

NOMINA MENSUAL DICIEMBRE 2012

No TRAB	SEXO	NOMBRAMIENTO	SUELDOS Y SALARIOS	COMPENSACIONES	MENSUAL	ISR	IMSS	ICTSGEM	TOTAL
15	M	JEFA DE OFICINA A	6,354.52	8,522.98	14,877.50	2,068.72	428.38	541.96	11,838.44
16	M	AUXILIAR ANALISTA A	4,859.74	7,080.25	11,939.99	1,441.27	339.38	434.96	9,724.38
17	M	SUPERVISORA DE COBRANZA	5,317.10	11,632.37	16,949.47	2,511.30	491.18	617.44	13,329.55
19	M	JEFE DE OFICINA B	6,354.76	6,729.69	13,084.45	1,685.73	374.04	476.64	10,548.04
22	M	JEFATURA DE APOYO OPERACIONAL	6,168.30	26,367.42	32,535.72	6,094.65	963.46	1,185.22	24,292.39
23	H	APOYO TECNICO	5,316.86	11,391.32	16,708.18	2,459.76	483.86	608.66	13,155.90
24	M	JEFA DE OFICINA A	6,354.52	8,522.98	14,877.50	2,068.72	428.38	541.96	11,838.44
30	M	PROGRAMADORA ANALISTA EN PLATAFORMA WEB	5,317.10	14,151.91	19,469.01	3,049.47	567.52	709.22	15,142.80
34	M	AUXILIAR ANALISTA A	4,859.74	6,856.56	11,716.30	1,393.49	332.58	426.80	9,563.43
37	M	AUXILIAR CONTABLE A	4,894.46	6,396.54	11,291.00	1,302.65	319.70	411.32	9,257.33
38	M	SECRETARIA B	4,859.74	6,704.05	11,563.79	1,360.92	327.96	421.26	9,453.65
39	M	AUXILIAR ANALISTA B	5,316.86	5,845.92	11,162.78	1,275.26	315.82	406.64	9,165.06
40	M	AUXILIAR ANALISTA C	5,316.86	5,614.97	10,931.83	1,225.93	308.82	398.24	8,998.84
41	M	JEFA DE OFICINA A	6,354.52	8,281.69	14,636.21	2,017.18	421.08	533.18	11,664.77
43	M	JEFA DE OFICINA A	6,354.52	8,281.69	14,636.21	2,017.18	421.08	533.18	11,664.77
44	M	AUXILIAR ANALISTA B	5,316.86	5,845.92	11,162.78	1,275.26	315.82	406.64	9,165.06
45	M	CAJERA GENERAL	5,317.10	14,634.49	19,951.59	3,152.55	582.14	726.80	15,490.10
47	M	SUPERVISORA DE CONCILIACION DE NOMINAS P/ENTIDADES	5,317.10	11,391.15	16,708.25	2,459.77	483.86	608.66	13,155.96
48	M	JEFA DE DEPARTAMENTO DE PROGRACION, EVALUACION Y SEGUIMIENTO A	5,778.04	20,308.81	26,086.85	4,577.87	768.06	950.30	19,790.62
53	H	VIGILANTE	4,801.68	9,757.09	14,558.77	2,000.64	286.38	371.24	11,900.51
60	H	VIGILANTE	4,801.68	9,757.09	14,558.77	2,000.64	286.38	371.24	11,900.51
68	M	SECRETARIA AUXILIAR	5,641.36	7,116.07	12,757.43	1,615.88	364.14	464.74	10,312.67
70	M	SECRETARIA EJECUTIVA	4,859.74	7,450.83	12,310.57	1,520.43	350.60	448.46	9,991.08
71	M	JEFA DE DEPARTAMENTO DE AFILIACION Y VIGENCIA DE DERECHOS A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
76	M	ADMINISTRADORA CASA DEL JUBILADO Y PENSIONADO	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
89	M	AUDITORA	4,676.00	14,784.40	19,460.40	3,047.63	560.48	708.92	15,143.37
94	H	JEFE DE DEPARTAMENTO DE RECURSOS HUMANOS Y PRESTACIONES SOCIALES A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
101	M	JEFA DE OFICINA A	6,354.52	8,040.42	14,394.94	1,965.65	413.76	524.38	11,491.15
106	M	JEFA DE DEPARTAMENTO DE CREDITOS QUIROGRAFARIOS A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
107	M	AUXILIAR CONTABLE B	4,894.82	6,015.99	10,910.81	1,221.44	308.18	397.46	8,983.73
110	M	APOYO TECNICO	5,316.86	11,150.06	16,466.92	2,408.22	476.54	599.86	12,982.30
118	M	AUXILIAR CONTABLE B	4,894.82	6,015.99	10,910.81	1,221.44	308.18	397.46	8,983.73
120	M	ADMINISTRADORA DE SISTEMAS	5,316.86	11,150.06	16,466.92	2,408.22	476.54	599.86	12,982.30
139	H	CHOFER B	4,802.16	5,165.98	9,968.14	1,031.45	279.62	363.12	8,293.95
149	M	AUXILIAR ANALISTA A	4,859.74	6,409.19	11,268.93	1,297.93	319.04	410.52	9,241.44
164	M	JEFA DE DEPARTAMENTO DE CREDITOS HIPOTECARIOS A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
168	M	JEFA DE DEPARTAMENTO DE ATENCION AL PUBLICO A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
172	H	JEFE DE DEPARTAMENTO DEL CONSULTORIO OPTOMETRIA A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51
173	M	SECRETARIA B	4,859.74	6,480.35	11,340.09	1,313.13	321.20	413.10	9,292.66
174	H	AUX. DE INTENDENCIA B	4,801.68	4,899.76	9,701.44	983.66	264.76	353.40	8,099.62

