

Instituto Estatal para la Educación de Jovenes y Adultos

Periodo 23 al 23 Quincenal del 01/12/2018 al 15/12/2018

| Empleado                               | Adscripcion                              | Puesto                   | Nivel | Genero    | Sueldo   | Importe Bruto | Despensa | Ayuda de transporte | Quinquenio | Gratificación de fin de Año | Devolución de ISPT Art. 142 | Devolución Impuesto Estatal | *TOTAL*<br>*PERCEPCIONES* | *TOTAL*<br>*DEDUCCIONES* | *NETO*   |
|----------------------------------------|------------------------------------------|--------------------------|-------|-----------|----------|---------------|----------|---------------------|------------|-----------------------------|-----------------------------|-----------------------------|---------------------------|--------------------------|----------|
| Rodriguez Huizar Ponciano              | Coord Regional 01 Norte                  | Soporte de Acreditacion  | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Arellano Macias Jose Rafael            | Coord Regional 02 Altos Norte            | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.69                 | 2,835.54 |
| Hernandez Santos Pedro Francisco       | Coord Regional 02 Altos Norte            | Tecnico Sasa             | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 4,025.66                 | 1,913.57 |
| Melgoza Ramirez Juan Fernando          | Coord Regional 02 Altos Norte            | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 1,315.33                 | 4,611.40 |
| Ramirez Montoya Elva Maria Del Sanjuan | Coord Regional 02 Altos Norte            | Soporte de Acreditacion  | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 2,208.49                 | 3,755.74 |
| Rodriguez Angel Juan                   | Coord Regional 02 Altos Norte            | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,488.99                 | 2,475.24 |
| Aranda Marron Alvaro Alejandro         | Coord Regional 05 Cienega                | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.69                 | 2,835.54 |
| Flores Gonzalez Maria Guadalupe        | Coord Regional 05 Cienega                | Soporte de Acreditacion  | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Maciel Loza Paula Patricia             | Coord Regional 05 Cienega                | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,350.25                 | 2,613.98 |
| Ruiz Prado Sergio Ireneo               | Coord Regional 05 Cienega                | Operativo de Informatica | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,328.69                 | 2,635.54 |
| Chavez Pantoja Luz Amanda              | Coord Regional 06 Sureste                | Operativo de Informatica | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Gonzalez Moreno Esperanza              | Coord Regional 06 Sureste                | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,028.69                 | 2,935.54 |
| Ramos Ceja Marlen Asuncion             | Coord Regional 06 Sureste                | Operativo de Informatica | 4     | Femenino  | 3,608.70 |               | 216.04   | 93.08               | 87.50      |                             |                             |                             | 4,005.32                  | 765.54                   | 3,239.81 |
| Robles Martinez Irma Lizette           | Coord Regional 06 Sureste                | Tecnico Docente          | 4     | Femenino  | 1,804.35 |               | 108.02   | 46.54               | -          |                             |                             |                             | 1,958.91                  | 368.88                   | 1,590.03 |
| Alvarez Antillon Carolina              | Coord Regional 07 Sur                    | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Hernandez Barragan Jorge               | Coord Regional 07 Sur                    | Tecnico Sasa             | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 2,953.69                 | 3,010.54 |
| Mendoza Mendoza Ma. Magdalena          | Coord Regional 07 Sur                    | Soporte de Acreditacion  | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,003.25                 | 2,935.98 |
| Romero Guzman Ma Evelia                | Coord Regional 07 Sur                    | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,030.18                 | 1,934.05 |
| Vargas Perez Luis Francisco            | Coord Regional 07 Sur                    | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,570.37                 | 2,393.86 |
| Garibay Garcia Jose                    | Coord Regional 09 Costa Sur              | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.59                 | 2,835.64 |
| Michel Rios Veronica                   | Coord Regional 09 Costa Sur              | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,075.43                 | 2,863.80 |
| Flores Villaseñor Alvaro               | Coord Regional 10 Sierra de Amula        | Soporte de Acreditacion  | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,023.25                 | 2,915.98 |
