.50			131.30	3,586.52	3,972.02	178.73	362.80	959.26			34.55	1,535.34		2,051.18	385.50
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39		385.50			137.99	3,769.38	4,154.88	312.19	381.30	1,345.49			36.31	2,075.29		1,694.09	385.50
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43		385.50			124.96	3,413.39	3,798.89	142.19	345.29	1,462.22			32.88	1,982.58		1,430.81	385.50
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39		385.50			137.99	3,769.38	4,154.88	312.19	381.30	1,170.00			36.31	1,899.80		1,869.58	385.50
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09		385.50			97.66	2,667.76	3,053.26	40.82	269.88	584.00			25.70	920.38		1,747.38	385.50
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02		385.50			92.91	2,537.94	2,923.44	11.69	256.73	625.00			24.45	917.87		1,620.06	385.50
ITSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08		385.50			152.46	8,176.53	8,562.03	1,199.32	842.53	2,639.00				4,680.85		3,495.69	385.50
ITSM-AD-017	MEDINA MORAN JAIME	15	267.36	4,010.38		385.50			76.20	4,086.57	4,472.07	362.94	421.09	1,867.49			40.10	2,691.62		1,394.95	385.50
ITSM-AD-018	ROBLES VARGAS KARINA	15	230.35	3,455.23		385.50	446.00		65.65	3,966.87	4,352.37	343.79	362.80	1,532.60			34.55	2,273.74		1,693.14	385.50
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19		385.50			248.81	13,344.00	13,729.50	2,389.82	1,374.99					3,744.82		9,599.18	385.50
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43		385.50				3,288.43	3,673.93	128.60	345.29	1,320.77			32.88	1,827.54		1,460.90	385.50
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95		385.50				2,221.95	2,644.54		233.30	716.00			22.22	971.52	37.08	1,287.51	385.50
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89		385.50	446.00			2,668.89	3,054.39	40.94	233.40	851.76			22.23	1,148.34		1,520.56	385.50
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	198.84	2,982.67		385.50				2,982.67	3,368.17	75.08	313.18	801.00			29.83	1,219.09		1,763.58	385.50
ITSM-AD-031	ROSÁLES SANCHEZ ROBERTO SERGIO	15	198.84	2,982.67		385.50				2,982.67	3,368.17	75.08	313.18				29.83	418.09		2,564.58	385.50
ITSM-AD-032	ARANGO GARCIA YESENIA	15	198.84	2,982.67		385.50	446.00			3,428.67	3,814.17	143.86	313.18	215.80			29.83	702.66		2,726.01	385.50
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.67		385.50	892.00			3,593.67	3,979.17	179.51	283.66	581.00			27.02	1,071.20		2,522.47	385.50
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHÍ	15	141.58	2,123.69		385.50	446.00			2,569.69	2,955.19	15.15	222.99				21.24	259.37		2,310.32	385.50
ITSM-AD-037	PEÑA LULLOA JOSE VICTORIANO	15	534.94	8,024.08		385.50			152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31				4,192.16		3,984.38	385.50

NOMINA ADMINISTRATIVOS 16-31 DE ENERO DEL 2015 10.50%

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAVADAS	PRIMA DE ANTIGÜEDAD	TOTAL PERCEPCIÓN GRAVADAS	TOTAL PERCEPCIÓN	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	IMPORTE DE DEUDA	
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50	-	-	-	3,455.23	3,840.73	146.75	362.80	-	-	-	34.55	544.10	-	2,911.18	385.50			
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99	-	-	-	21.24	244.22	61.73	1,941.19	385.50			
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	2,009.28	-	6,014.79	385.50			
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99	-	-	-	21.24	244.22	61.73	1,941.19	385.50			
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19	-	385.50	-	-	-	13,095.19	13,480.59	2,311.30	1,374.99	-	-	-	-	3,666.30	-	9,408.89	385.50			
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	2,009.28	-	6,014.79	385.50			
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50	892.00	-	-	3,593.63	3,979.13	179.50	283.67	-	-	-	27.02	490.19	-	3,103.44	385.50			
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,288.47		385.50	446.00	-	-	3,734.47	4,119.97	306.60	345.29	-	-	-	-	651.89	-	3,082.58	385.50			
ITS-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	2,009.28	-	6,014.79	385.50			
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	285.05	-	2,285.05	385.50			
ITSM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	-	-	206.89	73.61	1,837.13	385.50			
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	-	-	206.89	73.61	1,837.13	385.50			
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	-	-	-	-	3,081.73	-	6,236.37	385.50			
ITSM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	689.00	-	-	-	3,770.73	-	7,547.37	385.50			
ITSM-AD-056	LARES GARCIA JORGE ISAAC	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	285.05	-	2,285.05	385.50			
ITSM-AD-057	JOSE RICARDO GRAVE ESPARZA	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	-	-	-	-	3,081.73	-	6,236.37	385.50			
ITSM-AD-058	LUIS ENRIQUE CASTILLO PALACIOS	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	285.05	-	2,285.05	385.50			
		670.00	13,457.17	201,897.52	6,816.24	15,223.69	4,460.00	688.00	1,849.48	215,470.24	231,001.50	26,887.65	21,195.04	24,760.70	-	-	-	683.91	73,397.27	307.76	142,380.72	15,223.69		

