H. AYUNTAMIENTO
DE VERACRUZ

# Presupuesto de Egresos del Municipio de Veracruz, Ver., para el Ejercicio Fiscal 2021

ACTA DE CABILDO
Fecha: 21 de enero de 2021
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PRESUPUESTO DE EGRESOS 2021

**MUNICIPIO DE VERACRUZ DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

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ÚNICO. Se aprueba el Presupuesto de Egresos del Municipio de Veracruz para el Ejercicio Fiscal 2021, para quedar como sigue:

**PRESUPUESTO DE EGRESOS DEL H.AYUNTAMIENTO DE VERACRUZ, VER.,**
**PARA EL EJERCICIO FISCAL 2021**

TÍTULO PRIMERO
DE LAS ASIGNACIONES DEL PRESUPUESTO DE EGRESOS DEL MUNICIPIO

CAPÍTULO I
Disposiciones generales

Artículo 1. El presente acuerdo tiene por objeto regular la asignación, ejercicio, control y evaluación del gasto público municipal para el ejercicio fiscal 2021 de conformidad con el artículo 115 de la Constitución Política de los Estados Unidos Mexicanos; artículos 35 fracción V, 37 fracción VIII, 38 fracción VII, 45 fracción IV, 106 y 107 de la Ley Orgánica del Municipio Libre, artículos 299, 307 y 310 del Código Hacendario del Municipio de Veracruz, artículo 61 fracción I y II de la Ley General de Contabilidad Gubernamental; la Ley de Coordinación Fiscal para el Estado y los Municipios de Veracruz de Ignacio de la Llave; la Ley de Adquisiciones, Arrendamientos, Administración y Enajenación de Bienes Muebles del Estado de Veracruz de Ignacio de la Llave; la Ley de Disciplina Financiera de las Entidades Federativas y los Municipios y las demás disposiciones aplicables a la materia.

En la ejecución del gasto público de las dependencias y entidades, deberán considerar como único eje articulador el Plan Municipal de Desarrollo 2018-2021 tomando en cuenta los compromisos, los objetivos y las metas contenidos en el mismo.

Será responsabilidad de la Tesorería Municipal, de la Comisión de Hacienda Municipal y la Contraloría Municipal, en el ámbito de sus respectivas competencias, cumplir y hacer cumplir las disposiciones establecidas en el presente acuerdo, así como determinar las normas y procedimientos administrativos tendientes a armonizar, transparentar, racionalizar y llevar a cabo un mejor control de gasto público municipal.

La interpretación del presente Presupuesto de Egresos para efectos administrativos y exclusivamente en el ámbito de competencia del Presidente Municipal, corresponde a la Tesorería Municipal, en el ámbito de sus atribuciones, conforme a las disposiciones y definiciones que establezca el Título Segundo, Capítulo I del Código Hacendario para el Municipio de Veracruz de Ignacio de la Llave. Lo anterior, sin perjuicio de la interpretación que corresponda a otras autoridades en el ámbito de sus respectivas competencias.

Artículo 2. Para los efectos de este acuerdo se entenderá por:

I. **Adecuaciones Presupuestarias**: Las modificaciones a los calendarios presupuestales, las ampliaciones y reducciones al Presupuesto de Egresos del Municipio mediante movimientos compensados y las liberaciones anticipadas de recursos públicos calendarizados realizadas a través de la Tesorería Municipal, siempre que permitan un mejor cumplimiento de los objetivos y metas de los programas presupuestarios a cargo de los Ejecutores de Gasto.

II. **ADEFAS**: Asignaciones destinadas a cubrir las erogaciones devengadas y pendientes de liquidar al cierre del ejercicio fiscal anterior, derivadas de la contratación de bienes y servicios requeridos en el desempeño de las funciones de los entes públicos, para las cuales existió asignación presupuestal con saldo disponible al cierre del ejercicio fiscal en que se devengaron.

III. **Amortización de la Deuda y Disminución de Pasivos**: Representa la cancelación mediante pago o cualquier forma por la cual se extinga la obligación principal de los pasivos contraídos por el Gobierno Municipal.

IV. **Asignaciones Presupuestales**: La ministración que, de los recursos públicos aprobados por el Cabildo mediante el Presupuesto de Egresos del Municipio, realiza el Presidente Municipal a través de la Tesorería a los Ejecutores de Gasto.

V. **Ayudas**: Las aportaciones de recursos públicos en numerario o en especie otorgadas por el Gobierno Municipal con base en los objetivos y metas de los programas presupuestarios.

VI. **Clasificación Funcional del Gasto**: La que agrupa los gastos según los propósitos u objetivos socioeconómicos que persiguen los diferentes entes públicos. Presenta el gasto público según la naturaleza de los servicios gubernamentales brindados a la población. Con dicha clasificación se identifica el presupuesto destinado a finalidades de: Gobierno, Desarrollo Social, Desarrollo Económico y Otros no Clasificados; permitiendo determinar los objetivos generales de las políticas públicas y los recursos financieros que se asignan para alcanzarlos.

VII. **Clasificación por Objeto del Gasto**: La que resume, ordena y presenta los gastos programados en el presupuesto, de acuerdo con la naturaleza de los bienes, servicios, activos y pasivos financieros. Alcanza a todas las transacciones que realizan los entes públicos para obtener bienes y servicios que se utilizan en la prestación de servicios públicos y en la realización de transferencias, en el marco del Presupuesto de Egresos.

VIII. **Capítulo de gasto**: Al mayor nivel de agregación que identifica el conjunto homogéneo y ordenado de los bienes y servicios requeridos por los entes públicos.

IX. **Clasificación por Fuentes de Financiamiento**: La clasificación por fuentes de financiamiento consiste en presentar los gastos públicos según los agregados genéricos de los recursos empleados para su financiamiento. Esta clasificación permite identificar las fuentes u orígenes de los ingresos que financian los egresos y precisar la orientación específica de cada fuente a efecto de controlar su aplicación.

X. **Clasificación Económica de los Ingresos, de los Gastos y del Financiamiento de los Entes Públicos**: La Clasificación Económica de las transacciones de los entes públicos permite ordenar a éstas de acuerdo con su naturaleza económica, con el propósito general de analizar y evaluar el impacto de la política y gestión fiscal y sus componentes sobre la economía en general.

XI. **Clasificación Administrativa**: La que tiene como objetivo identificar el agente que realiza la erogación de los recursos públicos, se desglosa a través de asignaciones denominadas ramos presupuestarios como el de la Administración Pública, de los Poderes, o de los Órganos autónomos.

XII. **Clasificación Programática**: Técnica presupuestaria que pone especial atención a las actividades que se realizan más que a los bienes y servicios que se adquieren. Contiene un conjunto armónico de programas, proyectos y metas que se deben realizar a corto plazo y permite la racionalización en el uso de recursos al determinar objetivos y metas; asimismo, identifica responsables del programa y establece las acciones concretas para obtener los fines deseados.

XIII. **Contraloría**: El Órgano de Control Interno del Gobierno Municipal.

XIV. **Dependencias**: Las definidas como tales en la Ley Orgánica de la Administración Pública Municipal, las cuales son objeto de control presupuestario directo por parte de la Tesorería Municipal.

XV. **Economías o Ahorros Presupuestarias**: Los remanentes de recursos públicos del Presupuesto de Egresos del Municipio no comprometidos al término del Ejercicio Fiscal; así como los ahorros realizados en un periodo determinado.

XVI. **Entes públicos**: Los Poderes del municipio, los entes autónomos, el ayuntamiento municipal y las entidades de la administración pública paramunicipal.

XVII. **Entidades**: Los organismos públicos descentralizados, las empresas de participación municipal mayoritaria, los fideicomisos públicos y los organismos desconcentrados, los cuales son objeto de control presupuestario indirecto por parte de la Tesorería Municipal.

XVIII. **Fideicomisos Públicos**: Entidades no personificadas a partir de las cuales el Presidente Municipal o alguna de las demás entidades paramunicipales constituyen con el objeto de auxiliar al Municipio en el Desarrollo de alguna de sus áreas prioritarias del desarrollo.

XIX. **Gasto Corriente**: Al conjunto de erogaciones que no tienen como contrapartida la creación de activos, sino que constituye un acto de consumo. Son los gastos en recursos humanos y de compra de bienes y servicios, necesarios para la administración y operación gubernamental.

XX. **Gasto Federalizado**: El gasto federalizado o descentralizado en México se integra por los recursos públicos que el Gobierno Federal transfiere a los Estados y Municipios del país para que estos últimos afronten sus necesidades de gasto en materia de educación, salud, infraestructura e inversión social, seguridad pública, entre otros rubros.

XXI. **Gasto de Inversión o Capital**: Erogaciones que realizan dependencias y entidades de la Administración Pública tendientes a adquirir, ampliar, conservar y mejorar sus bienes de capital, incluyendo también la adquisición de acciones y títulos de crédito de terceros, construcción de obras públicas y desarrollo de acciones para promover el incremento de la capacidad productiva de los diversos sectores de la economía.

XXII. **Gasto No Programable**: Los recursos que se destinan al cumplimiento de los fines y funciones propias del Municipio y que por su naturaleza no están asociados a programas específicos.

XXIII. **Gasto Programable**: Los recursos que se destinan al cumplimiento de los fines y funciones propias del Municipio, por lo cual están directamente relacionados con los programas a cargo de los Ejecutores de Gasto previamente establecidos para alcanzar los objetivos y metas, que tienen un efecto directo en la actividad económica y social.

XXIV. **Ingresos Excedentes**: Los recursos públicos que durante el Ejercicio Fiscal se obtienen adicionalmente a los aprobados en la Ley de Ingresos del municipio vigente.

XXV. **Ley de Presupuesto**: El Presupuesto de Egresos y la Ley de Ingresos del Municipio de Veracruz, Ver.

XXVI. **Matriz de Indicadores para Resultados (MIR)**: La herramienta de planeación estratégica que en forma resumida, sencilla y armónica establece con claridad los objetivos del Programa Presupuestario y su alineación con aquellos de la planeación nacional, estatal, municipal y sectorial; incorpora los indicadores que miden los objetivos y resultados esperados; identifica los medios para obtener y verificar la información de los indicadores; describe los bienes y servicios a la sociedad, así como las actividades e insumos para producirlos; e incluye supuestos que son factores externos al programa que influyen en el cumplimiento de los objetivos.

XXVII. **Programa**: Nivel o categoría programática que contiene un conjunto de acciones afines y coherentes a través de las cuales se pretende alcanzar objetivos y metas previamente determinadas por la planeación, para lo cual se requiere combinar recursos: humanos, tecnológicos, materiales, naturales, financieros; contienen un conjunto interdependiente de proyectos los cuales especifican tiempo y espacio en el que se van a desarrollar y atribuye responsabilidades a una o varias unidades ejecutoras debidamente coordinadas.

XXVIII. **Subsidios**: Las asignaciones de recursos públicos que se destinan al desarrollo de actividades productivas prioritarias consideradas de interés general, así como proporcionar a usuarios y consumidores, bienes y servicios básicos a precios y tarifas por debajo de los del mercado o de forma gratuita y su otorgamiento no implica contraprestación alguna.

XXIX. **Transferencias**: Los recursos públicos previstos en el Presupuesto de Egresos del Municipio para el cumplimiento de los objetivos y metas de los programas y la prestación de los bienes y servicios públicos a cargo de los Poderes, Organismos Constitucionalmente Autónomos y Entidades.

XXX. **Unidad Presupuestal**: Cada uno de los órganos o dependencias de la Administración Pública del Municipio que tiene a su cargo la administración de los recursos financieros, humanos, materiales y los servicios generales y sociales, con el fin de cumplir con eficacia y eficiencia la misión que le ha sido conferida en las disposiciones legales y reglamentarias.

XXXI. **Unidad Responsable**: Cada una de las unidades administrativas subordinadas a las Unidades Presupuestales, en las que se desconcentran parte del ejercicio presupuestal y se les encomiendan la ejecución de actividades, programas y/o proyectos para el cumplimiento de los objetivos, líneas de acción y metas establecidos en el Plan Municipal de Desarrollo.

Cualquier otro término no contemplado en el presente artículo, se deberá entender conforme al glosario de la Ley General de Contabilidad Gubernamental y las demás leyes de la materia.

Artículo 3. En la celebración y suscripción de convenios o acuerdos en los que se comprometa el patrimonio económico o el erario del Municipio, será obligatoria la intervención de la Tesorería Municipal.

Artículo 4. El ejercicio del presupuesto se apegará a los principios de eficiencia, eficacia, economía, transparencia y honradez para satisfacer los objetivos a los que están destinados, con base en lo siguiente:

I. Priorizar la asignación de los recursos a los programas, obras y acciones de alto impacto y beneficio social que incidan en el desarrollo económico y social.
II. Garantizar la elevación de los niveles de calidad de vida en la población.
III. Identificación de la población objetivo, procurando atender a la de menor ingreso.
IV. Consolidar la estructura presupuestaria que facilite la ejecución de los programas.
V. Afianzar un presupuesto basado en resultados.

Artículo 5. La información que en términos del presente acuerdo deba remitirse al Congreso Estatal o al Cabildo deberá cumplir con lo siguiente:

I. Ser enviada a la Mesa Directiva o Secretaría del mismo.
II. Turnar dicha información a las Comisiones competentes.
III. Presentar la información en forma impresa y en formato electrónico de texto.
IV. El nivel mínimo de desagregación se hará con base en las disposiciones del Consejo Nacional de Armonización Contable (CONAC).

En caso de que la fecha límite para presentar la información sea día inhábil, la misma se recorrerá al día hábil siguiente.

Artículo 6. La Tesorería Municipal garantizará que toda la información presupuestaria y de ingresos cumpla con el Título Segundo, Capítulo I del Código Hacendario para el Municipio de Veracruz de Ignacio de la Llave, así como la Ley General de Contabilidad Gubernamental.

Todas las asignaciones presupuestarias del presente acuerdo y de documentos de la materia deberán cumplir con las disposiciones, requisitos y estar disponibles en términos de la Ley General de Transparencia y Acceso a la Información Pública Gubernamental.

Artículo 7. La Tesorería Municipal reportará en los Informes Trimestrales sobre la situación económica, las finanzas públicas y la deuda pública, que incluirán el desglose de los proyectos de inversión previstos en este acuerdo; informes de avance de gestión financiera y cuenta de la hacienda pública; la evolución de las erogaciones correspondientes a los programas presupuestarios para: la igualdad entre mujeres y hombres; para niñas, niños y adolescentes; de ciencia, tecnología e innovación; especial concurrente para el desarrollo sustentable; erogaciones para el desarrollo integral de los

jóvenes; recursos para la atención de grupos vulnerables, erogaciones para el desarrollo integral de la población indígena , cambio climático y medio ambiente.

## CAPÍTULO II
## De las Erogaciones

Artículo 8. El gasto neto total previsto en el presente Presupuesto de Egresos del Municipio de Veracruz, Ver., importa la cantidad de $2,111,122,682.67 y corresponde al total de los ingresos aprobados en la Ley de Ingresos del Municipio de Veracruz, Ver. Para el Ejercicio Fiscal 2021.

Artículo 9. La forma en que se integran los ingresos del Municipio, de acuerdo con la Clasificación por Fuentes de Financiamiento, es la siguiente:

Clasificación por Fuentes de Financiamiento [1]

| Categoría | | Presupuesto aprobado |
|---|---|---|
| **1** | **NO ETIQUETADO** | **$1,511,019,603.49** |
| 11 | Recursos fiscales | $462,675,666.49 |
| 12 | Financiamientos internos | $0.00 |
| 13 | Financiamientos externos | $0.00 |
| 14 | Ingresos propios | $0.00 |
| 15 | Recursos federales | $1,048,343,937.00 |
| 16 | Recursos estatales | $0.00 |
| 17 | Otros recursos | $0.00 |
| **2** | **ETIQUETADO** | **$600,103,079.18** |
| 25 | Recursos federales | $600,103,079.18 |
| 26 | Recursos estatales | $0.00 |
| 27 | Otros recursos | $0.00 |
| **Total Presupuesto de egresos** | | **$2,111,122,682.67** |

Artículo 10. El presupuesto de egresos municipal del ejercicio 2021 con base en la Clasificación por Tipo de Gasto se distribuye de la siguiente manera:

Clasificación por Tipo de Gasto [2]

| Categoría | | Presupuesto aprobado |
|---|---|---|
| 1 | Gasto Corriente | $1,890,996,061.80 |
| 2 | Gasto de Capital | $151,307,853.45 |
| 3 | Amortización de la Deuda y Disminución de Pasivos | 37,768,775.58 |
| 4 | Pensiones y Jubilaciones | $31,049,991.84 |
| 5 | Participaciones | $0.00 |
| Total presupuesto de egresos | | $2,111,122,682.67 |

[1] De acuerdo con el Clasificador por Fuentes de Financiamiento emitido por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_02_007.pdf

[2] De acuerdo con el Clasificador por Tipo de Gasto emitido por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_02_005.pdf

Artículo 11. El presupuesto de egresos municipal del ejercicio 2021 con base en la Clasificación por Objeto del Gasto a nivel de capítulo, concepto y partida genérica, se distribuye de la siguiente manera:

Clasificación por Objeto del Gasto[3]

