

Plantilla al 01 de Agosto 2013

|     |                                     |                |                               |       |     |       |   |                |   | COSTO MENSUAL    | COSTO ANUAL            |                                     | COSTO MENSUAL                          |                                 |                               |                          |            |                        |                       |          | COSTO ANUAL             | COLUMNAS ADICIONALES PARA CONCEPTOS PROPIOS DEL ORGANISMO |              |
|-----|-------------------------------------|----------------|-------------------------------|-------|-----|-------|---|----------------|---|------------------|------------------------|-------------------------------------|--|---------------------------------|-------------------------------|--------------------------|------------|------------------------|-----------------------|----------|-------------------------|---|--------------|
| NO. | NOMBRE DEL BENEFICIARIO(A)          | HOMBRE O MUJER | FECHA DE INGRESO AL INSTITUTO | NIVEL | JOR | CATEG | CATEGORÍA   | ZONA ECONOMICA | ADSCRIPCION   | SUELDO BASE 1101 | PRIMA VACACIONAL (25%) | AGUINALDO ( 50 días de Sueldo base) | CUOTAS AL IMSS 1404 (entre el 3% y 5%) | CUOTAS PARA LA VIVIENDA 1402 3% | CUOTAS A PENSIONES 1401 10.5% | CUOTAS AL S.A.R. 1405 2% | % DESPENSA | DESPENSA 1601 EN vales | PASAJES 1602 en vales | % PASAJE | IMPACTO AL SALARIO 1801 | ESTIMULO AL SERVIC ADMTVO                                 | TOTAL ANUAL  |
| 1   | FERNANDEZ RAMIREZ MARIANA           | MUJER          | 15/03/2013                    | 30    | 40  | C     | PRESIDENTA  | 1              | SECRETARIA GENERAL DE GOBIERNO                          | 82,995           | 13,832.50              | 138,325.00                          | 1,421.89                               | 2,489.85                        | 8,714.48                      | 971.40                   | 8.00%      | 6,640                  | 1,660                 | 2.00%    | 41,497.50               |   | 1,452,360.38 |
| 2   | VILLASEÑOR FARIAS MARTHA            | MUJER          | 01/05/2013                    | 25    | 40  | C     | SECRETARIA EJECUTIVA                                    | 1              | PRESIDENCIA   | 47,106           | 7,851.00               | 78,510.00                           | 1,421.89                               | 1,413.18                        | 4,946.13                      | 942.12                   | 8.50%      | 4,004                  | 1,178                 | 2.50%    | 23,553.00               |   | 842,045.76   |
| 3   | BASTIDA CUEVAS MAXIMINA             | MUJER          | 16/04/2013                    | 22    | 40  | C     | COORDINADORA DE PLANEACION, EVALUACION Y SEGUIMIENTO    | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 4   | ASCENCO RAMIREZ MIGUEL ANGEL        | HOMBRE         | 16/04/2013                    | 22    | 40  | C     | COORDINADOR DE COMUNICACIÓN SOCIAL                      | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 5   | GUTIERREZ ORTEGA PEDRO MIGUEL       | HOMBRE         | 16/04/2013                    | 22    | 40  | C     | COORDINADOR JURIDICO                                    | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 6   | CARDIEL RAMOS MARGARITA DEL REFUGIO | MUJER          | 15/05/2002                    | 22    | 40  | C     | COORDINADORA PARA EL DESARROLLO DE LA EQUIDAD DE GENERO | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 7   | JAUREGUI FLORES MARIA ELENA         | MUJER          | 18/04/2002                    | 22    | 40  | C     | COORDINADORA ADMINISTRATIVA                             | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 8   | HERNANDEZ DIZ PAULINA               | MUJER          | 16/04/2013                    | 22    | 40  | C     | COORDINADORA DE ENLACE MUNICIPAL                        | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 9   | ZUÑIGA NUÑO CORAL CHANTAL           | MUJER          | 02/03/2009                    | 22    | 40  | C     | COORDINADORA DE SERVICIOS                               | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 10  | MARTINEZ RUIZ YARENY VIANEY         | MUJER          | 16/04/2013                    | 22    | 40  | c     | COORDINADORA DE POLITICAS PUBLICAS                      | 1              | SECRETARIA EJECUTIVA                                    | 34,488           | 5,748.00               | 57,480.00                           | 1,266.99                               | 1,034.64                        | 3,621.24                      | 689.76                   | 8.50%      | 2,931                  | 862                   | 2.50%    | 17,244.00               | 17,244.00   | 636,447.72   |