176	H	AUXILIAR DE MANTENIMIENTO A	5,316.86	5,539.81	10,856.67	1,209.88	306.54	395.50	8,944.75	*2
189	M	APOYO TECNICO	5,316.86	11,632.61	16,949.47	2,511.30	491.18	617.44	13,329.55	*3
192	M	SUPERVISORA DE CONCILIACION DE NOMINAS P/ENTIDADES	5,317.10	11,149.86	16,466.96	2,408.23	476.54	599.86	12,982.33	*2
196	H	ABOGADO	5,317.10	10,908.57	16,225.67	2,356.69	469.24	591.08	12,808.66	*1
206	M	CAPTURISTA	4,894.46	5,590.42	10,484.88	1,130.46	295.28	381.94	8,677.20	*1
208	M	AUXILIAR CONTABLE A	4,894.46	5,949.19	10,843.65	1,207.09	306.14	395.02	8,935.40	*1
209	M	AUXILIAR CONTABLE A	4,894.46	6,172.87	11,067.33	1,254.87	312.92	403.16	9,096.38	*2
211	M	SECRETARIA A	4,859.74	6,788.77	11,648.51	1,379.01	330.54	424.34	9,514.62	*1
212	M	AUXILIAR CONTABLE A	4,894.46	5,949.19	10,843.65	1,207.09	306.14	395.02	8,935.40	*1
216	M	SECRETARIA B	4,859.74	6,256.68	11,116.42	1,265.36	314.42	404.96	9,131.68	*1
224	H	JEFA DE DEPARTAMENTO DE CREDITOS PARA VEHICULO A	5,778.04	20,122.43	25,900.47	4,534.04	762.40	943.52	19,660.51	*2
225	M	SECRETARIA B	4,859.74	6,256.68	11,116.42	1,265.36	314.42	404.96	9,131.68	*1
228	M	AUX. DE INTENDENCIA B	4,801.68	4,676.11	9,477.79	943.58	264.76	345.26	7,924.19	*1
230	H	DELEGADO (JOJUTLA)	5,316.86	10,908.79	16,225.65	2,356.69	469.24	591.08	12,808.64	*1
231	H	SOPORTE TECNICO	5,316.86	10,908.79	16,225.65	2,356.69	469.24	591.08	12,808.64	*1
232	M	AUXILIAR CONTABLE B	4,894.82	5,792.31	10,687.13	1,173.66	301.40	389.32	8,822.75	*1
236	M	ABOGADA	5,317.10	10,908.57	16,225.67	2,356.69	469.24	591.08	12,808.66	*1
237	M	AUXILIAR ANALISTA C	5,316.86	5,132.41	10,449.27	1,122.85	294.20	380.66	8,651.56	*1
238	M	AUXILIAR ANALISTA B	5,316.86	5,363.37	10,680.23	1,172.19	301.20	389.06	8,817.78	*1
240	H	AUXILIAR ANALISTA B	5,316.86	5,363.37	10,680.23	1,172.19	301.20	389.06	8,817.78	*1
241	H	PROGRAMADOR ANALISTA	5,316.86	10,908.79	16,225.65	2,356.69	469.24	591.08	12,808.64	*1
247	M	AUX. DE INTENDENCIA B	4,801.68	4,676.11	9,477.79	943.58	264.76	345.26	7,924.19	*1
248	H	JEFE DE DEPARTAMENTO DESARROLLO DE SISTEMAS A	5,778.04	20,122.45	25,900.49	4,534.04	762.40	943.52	19,660.53	*2
250	M	AUDITORA	4,676.00	14,113.47	18,789.47	2,904.32	546.92	684.48	14,653.75	*1