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| **1000** | **SERVICIOS PERSONALES** | **1,124,298,028.24** |
| **1100** | **REMUNERACIONES AL PERSONAL DE CARACTER PERMANENTE** | **237,078,131.49** |
| 111 | Dietas | 4,345,200.00 |
| 112 | Haberes | 0.00 |
| 113 | Sueldos base al personal permanente | 232,732,931.49 |
| 114 | Remuneraciones por adscripción laboral en el extranjero | 0.00 |
| **1200** | **REMUNERACIONES AL PERSONAL DE CARACTER TRANSITORIO** | **220,617,290.16** |
| 121 | Honorarios asimilables a salarios | 0.00 |
| 122 | Sueldos base al personal eventual | 220,617,290.16 |
| 123 | Retribuciones por servicios de carácter social | 0.00 |
| 124 | Retribución a los representantes de los trabajadores y de los patrones en la Junta | 0.00 |
| **1300** | **REMUNERACIONES ADICIONALES Y ESPECIALES** | **145,363,307.03** |
| 131 | Primas por años de servicios efectivos prestados | 18,348,811.20 |
| 132 | Primas de vacaciones, dominical y gratificación de fin de año | 99,927,697.50 |
| 133 | Horas extraordinarias | 12,007,430.40 |
| 134 | Compensaciones | 15,079,367.93 |
| 135 | Sobrehaberes | 0.00 |
| 136 | Asignaciones de técnico, de mando, por comisión, de vuelo y de técnico especial | 0.00 |
| 137 | Honorarios especiales | 0.00 |
| 138 | Participaciones por vigilancia en el cumplimiento de las leyes y custodia de | 0.00 |
| **1400** | **SEGURIDAD SOCIAL** | **78,563,824.64** |
| 141 | Aportaciones de seguridad social | 71,363,824.64 |
| 142 | Aportaciones a fondos de vivienda | 0.00 |
| 143 | Aportaciones al sistema para el retiro | 0.00 |
| 144 | Aportaciones para seguros | 7,200,000.00 |
| **1500** | **OTRAS PRESTACIONES SOCIALES Y ECONOMICAS** | **420,181,825.87** |
| 151 | Cuotas para el fondo de ahorro y fondo de trabajo | 0.00 |
| 152 | Indemnizaciones | 0.00 |
| 153 | Prestaciones y haberes de retiro | 54,049,991.84 |
| 154 | Prestaciones contractuales | 355,499,014.03 |
| 155 | Apoyos a la capacitación de los servidores públicos | 10,632,820.00 |
| 159 | Otras prestaciones sociales y económicas | 0.00 |
| **1600** | **PREVISIONES** | **0.00** |
| 161 | Previsiones de carácter laboral, económica y de seguridad social | 0.00 |
| **1700** | **PAGO DE ESTIMULOS A SERVIDORES PUBLICOS** | **22,493,649.05** |
| 171 | Estímulos | 22,493,649.05 |
| 172 | Recompensas | 0.00 |

[3] De acuerdo con el Clasificador por Objeto del Gasto emitido por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_02_006.pdf

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| **2000** | **MATERIALES Y SUMINISTROS** | **107,910,000.00** |
| **2100** | **MATERIALES DE ADMINISTRACION, EMISION DE DOCUMENTOS Y ARTICULOS** | **24,500,000.00** |
| 211 | Materiales, útiles y equipos menores de oficina | 11,000,000.00 |
| 212 | Materiales y útiles de impresión y reproducción | 0.00 |
| 213 | Material estadístico y geográfico | 0.00 |
| 214 | Materiales, útiles y equipos menores de tecnologías de la información y | 3,000,000.00 |
| 215 | Material impreso e información digital | 0.00 |
| 216 | Material de limpieza | 7,000,000.00 |
| 217 | Materiales y útiles de enseñanza | 0.00 |
| 218 | Materiales para el registro e identificación de bienes y personas | 3,500,000.00 |
| **2200** | **ALIMENTOS Y UTENSILIOS** | **7,500,000.00** |
| 221 | Productos alimenticios para personas | 3,000,000.00 |
| 222 | Productos alimenticios para animales | 4,500,000.00 |
| 223 | Utensilios para el servicio de alimentación | 0.00 |
| **2300** | **MATERIAS PRIMAS Y MATERIALES DE PRODUCCION Y COMERCIALIZACION** | **0.00** |
| 231 | Productos alimenticios, agropecuarios y forestales adquiridos como materia | 0.00 |
| 232 | Insumos textiles adquiridos como materia prima | 0.00 |
| 233 | Productos de papel, cartón e impresos adquiridos como materia prima | 0.00 |
| 234 | Combustibles, lubricantes, aditivos, carbón y sus derivados adquiridos como | 0.00 |
| 235 | Productos químicos, farmacéuticos y de laboratorio adquiridos como materia | 0.00 |
| 236 | Productos metálicos y a base de minerales no metálicos adquiridos como | 0.00 |
| 237 | Productos de cuero, piel, plástico y hule adquiridos como materia prima | 0.00 |
| 238 | Mercancías adquiridas para su comercialización | 0.00 |
| 239 | Otros productos adquiridos como materia prima | 0.00 |
| **2400** | **MATERIALES Y ARTICULOS DE CONSTRUCCION Y DE REPARACION** | **12,800,000.00** |
| 241 | Productos minerales no metálicos | 1,000,000.00 |
| 242 | Cemento y productos de concreto | 200,000.00 |
| 243 | Cal, yeso y productos de yeso | 500,000.00 |
| 244 | Madera y productos de madera | 500,000.00 |
| 245 | Vidrio y productos de vidrio | 0.00 |
| 246 | Material eléctrico y electrónico | 7,600,000.00 |
| 247 | Artículos metálicos para la construcción | 2,000,000.00 |
| 248 | Materiales complementarios | 0,000.00 |
| 249 | Otros materiales y artículos de construcción y reparación | 1,000,000.00 |
| **2500** | **PRODUCTOS QUIMICOS, FARMACEUTICOS Y DE LABORATORIO** | **1,500,000.00** |
| 251 | Productos químicos básicos | 500,000.00 |
| 252 | Fertilizantes, pesticidas y otros agroquímicos | 500,000.00 |
| 253 | Medicinas y productos farmacéuticos | 500,000.00 |
| 254 | Materiales, accesorios y suministros médicos | 0.00 |
| 255 | Materiales, accesorios y suministros de laboratorio | 0.00 |
| 256 | Fibras sintéticas, hules, plásticos y derivados | 0.00 |
| 259 | Otros productos químicos | 0.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| **2600** | **COMBUSTIBLES, LUBRICANTES Y ADITIVOS** | **50,550,000.00** |
| 261 | Combustibles, lubricantes y aditivos | 50,550,000.00 |
| 262 | Carbón y sus derivados | 0.00 |
| **2700** | **VESTUARIO, BLANCOS, PRENDAS DE PROTECCION Y ARTICULOS DEPORTIVOS** | **3,000,000.00** |
| 271 | Vestuario y uniformes | 1,800,000.00 |
| 272 | Prendas de seguridad y protección personal | 1,200,000.00 |
| 273 | Artículos deportivos | 0.00 |
| 274 | Productos textiles | 0.00 |
| 275 | Blancos y otros productos textiles, excepto prendas de vestir | 0.00 |
| **2800** | **MATERIALES Y SUMINISTROS PARA SEGURIDAD** | **0.00** |
| 281 | Sustancias y materiales explosivos | 0.00 |
| 282 | Materiales de seguridad pública | 0.00 |
| 283 | Prendas de protección para seguridad pública y nacional | 0.00 |
| **2900** | **HERRAMIENTAS, REFACCIONES Y ACCESORIOS MENORES** | **8,060,000.00** |
| 291 | Herramientas menores | 6,060,000.00 |
| 292 | Refacciones y accesorios menores de edificios | 0.00 |
| 293 | Refacciones y accesorios menores de mobiliario y equipo de administración, | 0.00 |
| 294 | Refacciones y accesorios menores de equipo de cómputo y tecnologías de la | 200,000.00 |
| 295 | Refacciones y accesorios menores de equipo e instrumental médico y de | 0.00 |
| 296 | Refacciones y accesorios menores de equipo de transporte | 1,300,000.00 |
| 297 | Refacciones y accesorios menores de equipo de defensa y seguridad | 0.00 |
| 298 | Refacciones y accesorios menores de maquinaria y otros equipos | 0.00 |
| 299 | Refacciones y accesorios menores otros bienes muebles | 500,000.00 |
| **3000** | **SERVICIOS GENERALES** | **582,926,201.11** |
| **3100** | **SERVICIOS BASICOS** | **189,799,980.00** |
| 311 | Energía eléctrica | 179,699,980.00 |
| 312 | Gas | 0.00 |
| 313 | Agua | 0.00 |
| 314 | Telefonía tradicional | 6,000,000.00 |
| 315 | Telefonía celular | 0.00 |
| 316 | Servicios de telecomunicaciones y satélites | 0.00 |
| 317 | Servicios de acceso de Internet, redes y procesamiento de información | 4,100,000.00 |
| 318 | Servicios postales y telegráficos | 0.00 |
| 319 | Servicios integrales y otros servicios | 0.00 |
| **3200** | **SERVICIOS DE ARRENDAMIENTO** | **15,210,000.00** |
| 321 | Arrendamiento de terrenos | 0.00 |
| 322 | Arrendamiento de edificios | 0.00 |
| 323 | Arrendamiento de mobiliario y equipo de administración, educacional y | 2,400,000.00 |
| 324 | Arrendamiento de equipo e instrumental médico y de laboratorio | 0.00 |
| 325 | Arrendamiento de equipo de transporte | 8,700,000.00 |
| 326 | Arrendamiento de maquinaria, otros equipos y herramientas | 0.00 |
| 327 | Arrendamiento de activos intangibles | 1,110,000.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 328 | Arrendamiento financiero | 0.00 |
| 329 | Otros arrendamientos | 3,000,000.00 |
| **3300** | **SERVICIOS PROFESIONALES, CIENTIFICOS, TECNICOS Y OTROS SERVICIOS** | **75,669,545.79** |
| 331 | Servicios legales, de contabilidad, auditoría y relacionados | 68,919,545.79 |
| 332 | Servicios de diseño, arquitectura, ingeniería y actividades relacionadas | 0.00 |
| 333 | Servicios de consultoría administrativa, procesos, técnica y en tecnologías de la | 4,000,000.00 |
| 334 | Servicios de capacitación | 1,000,000.00 |
| 335 | Servicios de investigación científica y desarrollo | 0.00 |
| 336 | Servicios de apoyo administrativo, traducción, fotocopiado e impresión | 0.00 |
| 337 | Servicios de protección y seguridad | 0.00 |
| 338 | Servicios de vigilancia | 0.00 |
| 339 | Servicios profesionales, científicos y técnicos integrales | 1,750,000.00 |
| **3400** | **SERVICIOS FINANCIEROS, BANCARIOS Y COMERCIALES** | **145,040,000.00** |
| 341 | Servicios financieros y bancarios | 800,000.00 |
| 342 | Servicios de cobranza, investigación crediticia y similar | 0.00 |
| 343 | Servicios de recaudación, traslado y custodia de valores | 2,300,000.00 |
| 344 | Seguros de responsabilidad patrimonial y fianzas | 0.00 |
| 345 | Seguro de bienes patrimoniales | 2,940,000.00 |
| 346 | Almacenaje, envase y embalaje | 0.00 |
| 347 | Fletes y maniobras | 139,000,000.00 |
| 348 | Comisiones por ventas | 0.00 |
| 349 | Servicios financieros, bancarios y comerciales integrales | 0.00 |
| **3500** | **SERVICIOS DE INSTALACION, REPARACION, MANTENIMIENTO Y CONSERVACION** | **42,206,675.32** |
| 351 | Conservación y mantenimiento menor de inmuebles | 1,955,144.04 |
| 352 | Instalación, reparación y mantenimiento de mobiliario y equipo de | 1,000,000.00 |
| 353 | Instalación, reparación y mantenimiento de equipo de cómputo y tecnología de | 0.00 |
| 354 | Instalación, reparación y mantenimiento de equipo e instrumental médico y de | 0.00 |
| 355 | Reparación y mantenimiento de equipo de transporte | 3,000,000.00 |
| 356 | Reparación y mantenimiento de equipo de defensa y seguridad | 0.00 |
| 357 | Instalación, reparación y mantenimiento de maquinaria, otros equipos y | 0.00 |
| 358 | Servicios de limpieza y manejo de desechos | 32,751,531.28 |
| 359 | Servicios de jardinería y fumigación | 3,500,000.00 |
| **3600** | **SERVICIOS DE COMUNICACION SOCIAL Y PUBLICIDAD** | **28,500,000.00** |
| 361 | Difusión por radio, televisión y otros medios de mensajes sobre programas y | 28,500,000.00 |
| 362 | Difusión por radio, televisión y otros medios de mensajes comerciales para | 0.00 |
| 363 | Servicios de creatividad, preproducción y producción de publicidad, excepto | 0.00 |
| 364 | Servicios de revelado de fotografías | 0.000 |
| 0365 | Servicios de la industria fílmica, del sonido y del video | 0.00 |
| 366 | Servicio de creación y difusión de contenido exclusivamente a través de Internet | 0.00 |
| 369 | Otros servicios de información | 0.00 |
| **3700** | **SERVICIOS DE TRASLADO Y VIATICOS** | **1,200,000.00** |
| 371 | Pasajes aéreos | 400,000.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 372 | Pasajes terrestres | 400,000.00 |
| 373 | Pasajes marítimos, lacustres y fluviales | 0.00 |
| 374 | Autotransporte | 0.00 |
| 375 | Viáticos en el país | 400,000.00 |
| 376 | Viáticos en el extranjero | 0.00 |
| 377 | Gastos de instalación y traslado de menaje | 0.00 |
| 378 | Servicios integrales de traslado y viáticos | 0.00 |
| 379 | Otros servicios de traslado y hospedaje | 0.00 |
| **3800** | **SERVICIOS OFICIALES** | **63,000,000.00** |
| 381 | Gastos de ceremonial | 0.00 |
| 382 | Gastos de orden social y cultural | 60,000,000.00 |
| 383 | Congresos y convenciones | 3,000,000.00 |
| 384 | Exposiciones | 0.00 |
| 385 | Gastos de representación | 0.00 |
| **3900** | **OTROS SERVICIOS GENERALES** | **22,300,000.00** |
| 391 | Servicios funerarios y de cementerios | 0.00 |
| 392 | Impuestos y derechos | 600,000.00 |
| 393 | Impuestos y derechos de importación | 0.00 |
| 394 | Sentencias y resoluciones por autoridad competente | 0.00 |
| 395 | Penas, multas, accesorios y actualizaciones | 0.00 |
| 396 | Otros gastos por responsabilidades | 0.00 |
| 397 | Utilidades | 0.00 |
| 398 | Impuesto sobre nóminas y otros que se deriven de una relación laboral | 21,700,000.00 |
| 399 | Otros servicios generales | 0.00 |
| **4000** | **TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS** | **92,992,668.30** |
| **4100** | **TRANSFERENCIAS INTERNAS Y ASIGNACIONES AL SECTOR PÚBLICO** | **0.00** |
| 411 | Asignaciones presupuestarias al Poder Ejecutivo | 00.00 |
| 412 | Asignaciones presupuestarias al Poder Legislativo | 0.00 |
| 413 | Asignaciones presupuestarias al Poder Judicial | 0.00 |
| 414 | Asignaciones presupuestarias a Órganos Autónomos | 0.00 |
| 415 | Transferencias internas otorgadas a entidades paraestatales no empresariales y | 0.00 |
| 416 | Transferencias internas otorgadas a entidades paraestatales empresariales y no | 0.00 |
| 417 | Transferencias internas otorgadas a fideicomisos públicos empresariales y no | 0.00 |
| 418 | Transferencias internas otorgadas a instituciones paraestatales públicas | 0.00 |
| 419 | Transferencias internas otorgadas a fideicomisos públicos financieros | 0.00 |
| **4200** | **TRANSFERENCIAS AL RESTO DEL SECTOR PÚBLICO** | **0.00** |
| 421 | Transferencias otorgadas a entidades paraestatales no empresariales y no | 0.00 |
| 422 | Transferencias otorgadas para entidades paraestatales empresariales y no | 0.00 |
| 423 | Transferencias otorgadas para instituciones paraestatales públicas financieras | 0.00 |
| 424 | Transferencias otorgadas a entidades federativas y municipios | 0.00 |
| 425 | Transferencias a fideicomisos de entidades federativas y municipios | 0 |
| **4300** | **SUBSIDIOS Y SUBVENCIONES** | **500,000.00** |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 431 | Subsidios a la producción | 0.00 |
| 432 | Subsidios a la distribución | 0.00 |
| 433 | Subsidios a la inversión | 500,000.00 |
| 434 | Subsidios a la prestación de servicios públicos | 0.00 |
| 435 | Subsidios para cubrir diferenciales de tasas de interés | 0.00 |
| 436 | Subsidios a la vivienda | 0.00 |
| 437 | Subvenciones al consumo | 0.00 |
| 438 | Subsidios a entidades federativas y municipios | 0.00 |
| 439 | Otros subsidios | 0.00 |
| **4400** | **AYUDAS SOCIALES** | **92,492,668.30** |
| 441 | Ayudas sociales a personas | 87,492,688.30 |
| 442 | Becas y otras ayudas para programas de capacitación | 1,000,000.00 |
| 443 | Ayudas sociales a instituciones de enseñanza | 0.00 |
| 444 | Ayudas sociales a actividades científicas o académicas | 0.00 |
| 445 | Ayudas sociales a instituciones sin fines de lucro | 4,000,000.00 |
| 446 | Ayudas sociales a cooperativas | 0.00 |
| 447 | Ayudas sociales a entidades de interés público | 0.00 |
| 448 | Ayudas por desastres naturales y otros siniestros | 0.00 |
| **4500** | **PENSIONES Y JUBILACIONES** | **0.00** |
| 451 | Pensiones | 0.00 |
| 452 | Jubilaciones | 0.00 |
| 459 | Otras pensiones y jubilaciones | 0.00 |
| **4600** | **TRANSFERENCIAS A FIDEICOMISOS, MANDATOS Y OTROS ANALOGOS** | **0.00** |
| 461 | Transferencias a fideicomisos del Poder Ejecutivo | 0.00 |
| 462 | Transferencias a fideicomisos del Poder Legislativo | 0.00 |
| 463 | Transferencias a fideicomisos del Poder Judicial | 0.00 |
| 464 | Transferencias a fideicomisos públicos de entidades paraestatales no | 0.00 |
| 465 | Transferencias a fideicomisos públicos de entidades paraestatales empresariales | 0.00 |
| 466 | Transferencias a fideicomisos de instituciones públicas financieras | 0.00 |
| 469 | Otras transferencias a fideicomisos | 0.00 |
| **4700** | **TRANSFERENCIAS A LA SEGURIDAD SOCIAL** | **0.00** |
| 471 | Transferencias por obligación de ley | 0.00 |
| **4800** | **DONATIVOS** | **0.00** |
| 481 | Donativos a instituciones sin fines de lucro | 0.00 |
| 482 | Donativos a entidades federativas | 0.00 |
| 483 | Donativos a fideicomisos privados | 0.00 |
| 484 | Donativos a fideicomisos estatales | 0.00 |
| 485 | Donativos internacionales | 0.00 |
| **4900** | **TRANSFERENCIAS AL EXTERIOR** | **0.00** |
| 491 | Transferencias para gobiernos extranjeros | 0.00 |
| 492 | Transferencias para organismos internacionales | 0.00 |
| 493 | Transferencias para el sector privado externo | 0.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| **5000** | **BIENES MUEBLES, INMUEBLES E INTANGIBLES** | **0.00** |
| **5100** | **MOBILIARIO Y EQUIPO DE ADMINISTRACION** | **0.00** |
| 511 | Muebles de oficina y estantería | 0.00 |
| 512 | Muebles, excepto de oficina y estantería | 0.00 |
| 513 | Bienes artísticos, culturales y científicos | 0.00 |
| 514 | Objetos de valor | 0.00 |
| 515 | Equipo de cómputo y de tecnologías de la información | 00.00 |
| 519 | Otros mobiliarios y equipos de administración | 0.00 |
| **5200** | **MOBILIARIO Y EQUIPO EDUCACIONAL Y RECREATIVO** | **0.00** |
| 521 | Equipos y aparatos audiovisuales | 0.00 |
| 522 | Aparatos deportivos | 0.00 |
| 523 | Cámaras fotográficas y de video | 0.00 |
| 529 | Otro mobiliario y equipo educacional y recreativo | 0.00 |
| **5300** | **EQUIPO E INSTRUMENTAL MEDICO Y DE LABORATORIO** | **0.00** |
| 531 | Equipo médico y de laboratorio | 0.00 |
| 532 | Instrumental médico y de laboratorio | 0.00 |
| **5400** | **VEHICULOS Y EQUIPO DE TRANSPORTE** | **0.00** |
| 541 | Vehículos y equipo terrestre | 0.00 |
| 542 | Carrocerías y remolques | 0.00 |
| 543 | Equipo aeroespacial | 0.00 |
| 544 | Equipo ferroviario | 0.00 |
| 545 | Embarcaciones | 0.00 |
| 549 | Otros equipos de transporte | 0.00 |
| **5500** | **EQUIPO DE DEFENSA Y SEGURIDAD** | 0.00 |
| 551 | Equipo de defensa y seguridad | 0.00 |
| **5600** | **MAQUINARIA, OTROS EQUIPOS Y HERRAMIENTAS** | **0.00** |
| 561 | Maquinaria y equipo agropecuario | 0.00 |
| 562 | Maquinaria y equipo industrial | 0.00 |
| 563 | Maquinaria y equipo de construcción | 0.00 |
| 564 | Sistemas de aire acondicionado, calefacción y de refrigeración industrial y | 0.00 |
| 565 | Equipo de comunicación y telecomunicación | 0.00 |
| 566 | Equipos de generación eléctrica, aparatos y accesorios eléctricos | 0.00 |
| 567 | Herramientas y máquinas-herramienta | 0.00 |
| 569 | Otros equipos | 00.00 |
| **5700** | **ACTIVOS BIOLOGICOS** | **0.00** |
| 571 | Bovinos | 0.00 |
| 572 | Porcinos | 0.00 |
| 573 | Aves | 0.00 |
| 574 | Ovinos y caprinos | 0.00 |
| 575 | Peces y acuicultura | 0.00 |
| 576 | Equinos | 0.00 |
| 577 | Especies menores y de zoológico | 0.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 578 | Árboles y plantas | 0.00 |
| 579 | Otros activos biológicos | 0.00 |
| **5800** | **BIENES INMUEBLES** | **0.00** |
| 581 | Terrenos | 0.00 |
| 582 | Viviendas | 0.00 |
| 583 | Edificios no residenciales | 0.00 |
| 589 | Otros bienes inmuebles | 0.00 |
| **5900** | **ACTIVOS INTANGIBLES** | **0.00** |
| 591 | Software | 0.00 |
| 592 | Patentes | 0.00 |
| 593 | Marcas | 0.00 |
| 594 | Derechos | 0.00 |
| 595 | Concesiones | 0.00 |
| 596 | Franquicias | 0.00 |
| 597 | Licencias informáticas e intelectuales | 0.00 |
| 598 | Licencias industriales, comerciales y otras | 0.00 |
| 599 | Otros activos intangibles | 0.00 |
| **6000** | **INVERSION PÚBLICA** | **151,307,853.45** |
| **6100** | **OBRA PÚBLICA EN BIENES DE DOMINIO PÚBLICO** | **151,307,853.45** |
| 611 | Edificación habitacional | 0.00 |
| 612 | Edificación no habitacional | 17,000,000.00 |
| 613 | Construcción de obras para el abastecimiento de agua, petróleo, gas, electricidad | 33,391,364.47 |
| 614 | División de terrenos y construcción de obras de urbanización | 0.00 |
| 615 | Construcción de vías de comunicación | 96,916,488.98 |
| 616 | Otras construcciones de ingeniería civil u obra pesada | 0.00 |
| 617 | Instalaciones y equipamiento en construcciones | 0.00 |
| 619 | Trabajos de acabados en edificaciones y otros trabajos especializados | 4,000,000.00 |
| **6200** | **OBRA PÚBLICA EN BIENES PROPIOS** | **0.00** |
| 621 | Edificación habitacional | 0.00 |
| 622 | Edificación no habitacional | 0.00 |
| 623 | Construcción de obras para el abastecimiento de agua, petróleo, gas, electricidad | 0.00 |
| 624 | División de terrenos y construcción de obras de urbanización | 0.00 |
| 625 | Construcción de vías de comunicación | 0.00 |
| 626 | Otras construcciones de ingeniería civil u obra pesada | 0.00 |
| 627 | Instalaciones y equipamiento en construcciones | 0.00 |
| 629 | Trabajos de acabados en edificaciones y otros trabajos especializados | 0.00 |
| **6300** | **PROYECTOS PRODUCTIVOS Y ACCIONES DE FOMENTO** | **0.00** |
| 631 | Estudios, formulación y evaluación de proyectos productivos no incluidos en | 0.00 |
| 632 | Ejecución de proyectos productivos no incluidos en conceptos anteriores de este | 0.00 |
| **7000** | **INVERSIONES FINANCIERAS Y OTRAS PROVISIONES** | **0.00** |
| **7100** | **INVERSIONES PARA EL FOMENTO DE ACTIVIDADES PRODUCTIVAS** | **0.00** |
| 711 | Créditos otorgados por entidades federativas y municipios al sector social y | 0.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 712 | Créditos otorgados por las entidades federativas a municipios para el fomento | 0.00 |
| **7200** | **ACCIONES Y PARTICIPACIONES DE CAPITAL** | **0.00** |
| 721 | Acciones y participaciones de capital en entidades paraestatales no | 0.00 |
| 722 | Acciones y participaciones de capital en entidades paraestatales empresariales y | 0.00 |
| 723 | Acciones y participaciones de capital en instituciones paraestatales públicas | 0.00 |
| 724 | Acciones y participaciones de capital en el sector privado con fines de política | 0.00 |
| 725 | Acciones y participaciones de capital en organismos internacionales con fines de | 0.00 |
| 726 | Acciones y participaciones de capital en el sector externo con fines de política | 0.0 |
| 727 | Acciones y participaciones de capital en el sector público con fines de gestión de | 0.00 |
| 728 | Acciones y participaciones de capital en el sector privado con fines de gestión de | 0.00 |
| 729 | Acciones y participaciones de capital en el sector externo con fines de gestión de | 0.00 |
| **7300** | **COMPRA DE TITULOS Y VALORES** | **0.00** |
| 731 | Bonos | 0.00 |
| 732 | Valores representativos de deuda adquiridos con fines de política económica | 0.00 |
| 733 | Valores representativos de deuda adquiridos con fines de gestión de liquidez | 0.00 |
| 734 | Obligaciones negociables adquiridas con fines de política económica | 0.00 |
| 735 | Obligaciones negociables adquiridas con fines de gestión de liquidez | 0.00 |
| 739 | Otros valores | 0.00 |
| **7400** | **CONCESION DE PRÉSTAMOS** | **0.00** |
| 741 | Concesión de préstamos a entidades paraestatales no empresariales y no | 0.00 |
| 742 | Concesión de préstamos a entidades paraestatales empresariales y no | 0.00 |
| 743 | Concesión de préstamos a instituciones paraestatales públicas financieras con | 0.00 |
| 744 | Concesión de préstamos a entidades federativas y municipios con fines de | 0.00 |
| 745 | Concesión de préstamos al sector privado con fines de política económica | 0.00 |
| 746 | Concesión de préstamos al sector externo con fines de política económica | 0.00 |
| 747 | Concesión de préstamos al sector público con fines de gestión de liquidez | 0.00 |
| 748 | Concesión de préstamos al sector privado con fines de gestión de liquidez | 0.00 |
| 749 | Concesión de préstamos al sector externo con fines de gestión de liquidez | 0.00 |
| **7500** | **INVERSIONES EN FIDEICOMISOS, MANDATOS Y OTROS ANALOGOS** | **0.00** |
| 751 | Inversiones en fideicomisos del Poder Ejecutivo | 0.00 |
| 752 | Inversiones en fideicomisos del Poder Legislativo | 0.00 |
| 753 | Inversiones en fideicomisos del Poder Judicial | 0.00 |
| 754 | Inversiones en fideicomisos públicos no empresariales y no financieros | 0.00 |
| 755 | Inversiones en fideicomisos públicos empresariales y no financieros | 0.00 |
| 756 | Inversiones en fideicomisos públicos financieros | 0.00 |
| 757 | Inversiones en fideicomisos de entidades federativas | 0.00 |
| 758 | Inversiones en fideicomisos de municipios | 0.00 |
| 759 | Otras inversiones en fideicomisos | 0.00 |
| **7600** | **OTRAS INVERSIONES FINANCIERAS** | **0.00** |
| 761 | Depósitos a largo plazo en moneda nacional | 0.00 |
| 762 | Depósitos a largo plazo en moneda extranjera | 0.00 |
| **7900** | **PROVISIONES PARA CONTINGENCIAS Y OTRAS EROGACIONES ESPECIALES** | **0.00** |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 791 | Contingencias por fenómenos naturales | 0.00 |
| 792 | Contingencias socioeconómicas | 0.00 |
| 799 | Otras erogaciones especiales | 0.00 |
| **8000** | **PARTICIPACIONES Y APORTACIONES** | **150,000.00** |
| **8100** | **PARTICIPACIONES** | **0.00** |
| 811 | Fondo general de participaciones | 0.00 |
| 812 | Fondo de fomento municipal | 0.00 |
| 813 | Participaciones de las entidades federativas a los municipios | 0.00 |
| 814 | Otros conceptos participables de la Federación a entidades federativas | 0.00 |
| 815 | Otros conceptos participables de la Federación a municipios | 0.00 |
| 816 | Convenios de colaboración administrativa | 0.00 |
| **8300** | **APORTACIONES** | **0.00** |
| 831 | Aportaciones de la Federación a las entidades federativas | 0.00 |
| 832 | Aportaciones de la Federación a municipios | 0.00 |
| 833 | Aportaciones de las entidades federativas a los municipios | 0.00 |
| 834 | Aportaciones previstas en leyes y decretos al sistema de protección social | 0.00 |
| 835 | Aportaciones previstas en leyes y decretos compensatorias a entidades | 0.00 |
| **8500** | **CONVENIOS** | **150,000.00** |
| 851 | Convenios de reasignación | 0.00 |
| 852 | Convenios de descentralización | 0.00 |
| 853 | Otros convenios | 150,000.00 |
| **9000** | **DEUDA PÚBLICA** | **51,537,911.57** |
| **9100** | **AMORTIZACION DE LA DEUDA PÚBLICA** | **37,768,775.58** |
| 911 | Amortización de la deuda interna con instituciones de crédito | 37,768,775.58 |
| 912 | Amortización de la deuda interna por emisión de títulos y valores | 0.00 |
| 913 | Amortización de arrendamientos financieros nacionales | 0.00 |
| 914 | Amortización de la deuda externa con instituciones de crédito | 0.00 |
| 915 | Amortización de deuda externa con organismos financieros internacionales | 0.00 |
| 916 | Amortización de la deuda bilateral | 0.00 |
| 917 | Amortización de la deuda externa por emisión de títulos y valores | 0.00 |
| 918 | Amortización de arrendamientos financieros internacionales | 0.00 |
| **9200** | **INTERESES DE LA DEUDA PÚBLICA** | **12,732,834.72** |
| 921 | Intereses de la deuda interna con instituciones de crédito | 1,542,644.62 |
| 922 | Intereses derivados de la colocación de títulos y valores | 11,190,190.10 |
| 923 | Intereses por arrendamientos financieros nacionales | 0.00 |
| 924 | Intereses de la deuda externa con instituciones de crédito | 0.00 |
| 925 | Intereses de la deuda con organismos financieros Internacionales | 0.00 |
| 926 | Intereses de la deuda bilateral | 0.00 |
| 927 | Intereses derivados de la colocación de títulos y valores en el exterior | 0.00 |
| 928 | Intereses por arrendamientos financieros internacionales | 0.00 |
| **9300** | **COMISIONES DE LA DEUDA PÚBLICA** | **0.00** |
| 931 | Comisiones de la deuda pública interna | 0.00 |