| 11  | VACANTE                             |                |                               | 18    | 40  | C     | ANALISTA PARA EL DESARROLLO DE LA EQUIDAD DE GENERO     | 1              | COORDINACION PARA EL DESAROLLO DE LA EQUIDAD DE GENERO  | 22,186           | 3,697.67               | 36,976.67                           | 932.00                                 | 665.58                          | 2,329.53                      | 443.72                   | 9.50%      | 2,108                  | 777                   | 3.50%    | 11,093.00               | 11,093.00   | 416,152.45   |
| 12  | ROBLES HERNANDEZ KARLA LOURDES      | MUJER          | 01/02/2007                    | 18    | 40  | C     | ANALISTA DE POLITICAS PUBLICAS                          | 1              | COORDINACION DE POLITICAS PUBLICAS                      | 22,186           | 3,697.67               | 36,976.67                           | 932.00                                 | 665.58                          | 2,329.53                      | 443.72                   | 9.50%      | 2,108                  | 777                   | 3.50%    | 11,093.00               | 11,093.00   | 416,152.45   |
| 13  | VACANTE                             |                |                               | 18    | 40  | C     | ANALISTA DE PLANEACION, EVALUACION Y SEGUIMIENTO        | 1              | COORDINACION DE PLANEACION, EVALUACION Y SEGUIMIENTO    | 22,186           | 3,697.67               | 36,976.67                           | 932.00                                 | 665.58                          | 2,329.53                      | 443.72                   | 9.50%      | 2,108                  | 777                   | 3.50%    | 11,093.00               | 11,093.00   | 416,152.45   |
| 14  | ALCANTARA RAMIREZ VICENTE ALEJANDRO | HOMBRE         | 01/05/2013                    | 18    | 40  | C     | ANALISTA DE JURIDICO                                    | 1              | COORDINACION JURIDICA                                   | 22,186           | 3,697.67               | 36,976.67                           | 924.01                                 | 665.58                          | 2,329.53                      | 443.72                   | 9.50%      | 2,108                  | 777                   | 3.50%    | 11,093.00               | 11,093.00   | 416,056.57   |
| 15  | PADILLA LEON MARIA MAGDALENA        | MUJER          | 01/06/2013                    | 18    | 40  | C     | JEFA DE ATENCION  | 1              | COORDINACION DE SERVICIOS                               | 22,186           | 3,697.67               | 36,976.67                           | 924.01                                 | 665.58                          | 2,329.53                      | 443.72                   | 9.50%      | 2,108                  | 777                   | 3.50%    | 11,093.00               | 11,093.00   | 416,056.57   |
| 16  | MARTINEZ PEREZ RODRIGO              | HOMBRE         | 15/03/2013                    | 18    | 40  | C     | ASISTENTE DE LA PRESIDENCIA                             | 1              | PRESIDENCIA   | 22,186           | 3,697.67               | 36,976.67                           | 924.01                                 | 665.58                          | 2,329.53                      | 443.72                   | 9.50%      | 2,108                  | 777                   | 3.50%    | 11,093.00               | 11,093.00   | 416,056.57   |
| 19  | MARTINEZ FLORES ELIZABETH GABRIELA  | MUJER          | 01/10/2008                    | 16    | 40  | B     | JEFA DE CONTABILIDAD                                    | 1              | COORDINACION ADMINISTRATIVA                             | 17,213           | 2,868.83               | 28,688.33                           | 809.45                                 | 516.39                          | 1,807.37                      | 344.26                   | 16.50%     | 2,840                  | 0                     |          | 8,606.50                | 8,606.50  | 331,137.49   |
| 20  | ROBLES RAMOS MANUEL ALEJANDRO       | HOMBRE         | 16/07/2013                    | 16    | 40  | B     | ANALISTA ESPECIALIZADO DE PLANEACION                    | 1              | COORDINACION DE PLANEACION, EVALUACION Y SEGUIMIENTO    | 17,213           | 2,868.83               | 28,688.33                           | 809.45                                 | 516.39                          | 1,807.37                      | 344.26                   | 16.50%     | 2,840                  | 0                     |          | 8,606.50                | 8,606.50  | 331,137.49   |
| 21  | CASTRO GARCIA ARELY NATALIA         | MUJER          | 01/05/2013                    | 16    | 40  | B     | ENLACE DE PRESIDENCIA                                   | 1              | PRESIDENCIA   | 17,213           | 2,868.83               | 28,688.33                           | 809.45                                 | 516.39                          | 1,807.37                      | 344.26                   | 16.50%     | 2,840                  | 0                     |          | 8,606.50                | 8,606.50  | 331,137.49   |