251	H	JEFE DE DEPARTAMENTO TECNICO NORMATIVO A	5,778.04	19,936.06	25,714.10	4,490.20	756.76	936.72	19,530.42	*1
253	H	ADMINISTRADOR DE REDES Y SERVIDORES	5,316.86	10,908.79	16,225.65	2,356.69	469.24	591.08	12,808.64	*1
254	M	SUBDIRECTORA DE INFORMATICA A	6,054.46	42,228.90	48,283.36	10,805.91	1,274.80	1,758.90	34,443.75	*1
255	M	AUXILIAR CONTABLE B	4,894.82	5,792.31	10,687.13	1,173.66	301.40	389.32	8,822.75	*1
256	H	DELEGADO (CUAUTLA)	5,316.86	10,908.79	16,225.65	2,356.69	469.24	591.08	12,808.64	*2
259	M	JEFE DE DEPARTAMENTO DE CREDITOS ESPECIALES A	5,778.04	19,936.06	25,714.10	4,490.20	756.76	936.72	19,530.42	*1
261	H	COMISARIO	6,168.30	26,190.74	32,359.04	6,053.09	958.12	1,178.80	24,169.03	*2
262	M	AUXILIAR JURIDICO	4,894.46	5,793.35	10,687.81	1,173.81	301.42	389.34	8,823.24	*1
263	M	JEFA DE OFICINA A	6,354.52	7,799.13	14,153.65	1,914.11	406.44	515.60	11,317.50	*1
264	M	ABOGADO	5,317.10	10,908.57	16,225.67	2,356.69	469.24	591.08	12,808.66	
266	H	SUPERVISOR DE ADQ. Y CONTROL PATRIMONIAL	5,317.10	11,149.86	16,466.96	2,408.23	476.54	599.86	12,982.33	*2
268	M	JEFA DE DEPARTAMENTO DE RECURSOS MATERIALES Y CONTROL PRESUPUESTAL A	5,778.04	19,936.06	25,714.10	4,490.20	756.76	936.72	19,530.42	*1
269	M	CAPTURISTA	4,894.46	5,590.42	10,484.88	1,130.46	295.28	381.94	8,677.20	*1
271	M	SUPERVISORA DE SERVICIOS GENERALES	5,317.10	11,149.86	16,466.96	2,408.23	476.54	599.86	12,982.33	*2
273	H	JEFE DE DEPARTAMENTO DE ARCHIVO A	5,778.04	20,122.45	25,900.49	4,534.04	762.40	943.52	19,660.53	
275	H	CHOFER A	4,802.20	4,791.02	9,593.22	964.26	268.26	349.46	8,011.24	
278	H	PROGRAMADOR DE SISTEMAS	5,317.10	13,267.15	18,584.25	2,860.49	540.70	677.00	14,506.06	
280	H	AUXILIAR ANALISTA B	5,316.86	4,961.22	10,278.08	1,086.99	289.00	374.42	8,527.67	
282	M	ARCHIVISTA	4,894.82	5,256.09	10,150.91	1,064.20	285.16	369.78	8,431.77	
285	H	AUX. DE INTENDENCIA B	4,801.68	4,303.36	9,105.04	876.78	253.46	331.68	7,643.12	
286	M	SUBDIRECTORA ADMINISTRATIVA A	6,054.46	41,960.52	48,014.98	10,725.39	1,274.80	1,749.12	34,265.67	
287	H	SOPORTE TECNICO	5,316.86	10,506.64	15,823.50	2,270.79	457.04	576.42	12,519.25	