| Capítulo-Concepto-Partida genérica | | Presupuesto aprobado |
|---|---|---|
| 932 | Comisiones de la deuda pública externa | 0.00 |
| **9400** | **GASTOS DE LA DEUDA PÚBLICA** | **1,036,301.27** |
| 941 | Gastos de la deuda pública interna | 1,036,301.27 |
| 942 | Gastos de la deuda pública externa | 0.00 |
| **9500** | **COSTO POR COBERTURAS** | 0.00 |
| 951 | Costos por coberturas | 0.00 |
| **9600** | **APOYOS FINANCIEROS** | **0.00** |
| 961 | Apoyos a intermediarios financieros | 0.00 |
| 962 | Apoyos a ahorradores y deudores del Sistema Financiero Nacional | 0.00 |
| **9900** | **ADEUDOS DE EJERCICIOS FISCALES ANTERIORES (ADEFAS)** | **0.00** |
| 991 | ADEFAS | 0.00 |
| Total presupuesto de egresos | | **2,111,122,682.67** |

El presupuesto asignado para el concepto de comunicación social y publicidad es de $32,600,000.00 y se desglosa como se muestra a continuación:

| MEDIOS | Presupuesto aprobado |
|---|---|
| RADIO | 15,401,000.00 |
| TELEVISIÓN | 4,640,000.00 |
| PRENSA | 3,999,000.00 |
| REDES SOCIALES | 6,560,000.00 |
| IMPRESIONES | 2,000,000.00 |
| **Total Presupuesto** | **32,600,000.00** |

El presupuesto asignado para el pago de pensiones y jubilaciones es de $0.00 y se desglosa en las partidas 451 “Pensiones”, 452 “Jubilaciones” y 459 “Otras pensiones y jubilaciones” de la clasificación por objeto del gasto.

Artículo 12. Las asignaciones previstas para el Municipio, incluido el Ayuntamiento (Cabildo y Presidencia), en el ejercicio 2021 importan la cantidad de $2,111,122,682.67 y de acuerdo a la clasificación por objeto del gasto a nivel de capítulo, se desglosan por cada una de las unidades ejecutoras como se muestra a continuación:

| Clasificación Administrativa / Clasificación por Objeto del Gasto | | Presupuesto aprobado |
|---|---|---|
| **01-PRESIDENCIA** | | **28,904,427.24** |
| 1000 | SERVICIOS PERSONALES | 6,108,041.60 |
| 2000 | MATERIALES Y SUMINISTROS | 4,560,000.00 |
| 3000 | SERVICIOS GENERALES | 17,136,385.64 |

| Clasificación Administrativa / Clasificación por Objeto del Gasto | | Presupuesto aprobado |
|---|---|---|
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 1,100,000.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **02-SINDICATURA** | | **9,320,755.29** |
| 1000 | SERVICIOS PERSONALES | 8,645,403.34 |
| 2000 | MATERIALES Y SUMINISTROS | 160,000.00 |
| 3000 | SERVICIOS GENERALES | 495,351.95 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 20,000.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **03-REGIDURÍA** | | **71,436,872.31** |
| 1000 | SERVICIOS PERSONALES | 60,759,113.60 |
| 2000 | MATERIALES Y SUMINISTROS | 1,365,000.00 |
| 3000 | SERVICIOS GENERALES | 9,312,758.71 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 0.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSIÓN PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **04-SECRETARÍA DEL AYUNTAMIENTO** | | **27,402,470.02** |
| 1000 | SERVICIOS PERSONALES | 25,184,102.90 |
| 2000 | MATERIALES Y SUMINISTROS | 200,000.00 |
| 3000 | SERVICIOS GENERALES | 2,018,367.12 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 0.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSIÓN PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **05-ORGANO DE CONTROL INTERNO** | | **7,371,256.68** |
| 1000 | SERVICIOS PERSONALES | 6,711,711.58 |
| 2000 | MATERIALES Y SUMINISTROS | 330,000.00 |
| 3000 | SERVICIOS GENERALES | 329,545.10 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 0.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |

| Clasificación Administrativa / Clasificación por Objeto del Gasto | | Presupuesto aprobado |
|---|---|---|
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **07-PRESIDENTE MUNICIPAL** | | **390,880,781.22** |
| 1000 | SERVICIOS PERSONALES | 317,997,117.49 |
| 2000 | MATERIALES Y SUMINISTROS | 35,410,000.00 |
| 3000 | SERVICIOS GENERALES | 37,203,663.73 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 270,000.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **08-DESARROLLO ECONÓMICO** | | **130,495,313.41** |
| 1000 | SERVICIOS PERSONALES | 62,716,669.18 |
| 2000 | MATERIALES Y SUMINISTROS | 7,340,000.00 |
| 3000 | SERVICIOS GENERALES | 58,228,644.23 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 2,210,000.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **09-DESARROLLO SOCIAL** | | **939,345,767.19** |
| 1000 | SERVICIOS PERSONALES | 443,010,563.09 |
| 2000 | MATERIALES Y SUMINISTROS | 35,040,000.00 |
| 3000 | SERVICIOS GENERALES | 372,852,515.80 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 88,442,688.30 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **10-SERVICIO PÚBLICO DE TRÁNSITO** | | **22,132,337.90** |
| 1000 | SERVICIOS PERSONALES | 17,392,337.90 |
| 2000 | MATERIALES Y SUMINISTROS | 3,940,000.00 |
| 3000 | SERVICIOS GENERALES | 800,000.00 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 0.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |

| Clasificación Administrativa / Clasificación por Objeto del Gasto | | Presupuesto aprobado |
|---|---|---|
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **11-DIRECCCIÓN DE OBRAS PÚBLICAS** | | **251,336,786.84** |
| 1000 | SERVICIOS PERSONALES | 80,950,848.61 |
| 2000 | MATERIALES Y SUMINISTROS | 11,460,000.00 |
| 3000 | SERVICIOS GENERALES | 7,318,084.78 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 300,000.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 151,307,853.45 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **12-POLICIA MUNICIPAL PREVENTIVA** | | **50,341,230.55** |
| 1000 | SERVICIOS PERSONALES | 44,371,230.55 |
| 2000 | MATERIALES Y SUMINISTROS | 4,190,000.00 |
| 3000 | SERVICIOS GENERALES | 1,780,000.00 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 0.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| **13-TESORERIA** | | **182,154,684.02** |
| 1000 | SERVICIOS PERSONALES | 50,450,888.40 |
| 2000 | MATERIALES Y SUMINISTROS | 3,915,000.00 |
| 3000 | SERVICIOS GENERALES | 75,450,884.05 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 650,000.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSION PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 150,000.00 |
| 9000 | DEUDA PÚBLICA | 51,537,911.57 |
| Total presupuesto de egresos | | **$ 2,111,122,682.67** |