| 22  | ROCHA ABARCA LETICIA                | MUJER          | 01/10/2011                    | 16    | 40  | B     | CAPACITADORA ESPECIALIZADA DE                           | 1              | COORDINACION PARA EL DESARROLLO DE LA EQUIDAD DE GENERO | 17,213           | 2,868.83               | 28,688.33                           | 809.45                                 | 516.39                          | 1,807.37                      | 344.26                   | 16.50%     | 2,840                  | 0                     |          | 8,606.50                | 8,606.50  | 331,137.49   |
| 24  | SOLORIO BRIONES LETICIA             | MUJER          | 16/04/2007                    | 15    | 40  | B     | AUXILIAR ADMINISTRATIVA                                 | 1              | SECRETARIA EJECUTIVA                                    | 15,125           | 2,520.83               | 25,208.33                           | 748.29                                 | 453.75                          | 1,588.13                      | 302.50                   | 17.00%     | 2,571                  | 0                     |          | 7,562.50                | 7,562.50  | 292,321.15   |
| 25  | SAHAGUN VARGAS NESTOR IVAN          | HOMBRE         | 01/08/2013                    | 15    | 40  | B     | ENLACE MUNICIPAL  | 1              | COORDINACION DE ENLACE MUNICIPAL                        | 15,125           | 2,520.83               | 25,208.33                           | 748.29                                 | 453.75                          | 1,588.13                      | 302.50                   | 17.00%     | 2,571                  | 0                     |          | 7,562.50                | 7,562.50  | 292,321.15   |
| 26  | CERVANTES CASAS MARIA FERNANDA      | MUJER          | 01/05/2013                    | 15    | 40  | B     | ANALISTA DE COMUNICACIÓN SOCIAL                         | 1              | COORDINACION DE COMUNICACIÓN SOCIAL                     | 15,125           | 2,520.83               | 25,208.33                           | 748.31                                 | 453.75                          | 1,588.13                      | 302.50                   | 17.00%     | 2,571                  | 0                     |          | 7,562.50                | 7,562.50  | 292,321.39   |
| 27  | LARIOS VIRGEN PIEDAD                | MUJER          | 01/05/2012                    | 14    | 40  | B     | ADMINISTRADORA DE RECURSOS HUMANOS                      | 1              | COORDINACION ADMINISTRATIVA                             | 13,666           | 2,277.67               | 22,776.67                           | 707.30                                 | 409.98                          | 1,434.93                      | 273.32                   | 18.00%     | 2,460                  | 0                     |          | 6,833.00                | 6,833.00  | 266,137.25   |

|             |  |                |                               |       |     |       |  |                |                                  | COSTO MENSUAL    | COSTO ANUAL            |                                     | COSTO MENSUAL                          |                                 |                               |                          |            |                        |                       |          |                         |                           | COSTO ANUAL    | COLUMNAS ADICIONALES PARA CONCEPTOS PROPIOS DEL ORGANISMO |  |
|-------------|--|----------------|-------------------------------|-------|-----|-------|--|----------------|----------------------------------|------------------|------------------------|-------------------------------------|--|---------------------------------|-------------------------------|--------------------------|------------|------------------------|-----------------------|----------|-------------------------|---------------------------|----------------|---|--|
| NO.         | NOMBRE DEL BENEFICIARIO(A)             | HOMBRE O MUJER | FECHA DE INGRESO AL INSTITUTO | NIVEL | JOR | CATEG | CATEGORÍA                                | ZONA ECONOMICA | ADSCRIPCION                      | SUELDO BASE 1101 | PRIMA VACACIONAL (25%) | AGUINALDO ( 50 días de Sueldo base) | CUOTAS AL IMSS 1404 (entre el 3% y 5%) | CUOTAS PARA LA VIVIENDA 1402 3% | CUOTAS A PENSIONES 1401 10.5% | CUOTAS AL S.A.R. 1405 2% | % DESPENSA | DESPENSA 1601 EN vales | PASAJES 1602 en vales | % PASAJE | IMPACTO AL SALARIO 1801 | ESTIMULO AL SERVIC ADMTVO | TOTAL ANUAL    |   |  |
| 28          | CORTINA VILLALOBOS MARITZA             | MUJER          | 02/05/2012                    | 14    | 40  | B     | ASISTENTE DE SECRETARIA EJECUTIVA        | 1              | SECRETARIA EJECUTIVA             | 13,666           | 2,277.67               | 22,776.67                           | 707.30                                 | 409.98                          | 1,434.93                      | 273.32                   | 18.00%     | 2,460                  | 0                     |          | 6,833.00                | 6,833.00                  | 266,137.25     |   |  |