| Naranjo Lopez Ricardo                  | Coord Regional 10 Sierra de Amula        | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Patrón Mass Jose Juan                  | Coord Regional 10 Sierra de Amula        | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.59                 | 4,640.64 |
| Ponce Sanchez Maria De Jesus Esperanza | Coord Regional 10 Sierra de Amula        | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,023.25                 | 2,915.98 |
| Vera Diaz Juan Manuel                  | Coord Regional 10 Sierra de Amula        | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Zamora Santana Moises                  | Coord Regional 10 Sierra de Amula        | Capturista Digitalizador | 2     | Masculino | 5,035.50 |               | 305.27   | 139.06              | 50.00      |                             |                             |                             | 5,529.83                  | 1,195.45                 | 4,334.38 |
| Aviña Jauregui Sergio                  | Coord Regional 11 Centro                 | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,991.67                 | 1,972.56 |
| Cadena Gonzalez Hector Hugo            | Coord Regional 11 Centro                 | Operativo de Informatica | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,763.13                 | 2,201.10 |
| Castellanos Vazquez Gloria             | Coord Regional 11 Centro                 | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,936.61                 | 2,027.62 |
| Buenrostro Ruelas Rosaura Rebeca       | Coord Regional 12 Valles                 | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 2,018.69                 | 3,945.54 |
| Cortes Torres Miguel Angel             | Coord Regional 12 Valles                 | Soporte de Acreditacion  | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.59                 | 2,835.64 |
| Ruiz Gallardo Jose De Jesus            | Coord Regional 12 Valles                 | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,030.54                 | 1,933.69 |
| Dueñas Santiago Elvira                 | Coord Regional 13 Sierra Occidental      | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Medina Cibrian Cesar Esteban           | Coord Regional 13 Sierra Occidental      | Tecnico Sasa             | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Gomez Rodriguez Sergio                 | Coord Regional 14 Costa Norte            | Tecnico Sasa             | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Marino Celis Fulgencio                 | Coord Regional 14 Costa Norte            | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,028.59                 | 2,935.64 |
| Mendoza Hernandez Marisol              | Coord Regional 14 Costa Norte            | Soporte de Acreditacion  | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Aguila Gonzalez Martha                 | Coord Regional 15 Sec Hidalgo y Libertad | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,819.67                 | 4,144.56 |
| Buelna Esquivel David                  | Coord Regional 15 Sec Hidalgo y Libertad | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Cardenas Zarate Claudia Margarita      | Coord Regional 15 Sec Hidalgo y Libertad | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Del Rio Santos Margarita               | Coord Regional 15 Sec Hidalgo y Libertad | Soporte de Acreditacion  | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,030.69                 | 1,933.54 |
| Echeagaray Muñoz Dolores Guadalupe     | Coord Regional 15 Sec Hidalgo y Libertad | Tecnico Operativo        | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,023.25                 | 2,915.98 |
| Mejia Arce Paola Patricia              | Coord Regional 15 Sec Hidalgo y Libertad | Secretaria               | 1     | Femenino  | 4,527.46 |               | 299.19   | 138.06              | -          |                             |                             |                             | 4,964.71                  | 1,029.61                 | 3,935.10 |
| Ramirez Sahagun Ma. Del Carmen         | Coord Regional 15 Sec Hidalgo y Libertad | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 1,315.53                 | 4,611.20 |
| Rubio Castro Karla Patricia            | Coord Regional 15 Sec Hidalgo y Libertad | Secretaria               | 1     | Femenino  | 4,850.85 |               | 299.19   | 138.06              | 50.00      |                             |                             |                             | 5,338.10                  | 1,137.15                 | 4,200.95 |
| Ruiz Castro Laura                      | Coord Regional 15 Sec Hidalgo y Libertad | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,675.41                 | 2,263.82 |
| Arenas Hernandez Sara                  | Coord Regional 17 Sec Juarez y Reforma   | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 1,315.53                 | 4,611.20 |
| Duran Mendoza Juana                    | Coord Regional 17 Sec Juarez y Reforma   | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,123.25                 | 2,815.98 |