296,090.02

ELABORO
LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GENERALES

REVISO
ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZO
M.V Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL

CODIGO INTERNO	NOMBRE	SALARIO			PERCEPCIONES										OTROS						
		HORAS TRABAJADAS	X HORA	SUELDO ACTUAL	DESPENSA	PRIMA DE ANTIGÜEDAD	GUARDERÍA	PRIMA DE SERVICIO	SUELDO COMPENSADO	TOTAL PERCEPCIONES											
ITSM-DO-008	VELASCO FELICIANO	6.50	305.5	1,660.25	106.04	60.23		67.21	-	1,913.73	-	176.43	450.66	16.80	458.25	84.03		789.57	106.04		
ITSM-DO-001	GONZALEZ RODRIGUEZ RIGOBERTO	19.5	305.5	5,957.25	375.96	213.53		238.29	-	6,785.03	821.79	625.51	1,919.00	59.57				3,425.87	2,983.19	375.96	
ITSM-DO-010	JUAN DANIEL GUZMAN HERNANDEZ	9.0	305.5	2,749.50	173.52	98.55		109.88	-	3,131.55	72.40	288.70	873.00	27.50				1,261.59	1,696.44	173.52	
ITSM-DO-017	SOSA BECERRA JOSE EMANUEL	19.5	305.5	5,957.25	375.96	213.53		119.15	-	6,665.88	796.34	625.51		59.57				1,481.42	4,808.50	375.96	
ITSM-DO-021	CARDENAS MENDOZA ALTAGRACIA	11.5	305.5	3,513.25	221.72	125.93	256.45		-	4,117.35	332.39	368.89	1,100.00	35.13				1,836.41	2,059.21	221.72	
ITSM-DO-023	SANTANA DE SANTIAGO MARIA DEL ROCIO	19.5	305.5	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77	625.51	1,655.00	59.57				3,203.86	3,401.77	375.96	
ITSM-DO-024	ORTEGA FLORES BRENDA YERANIA	19.5	305.5	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77	625.51		59.57				1,548.86	5,056.77	375.96	
ITSM-DO-028	VICENCIO VELASCO KIMBERLY	1.0	305.5	305.50	19.28	10.95	44.60		-	380.33	-	32.08		3.08				35.13	188.76	514.68	19.28
ITSM-DO-029	AMARAL ACOSTA ARACELI	18.5	305.5	5,651.75	356.68	202.58			-	6,211.01	703.29	593.43		56.52				1,353.25	4,501.08	356.68	
ITSM-DO-030	CARDENAS MENDOZA FEDERICO EUGENIO	11.5	305.5	3,513.25	221.72	125.93			-	3,860.90	184.46	368.89	1,254.74	35.13	458.25			2,301.47	1,837.70	221.72	
ITSM-DO-032	MORENO URIBE PEDRO OSWALDO DE JESUS	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51		59.57				1,455.97	4,714.80	375.96	
ITSM-DO-033	RANGEL GOMEZ JAIR DE JESUS	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	1,279.00	59.57				2,734.97	3,435.80	375.96	
ITSM-DO-036	VILLALVAZO RIVERA JOSE BENJAMIN	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51		59.57				1,455.97	4,714.80	375.96	
ITSM-DO-037	IBÁÑEZ MARTINEZ ADRIANA	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51	1,324.00	59.57				2,778.97	3,390.80	375.96	
ITSM-DO-038	RODRIGUEZ LOPEZ ERIKA CITLALI	19.5	305.5	5,957.25	375.96	213.53	434.85		-	6,981.59	863.77	625.51		59.57				1,548.86	5,056.77	375.96	
ITSM-DO-025	FREGOSO GARCIA MARIA DE JESUS	11	305.5	3,360.50	212.08	120.45			-	3,693.03	149.54	352.85	707.00	33.61				1,243.00	2,237.95	212.08	
ITSM-DO-039	SENEN GUZMAN DE SANTIAGO	19.5	305.5	5,957.25	375.96	213.53			-	6,546.74	770.89	625.51						1,396.40	4,774.38	375.96	
ITSM-DO-040	RODRIGUEZ LOPEZ GERARDO	17	305.5	5,193.50	327.76	185.15			-	5,707.41	601.90	545.32		51.94				1,199.16	4,180.49	327.76	
ITSM-DO-041	CEJA ANAYA JOSÉ LUIS	9	305.5	2,749.50	173.52	98.55			-	3,021.57	60.43	288.70						349.13	2,498.62	173.52	
ITSM-DO-042	COLMENARES CONTRERAS VICTOR MANUEL	8	305.5	2,444.00	154.24	87.60			-	2,685.84	11.00	256.62						267.62	2,263.98	154.24	
ITSM-DO-043	DOMINGUEZ MENDOZA PEDRO ALONSO	4.5	305.5	1,374.75	86.76	49.26			-	1,510.79	-	144.35						144.35	120.58	1,400.26	86.76