| 29          | SANCHEZ RODRIGUEZ EDGAR JOEL           | HOMBRE         | 16/04/2008                    | 14    | 40  | B     | ENCARGADO DEL CIO                        | 1              | JEFATURA DE ATENCION             | 13,666           | 2,277.67               | 22,776.67                           | 707.36                                 | 409.98                          | 1,434.93                      | 273.32                   | 18.00%     | 2,460                  | 0                     |          | 6,833.00                | 6,833.00                  | 266,137.97     |   |  |
| 17          | OLIVARES GARCIA SANDRA PATRICIA        | MUJER          | 01/03/2006                    | 14    | 40  | C     | ANALISTA DE ENLACE MUNICIPAL             | 1              | COORDINACION DE ENLACE MUNICIPAL | 13,666           | 2,277.67               | 22,776.67                           | 707.36                                 | 409.98                          | 1,434.93                      | 273.32                   | 18.00%     | 2,460                  | 0                     |          | 6,833.00                | 6,833.00                  | 266,137.97     |   |  |
| 18          | TAVARES OROZCO GERARDO                 | HOMBRE         | 29/10/2007                    | 14    | 40  | B     | ANALISTA DE ENLACE MUNICIPAL             | 1              | COORDINACION DE ENLACE MUNICIPAL | 13,666           | 2,277.67               | 22,776.67                           | 707.36                                 | 409.98                          | 1,434.93                      | 273.32                   | 18.00%     | 2,460                  | 0                     |          | 6,833.00                | 6,833.00                  | 266,137.97     |   |  |
| 30          | GALAN MARTINEZ RUTH LILIANA            | MUJER          | 01/01/2012                    | 13    | 40  | B     | ABOGADA ESPECIALIZADA                    | 1              | JEFATURA DE ATENCION             | 12,314           | 2,052.33               | 20,523.33                           | 670.31                                 | 369.42                          | 1,292.97                      | 246.28                   | 19.50%     | 2,401                  | 0                     |          | 6,157.00                | 6,157.00                  | 242,420.19     |   |  |
| 23          | GALVEZ NAVARRO SANDRA LETICIA          | MUJER          | 01/03/2006                    | 13    | 40  | B     | ENCARGADA DE LA UNIDAD DE TRANSPARENCIA  | 1              | COORDINACION JURIDICA            | 12,314           | 2,052.33               | 20,523.33                           | 670.31                                 | 369.42                          | 1,292.97                      | 246.28                   | 19.50%     | 2,401                  | 0                     |          | 6,157.00                | 6,157.00                  | 242,420.19     |   |  |
| 31          | GONZALEZ GUITRON ARTURO                | HOMBRE         | 01/03/2006                    | 13    | 40  | B     | ABOGADO ESPECIALIZADO                    | 1              | JEFATURA DE ATENCION             | 12,314           | 2,052.33               | 20,523.33                           | 670.31                                 | 369.42                          | 1,292.97                      | 246.28                   | 19.50%     | 2,401                  | 0                     |          | 6,157.00                | 6,157.00                  | 242,420.19     |   |  |
| 32          | PELAYO REYES OLGA LUCIA                | MUJER          | 01/05/2008                    | 13    | 40  | B     | PSICOLOGA ESPECIALIZADA                  | 1              | JEFATURA DE ATENCION             | 12,314           | 2,052.33               | 20,523.33                           | 670.31                                 | 369.42                          | 1,292.97                      | 246.28                   | 19.50%     | 2,401                  | 0                     |          | 6,157.00                | 6,157.00                  | 242,420.19     |   |  |
| 33          | GOMEZ VALLE NESTOR DANIEL              | HOMBRE         | 01/01/2005                    | 13    | 40  | B     | SOPORTE TECNICO EN SISTEMAS Y SERVICIOS  | 1              | COORDINACION ADMINISTRATIVA      | 12,314           | 2,052.33               | 20,523.33                           | 670.31                                 | 369.42                          | 1,292.97                      | 246.28                   | 19.50%     | 2,401                  | 0                     |          | 6,157.00                | 6,157.00                  | 242,420.19     |   |  |