| Herrera Ochoa Marisela                 | Coord Regional 17 Sec Juarez y Reforma   | Tecnico Sasa             | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,822.69                 | 2,141.54 |
| Iturbero Hernandez Marco Antonio       | Coord Regional 17 Sec Juarez y Reforma   | Chofer de Carga          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 2,918.25                 | 3,020.98 |
| Murillo Cervantes Monico               | Coord Regional 17 Sec Juarez y Reforma   | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 2,871.69                 | 3,092.54 |
| Perez Mendez Ezequiel                  | Coord Regional 17 Sec Juarez y Reforma   | Soporte de Acreditacion  | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,836.95                 | 4,127.28 |
| Sanchez Mejia Ruth Elena               | Coord Regional 17 Sec Juarez y Reforma   | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.59                 | 2,835.64 |
| Alaniz Rosas Adriana                   | Coord Regional 18 Zapopan                | Soporte de Acreditacion  | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,030.29                 | 1,933.94 |
| Amaro Lopez Guadalupe                  | Coord Regional 18 Zapopan                | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Barrera Gomez Cristina                 | Coord Regional 18 Zapopan                | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 3,020.53                 | 2,906.20 |
| Dueñas Rodriguez Ana Maria             | Coord Regional 18 Zapopan                | Tecnico Docente          | 4     | Femenino  | 5,413.05 |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 1,261.40                 | 4,665.33 |
| Gomez Lomeli Gabriel                   | Coord Regional 18 Zapopan                | Tecnico Docente          | 4     | Masculino | 5,413.05 |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |

| Empleado                                 | Adscripcion                              | Puesto                      | Nivel | Genero    | Sueldo    | Importe Bruto | Despensa | Ayuda de transporte | Quinquenio | Gratificación de fin de Año | Devolución de ISPT Art. 142 | Devolución Impuesto Estatal | *TOTAL*<br>*PERCEPCIONES* | *TOTAL*<br>*DEDUCCIONES* | *NETO*   |
|------------------------------------------|------------------------------------------|-----------------------------|-------|-----------|-----------|---------------|----------|---------------------|------------|-----------------------------|-----------------------------|-----------------------------|---------------------------|--------------------------|----------|
| Lopez Labra Oswaldo Ivan                 | Coord Regional 18 Zapopan                | Tecnico Docente             | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,193.26                 | 2,770.97 |
| Puga Aguilar Roberto                     | Coord Regional 18 Zapopan                | Tecnico Operativo           | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 1,315.53                 | 4,611.20 |
| Valdovinos Campos Lourdes Guillermina    | Coord Regional 18 Zapopan                | Tecnico Sasa                | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 2,430.16                 | 3,509.07 |
| Dueñas Jimenez Viridiana                 | Coord Regional 19 Tlaquepaque            | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Esparza Enriquez Ma De Los Angeles       | Coord Regional 19 Tlaquepaque            | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 2,716.21                 | 3,248.02 |
| Gonzalez Pacheco Erika Patricia          | Coord Regional 19 Tlaquepaque            | Tecnico Sasa                | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,142.69                 | 2,821.54 |
| Gutierrez Lopez Rosa                     | Coord Regional 19 Tlaquepaque            | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.59                 | 4,640.64 |
| Medrano Ruiz Veronica                    | Coord Regional 19 Tlaquepaque            | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,818.25                 | 4,120.98 |
| Miramontes Diaz María Félix              | Coord Regional 19 Tlaquepaque            | Tecnico Operativo           | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,030.99                 | 1,933.24 |
| Perez Galindo Guillermo De Jesus         | Coord Regional 19 Tlaquepaque            | Tecnico Operativo           | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,348.25                 | 2,590.98 |
| Sandoval Montes Ahuizotl                 | Coord Regional 19 Tlaquepaque            | Soporte de Acreditacion     | 4     | Masculino | 4,330.44  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 4,881.62                  | 2,799.35                 | 2,082.27 |
| Franco Gallo Maria Del Rocio             | Coord Regional 20 Altos Sur              | Operativo de Informatica    | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,923.69                 | 4,040.54 |
| Gutierrez Rios Miguel Rodrigo            | Coord Regional 20 Altos Sur              | Soporte de Acreditacion     | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 2,888.25                 | 3,050.98 |