10.5% NOMINA DOCENTES 01-15 DE ENERO 2015

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

CODIGO INTERNO	NOMBRE	SALARIO			PERCEPCIONES							RESUMEN DE PAGO								
		HORAS TRABAJADAS	X HORA	SUELDO ACTUAL	DESPENSA (15%)	MATERIAL DIDACTICO (10%)	GUARDERIA	PRIMA DE ANTIGUEDAD (QUINQUENIO)	OTROS COMPENSADOS	TOTAL PERCEPCION	IMPORTE	IMPORTE	IMPORTE	IMPORTE	SUBSIDIO SOCIAL (10%)	OTRO PAGO EFECTIVO	TOTAL PAGO DE PENS.			
ITSM-DO-044	HERNANDEZ PEÑA MARIA AMELIA	6.5	305.6	1,985.75	125.32	71.18				2,182.25	208.50				208.50	68.07	1,916.50	125.32		
ITSM-DO-045	RAMIREZ RAMIREZ FAUSTINO	7	305.5	2,138.50	134.96	76.65				2,350.11	224.54				224.54	37.82	2,028.43	134.96		
TOTAL		315.00	7,026.50	96,232.50	6,073.20	3,449.25	1,605.60	534.63	-	107,895.18	10,179.31	10,104.41	10,562.40	795.83	-	916.50	32,558.45	499.27	69,762.79	6,073.20