Artículo 13. El presupuesto de egresos municipal del ejercicio 2021 con base en la Clasificación Administrativa, se distribuye de la siguiente manera:

Clasificación Administrativa [4]

[4] De acuerdo con la Clasificación Administrativa emitida por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_02_002.pdf

| Clasificación administrativa | | Presupuesto aprobado |
|---|---|---|
| 3.0.0.0.0.0.0 | SECTOR PUBLICO MUNICIPAL | 0.00 |
| 3.1.0.0.0.0.0 | SECTOR PUBLICO NO FINANCIERO | |
| 3.1.1.0.0.0.0 | GOBIERNO GENERAL MUNICIPAL | 1,111,122,682.67 |
| 3.1.1.1.0.0.0 | Gobierno Municipal | 1,111,122,682.67 |
| 3.1.1.1.1.0.0 | Cabildo | 144,435,781.54 |
| 3.1.1.1.1.1.0 | **Presidencia Municipal** | 28,904,427.24 |
| 3.1.1.1.1.1.1 | Presidencia Municipal | 28,904,427.24 |
| 3.1.1.1.1.1.2 | **Sindicatura** | 9,320,755.29 |
| 3.1.1.1.1.1.2 | Sindicatura | 9,320,755.29 |
| 3.1.1.1.1.1.3 | **Regidurías** | 71,436,872.31 |
| 3.1.1.1.1.1.3 | Regidurías | 71,436,872.31 |
| 3.1.1.1.1.1.4 | **Secretaria del Ayuntamiento** | 27,402,470.02 |
| 3.1.1.1.1.1.4 | Secretaría del Ayuntamiento | 27,402,470.02 |
| 3.1.1.1.1.1.5 | **Órgano de Control Interno** | 7,371,256.68 |
| 3.1.1.1.1.1.5 | Contraloría Municipal | 7,371,256.68 |
| 3.1.1.1.1.1.6 | **Organismos Auxiliares** | 0.00 |
| 3.1.1.1.1.1.6 | Organismos Auxiliares | 0.00 |
| | Administración Pública Municipal | 1,966,686,901.13 |
| 3.1.1.1.1.2. | Presidente Municipal | 390,880,781.22 |
| 3.1.1.1.1.2.1 | Presidente Municipal | 390,880,781.22 |
| 3.1.1.1.1.2.2 | Desarrollo Económico | 130,495,313.41 |
| 3.1.1.1.1.2.2.01 | Desarrollo Económico | 130,495,313.41 |
| 3.1.1.1.1.2.3. | Desarrollo Social | 939,345,767.19 |
| 3.1.1.1.1.2.3.01 | Desarrollo Social | 939,345,767.19 |
| 3.1.1.1.1.2.4 | Servicio Público de Tránsito | 22,132,337.90 |
| 3.1.1.1.1.2.4 | Servicio Público de Tránsito | 22,132,337.90 |
| 3.1.1.1.1.2.5 | Dirección de Obras Públicas | 251,336,786.84 |
| 3.1.1.1.1.2.5.01 | Obras Públicas | 251,336,786.84 |
| 3.1.1.1.1.2.6 | Policía Municipal Preventiva | 50,341,230.55 |
| 3.1.1.1.1.2.6 | Policía Municipal Preventiva | 50,341,230.55 |
| 3.1.1.1.1.2.7 | Tesorería | 182,154,684.02 |
| 3.1.1.1.1.2.7.01 | Tesorería | 182,154,684.02 |
| | Administración Pública Paramunicipal | 0.00 |
| | Organismos Descentralizados | 0.00 |
| | Empresa de Participación Municipal | 0.00 |
| | Fideicomisos Públicos | 0.00 |
| Total presupuesto de egresos | | **2,111,122,682.67** |

El presupuesto asignado para la oficina, dirección o unidad de transparencia y acceso a la información pública municipal es de $1,778,931.30, el cual se presenta con base en la clasificación por objeto del gasto a nivel capítulo:

| Oficina, dirección o unidad de transparencia y acceso a la información pública municipal | | Presupuesto aprobado |
|---|---|---|
| 1000 | SERVICIOS PERSONALES | 1,511,327.04 |
| 2000 | MATERIALES Y SUMINISTROS | 200,000.00 |
| 3000 | SERVICIOS GENERALES | 67,604.26 |
| 4000 | TRANSFERENCIAS, ASIGNACIONES, SUBSIDIOS Y OTRAS AYUDAS | 0.00 |
| 5000 | BIENES MUEBLES, INMUEBLES E INTANGIBLES | 0.00 |
| 6000 | INVERSIÓN PÚBLICA | 0.00 |
| 7000 | INVERSIONES FINANCIERAS Y OTRAS PROVISIONES | 0.00 |
| 8000 | PARTICIPACIONES Y APORTACIONES | 0.00 |
| 9000 | DEUDA PÚBLICA | 0.00 |
| Total | | **1,778,931.30** |

El presupuesto asignado para las autoridades auxiliares municipales es de $740,590.71, el cual se distribuye como se señala a continuación:

| Autoridad Auxiliar Municipal | Presupuesto aprobado |
|---|---|
| **Juntas municipales** | 515,262.43 |
| Procuraduría del Menor | 515,262.43 |
| **Comisarías municipales** | 0.00 |
| Comisaría municipal | 0.00 |
| **Agencias municipales** | 225,328.28 |
| Agente Municipal | 225,328.28 |
| Total | 740,590.71 |

El presupuesto asignado para la impartición de la justicia municipal a través de los órganos jurisdiccionales del municipio es de $0.00, el cual se distribuye como se señala a continuación:

| Órgano jurisdiccional | Presupuesto aprobado |
|---|---|
| Ej. Juzgado calificador | 0.00 |
| Ej. Juzgado administrativo | 0.00 |
| Total | **0.00** |

En el presente presupuesto no se desglosan transferencias para la impartición de la justicia municipal, debido a que no se cuenta con este tipo de instancias.

Artículo 14. El presupuesto de egresos municipal del ejercicio 2021 con base en la Clasificación Funcional del Gasto a nivel de finalidad, función y subfunción, se distribuye de la siguiente manera:

Clasificación Funcional del Gasto (Finalidad, función y subfunción) [5]

| Finalidad-Función-Subfunción | | Presupuesto aprobado |
|---|---|---|
| 1 | GOBIERNO | **832,731,912.12** |
| 1.1. | LEGISLACION | **16,136,071.32** |
| 1.1.1 | Legislación | 9,295,837.28 |
| 1.1.2 | Fiscalización | 6,840,234.04 |
| 1.2. | JUSTICIA | 0.00 |
| 1.2.1 | Impartición de Justicia | **0.00** |
| 1.2.2 | Procuración de Justicia | 0.00 |
| 1.2.3 | Reclusión y Readaptación Social | 0.00 |
| 1.2.4 | Derechos Humanos | 0.00 |
| 1.3. | COORDINACION DE LA POLITICA DE GOBIERNO | **568,762,428.51** |
| 1.3.1 | Presidencia / Gubernatura | 50,673,601.48 |
| 1.3.2 | Política Interior | 28,794,428.92 |
| 1.3.3 | Preservación y Cuidado del Patrimonio Público | 29,565,902.19 |
| 1.3.4 | Función Pública | 416,773,651.66 |
| 1.3.5 | Asuntos Jurídicos | 28,286,309.86 |
| 1.3.6 | Organización de Procesos Electorales | 0.00 |
| 1.3.7 | Población | 14,668,534.40 |
| 1.3.8 | Territorio | 0.00 |
| 1.3.9 | Otros | 0.00 |
| 1.4. | RELACIONES EXTERIORES | **0.00** |
| 1.4.1 | Relaciones Exteriores | 0.00 |
| 1.5. | ASUNTOS FINANCIEROS Y HACENDARIOS | **110,109,187.52** |
| 1.5.1 | Asuntos Financieros | 75,443,383.08 |
| 1.5.2 | Asuntos Hacendarios | 34,665,804.44 |
| 1.6. | SEGURIDAD NACIONAL | 0.00 |
| 1.6.1 | Defensa | 0.00 |
| 1.6.2 | Marina | 0.00 |
| 1.6.3 | Inteligencia para la Preservación de la Seguridad Nacional | 0.00 |
| 1.7. | ASUNTOS DE ORDEN PÚBLICO Y DE SEGURIDAD INTERIOR | **81,599,381.58** |
| 1.7.1 | Policía | 46,071,230.55 |
| 1.7.2 | Protección Civil | 35,528,151.03 |
| 1.7.3 | Otros Asuntos de Orden Público y Seguridad | 0.00 |
| 1.7.4 | Sistema Nacional de Seguridad Pública | 0.00 |

[5] De acuerdo con la Clasificación Funcional del Gasto emitida por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_02_003.pdf

| Finalidad-Función-Subfunción | | Presupuesto aprobado |
|---|---|---|
| **1.8.** | **OTROS SERVICIOS GENERALES** | **56,124,843.19** |
| 1.8.1 | Servicios Registrales, Administrativos y Patrimoniales | 22,274,694.97 |
| 1.8.2 | Servicios Estadísticos | 0.00 |
| 1.8.3 | Servicios de Comunicación y Medios | 32,400,271.18 |
| 1.8.4 | Acceso a la Información Pública Gubernamental | 1,449,877.04 |
| 1.8.5 | Otros | 0.00 |
| **2** | **DESARROLLO SOCIAL** | **1,112,848,537.92** |
| **2.1.** | **PROTECCION AMBIENTAL** | **479,854,687.21** |
| 2.1.1 | Ordenación de Desechos | 0.00 |
| 2.1.2 | Administración del Agua | 0.00 |
| 2.1.3 | Ordenación de Aguas Residuales, Drenaje y Alcantarillado | 0.00 |
| 2.1.4 | Reducción de la Contaminación | 0.00 |
| 2.1.5 | Protección de la Diversidad Biológica y del Paisaje | 0.00 |
| 2.1.6 | Otros de Protección Ambiental | 479,854,687.21 |
| **2.2.** | **VIVIENDA Y SERVICIOS A LA COMUNIDAD** | **488,675,738.86** |
| 2.2.1 | Urbanización | 214,624,285.78 |
| 2.2.2 | Desarrollo Comunitario | 64,592,688.30 |
| 2.2.3 | Abastecimiento de Agua | 0.00 |
| 2.2.4 | Alumbrado Público | 188,149,465.93 |
| 2.2.5 | Vivienda | 7,037,770.60 |
| 2.2.6 | Servicios Comunales | 14,271,528.25 |
| 2.2.7 | Desarrollo Regional | 0.00 |
| **2.3.** | **SALUD** | **36,375,705.98** |
| 2.3.1 | Prestación de Servicios de Salud a la Comunidad | 36,375,705.98 |
| 2.3.2 | Prestación de Servicios de Salud a la Persona | 0.00 |
| 2.3.3 | Generación de Recursos para la Salud | 0.00 |
| 2.3.4 | Rectoría del Sistema de Salud | 0.00 |
| 2.3.5 | Protección Social en Salud | 0.00 |
| **2.4.** | **RECREACION, CULTURA Y OTRAS MANIFESTACIONES SOCIALES** | **14,894,974.61** |
| 2.4.1 | Deporte y Recreación | 12,079,167.00 |
| 2.4.2 | Cultura | 2,815,807.61 |
| 2.4.3 | Radio, Televisión y Editoriales | 0.00 |
| 2.4.4 | Asuntos Religiosos y Otras Manifestaciones Sociales | 0.00 |
| **2.5.** | **EDUCACION** | **25,186,007.10** |
| 2.5.1 | Educación Básica | 0.00 |
| 2.5.2 | Educación Media Superior | 0.00 |
| 2.5.3 | Educación Superior | 0.00 |
| 2.5.4 | Posgrado | 0.00 |
| 2.5.5 | Educación para Adultos | 0.00 |
| 2.5.6 | Otros Servicios Educativos y Actividades Inherentes | 25,186,007.10 |
| **2.6.** | **PROTECCION SOCIAL** | **2,500,000.00** |
| 2.6.1 | Enfermedad e Incapacidad | 0.00 |
| 2.6.2 | Edad Avanzada | 0.00 |

| Finalidad-Función-Subfunción | | Presupuesto aprobado |
|---|---|---|
| 2.6.3 | Familia e Hijos | 0.00 |
| 2.6.4 | Desempleo | 0.00 |
| 2.6.5 | Alimentación y Nutrición | 0.00 |
| 2.6.6 | Apoyo Social para la Vivienda | 0.00 |
| 2.6.7 | Indígenas | 0.00 |
| 2.6.8 | Otros Grupos Vulnerables | 0.00 |
| 2.6.9 | Otros de Seguridad Social y Asistencia Social | 2,500,000.00 |
| **2.7.** | **OTROS ASUNTOS SOCIALES** | **65,361,424.16** |
| 2.7.1 | Otros Asuntos Sociales | 65,361,424.16 |
| **3** | **DESARROLLO ECONOMICO** | **114,004,321.06** |
| **3.1.** | **ASUNTOS ECONOMICOS, COMERCIALES Y LABORALES EN GENERAL** | **77,077.95** |
| 3.1.1 | Asuntos Económicos y Comerciales en General | 77,077.95 |
| 3.1.2 | Asuntos Laborales Generales | 0.00 |
| **3.2.** | **AGROPECUARIA, SILVICULTURA, PESCA Y CAZA** | **5,404,059.91** |
| 3.2.1 | Agropecuaria | 5,404,059.91 |
| 3.2.2 | Silvicultura | 0.00 |
| 3.2.3 | Acuacultura, Pesca y Caza | 0.00 |
| 3.2.4 | Agroindustrial | 0.00 |
| 3.2.5 | Hidroagrícola | 0.00 |
| 3.2.6 | Apoyo Financiero a la Banca y Seguro Agropecuario | 0.00 |
| **3.3.** | **COMBUSTIBLES Y ENERGIA** | **0.00** |
| 3.3.1 | Carbón y Otros Combustibles Minerales Sólidos | 0.00 |
| 3.3.2 | Petróleo y Gas Natural (Hidrocarburos) | 0.00 |
| 3.3.3 | Combustibles Nucleares | 0.00 |
| 3.3.4 | Otros Combustibles | 0.00 |
| 3.3.5 | Electricidad | 0.00 |
| 3.3.6 | Energía no Eléctrica | 0.00 |
| **3.4.** | **MINERIA, MANUFACTURAS Y CONSTRUCCION** | **0.00** |
| 3.4.1 | Extracción de Recursos Minerales excepto los Combustibles Minerales | 0.00 |
| 3.4.2 | Manufacturas | 0.00 |
| 3.4.3 | Construcción | 0.00 |
| **3.5.** | **TRANSPORTE** | **0.00** |
| 3.5.1 | Transporte por Carretera | 0.00 |
| 3.5.2 | Transporte por Agua y Puertos | 0.00 |
| 3.5.3 | Transporte por Ferrocarril | 0.00 |
| 3.5.4 | Transporte Aéreo | 0.00 |
| 3.5.5 | Transporte por Oleoductos y Gasoductos y Otros Sistemas de Transporte | 0.00 |
| 3.5.6 | Otros Relacionados con Transporte | 0.00 |
| **3.6.** | **COMUNICACIONES** | 0.00 |
| 3.6.1 | Comunicaciones | 0.00 |
| **3.7.** | **TURISMO** | **80,940,517.44** |
| 3.7.1 | Turismo | 80,940,517.44 |
| 3.7.2 | Hoteles y Restaurantes | 0.00 |

| Finalidad-Función-Subfunción | | Presupuesto aprobado |
|---|---|---|
| **3.8.** | **CIENCIA, TECNOLOGIA E INNOVACION** | **5,110,000.00** |
| 3.8.1 | Investigación Científica | 0.00 |
| 3.8.2 | Desarrollo Tecnológico | 1,110,000.00 |
| 3.8.3 | Servicios Científicos y Tecnológicos | 0.00 |
| 3.8.4 | Innovación | 4,000,000.00 |
| **3.9.** | **OTRAS INDUSTRIAS Y OTROS ASUNTOS ECONOMICOS** | **22,472,665.76** |
| 3.9.1 | Comercio, Distribución, Almacenamiento y Depósito | 0.00 |
| 3.9.2 | Otras Industrias | 0.00 |
| 3.9.3 | Otros Asuntos Económicos | 22,472,665.76 |
| **4** | **OTRAS NO CLASIFICADAS EN FUNCIONES ANTERIORES** | **51,537,911.57** |
| **4.1.** | **TRANSACCIONES DE LA DEUDA PUBLICA / COSTO FINANCIERO DE LA DEUDA** | **51,537,911.57** |
| 4.1.1 | Deuda Pública Interna | 51,537,911.57 |
| 4.1.2 | Deuda Pública Externa | 0.00 |
| **4.2.** | **TRANSFERENCIAS, PARTICIPACIONES Y APORTACIONES ENTRE DIFERENTES NIVELES Y ORDENES DE GOBIERNO** | **0.00** |
| 4.2.1 | Transferencias entre Diferentes Niveles y Ordenes de Gobierno | 0.00 |
| 4.2.2 | Participaciones entre Diferentes Niveles y Ordenes de Gobierno | 0.00 |
| 4.2.3 | Aportaciones entre Diferentes Niveles y Ordenes de Gobierno | 0.00 |
| **4.3.** | **SANEAMIENTO DEL SISTEMA FINANCIERO** | **0.00** |
| 4.3.1 | Saneamiento del Sistema Financiero | 0.00 |
| 4.3.2 | Apoyos IPAB | 0.00 |
| 4.3.3 | Banca de Desarrollo | 0.00 |
| 4.3.4 | Apoyo a los programas de reestructura en unidades de inversión (UDIS) | 0.00 |
| **4.4.** | **ADEUDOS DE EJERCICIOS FISCALES ANTERIORES** | **0.00** |
| 4.4.1 | Adeudos de Ejercicios Fiscales Anteriores | 0.00 |
| Total presupuesto de egresos | | **2,111,122,682.67** |