| Alvarez Virgen Omar                      | Coord Regional 21 Tonalá                 | Tecnico Sasa                | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,884.90                 | 1,079.33 |
| Becerra Alcantar Rocio Lorena            | Coord Regional 21 Tonalá                 | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,350.22                 | 2,614.01 |
| Diaz Zaragoza Martha Alicia              | Coord Regional 21 Tonalá                 | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Jasso Chavarria Edgar                    | Coord Regional 21 Tonalá                 | Chofer de Carga             | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,030.59                 | 1,933.64 |
| Rodriguez Ramos Jorge Carlos             | Coord Regional 23 Tlajomulco             | Operativo de Informatica    | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,028.69                 | 2,935.54 |
| Sandoval Lopez Ma Elena                  | Coord Regional 23 Tlajomulco             | Tecnico Docente             | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.69                 | 2,835.54 |
| Bernardo Diaz Ernesto Francisco          | Coordinacion de Asuntos Juridicos        | Abogado                     | 9     | Masculino | 2,178.55  |               | 110.05   | 48.10               | -          |                             |                             |                             | 2,336.70                  | 403.44                   | 1,933.26 |
| Rivas Navarro Aurelio                    | Coordinacion de Asuntos Juridicos        | Abogado                     | 9     | Masculino | 2,178.55  |               | 110.05   | 48.10               | 16.67      |                             |                             |                             | 2,353.37                  | 404.71                   | 1,948.66 |
| Velazquez Serrano Gerardo                | Coordinacion de Asuntos Juridicos        | Jefe de Departamento        | 19    | Masculino | 4,083.80  |               | 421.50   | 300.38              | -          |                             |                             |                             | 4,805.68                  | 942.31                   | 3,863.37 |
| Najar Vargas Humberto                    | Coordinacion de Vinculacion              | Jefe de Departamento        | 19    | Masculino | 4,083.80  |               | 421.50   | 300.38              | -          |                             |                             |                             | 4,805.68                  | 942.30                   | 3,863.38 |
| Ornelas Marin Vanessa Janet              | Coordinacion de Vinculacion              | Tecnico en Informatica      | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,671.01                 | 2,293.22 |
| Rodriguez Ayala José Pablo               | Coordinacion de Vinculacion              | Auxiliar Administrativo     | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 4,022.26                 | 1,904.47 |
| Bejarano Araiza Miguel Angel             | Departamento de Auditoria Financiera     | Auditor                     | 9     | Masculino | 2,178.55  |               | 110.05   | 48.10               | 16.67      |                             |                             |                             | 2,353.37                  | 404.71                   | 1,948.66 |
| Gutierrez Ruvalcaba Maria Elsa           | Departamento de Auditoria Financiera     | Auditor                     | 9     | Femenino  | 2,178.55  |               | 110.05   | 48.10               | 20.85      |                             |                             |                             | 2,357.55                  | 405.03                   | 1,952.52 |
| Vaca Garabito Carmen                     | Departamento de Auditoria Financiera     | Jefe de Departamento        | 19    | Femenino  | 4,083.80  |               | 421.50   | 300.38              | 87.50      |                             |                             |                             | 4,893.18                  | 956.56                   | 3,936.62 |
| Becerra Mercado Roberto Ernesto          | Departamento de Auditoria Operativa      | Auditor                     | 9     | Masculino | 2,178.55  |               | 110.05   | 48.10               | 29.17      |                             |                             |                             | 2,365.87                  | 1,517.56                 | 848.31   |
| Covarrubias Gutiérrez Francisco Javier   | Departamento de Auditoria Operativa      | Responsable de Departamento | 17    | Masculino | 2,568.20  |               | 292.62   | 186.11              | 50.00      |                             |                             |                             | 3,096.93                  | 532.65                   | 2,564.28 |
| Preciado Espinosa Jose Isaac             | Departamento de Auditoria Operativa      | Auditor                     | 9     | Masculino | 2,178.55  |               | 110.05   | 48.10               | 20.85      |                             |                             |                             | 2,357.55                  | 405.03                   | 1,952.52 |