ELABORÓ

[Signature]
LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GRALES

REVISÓ

ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

AUTORIZÓ

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	QUINTA PARTE	OTRAS GRAVAMEN	PREVIA ANTECEDENTE (QUINTA PARTE)	TOTAL PERCEP. GRAVADAS	TOTAL PERCEP. GRAVADAS								TOTAL PAGA (NETO)	TOTAL VALORES DESPESAS	
ITSM-AD-040	SANCHEZ GONZALEZ GILDARDO	15.00	1,129.11	16,836.72	6,616.24	960.00		688.00		24,240.96	25,200.96	5,456.97	1,778.36	5,250.00					12,485.33	11,755.63	960.00
ITSM-AD-008	LUNA OLEA MARIA VIDAL	15	754.54	11,318.08		385.50	446.00	-	430.09	12,194.17	12,579.67	2,099.38	1,188.40						3,287.78	8,906.39	385.50
ITSM-AD-007	HERNANDEZ SANDOVAL ARMANDO	15	230.35	3,455.23		385.50	-	-	131.30	3,586.52	3,972.02	178.73	362.60	959.26	-	-	34.55	1,535.34	-	2,051.18	385.50
ITSM-AD-005	DE LA CRUZ PEÑA ANA GABRIELA	15	242.09	3,631.39		385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,345.49	-	-	36.31	2,075.29	-	1,694.09	385.50
ITSM-AD-006	DE SANTIAGO CHAVEZ ESTEBAN	15	219.23	3,288.43		385.50	-	-	124.96	3,413.39	3,798.89	142.19	345.29	1,452.22	-	-	32.88	1,962.58	-	1,430.81	385.50
ITSM-AD-011	RUBIO GRADILLA CLAUDIA ELIZABETH	15	242.09	3,631.39		385.50	-	-	137.99	3,769.38	4,154.88	312.19	381.30	1,170.00	-	-	36.31	1,899.80	-	1,869.58	385.50
ITSM-AD-004	ARANGO CHAVEZ JOSE DE JESUS	15	171.34	2,570.09		385.50	-	-	97.66	2,667.76	3,053.26	40.82	269.86	584.00	-	-	25.70	920.38	-	1,747.38	385.50
ITSM-AD-013	BELTRAN DE LA CRUZ DOLORES EFRAIN	15	163.00	2,445.02		385.50	-	-	82.91	2,537.94	2,923.44	11.69	256.73	625.00	-	-	24.45	917.67	-	1,620.06	385.50
ITSM-AD-016	FLORES JERONIMO JESUS	15	534.94	8,024.08		385.50	-	-	152.46	8,176.58	8,562.03	1,199.32	842.53	2,639.00	-	-	-	4,680.85	-	3,495.69	385.50
ITSM-AD-017	MEDINA MORAN JAIME	15	267.36	4,010.38		385.50	-	-	76.20	4,086.57	4,472.07	362.94	421.09	1,867.49			40.10	2,691.62	-	1,394.95	385.50
ITSM-AD-018	ROBLES VARGAS KARINA	15	230.35	3,455.23		385.50	446.00	-	65.65	3,966.87	4,352.37	343.79	362.80	1,532.60	-	-	34.55	2,273.74	-	1,693.14	385.50
ITSM-AD-020	GOMEZ CARDENAS LUIS ALBERTO	15	873.01	13,095.19		385.50	-	-	248.81	13,344.00	13,729.50	2,369.82	1,374.99		-	-	-	3,744.82	-	6,599.18	385.50
ITSM-AD-023	DE LA CRUZ PEÑA JULIAN	15	219.23	3,288.43		385.50	-	-	-	3,288.43	3,673.93	128.60	345.29	1,320.77	-	-	32.88	1,827.54	-	1,460.90	385.50
ITSM-AD-024	PEÑA HERNANDEZ ANDRES	15	148.13	2,221.95		385.50	-	-	-	2,221.95	2,644.54	-	233.30	716.00	-	-	22.22	971.52	37.08	1,287.51	385.50
ITSM-AD-026	VARGAS ARECHIGA LILIANA	15	148.19	2,222.89		385.50	446.00	-	-	2,668.89	3,054.39	40.94	233.40	851.76	-	-	22.23	1,148.34	-	1,520.56	385.50
ITSM-AD-030	CASILLAS MARTINEZ FRANCISCO RAFAEL	15	198.84	2,982.67		385.50	-	-	-	2,982.67	3,368.17	75.08	313.18	801.00	-	-	29.83	1,219.09	-	1,763.58	385.50
ITSM-AD-031	ROSALES SANCHEZ ROBERTO SERGIO	15	198.84	2,982.67		385.50	-	-	-	2,982.67	3,368.17	75.08	313.18		-	-	29.83	418.09	-	2,564.58	385.50
ITSM-AD-032	ARANGO GARCIA YESENIA	15	198.84	2,982.67		385.50	446.00	-	-	3,428.67	3,814.17	143.88	313.18	215.80	-	-	29.83	702.66	-	2,726.01	385.50
ITSM-AD-033	GONZALEZ PEÑA LILIANA	15	180.11	2,701.67		385.50	892.00	-	-	3,593.67	3,979.17	179.51	283.68	581.00	-	-	27.02	1,071.20	-	2,522.47	385.50
ITSM-AD-035	VARGAS ARECHIGA EMA SARAHI	15	141.56	2,123.69		385.50	446.00	-	-	2,569.69	2,955.19	15.15	222.99		-	-	21.24	259.37	-	2,310.32	385.50
ITSM-AD-037	PEÑA ULLOA JOSE VICTORIANO	15	534.94	8,024.08		385.50	-	-	152.46	8,176.53	8,562.03	1,199.32	842.53	2,150.31				4,192.16	-	3,984.38	385.50