Artículo 15. El presupuesto de egresos municipal del ejercicio 2021 con base en la Clasificación Programática, desglosando por programa presupuestario, se distribuye de la siguiente manera:

Clasificación Programática [6]

| Programas presupuestarios | | | Presupuesto aprobado |
|---|---|---|---|
| | | | **Programas** |
| | **Subsidios: Sector Social y Privado o Entidades Federativas y Municipios** | | **0.00** |
| | Sujetos a Reglas de Operación | S | 0.00 |
| | Otros Subsidios | U | 0.00 |
| | **Desempeño de las Funciones** | | **1,603,570,614.22** |
| | Prestación de Servicios Públicos | E | 563,442,447.31 |
| | Provisión de Bienes Públicos | B | 0.00 |
| | Planeación, seguimiento y evaluación de políticas públicas | P | 2,815,807.61 |
| | Promoción y fomento | F | 406,149,818.64 |
| | Regulación y supervisión | G | 0.00 |
| | Funciones de las Fuerzas Armadas (Únicamente Gobierno Federal) | A | 0.00 |
| | Específicos | R | 479,854,687.21 |
| | Proyectos de Inversión | K | 151,307,853.45 |
| | **Administrativos y de Apoyo** | | **456,014,156.88** |
| | Apoyo al proceso presupuestario y para mejorar la eficiencia institucional | M | 0.00 |
| | Apoyo a la función pública y al mejoramiento de la gestión | O | 456,014,156.88 |
| | Operaciones ajenas | W | 0.00 |
| | **Compromisos** | | **0.00** |
| | Obligaciones de cumplimiento de resolución jurisdiccional | L | 0.00 |
| | Desastres Naturales | N | 0.00 |
| | **Obligaciones** | | **0.00** |
| | Pensiones y jubilaciones | J | 0.00 |
| | Aportaciones a la seguridad social | T | 0.00 |
| | Aportaciones a fondos de estabilización | Y | 0.00 |
| | Aportaciones a fondos de inversión y reestructura de pensiones | Z | 0.00 |
| | **Programas de Gasto Federalizado (Gobierno Federal)** | | **51,537,911.57** |
| | Gasto Federalizado | I | 0.00 |
| Participaciones a entidades federativas y municipios | | C | 0.00 |
| Costo financiero, deuda o apoyos a deudores y ahorradores de la banca | | D | **51,537,911.57** |
| Adeudos de ejercicios fiscales anteriores | | H | 0.00 |
| **Total** | | | **2,111,122,682.67** |

Artículo 16. Los programas con recursos concurrentes provenientes de transferencias federales, estatales e ingresos propios ascienden a 0.00, distribuidos de la siguiente forma:

[6] De acuerdo con la Clasificación Programática emitida por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_02_004.pdf

Programas con recursos concurrentes por orden de gobierno [7]

| Nombre del Programa a | Federal | | Estatal | | Municipal | | Monto Total =c+e+g |
|---|---|---|---|---|---|---|---|
| | Dependencia / Entidad b | Aportación (Monto) c | Dependencia / Entidad d | Aportación (Monto) e | Dependencia / Entidad f | Aportación (Monto) g | |
| N/A | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| N/A | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

Artículo 17. Las erogaciones previstas en el presente presupuesto de egresos para otorgar subsidios y ayudas sociales, se distribuyen conforme a las siguientes tablas:

| 4300 Subsidios y subvenciones | | | |
|---|---|---|---|
| Subsidio | Beneficiario | Tipo o naturaleza | Presupuesto aprobado |
| Subsidios a la inversión | Personas físicas o morales que se encuentren dentro de los perímetros del Centro Histórico | Inversión Centro Histórico | 500,000.00 |
| | | | |
| Total | | | 500,000.00 |

PROGRAMA MEDIANTE EL CUAL SE OTORGAN DIVERSOS ESTÍMULOS FISCALES PARA INCENTIVAR LA ACTIVACIÓN ECONÓMICA Y REVITALIZACIÓN DEL CENTRO HISTÓRICO DEL MUNICIPIO Y PUERTO DE VERACRUZ, VERACRUZ DE IGNACIO DE LA LLAVE.

| 4400 Ayudas sociales | | | |
|---|---|---|---|
| Ayuda social | Beneficiario | Tipo o naturaleza | Presupuesto aprobado |
| Ancianos y Desvalidos | Albergues DIF (casa Hogar, Aldea de niños, Aldea de niñas, Adulto Mayor CADI-CAIC 14 kinders y 10 Guarderías, Población en general (sectores vulnerables) | Alimentos, medicamentos, Médicos Especialistas, productos de limpieza e higiene personal, útiles escolares, ropa, calzado, uniformes, pago de inscripciones escolares, actas de nacimiento, actas de defunción, aparatos funcionales, sillas de rueda para niños, sillas para parálisis cerebral, apoyos | 23,500,000.00 |

[7] De acuerdo con la norma para establecer la estructura de información del formato de programas con recursos federales por orden de gobierno emitida por el CONAC. Disponible en: http://www.conac.gob.mx/work/models/CONAC/normatividad/NOR_01_14_009.pdf

| | | | |
|---|---|---|---|
| | | funerarios, otras cooperaciones y ayudas | |
| Otras ayudas sociales | Población en general (sectores vulnerables) | Despensas, lentes, aparatos ortopédicos, | 63,992,688.30 |
| Becas | Alumnos de primaria, secundaria, preparatoria y universidad | | 1,000,000.00 |
| Total | | | 88,492,688.30 |

Artículo 18. Las asignaciones presupuestales a Instituciones sin fines de lucro u organismos de la sociedad civil para el ejercicio fiscal 2021 son las siguientes:

| Nombre de la institución sin fines de lucro u organismo de la sociedad civil | Presupuesto aprobado |
|---|---|
| Cruz Roja Mexicana, IAP | 1,050,000.00 |
| Patronato del Honorable Cuerpo de Bomberos Veracruz Boca del Río, AC | 360,000.00 |
| Asociación Asistencial Doña Nico, AC | 180,000.00 |
| Productores Agropecuarios y Acuicultores | 2,000,000.00 |
| Otras | 410,000.00 |
| Total | $4,000,000.00 |

Artículo 19. El Anexo Transversal para la atención de las niñas, niños y adolescentes es un elemento fundamental para evaluar el compromiso de los distintos órdenes de gobierno, incluyendo a los gobiernos municipales, respecto del cumplimiento de la Convención sobre los Derechos del Niño, ya que es el único instrumento disponible para conocer el abanico de programas presupuestarios focalizados en niños, niñas y adolescentes. La información que proporciona el Anexo Transversal permite analizar la distribución de gasto bajo el enfoque de derechos, encontrar las áreas de oportunidad y los vacíos temáticos para la atención y cumplimiento de los derechos de la infancia, lo cual constituye información útil para orientar la toma de decisiones de los actores gubernamentales y mejorar la calidad del gasto. Por ello, con el fin de orientar las finanzas públicas del municipio bajo el enfoque de derechos y contar con herramientas que favorezcan la igualdad de oportunidades y garanticen el bienestar de la niñez, en el presente ejercicio fiscal se establece un importe de $6,000,000.00 que corresponde a inversión destinada para niñas, niños y adolescentes que se distribuye en 2 programas presupuestarios a cargo de las dependencias y entidades de la Administración Pública Municipal como se muestra a continuación:

Anexo Transversal para la atención de las niñas, niños y adolescentes

| Clave Presupuestaria | Programa presupuestario | Presupuesto aprobado |
|---|---|---|
| Dependencia 1 | | |
| Educación y DIF | Creciendo con calidad educativa para todos | 1,000,000.00 |
| Dependencia 2 | | |

| | | |
|---|---|---|
| DIF | Creciendo para un bienestar social | 5,000,000.00 |
| Dependencia 3 | | |
| | | |
| Total | | 6,000,000.00 |

Artículo 20. La Tesorería Municipal podrá reducir, suspender o terminar las transferencias y subsidios cuando:

I. Las entidades a las que se les otorguen cuenten con autosuficiencia financiera;
II. Las transferencias ya no cumplan con el objetivo de su otorgamiento;
III. Las entidades no remitan la información referente a la aplicación de estas transferencias; y
IV. No existan las condiciones presupuestales para seguir otorgándolas.

Artículo 21. El gasto previsto para prestaciones del Sindicato Único de Empleados y Trabajadores en General al Servicio del Ayuntamiento de Veracruz importa la cantidad de $364,652,206.08 y se distribuye de la siguiente manera:

| Concepto | Cuenta | Presupuesto aprobado |
|---|---|---|
| Quinquenios | 13101 | 18,348,811.20 |
| Prima Dominical | 13201 | 721,904.40 |
| Gratificación Anual | 13202 | 64,108,902.82 |
| prima Vacacional | 13203 | 19,346,590.28 |
| Canasta Navideña | 13205 | 15,750,300.00 |
| Compensación por turnos vespertinos | 13301 | 12,007,430.40 |
| Compensaciones Fijas | 13401 | 15,079,367.93 |
| Instituto de pensiones del Estado | 14105 | 26,978,022.00 |
| Seguro Colectivo de Vida | 14101 | 7,200,000.00 |
| Jubilaciones | 15301 | 11,500,000.00 |
| pensiones | 15302 | 19,549,991.84 |
| Ayuda para Lentes y Aparatos ortopédicos | 15402 | 7,228,600.00 |
| Despensas | 15404 | 88,934,600.00 |
| Previsión Social (Eventos de día de Reyes, día de las Madres, día del Padre, Brindis de diciembre) | 15405 | 3,462,978.04 |
| Previsión Social (Subsidio ISR) | 15405 | 49,337,068.40 |
| Previsión Social (Uniformes para Banda de Música, Trabajadores de Alumbrado, Parques y Jardines y Cementerio Municipal) | 15405 | 1,251,374.68 |
| Previsión Social (Uniformes para trabajadores de Limpia Pública) | 15405 | 8,584,538.71 |
| Previsión Social (Día del Empleado Municipal) | 15405 | 10,269,870.43 |
| Previsión Social (desfile 1ro de Mayo) | 15405 | 6,705,786.30 |
| Previsión Social (gastos funerarios, fomento al deporte, papelería, luz, teléfono, funcionamiento de los sindicatos, subsidios, fondo de jubilación, sillas de ruedas, prótesis, regalos a los casados) | 15405 | 2,779,145.47 |
| Día de descanso Obligatorio | 15412 | 537,068.00 |
| Servicio de Guarderías | 15413 | 2,343,120.00 |
| Ayuda para la adquisiciones de útiles escolares | 15414 | 2,611,200.00 |
| Día de las Madres | 15417 | 2,939,500.00 |

| Concepto | Cuenta | Presupuesto aprobado |
|---|---|---|
| Día del padre | 15433 | 1,039,100.00 |
| Ayuda para capacitación y desarrollo (Becas) | 15502 | 10,632,820.00 |
| Estimulo por puntualidad y asistencia | 17104 | 7,275,545.05 |
| Bono Mensual y anual | 17108 | 14,744,400.00 |
| **Total** | | **$431,268,035.95** |

Artículo 22. El gasto contemplado en el presente presupuesto de egresos y que cuenta con aprobación para realizar erogaciones plurianuales, se muestra a continuación:

| Nombre del proyecto o programa | Presupuesto aprobado en años anteriores | Presupuesto aprobado para el año 2020 | Presupuesto aprobado para años posteriores |
|---|---|---|---|
| No aplica | 0.00 | 0.00 | 0.00 |
| No aplica | 0.00 | 0.00 | 0.00 |
| No aplica | 0.00 | 0.00 | 0.00 |
| Total | | | |

El gasto contemplado en el presente presupuesto de egresos corresponde únicamente al ejercicio fiscal 2020 y no cuenta con partidas que se encuentren relacionadas con erogaciones plurianuales.

Artículo 23. El presente Presupuesto de Egresos contempla las cantidades que se deben pagar durante el año 2021, al amparo de los contratos celebrados entre el municipio y un inversionista proveedor, mediante el cual se establece, por una parte, la obligación del inversionista proveedor de prestar a un plazo de quince años, servicios al amparo de un compromiso de pago derivado de una Asociación Público-Privada, con los activos que éste construya o suministre y, por la otra, la obligación de pago por parte del municipio por los servicios que le sean proporcionados.

| Asociaciones Público-Privadas | | | | |
|---|---|---|---|---|
| Contrato | | Monto de la inversión pactado | Fecha de vencimiento | Monto presupuestado para el año 2021 |
| Fecha de contrato | Denominación de la APP | | | |
| 29/09/2017 | Wardenclyffe Veracruz Puerto, S.A.P.I. de C.V. | 621,682,178.00 | 31/05/2033 | 143,313,231.04 |
| Total | | | | **$143,313,231.04** |

El monto aproximado a pagarse por concepto de valor de terminación en caso de una terminación anticipada por incumplimiento del municipio sería de por el monto de los trabajos cubiertos en el servicio, según lo establecido en el contrato de proyecto para prestación de servicio.

Lo anterior de conformidad con lo establecido en el artículo 119 de la Ley de Asociaciones Público Privadas para el Estado de Veracruz de Ignacio de la Llave.

## CAPÍTULO III
## De los Servicios Personales

Artículo 24. En el ejercicio fiscal 2020, la Administración Pública Municipal centralizada contará con 5082 plazas de conformidad con lo siguiente:

**ANALÍTICO DE PLAZAS DE LA ADMINISTRACIÓN PÚBLICA MUNICIPAL CENTRALIZADA**

| PLAZAS | BASE | CONFIANZA | Nº DE PLAZAS |
|---|---|---|---|
| PRESIDENTE MUNICIPAL | | 1 | 1 |
| SINDICO UNICO | | 1 | 1 |
| REGIDOR PRIMERO | | 1 | 1 |
| REGIDOR SEGUNDO | | 1 | 1 |
| REGIDOR TERCERO | | 1 | 1 |
| REGIDOR CUARTO | | 1 | 1 |
| REGIDOR QUINTO | | 1 | 1 |
| REGIDOR SEXTO | | 1 | 1 |
| REGIDOR SEPTIMO | | 1 | 1 |
| REGIDOR OCTAVO | | 1 | 1 |
| REGIDOR NOVENO | | 1 | 1 |
| REGIDOR DECIMO | | 1 | 1 |
| REGIDOR DECIMO SEGUNDO | | 1 | 1 |
| REGIDOR DECIMO TERCERO | | 1 | 1 |
| REGIDOR DECIMO PRIMERO | | 1 | 1 |
| | | 15 | 15 |
| AUDITOR | | 7 | 7 |
| AUXILIAR | 1 | 3 | 4 |
| JEFE DE AREA | | 2 | 2 |
| JEFE DE DEPARTAMENTO | | 1 | 1 |
| SUB-DIRECTOR | | 3 | 3 |
| AUXILIAR DE GOBERNACION | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 1 | | 1 |
| AUXILIAR DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CULTURA | 1 | | 1 |
| AUXILIAR DE INGRESOS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CATASTRO | 1 | | 1 |
| COORDINADORA ADMINISTRATIVA DE CONTRALORIA | 1 | | 1 |
| COORDINADOR DE AUDITORIAS | 1 | | 1 |
| CONTRALOR GENERAL MPAL. | 1 | | 1 |
| | 10 | 16 | 26 |
| ADMINISTRADOR | | 7 | 7 |
| AGENTE ESTACIONOMETRO | | 23 | 23 |
| ANALISTA | | 2 | 2 |
| ASESOR | 1 | 2 | 3 |
| ASISTENTE | 1 | 6 | 7 |
| AUX.DE MANTENIMIENTO | | 3 | 3 |
| AUXILIAR | 5 | 10 | 15 |
| AUXILIAR ADMINISTRATIVO | 5 | 13 | 18 |
| AUXILIAR DE ASEO | | 1 | 1 |
| AUXILIAR DE BIBLIOTECA | 4 | | 4 |
| AUXILIAR DEL REGISTRO CIVIL | 2 | | 2 |
| AUXILIAR OPERATIVO | | 7 | 7 |
| CABO DE CUADRILLA | | 2 | 2 |
| CANDADERO | | 5 | 5 |

| | | | |
|---|---|---|---|
| COORDINADOR | 2 | 19 | 21 |
| COORDINADOR ADMINISTRATIVO | | 2 | 2 |
| DIRECTOR | 3 | 3 | 6 |
| DIRECTORA EMBA | 1 | | 1 |
| ENCARGADO DE AREA | | 3 | 3 |
| INFORMADOR TURISTICO | | 1 | 1 |
| INSPECTOR | | 32 | 32 |
| INTENDENTE | | 2 | 2 |
| JARDINERO | | 19 | 19 |
| JEFE DE AREA | | 19 | 19 |
| JEFE DE BODEGA | | 2 | 2 |
| MUSICO | | 12 | 12 |
| OPERADOR | | 1 | 1 |
| OPERATIVO | | 2 | 2 |
| PROFESOR | | 17 | 17 |
| PROMOTOR CULTURAL | | 1 | 1 |
| RESCATISTA DE LAGUNAS | | 2 | 2 |
| SECRETARIA | 1 | 7 | 8 |
| SECRETARIO PARTICULAR | | 1 | 1 |
| SUB-DIRECTOR | | 4 | 4 |
| SUPERVISOR | | 18 | 18 |
| TECNICO | | 1 | 1 |
| TESORERO COMITE CARNAVAL | | 1 | 1 |
| VELADOR | | 2 | 2 |
| VETERINARIO | | 4 | 4 |
| VIGILANTE | | 2 | 2 |
| AUX. CONTABLE DEL DEPTO.DE CON | | 1 | 1 |
| ENCARGADO DISEÑO GRAFICO | | 1 | 1 |
| MAESTRO GUITARRA | | 1 | 1 |
| AUXILIAR DE GOBERNACION | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE GOBERNACION | 4 | | 4 |
| AUXILIAR DEL DEPARTAMENTO DE GOBERNACION | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 1 | | 1 |
| AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 3 | | 3 |
| AUXILIAR DE CATASTRO | 2 | | 2 |
| AUXILIAR DE OBRAS PUBLICAS | 1 | | 1 |
| ENC. DE AREA | | 1 | 1 |
| AUXILIAR DE INTENDENCIA | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE TURISMO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CULTURA | 6 | | 6 |
| OFICIAL SEGUNDO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE LA SECRETARIA DEL AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE INGRESOS | 2 | | 2 |
| AUXILIAR DE PARTICIPACION CIUDADANA | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 1 | | 1 |
| OFICIAL SEGUNDO DE LA SALA DE EDILES | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE ADQUISICIONES | 1 | | 1 |
| TECNICO OPERATIVO A | | 4 | 4 |
| AUXILIAR DE RECURSOS HUMANOS | 1 | | 1 |
| AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 2 | | 2 |