| Verdin Ornelas Carlos Alberto            | Departamento de Auditoria Operativa      | Auditor                     | 9     | Masculino | 2,178.55  |               | 110.05   | 48.10               | -          |                             |                             |                             | 2,336.70                  | 403.44                   | 1,933.26 |
| Alvarado Muñoz Martin                    | Departamento de Contabilidad             | Jefe de Departamento        | 19    | Masculino | 12,251.40 |               | 421.50   | 300.38              | 87.50      |                             |                             |                             | 13,060.78                 | 3,627.86                 | 9,432.92 |
| Garcia Herrera Maria Concepcion          | Departamento de Contabilidad             | Capturista Digitalizador    | 2     | Femenino  | 5,035.50  |               | 305.27   | 139.06              | 62.50      |                             |                             |                             | 5,542.33                  | 2,437.74                 | 3,104.59 |
| Davila Chavez Luis Guillermo             | Departamento de Informatica              | Operativo de Informatica    | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | -          |                             |                             |                             | 5,876.73                  | 1,306.35                 | 4,570.38 |
| Enriquez Bocardo Gustavo Antonio         | Departamento de Informatica              | Secretaria                  | 1     | Masculino | 4,850.85  |               | 299.19   | 138.06              | -          |                             |                             |                             | 5,288.10                  | 3,554.14                 | 1,733.96 |
| Garcia Razo Ruth Francisca               | Departamento de Informatica              | Soporte de Acreditacion     | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98 |
| Guizar Lomeli Israel                     | Departamento de Informatica              | Jefe de Departamento        | 19    | Masculino | 12,251.40 |               | 421.50   | 300.38              | 40.00      |                             |                             |                             | 13,013.28                 | 3,616.35                 | 9,396.93 |
| Macias Solis Oralia                      | Departamento de Informatica              | Operativo de Informatica    | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Garcia Covarrubias Gloria Patricia       | Departamento Programacion y Presupuesto  | Jefe de Departamento        | 19    | Femenino  | 12,251.40 |               | 421.50   | 300.38              | 112.50     |                             |                             |                             | 13,085.78                 | 7,017.85                 | 6,067.93 |
| Rangel Cervantes Claudia Sujeit          | Direccion Academica                      | Jefe de Departamento        | 19    | Femenino  | 4,083.80  |               | 421.50   | 300.38              | -          |                             |                             |                             | 4,805.68                  | 1,122.67                 | 3,683.01 |
| Diaz Del Rio Fernando                    | Direccion de Administracion              | Director de area            | 22    | Masculino | 5,742.85  |               | 189.65   | 134.62              | 16.67      |                             |                             |                             | 6,083.79                  | 1,388.64                 | 4,695.15 |
| Garcia Vazquez Giovanni Manuel           | Direccion de Administracion              | Chofer de Carga             | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 50.00      |                             |                             |                             | 5,926.73                  | 3,056.29                 | 2,870.44 |
| Garcia Vera Paulina                      | Direccion de Administracion              | Operativo de Informatica    | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.59                 | 2,835.64 |
| Ventura Becerra Gabriela                 | Direccion de Administracion              | Auditor                     | 9     | Femenino  | 2,178.55  |               | 110.05   | 48.10               | 29.17      |                             |                             |                             | 2,365.87                  | 405.56                   | 1,960.31 |
| Hernandez Chanes Juan Carlos             | Direccion de Contraloria                 | Director de area            | 22    | Masculino | 5,742.85  |               | 189.65   | 134.62              | 16.67      |                             |                             |                             | 6,083.79                  | 1,388.71                 | 4,695.08 |
| Romo Juarez Ricardo                      | Direccion de Estructuras Regionales      | Director de area            | 22    | Masculino | 5,742.85  |               | 189.65   | 134.62              | -          |                             |                             |                             | 6,067.12                  | 3,061.08                 | 3,006.04 |