289	M	ABOGADO	5,317.10	10,908.57	16,225.67	2,356.69	469.24	591.08	12,808.66	*1
290	H	AUXILIAR DE MANTENIMIENTO B	4,894.82	4,303.36	9,105.04	876.78	253.46	331.68	7,643.12	
291	H	AUXILIAR CONTABLE B	4,894.82	5,792.29	10,687.11	1,173.66	301.40	389.32	8,822.73	*1
293	M	ABOGADO	4,894.46	5,420.60	10,315.06	1,094.19	290.14	375.76	8,554.97	
294	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
295	H	VIGILANTE	4,801.68	9,437.59	14,239.27	1,932.40	279.60	363.10	11,664.17	*2
296	H	SOPORTE TECNICO	5,316.86	10,506.64	15,823.50	2,270.79	457.04	576.42	12,519.25	
299	H	ADMINISTRADOR DE SISTEMA DE INFORMACION FINANCIERA	5,316.86	11,150.06	16,466.92	2,408.22	476.54	599.86	12,982.30	*2
300	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
303	H	ABOGADO	5,317.10	10,506.40	15,823.50	2,270.79	457.04	576.42	12,519.25	
304	H	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
305	H	AUXILIAR CONTABLE A	4,894.46	5,576.44	10,470.90	1,127.47	294.86	381.44	8,667.13	
306	M	AUXILIAR JURIDICO	4,894.46	5,420.60	10,315.06	1,094.19	290.14	375.76	8,554.97	
307	M	CAPTURISTA	4,894.46	5,217.67	10,112.13	1,057.25	283.98	368.38	8,402.52	
308	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
309	H	AUXILIAR ANALISTA B	5,316.86	5,604.61	10,921.47	1,223.72	308.50	397.86	8,991.39	*2
310	M	AUX. ADMINISTRATIVO	5,065.44	5,195.81	10,261.25	1,083.98	288.50	373.80	8,514.97	*2
312	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
313	M	DELEGADO (XOCHITEPEC)	5,316.86	10,506.64	15,823.50	2,270.79	457.04	576.42	12,519.25	
314	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
315	H	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
316	H	ABOGADO	5,317.10	10,506.40	15,823.50	2,270.79	457.04	576.42	12,519.25	
318	M	AUXILIAR ANALISTA C	5,316.86	4,730.26	10,047.12	1,045.60	282.02	366.00	8,353.50	
319	M	SECRETARIA B	4,859.74	5,883.88	10,743.62	1,185.73	303.12	391.38	8,863.39	
320	H	AUDITOR	4,676.00	13,740.74	18,416.74	2,824.71	535.62	670.90	14,385.51	
321	M	ABOGADO	4,894.46	5,420.60	10,315.06	1,094.19	290.14	375.76	8,554.97	
322	H	WEB MASTER	5,317.10	11,149.86	16,466.96	2,408.23	476.54	599.86	12,982.33	*2
323	M	AUXILIAR ANALISTA B	5,316.86	4,961.22	10,278.08	1,086.99	289.00	374.42	8,527.67	
324	H	ABOGADO	5,317.10	10,506.40	15,823.50	2,270.79	457.04	576.42	12,519.25	
325	H	JEFE DE DEPARTAMENTO DE INFRAESTRUCTURA TECNOLÓGICA A	5,778.04	19,625.45	25,403.49	4,417.15	747.34	925.42	19,313.58	
327	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
328	H	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
329	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
330	M	AUXILIAR CONTABLE B	4,894.82	5,419.52	10,314.34	1,094.03	290.10	375.74	8,554.47	
331	H	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
333	M	SUBDIRECTORA JURÍDICA A	6,054.46	41,960.52	48,014.98	10,725.39	1,274.80	1,749.12	34,265.67	
334	H	SUBDIRECTOR DE PRESTACIONES ECONÓMICAS A	6,054.46	41,960.52	48,014.98	10,725.39	1,274.80	1,749.12	34,265.67	
335	H	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
336	H	GESTOR DE COBRANZA	5,065.44	5,645.77	10,711.21	1,178.80	302.14	390.20	8,840.07	*4
337	H	GESTOR DE COBRANZA	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
338	M	AUXILIAR ANALISTA C	5,316.86	4,730.26	10,047.12	1,045.60	282.02	366.00	8,353.50	
339	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
340	H	VIGILANTE	4,801.68	9,118.09	13,919.77	1,864.15	272.82	354.96	11,427.84	*1
341	H	VIGILANTE	4,801.68	8,585.59	13,387.27	1,750.41	261.52	341.38	11,033.96	
342	M	AREA DE ACTIVIDADES EDUCATIVAS	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	
344	H	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19	