| | | | |
|---|---|---|---|
| AUXILIAR DE SALA DE EDILES | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE ASEO DE INTENDENCIA | 1 | | 1 |
| PEON DE PARQUES Y JARDINES | 1 | | 1 |
| INSPECTOR DE COMERCIO | | 18 | 18 |
| JEFATURA ADMON MERCADOS | | 1 | 1 |
| AUXILIAR DE CONCILIACION | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DE RECURSOS HUMANOS | 1 | | 1 |
| AUXILIAR DE LA SECRETARIA | 1 | | 1 |
| DIRECTOR DE COMERCIO Y MERCADO | 1 | | 1 |
| JEFATURA OPERATIVA COMERCIO | | 1 | 1 |
| SUBDIRECTOR VINCULACION CIUDAD | | 1 | 1 |
| SUPERVISOR INSPECTORES | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SERVICIOS ADMINISTRATIVOS | 1 | | 1 |
| ASISTENTE PRESIDENCIA CARNAVAL | | 1 | 1 |
| COORDINADOR EVENTOS CARNAVAL | | 1 | 1 |
| AUXILIAR DE LA SECCION DE PREDIAL DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| CHOFER PRESIDENCIA CARNAVAL | | 1 | 1 |
| COORDINADOR BODEGA CARNAVAL | | 1 | 1 |
| COORDINADOR CONTABLE CARNAVAL | | 1 | 1 |
| PRESIDENTE COMITE CARNAVAL | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE FOMENTO ECONOMICO | 1 | | 1 |
| AYUDANTE ARCHIVISTA DEL DEPARTAMENTO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE SERVICIOS GENERALES | 1 | | 1 |
| COORDINADOR REINO MAGICO | | 1 | 1 |
| ENCARGADO DE REYNO MAGICO | | 1 | 1 |
| COBRADOR "F" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE TESORERIA EGRESOS | 1 | | 1 |
| AUXILIAR DE JARDINERIA | | 2 | 2 |
| OPERADOR TRACTOPODADORA | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE FOMENTO DEPORTIVO | 1 | | 1 |
| INSPECTOR DE REGLAMENTOS MUNICIPALES | 1 | | 1 |
| ELECTRICISTA DE LA DIRECCION DE ALUMBRADO PUBLICO | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE CONTABILIDAD | 1 | | 1 |
| MAESTRO DE DIBUJO | | 1 | 1 |
| MAESTRO DE PINTURA | 1 | | 1 |
| PROFESOR DE SOLFEO (INCAPACITADO PROVISIONAL) | | 1 | 1 |
| COORD.DE PROYECTOS | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE COMUNICACION SOCIAL | 1 | | 1 |
| AUXILIAR DE DESARROLLO URBANO Y OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE TURISMO | 3 | | 3 |
| MOZO CADENERO "B" DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE DESARROLLO ECONOMICO | 1 | | 1 |
| AYUDANTE ADMINISTRATIVO DE LA PRESIDENCIA | 1 | | 1 |
| JEFE DE ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| ASISTENTE DE LA DIRECCION DE RECURSOS HUMANOS | 1 | | 1 |
| MAESTRO DE SERIGRAFIA | | 1 | 1 |

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|---|---|---|---|
| PROFESOR DE PINTURA | | 1 | 1 |
| PROFESOR DE SOLFEO | | 4 | 4 |
| DIRECTOR DE TURISMO MUNICIPAL | 1 | | 1 |
| MAESTRO ARTES PLASTICAS | | 1 | 1 |
| PROFR. DE MUSICA | | 3 | 3 |
| AUXILIAR DEL MUSEO | 1 | | 1 |
| CHOFER DE LA DIRECCION DE ADQUISICIONES | 1 | | 1 |
| ESCRIBIENTE "B" DE BIBLIOTECA | 1 | | 1 |
| AUXILIAR DE COMPRAS | 1 | | 1 |
| AYUDANTE ELECTRICISTA DE TERCERA DE LA DIRECCION DE ALUMBRADO PUBLICO | 1 | | 1 |
| AUXILIAR DE LA SECCION DE PREDIAL | 1 | | 1 |
| ELECTRICISTA DE SEGUNDA DE LA DIRECCION DE ALUMBRADO | 1 | | 1 |
| | 98 | 312 | 410 |
| ABOGADO | | 2 | 2 |
| ADMINISTRADOR | | 4 | 4 |
| ANALISTA | 2 | 8 | 10 |
| ASESOR | 1 | | 1 |
| ASESOR ESPECIALIZADO | | 7 | 7 |
| ASESOR JURIDICO | | 8 | 8 |
| ASESOR TECNICO | | 1 | 1 |
| ASISTENTE | | 12 | 12 |
| ASISTENTE EDUCATIVA | | 72 | 72 |
| AUX.DE MANTENIMIENTO | | 8 | 8 |
| AUX.OPERATIVO | | 38 | 38 |
| AUXILIAR | 8 | 155 | 163 |
| AUXILIAR ADMINISTRATIVO | 8 | 89 | 97 |
| AUXILIAR DE BIBLIOTECA | 10 | | 10 |
| AUXILIAR DE MANTENIMIENTO | | 7 | 7 |
| AUXILIAR DEL REGISTRO CIVIL | 11 | 1 | 12 |
| AUXILIAR EDUCATIVA | | 2 | 2 |
| AUXILIAR OPERATIVO | | 156 | 156 |
| AYUDANTE | | 1 | 1 |
| BARRENDERO | | 421 | 421 |
| BODEGUERO | | 13 | 13 |
| BRIGADISTA | | 5 | 5 |
| CABO DE CUADRILLA | | 63 | 63 |
| CAJERO | | 2 | 2 |
| CAMPANERO | | 11 | 11 |
| CHOFER | | 19 | 19 |
| COCINERA | | 26 | 26 |
| COORDINADOR | 3 | 27 | 30 |
| COORDINADOR ADMINISTRATIVO | | 2 | 2 |
| DELEGADO | | 14 | 14 |
| DIRECTOR | 8 | | 8 |
| DIRECTOR DE BIBLIOTECA | 1 | | 1 |
| DOCTOR | | 3 | 3 |
| ELECTRICISTA | | 12 | 12 |
| ENCARGADO DE AREA | 1 | 10 | 11 |
| ENCARGADO DE UNIDAD | | 5 | 5 |
| ENFERMERA | | 9 | 9 |
| ENFERMERO | | 2 | 2 |
| ENLACE | | 1 | 1 |

| | | | |
|---|---|---|---|
| ESPECIALISTA TECNICO | | 1 | 1 |
| GANCHERO | | 4 | 4 |
| INCAPACITADO PERMANENTE SLP | | 33 | 33 |
| INSPECTOR | 1 | 7 | 8 |
| INSTRUCTOR DE EDUCACION FISICA | | 5 | 5 |
| INSTRUCTOR EVENTUAL | | 4 | 4 |
| INTENDENTE | | 30 | 30 |
| JEFE DE AREA | 1 | 33 | 34 |
| JEFE DE DEPARTAMENTO | | 2 | 2 |
| JUBILADO SLP | | 112 | 112 |
| LAVANDERA | | 6 | 6 |
| LOGISTICA | | 2 | 2 |
| MAESTRA | | 42 | 42 |
| MEDICO | | 15 | 15 |
| NIÑERA | | 8 | 8 |
| NUTRIOLOGO | | 17 | 17 |
| ODONTOLOGO | | 8 | 8 |
| OPERADOR | | 3 | 3 |
| PISADOR | | 39 | 39 |
| PROFESOR | | 2 | 2 |
| PROGRAMADOR | | 1 | 1 |
| PSICOLOGO | | 20 | 20 |
| RECEPCIONISTA | | 2 | 2 |
| SECRETARIA | 2 | 13 | 15 |
| SECRETARIA PARTICULAR | | 2 | 2 |
| SECRETARIO TECNICO | 1 | 1 | 2 |
| SUB-DIRECTOR | | 11 | 11 |
| SUBPROCURADOR | | 2 | 2 |
| SUPERVISOR | 1 | 31 | 32 |
| TECNICO OPERATIVO "A" | | 12 | 12 |
| TECNICO OPERATIVO "B" | | 28 | 28 |
| TOPOGRAFO | | 1 | 1 |
| TRABAJADORA SOCIAL | | 15 | 15 |
| VACIADOR | | 319 | 319 |
| VELADOR | | 15 | 15 |
| VIGILANTE | | 2 | 2 |
| VIUDA PENSIONADA SLP | | 84 | 84 |
| AUXILIAR ADMINISTRATIVO A | | 1 | 1 |
| AUXILIAR DE TENENCIA DE LA TIERRA | 6 | 1 | 7 |
| AUX. EDUCATIVO | | 7 | 7 |
| JEFE DEL DEPTO.JURIDICO | | 1 | 1 |
| ENCARGADA ESCUELA DECLAMACIÓN | | 1 | 1 |
| ANALISTA DE LA DIRECCION DE RECURSOS HUMANOS | 1 | | 1 |
| SUBDIRECTORA ESTRATEGICA | | 1 | 1 |
| TECNICO PROFESIONAL | | 1 | 1 |
| COORDINADOR DESARROLLO Y PROMO | | 1 | 1 |
| AUXILIAR DE GOBERNACION | 13 | | 13 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE ADQUISICIONES | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE EJECUCION FISCAL | 1 | | 1 |
| AUXILIAR DE LA SALA DE EDILES | 4 | | 4 |
| AUXILIAR DE LA DIRECCION DE GOBERNACION | 4 | | 4 |
| AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 3 | | 3 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 7 | | 7 |
| OFICIAL TERCERO DEL REGISTRO CIVIL | 1 | | 1 |

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|---|---|---|---|
| AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 6 | | 6 |
| AUXILIAR DE CATASTRO | 6 | | 6 |
| AUXILIAR DEL JURIDICO | 1 | | 1 |
| AUXILIAR DE OBRAS PUBLICAS | 4 | | 4 |
| AUXILIAR DE EDUCACION | 5 | | 5 |
| ENC. DE AREA | | 17 | 17 |
| AUXILIAR ADMINISTRATIVO DE LA SECRETARIA DEL AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE INTENDENCIA | 1 | | 1 |
| PEON DE JARDINES | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE TURISMO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CULTURA | 8 | | 8 |
| OFICIAL SEGUNDO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO JURIDICO | 1 | | 1 |
| AUXILIAR DE LA BIBLIOTECA VENUSTIANO CARRANZA | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE CATASTRO | 1 | | 1 |
| AUXILIAR DE PARTICIPACION CIUDADANA | 6 | | 6 |
| AUXILIAR DE COMPRAS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ANALISTA DEL DEPARTAMENTO DE RECURSOS HUMANOS | 1 | | 1 |
| AUXILIAR ALMACEN | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 1 | | 1 |
| AUXILIAR DE ALUMBRADO PUBLICO | 1 | | 1 |
| JEFE DE ALMACENE | | 1 | 1 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE RECURSOS HUMANOS | 2 | | 2 |
| AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO Y OBRAS PUBLICAS | 1 | | 1 |
| AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE FOMENTO DEPORTIVO | 1 | | 1 |
| AUXILIAR INTENDENCIA | | 10 | 10 |
| AUXILIAR DE ASEO DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DE SERVICIOS GENERALES | 1 | | 1 |
| INSPECTOR DE COMERCIO | 1 | | 1 |
| COBRADOR "F" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| INSPECTOR DE REGLAMENTOS MUNICIPALES | 1 | | 1 |
| AUXILIAR DE DESARROLLO URBANO Y OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE TURISMO | 1 | | 1 |
| ESCRIBIENTE "B" DE BIBLIOTECA | 1 | | 1 |
| AUXILIAR DE COMPRAS | 4 | | 4 |
| DIRECTOR GENERAL | 1 | | 1 |
| JEFE DE PERSONAL DEL DIF. | | 3 | 3 |
| SECRETARIA EJECUTIVA | | 1 | 1 |
| JEFE DE MANTENIMIENTO | | 2 | 2 |
| AUXILIAR DE LA DIRECCION DE SISTEMAS | 2 | | 2 |
| AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE SISTEMAS | 1 | | 1 |
| COCINERA (INCAPACITADA PROVISIONAL) | | 1 | 1 |
| AUXILIAR DE COCINA | | 3 | 3 |
| COORD.DE ODONTOLOGIA | | 1 | 1 |
| TELEFONISTA DEL CONMUTADOR DE OBRAS PUBLICAS | 1 | | 1 |

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|---|---|---|---|
| AUXILIAR DE LA PRESIDENCIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA DIRECCION JURIDICA | 1 | | 1 |
| AUXILIAR DE DESARROLLO ECONOMICO | 1 | | 1 |
| ENCARGADO DE LA HEMEROTECA | 1 | | 1 |
| JEFE DE PROCESAMIENTO DE DATOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR (INCAPACITADO PROVISIONAL) | | 2 | 2 |
| CAPACITADOR ELECTRONICA Y REF. | | 1 | 1 |
| ENC. VINCULACION LABORAL Y CON | | 1 | 1 |
| ENCARGADO DE INAPAM | | 1 | 1 |
| ENCARGADO DE MODULOS E INV. | | 1 | 1 |
| SECRETARIA DEPTO. DE COORDINAC | | 1 | 1 |
| SUBDIRECTOR ASISTENCIA SOCIAL | | 1 | 1 |
| AUXILIAR DE EGRESOS DE LA TESORERIA MUNICIPAL | 2 | | 2 |
| ESCRIBIENTE "A" DE SALA DE EDILES | 1 | | 1 |
| COBRADOR "A" DE LA TESORERIA MUNICIPAL | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE PATRIMONIO MUNICIPAL | 1 | | 1 |
| ARCHIVISTA DEL DEPARTAMENTO DE ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| ASESOR DEL DEPARTAMENTO JURIDICO | | 1 | 1 |
| COORDINADOR GENERAL DE ALBERGU | | 1 | 1 |
| DELEGADO DEL ALBERGUE | | 2 | 2 |
| AUXILIAR DE EDUCACION Y CULTURA | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE EGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COORD DE INFORMACION Y ESTADIS | | 1 | 1 |
| TECNICO "B" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COORDINADOR DE EVENTOS ESPECIALES Y ACTOS CIVICOS | 1 | | 1 |
| AUXILIAR DE BIBLIOTECA VENISTIANO CARRANZA | 1 | | 1 |
| ENCARGADO DE BIBLIOTECA "JULIO S. MONTERO" | 1 | | 1 |
| COPISTA DE BIBLIOTECA | 1 | | 1 |
| ENCARGADO DE ACCION CIVICA Y CULTURA | 1 | | 1 |
| AUXILIAR DE LA PRESIDENCIA | 1 | | 1 |
| ESCRIBIENTE "B" DEL REGISTRO CIVIL | 3 | | 3 |
| AUXILIAR DE ASEO "N" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| SECRETARIA MECANOGRAFA DE LA SALA DE EDILES | 1 | | 1 |
| ENCARGADA DE LA BIBLIOTECA DELFINO VALENZUELA | 1 | | 1 |
| AUXILIAR DE CONTADOR DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| SECRETARIA DE BIBLIOTECAS, MUSEO Y GALERIAS | 1 | | 1 |
| SUPERVISOR DE LA SALA DE EDILES | 2 | | 2 |
| COBRADOR "G" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ANALISTA DE DEPARTAMENTO DE EGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COORDINADOR ADMINISTRATIVO DE LA DIRECCION DE INGRESOS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 1 | | 1 |
| AYUDANTE ELECTRICISTA DE PRIMERA DE LA DIRECCION DE ALUMBRADO | 1 | | 1 |
| SECRETARIO DE SALA DE EDILES | 1 | | 1 |
| INSPECTOR DE REGLAMENTOS MUNICIPALES DE LA SALA DE EDILES | 2 | | 2 |