| 34          | ORTEGA ESPINOSA ALEXIS EURIDICE        | MUJER          | 01/06/2013                    | 11    | 40  | B     | CONTADORA "A" DE RECURSOS MATERIALES     | 1              | COORDINACION ADMINISTRATIVA      | 12,234           | 2,039.00               | 20,390.00                           | 667.87                                 | 367.02                          | 1,284.57                      | 244.68                   | 19.50%     | 2,386                  | 0                     |          | 6,117.00                | 6,117.00                  | 240,868.24     |   |  |
| 35          | RODRIGUEZ GOMEZ GUADALUPE              | MUJER          | 22/07/2002                    | 9     | 40  | B     | SECRETARIA                               | 1              | COORDINACION ADMINISTRATIVA      | 12,061           | 2,010.15               | 20,101.50                           | 665.26                                 | 361.83                          | 1,266.39                      | 241.22                   | 20.50%     | 2,472                  | 0                     |          | 6,030.45                | 6,030.45                  | 238,989.56     |   |  |
| 36          | GANDARILLAS VAZQUEZ CONCEPCION SOLEDAD | MUJER          | 16/06/2013                    | 9     | 40  | B     | ADMINISTRATIVA ESPECIALIZADA             | 1              | COORDINACION DE SERVICIOS        | 10,837           | 1,806.15               | 18,061.50                           | 594.66                                 | 325.11                          | 1,137.87                      | 216.74                   | 20.50%     | 2,222                  | 0                     |          | 5,418.45                | 5,418.45                  | 214,698.68     |   |  |
| 37          | FUENTES MEDINA JESUS                   | HOMBRE         | 29/04/2002                    | 8     | 40  | B     | AUXILIAR DE LOGISTICA                    | 1              | COORDINACION ADMINISTRATIVA      | 11,336           | 1,889.30               | 18,893.00                           | 642.80                                 | 340.07                          | 1,190.26                      | 226.72                   | 20.50%     | 2,324                  | 0                     |          | 5,667.90                | 5,667.90                  | 224,831.96     |   |  |
| 38          | CABRERA MARTINEZ MARGARITA             | MUJER          | 01/01/2012                    | 8     | 40  | B     | OPERADORA TELEFONICA LINEA MUJER         | 1              | JEFATURA DE ATENCION             | 11,336           | 1,889.30               | 18,893.00                           | 642.80                                 | 340.07                          | 1,190.26                      | 226.72                   | 20.50%     | 2,324                  | 0                     |          | 5,667.90                | 5,667.90                  | 224,831.96     |   |  |
| 39          | GONZALEZ VALDIVIA RUBEN DARIO          | HOMBRE         | 01/01/2012                    | 8     | 40  | B     | OPERADOR TELEFONICO LINEA MUJER          | 1              | JEFATURA DE ATENCION             | 11,336           | 1,889.33               | 18,893.33                           | 642.80                                 | 340.08                          | 1,190.28                      | 226.72                   | 20.50%     | 2,324                  | 0                     |          | 5,668.00                | 5,668.00                  | 224,835.79     |   |  |
| 40          | VELAZQUEZ ABARCA FRANCISCO             | HOMBRE         | 16/06/2002                    | 7     | 40  | B     | ENCARGADO DE INTENDENCIA Y MANTENIMIENTO | 1              | COORDINACION ADMINISTRATIVA      | 9,682            | 1,613.65               | 16,136.50                           | 591.52                                 | 290.46                          | 1,016.60                      | 193.64                   | 20.50%     | 1,985                  | 0                     |          | 4,840.95                | 4,840.95                  | 192,538.90     |   |  |
| COSTO ANUAL |  |                |                               |       |     |       |  |                |                                  | \$ 862,069.30    |                        |                                     | \$ 35,366.36                           | \$ 25,862.08                    | \$ 90,517.28                  | \$ 16,552.89             |            | \$ 106,157.38          | \$ 14,394.21          |          | \$ 431,034.65           | \$ 365,984.15             | 13,811,033.86  |   |  |
|             |  |                |                               |       |     |       |  |                |                                  | 10,344,831.60    | \$ 143,678.22          | \$ 1,436,782.17                     | 424,396.32                             | 310,344.95                      | 1,086,207.32                  | 198,634.63               |            | 1,273,888.52           | 172,730.52            |          |                         |                           | 168,109,885.46 |   |  |

TOTAL MUJERES 25  
TOTAL HOMBRES 13  
SUMA 38

ELABORO  
LCP. ELIZABETH GABRIELA MERTINEZ FLORES

REVISO  
LCPC. MARIA ELENA JAUREGUI FLORES