345	H	AUXILIAR DE MANTENIMIENTO B	4,801.68	4,303.36	9,105.04	876.78	253.46	331.68	7,643.12
346	H	VIGILANTE	4,801.68	9,757.09	14,558.77	2,000.64	285.38	371.24	11,900.51
347	H	COORDINADOR AREA DE ACT. FISICAS. EDUC. Y SOC.	5,316.86	10,506.64	15,823.50	2,270.79	457.04	576.42	12,519.25
348	H	AREA DE ACTIVIDADES FISICAS	5,065.44	4,599.34	9,664.78	977.09	270.42	352.08	8,065.19
349	M	ABOGADA	5,317.10	10,506.40	15,823.50	2,270.79	457.04	576.42	12,519.25
350	H	AUXILIAR JURIDICO	4,894.46	5,420.60	10,315.06	1,094.19	290.14	375.76	8,554.97
351	M	COORDINADOR AREA DE PSICOLOGIA	5,316.86	10,506.64	15,823.50	2,270.79	457.04	576.42	12,519.25
352	H	SECRETARIA B	4,859.74	5,883.88	10,743.62	1,185.73	303.12	391.38	8,863.39
353	M	AUXILIAR DE INTENDENCIA B	4,801.68	4,676.11	9,477.79	943.58	264.76	345.26	7,924.19
354	H	AUXILIAR JURIDICO	4,894.46	5,420.60	10,315.06	1,094.19	290.14	375.76	8,554.97
355	M	ENFERMERA GENERAL	6,354.76	5,603.62	11,958.38	1,445.20	339.94	435.62	9,737.62
356	H	COORDINADOR AREA DE SALUD	5,316.86	10,506.64	15,823.50	2,270.79	457.04	576.42	12,519.25
357	M	AUX. ADMINISTRATIVO	5,065.44	4,599.34	9,664.78	818.28	270.42	352.08	8,224.00
360	M	AUXILIAR DE ADMINISTRATIVO	5,065.44	3,218.66	8,284.10	735.79	270.42	352.08	6,925.81
361	H	DIRECTOR GENERAL	6,941.42	88,191.84	95,133.26	24,860.88	1,274.80	4,043.16	64,954.42
362	M	COORDINADORA DE PRESTACIONES ECONOMICAS Y ADMINISTRACION	7,135.66	68,451.78	75,587.44	18,997.13	1,274.80	3,212.46	52,103.05
363	M	SUBDIRECTORA DE PROGRAMACION Y ANALISIS FINANCIERO A	6,054.46	35,101.24	41,155.70	8,667.61	1,274.80	1,749.12	29,464.17
364	H	JEFE DE DEPARTAMENTO DE COBRANZA JUDICIAL A	5,593.66	12,896.18	18,489.84	2,840.32	747.34	785.82	14,116.36
365	H	AUXILIAR ANALISTA C	5,316.86	3,294.96	8,611.82	788.40	282.02	366.00	7,175.40
366	H	JEFE DE DEPARTAMENTO DE SERVICIOS GENERALES	5,778.04	15,996.38	21,774.42	3,563.59	747.34	925.42	16,538.07
368	M	JEFE DE DEPARTAMENTO DE ODONTOLOGIA	5,778.04	15,996.38	21,774.42	3,563.59	747.34	925.42	16,538.07
369	M	JEFA DE OFICINA A	6,354.52	5,432.50	11,787.02	1,408.60	394.26	500.94	9,483.22
370	M	AUXILIAR JURIDICO	4,894.46	3,947.02	8,841.48	829.55	290.14	375.76	7,346.03
Total			821,484.70	1,702,098.97	2,523,583.67	386,962.59	69,655.10	92,890.04	1,974,075.94

1* UNA PRIMA QUINQUENAL POR 5 AÑOS DE SERVICIO
2* DOS PRIMAS QUINQUENAL POR 10 AÑOS DE SERVICIO
3* TRES PRIMAS QUINQUENAL POR 15 AÑOS DE SERVICIO
4* CUATRO PRIMAS QUINQUENAL POR 20 AÑOS DE SERVICIO
5* CINCO PRIMAS QUINQUENAL POR 25 AÑOS DE SERVICIO

PRESTACIÓN	COMPAÑÍA	FECHA DE CONTRATACION
VIDA GRUPO	AXA Seguros SA DE CV	01/01/2012

ELABORO

C.P. ARMANDO DIAZ GARCIA
JEFE DEL DEPTO. DE RECURSOS HUMANOS Y
PRESTACIONES SOCIALES A

AUTORIZO

C.P. CARLA LUCIA PALERMO GONZALEZ
SUBDIRECTORA ADMINISTRATIVA A