INSTITUTO TECNOLÓGICO SUPERIOR DE MASCOTA

NOMINA ADMINISTRATIVOS 01-15 DE ENERO DEL 2015

CODIGO INTERNO	NOMBRE DEL EMPLEADO	DIAS TRABAJADOS	SALARIO DIARIO	SUELDO ACTUAL	HOMOLOGACION SALARIAL	DESPENSA	GUARDERÍA	OTRAS GRAVADURAS	COMPAÑIA ANTIGÜEDAD QUINCENARIO	TOTAL PERCEPCIONES	TOTAL PERCEPCIONES									TOTAL SALARIO DE EMPLEADO	TOTAL SALARIO DE EMPLEADO		
ITSM-AD-038	ALANIS VARGAS ALEGANDRA MAGALI	15	230.35	3,455.23		385.50	-	-	-	3,455.23	3,840.73	146.75	362.60	-	-	-	34.55	544.10	-	2,911.13	385.5		
ITSM-AD-041	CHAVEZ PEÑA MAIDA MARCELINA	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99	-	-	-	21.24	244.22	61.73	1,941.19	385.5		
ITSM-AD-042	GOMEZ GONZALEZ JOSE GABRIEL	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	2,009.28	-	6,014.79	385.5		
ITSM-AD-043	ROMERO SANCHEZ EVERARDO	15	141.58	2,123.69		385.50	-	-	-	2,123.69	2,570.92	-	222.99	-	-	-	21.24	244.22	61.73	1,941.19	385.5		
ITSM-AD-044	GUZMAN VELASCO HECTOR ERNESTO	15	873.01	13,095.19		385.50	-	-	-	13,095.19	13,480.69	2,311.30	1,374.99	-	-	-	-	3,688.30	-	9,408.89	385.5		
ITSM-AD-045	MEDRANO GUZMAN FRANCISCO JAVIER	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	2,009.28	-	6,014.79	385.5		
ITSM-AD-046	CONTRERAS MEDRANO MARIA DEL ROSARIO	15	171.34	2,570.14		385.50	-	-	-	2,570.14	2,955.64	15.20	269.86	-	-	-	25.70	310.76	-	2,259.37	385.5		
ITSM-AD-047	LOPEZ MENDEZ KARINA	15	180.11	2,701.63		385.50	892.00	-	-	3,593.63	3,978.13	179.50	283.67	-	-	-	27.02	490.18	-	3,103.44	385.5		
ITSM-AD-048	VALDES AMARAL ADRIANA DEL REFUGIO	15	219.23	3,288.47		385.50	446.00	-	-	3,734.47	4,119.97	306.60	345.29	-	-	-	-	651.89	-	3,082.58	385.5		
ITS-AD-049	BOTELLO CARMONA MARIO	15	534.94	8,024.08		385.50	-	-	-	8,024.08	8,409.58	1,166.75	842.53	-	-	-	-	2,009.28	-	6,014.79	385.5		
ITSM-AD-051	CONTRERAS GONZALEZ ROBERTO	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	285.05	-	2,285.05	385.5		
ITSM-AD-052	RANGEL TORO GABRIEL	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	-	-	206.89	73.61	1,837.13	385.5		
ITSM-AD-053	RODRIGUEZ FLORES ELISEO	15	131.36	1,970.41		385.50	-	-	-	1,970.41	2,429.53	-	206.89	-	-	-	-	206.89	73.61	1,837.13	385.5		
ITSM-AD-054	CONTRERAS PACHECO JUAN JOSE	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	-	-	-	-	3,081.73	-	8,236.37	385.5		
ITSM-AD-055	FELIX LERMA MARCO VINICIO	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	689.00	-	-	-	3,770.73	-	7,547.37	385.5		
ITSM-AD-056	LARES GARCIA JORGE ISAAC	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	285.05	-	2,285.05	385.5		
ITSM-AD-057	JOSE RICARDO GRAVE ESPARZA	15	754.54	11,318.10		385.50	-	-	-	11,318.10	11,703.60	1,893.33	1,188.40	-	-	-	-	3,081.73	-	8,236.37	385.5		
ITSM-AD-058	LUIS ENRIQUE CASTILLO PALACIOS	15	171.34	2,570.10		385.50	-	-	-	2,570.10	2,955.60	15.19	269.86	-	-	-	-	285.05	-	2,285.05	385.5		
		585.00	13,628.51	204,427.56	6,618.24	15,609.00	4,460.00	688.00	1,848.49	218,040.38	233,957.14	26,872.75	21,464.80	24,790.70	-	-	-	689.68	73,708.04	307.76	144,640.10	15,609.00	

ELABORO

REVISO

AUTORIZO

LIC. FRANCISCO JAVIER MEDRANO GUZMÁN
JEFE DE DEPTO RECURSOS HUMANOS Y SERVICIOS GENERALES

ING. LUIS ALBERTO GOMEZ CARDENAS
SUBDIRECTOR ADMINISTRATIVO Y DE PLANEACION

M.V.Z. GILDARDO SANCHEZ GONZALEZ
DIRECTOR GENERAL