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|---|---|---|---|
| ENFERMERO MUNICIPAL | 1 | | 1 |
| ENCARGADO DE BIBLIOTECA "CARLOS A. PRADO" | 1 | | 1 |
| TAQUIGRAFO DE SALA DE EDILES | 1 | | 1 |
| GUARDIAN CEMENTERIO MUNICIPAL | 1 | | 1 |
| ELECTRICISTA DE TERCERA DE LA DIRECCION DE ALUMBRADO | 1 | | 1 |
| DIRECTOR DE LA BIBLIOTECA VENUSTIANO CARRANZA | 1 | | 1 |
| DIRECTOR DE BIBLIOTECAS | 1 | | 1 |
| COORDINADORA ADMINISTRATIVA | | 3 | 3 |
| ADMINISTRADOR DEL MERCADO UNIDAD VERACRUZANA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ESCRIBIENTE "2DA" | 1 | | 1 |
| AUXILIAR DE ASEO "A" | 1 | | 1 |
| AUXILIAR DE LA REGIDURIA DECIMO SEGUNDA | 1 | | 1 |
| AUX.COORD.PSIC. | | 1 | 1 |
| INSTRUCTOR DE YOGA | | 1 | 1 |
| JEFE DE SUB-SECCION DE PADRONES DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COORDINADOR DE SUPERVISION | | 1 | 1 |
| CABO "B" | | 1 | 1 |
| AUXILIAR DE MANTENIMIENTO URBANO | 1 | | 1 |
| CABO "A" | | 1 | 1 |
| SUPERVISOR A | | 1 | 1 |
| VELADOR MERCADO V.C. | | 2 | 2 |
| ENTRENADOR | | 1 | 1 |
| COORDINADOR OPERATIVO | | 1 | 1 |
| JEFATURA DESARROLLO Y PROMOCIO | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE TENENCIA DE LA TIERRA | 1 | | 1 |
| AUXILIAR DE CONTABILIDAD | 1 | | 1 |
| ESCRIBIENTE "C" DEL REGISTRO CIVIL | 4 | | 4 |
| ENCARGADO DE BODEGA DE ALUMBRADO PUBLICO | 1 | | 1 |
| ESCRIBIENTE "A" DEL REGISTRO CIVIL | 3 | | 3 |
| AUXILIAR ADMINISTRATIVO DE LA COORDINACION ADMINISTRATIVA DE LA DIRECCION DE OBRAS Y SERVICIOS PUBLICOS | 1 | | 1 |
| OFICIAL SEGUNDO DEL REGISTRO CIVIL | 1 | | 1 |
| OFICIAL SEGUNDO DE GOBERNACION ESTADISTICA Y EXTRANJERIA | 1 | | 1 |
| JEFE DE SUB-SECCION DE JUICIOS Y EJECUCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ADMINISTRADOR DEL MERCADO LANDERO Y COSS | 1 | | 1 |
| SECRETARIA DE OBRAS PUBLICAS | 1 | | 1 |
| ARCHIVISTA DEL REGISTRO CIVIL | 1 | | 1 |
| OFICIAL MAYOR REGISTRO CIVIL | | 1 | 1 |
| SECRETARIO AUXILIAR | | 1 | 1 |
| AUXILIAR DEL REGISTRO CIVIL | 1 | | 1 |
| TECNICO "A" DEL DEPARTAMENTO DE GOBERNACION | 1 | | 1 |
| JEFE DE SUB-SECCION CUARTA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE ASEO "J" | 1 | | 1 |
| | 244 | 2231 | 2475 |
| ANALISTA | | 8 | 8 |
| ARQUITECTO | | 1 | 1 |
| ASESOR | 1 | | 1 |

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|---|---|---|---|
| ASISTENTE | | 11 | 11 |
| AUX.DE MANTENIMIENTO | | 3 | 3 |
| AUX.OPERATIVO | | 1 | 1 |
| AUXILIAR | 7 | 27 | 34 |
| AUXILIAR ADMINISTRATIVO | 2 | 17 | 19 |
| AUXILIAR DE ASEO | | 3 | 3 |
| AUXILIAR DE BIBLIOTECA | 1 | | 1 |
| AUXILIAR DE MANTENIMIENTO | | 1 | 1 |
| AUXILIAR OPERATIVO | 1 | 1 | 2 |
| AYUDANTE | | 62 | 62 |
| BODEGUERO | | 1 | 1 |
| CABO DE CUADRILLA | | 19 | 19 |
| CHOFER | | 1 | 1 |
| COORDINADOR | | 26 | 26 |
| COORDINADOR ADMINISTRATIVO | | 1 | 1 |
| DIRECTOR | 2 | | 2 |
| DIRECTOR DE OBRAS PUBLICAS | 1 | | 1 |
| ELECTRICISTA | | 1 | 1 |
| FONTANERO | | 1 | 1 |
| FOTOGRAFO | | 1 | 1 |
| INSPECTOR | | 10 | 10 |
| INTENDENTE | | 1 | 1 |
| JARDINERO | | 123 | 123 |
| JEFE DE AREA | | 28 | 28 |
| JEFE DE CUADRILLA | | 2 | 2 |
| MECANICO | | 1 | 1 |
| MOTOSIERRISTA | | 2 | 2 |
| OPERADOR | | 6 | 6 |
| OPERATIVO | | 1 | 1 |
| RECEPCIONISTA | | 1 | 1 |
| SECRETARIA | 2 | 5 | 7 |
| SUBCOMITE OBRAS | | 1 | 1 |
| SUB-DIRECTOR | | 6 | 6 |
| SUPERVISOR | | 39 | 39 |
| TELEFONISTA DEL CONMUTADOR | | 1 | 1 |
| TOPOGRAFO | | 6 | 6 |
| VELADOR | | 5 | 5 |
| VIGILANTE | | 2 | 2 |
| AUXILIAR GENERAL | | 1 | 1 |
| COORD.TECNICO | | 1 | 1 |
| COORDINADOR DE BACHEO | | 1 | 1 |
| PROYECTISTA | | 2 | 2 |
| AUXILIAR DE GOBERNACION | 5 | | 5 |
| AUXILIAR DEL DEPARTAMENTO DE PARTICIPACION CIUDADANA | 1 | | 1 |
| AUXILIAR DE PRESIDENCIA | 1 | | 1 |
| AUXILIAR DE LA SALA DE EDILES | 5 | | 5 |
| AUXILIAR DE LA DIRECCION DE GOBERNACION | 1 | | 1 |
| AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE CATASTRO | 2 | | 2 |
| AUXILIAR DE OBRAS PUBLICAS | 3 | | 3 |
| AUXILIAR DE PATRIMONIO MUNICIPAL | 1 | | 1 |
| AUXILIAR DE INTENDENCIA | 2 | | 2 |
| SEPULTURERO "B" DEL CEMENTERIO MUNICIPAL | 1 | | 1 |

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|---|---|---|---|
| PEON DE JARDINES | 4 | | 4 |
| ENCARGADO EQUIPO COMPUTO | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 1 | | 1 |
| AUXILIAR DE ALUMBRADO PUBLICO | 1 | | 1 |
| AUXILIAR DE VEHICULOS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 2 | | 2 |
| AUXILIAR DE PARQUES Y JARDINES | 3 | | 3 |
| AUXILIAR DE BIBLIOTECA VENUSTIANO CARRANZA | 1 | | 1 |
| PEON DE PARQUES Y JARDINES | 7 | | 7 |
| AYUDANTE ARCHIVISTA DEL DEPARTAMENTO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| ELECTRICISTA DE LA DIRECCION DE ALUMBRADO PUBLICO | 1 | | 1 |
| AUXILIAR DE TURISMO | 1 | | 1 |
| AUXILIAR DE LA PRESIDENCIA MUNICIPAL | 1 | | 1 |
| COBRADOR "A" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE EGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ESCRIBIENTE "B" DEL REGISTRO CIVIL | 1 | | 1 |
| AYUDANTE ELECTRICISTA DE PRIMERA DE LA DIRECCION DE ALUMBRADO | 1 | | 1 |
| CABO "A" | | 1 | 1 |
| COORDINADOR OPERATIVO | | 1 | 1 |
| ESCRIBIENTE "C" DEL REGISTRO CIVIL | 1 | | 1 |
| JEFE DE SECCION ADMINISTRATIVA | | 1 | 1 |
| SECRETARIA ADMINSTRATIVA | | 1 | 1 |
| AUXILIAR DE DEPARTAMENTO DE ESTADISTICA Y EXTRANJERIA | 1 | | 1 |
| AUXILIAR DE LA SECRETARIA MUNICIPAL | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO "A" | 1 | | 1 |
| JEFE DE PROYECTOS | | 9 | 9 |
| SUB-COORDINADOR | | 1 | 1 |
| NOTIFICADOR DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| SECRETARIA MECANOGRAFA "A" DE LA SALA DE EDILES | 1 | | 1 |
| AYUDANTE DE SUBSECCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| SECRETARIA DE LA OFICINA DE TURISMO | 1 | | 1 |
| AYUDANTE DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DE LA SINDICATURA UNICA | 1 | | 1 |
| OFICIAL PRIMERO "A" DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| COORDINADOR CUENCAS HIDRAULICA | | 1 | 1 |
| ENLACE ELECTRONICO | | 2 | 2 |
| SUPERVISOR DE OBRAS PUBLICAS | | 3 | 3 |
| AUXILIAR DE LA DIRECCION DE PLANEACION CATASTRAL | 1 | | 1 |
| AUXILIAR DE LA JUNTA DE CONCILIACION | 1 | | 1 |
| AUXILIAR JURIDICO | 1 | | 1 |
| VELADOR DEL MERCADO VIRGILIO URIBE | 1 | | 1 |
| JEFE DE CUADRILLA DEL DEPARTAMENTO DE PARQUES Y JARDINES | 2 | | 2 |
| JEFE DEL DEPARTAMENTO DE PARQUES Y JARDINES | 1 | | 1 |
| JEFE DE PARQUES Y JARDINES | 1 | | 1 |

| | | | |
|---|---|---|---|
| AYUDANTE DE ELECTRICISTA DE SEGUNDA DE LA DIRECCION DE ALUMBRADO | 1 | | 1 |
| JEFE DE SUB-SECCION SEGUNDA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| | 89 | 452 | 541 |
| ABOGADO | | 1 | 1 |
| ASISTENTE | | 1 | 1 |
| AUXILIAR ADMINISTRATIVO | | 6 | 6 |
| AUXILIAR OPERATIVO | | 12 | 12 |
| CAPTURISTA | | 4 | 4 |
| COORDINADOR ADMINISTRATIVO | | 1 | 1 |
| JEFE DE AREA | | 1 | 1 |
| JEFE DEPARTAMENTO CONTENCIOSO | | 1 | 1 |
| MEDICO | | 1 | 1 |
| POLICIA | | 116 | 116 |
| PSICOLOGO | | 2 | 2 |
| SECRETARIA PARTICULAR | | 1 | 1 |
| SUPERVISOR | | 1 | 1 |
| COORDINADOR OPERATIVO | | 1 | 1 |
| PROC. DEL MENOR | | 1 | 1 |
| ANALISTA ADMINISTRATIVO | | 3 | 3 |
| JEFATURA | | 1 | 1 |
| POLICIA TERCERO | | 9 | 9 |
| JEFA DE REC. MATERIALES | | 1 | 1 |
| JEFA DE REC. FINANCIEROS | | 1 | 1 |
| COORDINADOR ASUNTOS INTERNOS | | 1 | 1 |
| JEFE ATENCION A QUEJAS E INFOR | | 1 | 1 |
| JEFE DE CONSUMO INTERNO | | 4 | 4 |
| COMANDANTE | | 1 | 1 |
| COORDINADOR TECNICO | | 1 | 1 |
| | | 173 | 173 |
| ABOGADO | | 6 | 6 |
| ANALISTA | | 1 | 1 |
| AUX. DEL DEPTO. JURIDICO | | 2 | 2 |
| AUX.OPERATIVO | | 1 | 1 |
| AUXILIAR | | 7 | 7 |
| AUXILIAR ADMINISTRATIVO | | 6 | 6 |
| AUXILIAR DE BIBLIOTECA | 1 | | 1 |
| AUXILIAR DEL REGISTRO CIVIL | | 1 | 1 |
| CAPTURISTA | | 1 | 1 |
| CHOFER | | 1 | 1 |
| COORDINADOR | 1 | 3 | 4 |
| COORDINADOR ADMINISTRATIVO | 1 | 1 | 2 |
| COTIZADOR | | 2 | 2 |
| DIRECTOR | 1 | | 1 |
| JEFE DE AREA | | 5 | 5 |
| OPERADOR | | 2 | 2 |
| SECRETARIO TECNICO | | 2 | 2 |
| SUB-DIRECTOR | | 2 | 2 |
| AUX.DE ADQUISICIONES | | 2 | 2 |
| AUXILIAR DE GOBERNACION | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE ADQUISICIONES | 1 | | 1 |
| AUXILIAR DE ASEO "F" DE INTENDENCIA | 1 | | 1 |

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|---|---|---|---|
| AUXILIAR DEL DEPARTAMENTO DE PARTICIPACION CIUDADANA | 1 | | 1 |
| OFICIAL PRIMERO DEL REGISTRO CIVIL | 1 | | 1 |
| COORDINADOR AREA CIVIL | | 1 | 1 |
| AUXILIAR DE ASEO "G" DE INTENDENCIA | 1 | | 1 |
| AUXILIAR DE ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE PRESIDENCIA | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE EJECUCION FISCAL | 1 | | 1 |
| AUXILIAR DE LA SALA DE EDILES | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 1 | | 1 |
| | 15 | 47 | 62 |
| ADMINISTRADOR | | 7 | 7 |
| ALBAÑIL | | 1 | 1 |
| ANALISTA | | 5 | 5 |
| ASESOR | | 2 | 2 |
| ASESOR JURIDICO | | 1 | 1 |
| ASISTENTE | | 20 | 20 |
| AUX.DE MANTENIMIENTO | | 3 | 3 |
| AUX.OPERATIVO | | 47 | 47 |
| AUXILIAR | 2 | 72 | 74 |
| AUXILIAR ADMINISTRATIVO | 1 | 64 | 65 |
| AUXILIAR DE ASEO | 4 | | 4 |
| AUXILIAR DE BIBLIOTECA | 1 | | 1 |
| AUXILIAR DEL REGISTRO CIVIL | 1 | | 1 |
| AUXILIAR OPERATIVO | | 70 | 70 |
| AYUDANTE | | 1 | 1 |
| BOMBERO | | 26 | 26 |
| BOMBERO CHOFER | | 8 | 8 |
| BRIGADISTA | | 1 | 1 |
| CABO DE CUADRILLA | | 2 | 2 |
| CAMAROGRAFO | | 1 | 1 |
| CHOFER | | 2 | 2 |
| COMANDANTE DE BOMBEROS | | 1 | 1 |
| COORDINADOR | 2 | 22 | 24 |
| COORDINADOR ADMINISTRATIVO | | 1 | 1 |
| DIBUJANTE | 1 | | 1 |
| DIRECTOR | 4 | | 4 |
| DIRECTOR DE BIBLIOTECA | 1 | | 1 |
| DIRECTOR DE GOBERNACION | 1 | | 1 |
| DISEÑADOR | | 2 | 2 |
| ELECTRICISTA | | 1 | 1 |
| FOTOGRAFO | | 8 | 8 |
| GUARDIA TURISTICA | | 2 | 2 |
| INCAPACITADO PERMANENTE RH | | 57 | 57 |
| INTENDENTE | | 1 | 1 |
| JEFE DE AREA | 1 | 18 | 19 |
| JEFE DE DEPARTAMENTO | | 1 | 1 |
| JUBILADO RH | | 127 | 127 |
| MECANICO | | 2 | 2 |
| MECANICO DE SEMAFOROS | | 2 | 2 |
| MONITORISTA | | 1 | 1 |
| OFICIAL | | 1 | 1 |

| | | | |
|---|---|---|---|
| OPERADOR | | 1 | 1 |
| PDTE.JUNTA DE CONCILIACION | | 2 | 2 |
| PINTOR | | 1 | 1 |
| PROCURADOR | | 1 | 1 |
| PROGRAMADOR | | 4 | 4 |
| RECEPCIONISTA | 1 | 2 | 3 |
| REPORTERO | | 2 | 2 |
| SALVAVIDAS | | 11 | 11 |
| SECRETARIA | 2 | 5 | 7 |
| SECRETARIA PARTICULAR | | 1 | 1 |
| SECRETARIO | | 2 | 2 |
| SECRETARIO PARTICULAR | | 1 | 1 |
| SECRETARIO TECNICO | 1 | | 1 |
| SEGURIDAD INTERNA | | 49 | 49 |
| SOPORTE TECNICO | | 3 | 3 |
| SUB-DIRECTOR | | 13 | 13 |
| SUB-OFICIAL | | 5 | 5 |
| SUPERVISOR | | 3 | 3 |
| TECNICO | | 2 | 2 |
| VELADOR | | 1 | 1 |
| VIUDA PENSIONADA RH | | 64 | 64 |
| VOCAL PATRONAL | | 1 | 1 |
| AUXILIAR ADMINISTRATIVO A | | 1 | 1 |
| AUXILIAR DE TENENCIA DE LA TIERRA | 1 | | 1 |
| AUX JEFE DE MANZANA | | 1 | 1 |
| AUX RECLUTAMIENTO | | 1 | 1 |
| AUXILIAR CURP | | 1 | 1 |
| AUXILIAR DE LA OME | | 1 | 1 |
| JEFE DE CERTIFICACIONES | | 1 | 1 |
| JEFE DEL DEPTO.JURIDICO | | 1 | 1 |
| DESARROLLADOR WEB | | 4 | 4 |
| JEFE DE PROGRAMAS VIALES | | 1 | 1 |
| AUXILIAR DE EJECUCION FISCAL | 1 | | 1 |
| AUXILIAR DE GOBERNACION | 3 | | 3 |
| AUXILIAR DE PRESIDENCIA | 2 | | 2 |
| AUXILIAR DE LA SALA DE EDILES | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE GOBERNACION | 5 | | 5 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 1 | | 1 |
| AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 5 | | 5 |
| AUXILIAR DE CATASTRO | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE VEHICULOS | 1 | | 1 |
| AUXILIAR DE OBRAS PUBLICAS | 4 | | 4 |
| AUXILIAR DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ENC. DE AREA | | 3 | 3 |
| AUXILIAR ADMINISTRATIVO DE LA SECRETARIA DEL AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE INTENDENCIA | 14 | | 14 |
| SEPULTURERO DEL CEMENTERIO MUNICIPAL | 1 | | 1 |
| PEON DE JARDINES | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE TURISMO | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE CULTURA | 1 | | 1 |

| | | | |
|---|---|---|---|
| AUXILIAR DE ASEO "C" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DE LA BIBLIOTECA VENUSTIANO CARRANZA | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CATASTRO | 1 | | 1 |
| TECNICO "A" | 1 | | 1 |
| AUXILIAR DE PARTICIPACION CIUDADANA | 1 | | 1 |
| ELECTRICISTA DE LA DIRECCION DE ALUMBRADO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE DESARROLLO URBANO Y OBRAS PUBLICAS | 1 | | 1 |
| SECRETARIO DEL SINDICO DEL H. AYUNTAMIENTO | 1 | | 1 |
| SECRETARIA DE LA SALA DE EDILES | 2 | | 2 |
| COORDINADOR JEFE MANZANA | | 1 | 1 |
| AUXILIAR DE COMPRAS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| OFICIAL PRIMERO ENCARGADA DE LA OFICINA DE ESTADISTICA Y ESTRANJERIA | 1 | | 1 |
| JEFE DE SUB-SECCION TERCERA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ESCRIBIENTE DE PRIMERA DE LA JUNTA MUNICIPAL DE CONCILIACION | 1 | | 1 |
| OFICIAL PRIMERO DE LA SALA DE EDILES | 1 | | 1 |
| ANALISTA DEL DEPARTAMENTO DE RECURSOS HUMANOS | 1 | | 1 |
| ASISTENTE DE LA DIRECCION DE LA SECRETARIA DE GOBERNACION MUNICIPAL | 1 | | 1 |
| AUXILIAR ALMACEN | | 1 | 1 |
| COORDINADOR DE LOGISTICA | | 1 | 1 |
| COORDINADOR PERSONAL SEGURIDAD | | 1 | 1 |
| JEFE DE OFICINA A | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 1 | | 1 |
| AUXILIAR DE ALUMBRADO PUBLICO | 2 | | 2 |
| ELECTRICISTA DE PRIMERA DE LA DIRECCION DE ALUMBRADO PUBLICO | 1 | | 1 |
| TECNICO "A" DEL DEPARTAMENTO DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE SISTEMAS | 1 | 1 | 2 |
| AUXILIAR DEL DEPARTAMENTO DE P | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SISTEMAS | 1 | | 1 |
| TECNICO "B" | 1 | | 1 |
| INGENIERO TOPOGRAFO DEL DEPARTAMENTO DE OBRAS PUBLICAS | 1 | | 1 |
| ASISTENTE DE LA TESORERIA DE LA DIRECCION DE INGRESOS | 1 | | 1 |
| JEFE DE ALMACENE | | 2 | 2 |
| SUPERVISOR PARQUIMETROS | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE TENENCIA DE LA TIERRA | 3 | | 3 |
| SECRETARIA DE LA DIRECCION DE PATRIMONIO MUNICIPAL | 1 | | 1 |
| INSPECTOR DE LA SALA DE EDILES | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE RECURSOS HUMANOS | 2 | | 2 |
| SECRETARIA EJECUTIVA DE LA PRESIDENCIA | 1 | | 1 |
| OFICIAL SEGUNDO DE LA SALA DE EDILES | 1 | | 1 |
| AUXILIAR DE PATRIMONIO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE ADQUISICIONES | 1 | | 1 |