| Santos Gonzalez Silvia                   | Direccion de Estructuras Regionales      | Soporte de Acreditacion     | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 4,025.45                 | 1,913.78 |
| Aguila Cano Jose Antonio                 | Direccion de Planeacion                  | Director de area            | 22    | Masculino | 5,742.85  |               | 189.65   | 134.62              | -          |                             |                             |                             | 6,067.12                  | 1,385.08                 | 4,682.04 |
| Resendiz Briseño Carlos Fernando         | Direccion de Planeacion                  | Jefe de Departamento        | 19    | Masculino | 7,692.50  |               | 356.54   | 193.21              | 87.50      |                             |                             |                             | 8,329.75                  | 4,095.52                 | 4,234.23 |
| Anaya Gonzalez Norma Angelica De La Luz  | Direccion de Tesoreria                   | Director de area            | 22    | Femenino  | 17,228.55 |               | 568.96   | 403.86              | 87.50      |                             |                             |                             | 18,288.87                 | 9,063.20                 | 9,225.67 |
| Hernandez Alonso Maria Guadalupe         | Direccion de Tesoreria                   | Secretaria                  | 1     | Femenino  | 4,850.85  |               | 299.19   | 138.06              | -          |                             |                             |                             | 5,288.10                  | 1,127.99                 | 4,160.11 |
| Garcia Vera Maria Jose                   | Direccion General                        | Secretaria                  | 1     | Femenino  | 4,850.85  |               | 299.19   | 138.06              | -          |                             |                             |                             | 5,288.10                  | 1,127.99                 | 4,160.11 |
| Lopez Torres Miguel Angel                | Direccion General                        | Jefe de Departamento        | 19    | Masculino | 4,083.80  |               | 421.50   | 300.38              | -          |                             |                             |                             | 4,805.68                  | 942.30                   | 3,863.38 |
| Gonzalez Ayala Victor Hugo               | Dpto Recursos Humanos y Servicio Social  | Capturista Digitalizador    | 2     | Masculino | 5,035.50  |               | 305.27   | 139.06              | -          |                             |                             |                             | 5,479.83                  | 1,186.29                 | 4,293.54 |
| Lambaren Verdin Ana Fabiola              | Dpto Recursos Humanos y Servicio Social  | Jefe de Departamento        | 19    | Femenino  | 12,251.40 |               | 421.50   | 300.38              | 62.50      |                             |                             |                             | 13,035.78                 | 9,747.59                 | 3,288.19 |
| Rubio Martin Del Campo Ma Guadalupe      | Dpto Recursos Humanos y Servicio Social  | Tecnico Operativo           | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,004.59                 | 1,959.64 |
| De La Torre Valdez Miguel Angel          | Dpto Registro AcreditacionyCertificacion | Soporte de Acreditacion     | 4     | Femenino  | 3,608.70  |               | 216.04   | 93.08               | 62.50      |                             |                             |                             | 3,980.32                  | 762.82                   | 3,217.47 |
| Garibay Gonzalez Maria Concepcion        | Dpto Registro AcreditacionyCertificacion | Operativo de Informatica    | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,128.69                 | 2,835.54 |
| Portillo Salazar Norma Maria Del Rosario | Dpto Registro AcreditacionyCertificacion | Operativo de Informatica    | 4     | Femenino  | 1,804.35  |               | 108.02   | 46.54               | -          |                             |                             |                             | 1,958.91                  | 349.09                   | 1,609.82 |
| Ramírez Torres Fabiola Teresa            | Dpto Registro AcreditacionyCertificacion | Operativo de Informatica    | 4     | Femenino  | 5,413.05  |               | 324.06   | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54 |
| Rojo Franco María Elizabeth              | Dpto Registro AcreditacionyCertificacion | Soporte de Acreditacion     | 4     | Femenino  | 1,804.35  |               | 108.02   | 46.54               | -          |                             |                             |                             | 1,958.91                  | 349.09                   | 1,609.82 |
| Romero Rangel Rodolfo                    | Dpto Registro AcreditacionyCertificacion | Tecnico Sasa                | 4     | Masculino | 5,413.05  |               | 324.06   | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,264.12                 | 4,675.11 |



| Empleado                             | Adscripcion                          | Puesto                  | Nivel | Genero    | Sueldo     | Importe Bruto | Despensa  | Ayuda de transporte | Quinquenio | Gratificación de fin de Año | Devolución de ISPT Art. 142 | Devolución Impuesto Estatal | *TOTAL*<br>*PERCEPCIONES* | *TOTAL*<br>*DEDUCCIONES* | *NETO*     |
|--------------------------------------|--------------------------------------|-------------------------|-------|-----------|------------|---------------|-----------|---------------------|------------|-----------------------------|-----------------------------|-----------------------------|---------------------------|--------------------------|------------|
| Carranza Marquez Jose Luis           | Dpto Serv Generales y Rec Materiales | Chofer de Carga         | 4     | Masculino | 5,413.05   |               | 324.06    | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 3,023.25                 | 2,915.98   |
| Casillas Velazquez Lilia             | Dpto Serv Generales y Rec Materiales | Auxiliar Administrativo | 4     | Femenino  | 5,413.05   |               | 324.06    | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 1,318.25                 | 4,620.98   |
| Gonzalez Partida David               | Dpto Serv Generales y Rec Materiales | Chofer de Carga         | 4     | Masculino | 5,413.05   |               | 324.06    | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,028.69                 | 2,935.54   |
| Gutierrez Huezca Arnoldo             | Dpto Serv Generales y Rec Materiales | Chofer de Carga         | 4     | Masculino | 5,413.05   |               | 324.06    | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 1,323.69                 | 4,640.54   |
| Plascencia Martinez Noelia           | Dpto Serv Generales y Rec Materiales | Tecnico Sasa            | 4     | Femenino  | 5,413.05   |               | 324.06    | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 4,175.08                 | 1,789.15   |
| Rodriguez Toscano Maria Purificacion | Dpto Serv Generales y Rec Materiales | Tecnico Operativo       | 4     | Femenino  | 5,413.05   |               | 324.06    | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 2,953.59                 | 3,010.64   |
| Ruiz Mendez Humberto                 | Dpto Serv Generales y Rec Materiales | Chofer de Carga         | 4     | Masculino | 5,413.05   |               | 324.06    | 139.62              | 87.50      |                             |                             |                             | 5,964.23                  | 3,028.69                 | 2,935.54   |
| Torres Tello David                   | Dpto Serv Generales y Rec Materiales | Jefe de Departamento    | 19    | Masculino | 4,083.80   |               | 421.50    | 300.38              | -          |                             |                             |                             | 4,805.68                  | 942.30                   | 3,863.38   |
| Veloz Lara Patricia                  | Dpto Serv Generales y Rec Materiales | Tecnico Operativo       | 4     | Femenino  | 5,413.05   |               | 324.06    | 139.62              | 62.50      |                             |                             |                             | 5,939.23                  | 4,019.15                 | 1,920.08   |
| De Niz Meza Roxana                   | Direccion de Administracion          | Auxiliar Administrativo | N/A   | Femenino  |            | 4,500.00      |           |                     |            | -                           | -                           | -                           | 4,500.00                  | 515.67                   | 3,984.33   |
| Moran Barragan Mariana Berenice      | Direccion de Administracion          | Auxiliar Administrativo | N/A   | Femenino  |            | 4,500.00      |           |                     |            | -                           | -                           | -                           | 4,500.00                  | 515.67                   | 3,984.33   |
| Reyes Lara Evelyn Ailed              | Direccion de Tesoreria               | Supervisor              | N/A   | Femenino  |            | 6,000.00      |           |                     |            | 666.67                      | 138.25                      | 20.00                       | 6,824.92                  | 981.63                   | 5,843.29   |
| Martinez Bobadilla Olga              | Direccion de Tesoreria               | Auxiliar Administrativo | N/A   | Femenino  |            | 4,500.00      |           |                     |            | 500.00                      | 80.00                       | 15.00                       | 5,095.00                  | 610.67                   | 4,484.33   |
|                                      |                                      |                         |       |           | 695,396.30 | 19,500.00     | 40,377.60 | 19,128.18           | 8,194.22   | 1,166.67                    | 218.25                      | 35.00                       | 784,016.22                | 317,302.13               | 466,714.09 |