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|---|---|---|---|
| AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO Y OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR CONTABLE DEL DEPTO. DE CONTABILIDAD | 1 | | 1 |
| BOMBERO (INCAPACITADO PROVISIONAL) | | 1 | 1 |
| OFICIAL PRIMERO | | 2 | 2 |
| TECNICO OPERATIVO A | | 3 | 3 |
| COORDINADOR NOMINA CONFIANZA | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE COMPRAS | 1 | | 1 |
| AUXILIAR DE RECURSOS HUMANOS | 4 | | 4 |
| COBRADOR "B" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| CONCILIADOR DE LA JUNTA DE CONCILIACION | 1 | | 1 |
| AUXILIAR DE LA BIBLIOTECA MUNICIPAL VENUSTIANO CARRANZA | 1 | | 1 |
| JEFE DE CONSTRUCCION Y CONSERVACION DEL DEPTO. DE OBRAS PUBLICAS | 1 | | 1 |
| ANALISTA DE NOMINA DE LA DIRECCION DE RECURSOS HUMANOS | 2 | | 2 |
| AYUDANTE SUB-SECCION DEL DEPTO. DE PREDIAL | 1 | | 1 |
| COORDINADOR ADMINISTRATIVO DEL DEPTO. DE RECURSOS HUMANOS | 1 | | 1 |
| OFICIAL ADMINISTRATIVA DE LA SALA DE EDILES | 1 | | 1 |
| JEFE DE SUB SECCION PRIMERA DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| PROC. TRABAJO | | 2 | 2 |
| AUXILIAR DEL DEPARTAMENTO DE EJECUCION FISCAL | 1 | | 1 |
| AUXILIAR DE VEHICULOS | 2 | | 2 |
| OFICIAL ARCHIVISTA DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AYUDANTE GLOSA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 1 | | 1 |
| SECRETARIO DEL SINDICO | 1 | | 1 |
| CHOFER DE LA SALA DE EDILES | 1 | | 1 |
| AUXILIAR DE SALA DE EDILES | 2 | | 2 |
| COORDINADOR ADMINISTRATIVO DEL DEPARTAMENTO DE RECURSOS HUMANOS | 1 | | 1 |
| AUXILIAR DE DEPTO. DE DESARROLLO URBANO | 1 | | 1 |
| JEFE DE AREA ADMINISTRATIVA DE LA DIRECCION DE RECURSOS HUMANOS | 1 | | 1 |
| AUXILIAR DE EGRESOS | 1 | | 1 |
| AUXILIAR DE SECRETARIA PARTICULAR | 1 | | 1 |
| AUXILIAR DE FOMENTO DEPORTIVO | | 1 | 1 |
| INSPECTOR DE REGLAMENTOS | 1 | | 1 |
| AUXILIAR INTENDENCIA | 1 | 14 | 15 |
| CONTROL VEHICULAR | | 1 | 1 |
| AUXILIAR DEL DEPARTAMENTO DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE ASEO "I" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 2 | | 2 |
| AUXILIAR DE ASEO DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 3 | | 3 |
| PEON DEL DEPARTAMENTO DE PARQUES Y JARDINES DEL AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DE INTENDENCIA DEL AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |

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|---|---|---|---|
| AUXILIAR DE ASEO DE INTENDENCIA | 4 | | 4 |
| AUXILIAR DE ASEO "B" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DE ASEO "F" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DE ASEO "G" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DE ASEO "I" DE INTENDENCIA | 1 | | 1 |
| ENCARGADO DE GALERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE ASEO "D" DE INTENDENCIA MUNICIPAL | 1 | | 1 |
| COORDINADOR ADMINISTRATIVO DE LA SALA DE EDILES | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE SERVICIOS ADMINISTRATIVOS | 1 | | 1 |
| DIRECTOR DE SERVICIOS GENERALE | 1 | | 1 |
| COORDINADOR MTO. GENERAL | | 1 | 1 |
| SUB-DIRECTOR VEHICULOS | | 1 | 1 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE EGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE MERCADOS | 1 | | 1 |
| AUXILIAR DE PARQUES Y JARDINES | 1 | | 1 |
| AUXILIAR DE BIBLIOTECA VENUSTIANO CARRANZA | 1 | | 1 |
| AUXILIAR DE SERVICIOS GENERALES | 1 | | 1 |
| PEON DE PARQUES Y JARDINES | 1 | | 1 |
| PEON DEL DEPARTAMENTO DE PARQUES Y JARDINES DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| JARDINERO DE LA SECCION DE PARQUES Y JARDINES | 1 | | 1 |
| AUXILIAR DE ASEO DEL DEPARTAMENTO DE INTENDENCIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| SEPULTURERO "A" DEL CEMENTERIO MUNICIPAL | 1 | | 1 |
| AUXILIAR DE ASEO "C" DE INTENDENCIA | 1 | | 1 |
| AUXILIAR DE ASEO "Q" DE INTENDENCIA | 1 | | 1 |
| AUXILIAR DE ASEO "Q" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE MARCADOS | 1 | | 1 |
| INTENDENTE GENERAL DEL H. AYUNTAMIENTO DE VERACERUZ | 1 | | 1 |
| ENC. DE LA UNIDAD DE TRANSPARE | 1 | | 1 |
| VELADOR DE MARCADOS | 1 | | 1 |
| | 182 | 806 | 988 |
| AUXILIAR | 4 | 25 | 29 |
| AUXILIAR ADMINISTRATIVO | 8 | 12 | 20 |
| AUXILIAR DE BIBLIOTECA | 1 | | 1 |
| AUXILIAR OPERATIVO | 1 | 1 | 2 |
| COORDINADOR | 2 | 1 | 3 |
| ENCARGADO DE AREA | 1 | | 1 |
| SECRETARIA PARTICULAR | | 1 | 1 |
| SECRETARIO PARTICULAR | | 11 | 11 |
| SECRETARIO TECNICO | 2 | 12 | 14 |
| SUPERVISOR | | 1 | 1 |
| AUXILIAR ADMINISTRATIVO A | | 3 | 3 |
| AUXILIAR DE TENENCIA DE LA TIERRA | 2 | | 2 |
| JEFE DE EGRESOS | | 1 | 1 |
| AUXILIAR DE LA SALA DE EDILES | 7 | | 7 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 1 | | 1 |

| | | | |
|---|---|---|---|
| OFICIAL TERCERO DEL REGISTRO CIVIL | 1 | | 1 |
| AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE GOBERNACION, ESTADISTICA Y ESTRANJERIA | 1 | | 1 |
| AUXILIAR DE CATASTRO | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE VEHICULOS | 1 | | 1 |
| AUXILIAR DEL JURIDICO | 1 | | 1 |
| AUXILIAR DE OBRAS PUBLICAS | 1 | | 1 |
| ADMINISTRADORA DEL CEMENTERIO MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ANALISTA DE LA DIRECCION DE EGRESOS | 1 | | 1 |
| AUXILIAR DE PATRIMONIO MUNICIPAL | 1 | | 1 |
| AUXILIAR DE EDUCACION | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE PARTICIPACION CIUDADANA | 1 | | 1 |
| ENC. DE AREA | | 2 | 2 |
| AUXILIAR ADMINISTRATIVO DE LA SECRETARIA DEL AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE INTENDENCIA | 1 | | 1 |
| SEPULTURERO DEL PANTEON MUNICIPAL | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO | 1 | | 1 |
| SEPULTURERO "B" DEL CEMENTERIO MUNICIPAL | 1 | | 1 |
| ESCRIBIENTE "C" DEL DEPARTAMENTO DE ESTADISTICA Y ESTRANJERIA | 1 | | 1 |
| SEPULTURERO DEL CEMENTERIO MUNICIPAL | 1 | | 1 |
| SEPULTURERO | 1 | | 1 |
| SECRETARIA DE LA PRESIDENCIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE JURIDICA | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE PERSONAL | 1 | | 1 |
| PEON DE JARDINES | 1 | | 1 |
| ENCARGADO DEL SISTEMA DE BOMBEO DEL MERCADO "MIGUEL HIDALGO" | 1 | | 1 |
| DIBUJANTE DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| DIBUJANTE PLANIFICADOR DE LA DIRECCION DE OBRAS PUBLICAS | 1 | | 1 |
| | 58 | 70 | 128 |
| ANALISTA | 1 | | 1 |
| ASISTENTE | | 1 | 1 |
| AUXILIAR | | 5 | 5 |
| AUXILIAR ADMINISTRATIVO | 5 | 13 | 18 |
| COORDINADOR | 1 | 5 | 6 |
| COORDINADOR ADMINISTRATIVO | | 1 | 1 |
| CRONISTA DE LA CIUDAD | | 1 | 1 |
| DIRECTOR | | 1 | 1 |
| INVESTIGADOR | | 1 | 1 |
| JEFE DE AREA | 1 | 3 | 4 |
| MUSICO | | 4 | 4 |
| PROMOTOR CULTURAL | | 1 | 1 |
| SECRETARIA | 2 | | 2 |
| SECRETARIO DEL AYUNTAMIENTO | 1 | | 1 |
| SECRETARIO TECNICO | | 1 | 1 |

| | | | |
|---|---|---|---|
| VIGILANTE | | 1 | 1 |
| AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| ARCHIVISTA DEPTO. DE ARCHIVO D | | 1 | 1 |
| JEFE DE JARDINES | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE TURISMO | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CULTURA | 2 | | 2 |
| AUXILIAR DE ASEO "C" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| MUSICO DE LA BANDA DE MUSICA MUNICIPAL | 1 | | 1 |
| MUSICO DE LA BANDA MUNICIPAL | 26 | | 26 |
| OFICIAL SEGUNDO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 2 | | 2 |
| ANALISTA DE SISTEMAS | 1 | | 1 |
| AUXILIAR DE LA SECRETARIA DEL AYUNTAMIENTO | 1 | | 1 |
| TAQUIMECANOGRAFA DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| COORDINADOR ADMINISTRATIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DE ADQUISICIONES | 1 | | 1 |
| COORDINADORA ADMINISTRATIVA DEL DEPTO. DE PLANEACION CATASTRAL | 1 | | 1 |
| COORDINADORA | 1 | | 1 |
| ENCARGADO DE COMPUTO | 1 | | 1 |
| AGENTE | | 1 | 1 |
| COORDINADOR DE ARCHIVO | | 1 | 1 |
| ENCARGADO EQUIPO COMPUTO | | 1 | 1 |
| MUSICO DE LA BANDA MUNICIPAL DEL H. AYUNTAMIENTO DE VERACRUZ | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO JURIDICO | 1 | | 1 |
| AUXILIAR DE LA BIBLIOTECA VENUSTIANO CARRANZA | 1 | | 1 |
| TROMPETISTA DE LA BANDA MUNICIPAL | 1 | | 1 |
| CITA DE LA BANDA MUNICIPAL | 1 | | 1 |
| PLATILLERO DE LA BANDA DE MUSICA MUNICIPAL | 1 | | 1 |
| MUSICO DE LA BANDA MUNICIPAL (TROMPETISTA) | 1 | | 1 |
| MUSICO DE LA BANDA MUNICIPAL (FLAUTISTA) | 1 | | 1 |
| SUBDIRECTOR DE LA BANDA DE MUSICA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA OFICINA DE CASTASTRO MUNICIPAL | 1 | | 1 |
| MUSICO "A" DE LA BANDA MUNICIPAL | 1 | | 1 |
| ARCHIVISTA DEPTO. DE ARCHIVO DE LA SECRETARIA | 1 | | 1 |
| DIRECTOR DE BANDA DE MUSICA MUNICIPAL | 1 | | 1 |
| ENCARGADO DE CORRESPONDENCIA Y ARCHIVO DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DEL ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| | 68 | 43 | 111 |
| ADMINISTRATIVO TRANSITO | | 8 | 8 |
| AUXILIAR ADMINISTRATIVO | | 1 | 1 |
| DIRECTOR DE TRANSITO | | 1 | 1 |
| JEFE DE JURIDICO TRANSITO | | 1 | 1 |
| JEFE DE PERITOS TRANSITO | | 1 | 1 |
| JEFE DE SERVICIOS TRANSITO | | 1 | 1 |
| MEDICO TRANSITO | | 2 | 2 |
| OFICIAL OPERATIVO TRANSITO | | 99 | 99 |
| PERITO TRANSITO | | 9 | 9 |
| SECRETARIA | | 1 | 1 |

| | | | |
|---|---|---|---|
| JEFE DE TURNO1 TRANSITO | | 2 | 2 |
| JEFE DE TURNO2 TRANSITO | | 1 | 1 |
| JEFE DE ADMINISTRATIVO TRANSIT | | 1 | 1 |
| JEFE DE TURNO3 TRANSITO | | 1 | 1 |
| SUB DIRECTOR TRANSITO | | 1 | 1 |
| | | 130 | 130 |
| AUXILIAR | 3 | 2 | 5 |
| AUXILIAR ADMINISTRATIVO | | 2 | 2 |
| COORDINADOR | | 2 | 2 |
| COORDINADOR ADMINISTRATIVO | | 1 | 1 |
| SUB-DIRECTOR | | 1 | 1 |
| AUXILIAR DE LA DIRECCION DE GOBERNACION | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE GOBERNACION | 1 | | 1 |
| CHOFER SINDICO 1RO. | | 1 | 1 |
| COORDINADOR COMISION DE HACIEN | | 1 | 1 |
| AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| AUXILIAR DE CONTRALORIA | 1 | | 1 |
| AUXILIAR DEL ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 1 | | 1 |
| | 8 | 10 | 18 |
| ANALISTA | | 8 | 8 |
| ASISTENTE | | 1 | 1 |
| AUX. DEL DEPTO. JURIDICO | | 1 | 1 |
| AUXILIAR | | 9 | 9 |
| AUXILIAR ADMINISTRATIVO | | 26 | 26 |
| AUXILIAR DE ASEO | 1 | | 1 |
| AUXILIAR DE BIBLIOTECA | 1 | | 1 |
| CAJERO | | 7 | 7 |
| COORDINADOR | | 5 | 5 |
| COORDINADOR ADMINISTRATIVO | | 2 | 2 |
| DIRECTOR | 2 | | 2 |
| JEFE DE AREA | | 12 | 12 |
| NOTIFICADOR | | 3 | 3 |
| RECAUDADOR | | 10 | 10 |
| SUB-DIRECTOR | | 4 | 4 |
| SUPERVISOR | | 3 | 3 |
| TESORERO MUNICIPAL | 1 | | 1 |
| TOPOGRAFO | | 1 | 1 |
| AUXILIAR DE TENENCIA DE LA TIERRA | 1 | | 1 |
| AUX. CONTABLE DEL DEPTO.DE CON | | 1 | 1 |
| AUXILIAR DE LA SALA DE EDILES | 6 | | 6 |
| AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE GOBERNACION | 3 | | 3 |
| AUXILIAR DE LA DIRECCION DE EDUCACION | 1 | | 1 |
| AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 2 | | 2 |
| AUXILIAR DE OBRAS PUBLICAS | 5 | | 5 |
| AUXILIAR DE PATRIMONIO MUNICIPAL | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 3 | | 3 |
| AUXILIAR DE LA DIRECCION DE TURISMO | 2 | | 2 |
| AUXILIAR DE INGRESOS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE CATASTRO | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 1 | | 1 |

| | | | |
|---|---|---|---|
| AUXILIAR DE ALUMBRADO PUBLICO | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO Y OBRAS PUBLICAS | 1 | | 1 |
| AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE VEHICULOS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 1 | | 1 |
| AUXILIAR DE EGRESOS | 2 | | 2 |
| PEON DE PARQUES Y JARDINES | 1 | | 1 |
| COBRADOR "F" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| INSPECTOR DE REGLAMENTOS MUNICIPALES | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE CONTABILIDAD | 2 | | 2 |
| AUXILIAR DE TURISMO | 1 | | 1 |
| AUXILIAR DE COMPRAS | 2 | | 2 |
| AUXILIAR DE LA DIRECCION DE SISTEMAS | 1 | | 1 |
| AUXILIAR DE LA DIRECCION JURIDICA | 1 | | 1 |
| INSPECTOR DE REGLAMENTOS MUNICIPALES DE LA SALA DE EDILES | 1 | | 1 |
| AUXILIAR DEL DEPARTAMENTO DE TENENCIA DE LA TIERRA | 3 | | 3 |
| AUXILIAR DE CONTABILIDAD | 1 | | 1 |
| OFICIAL SEGUNDO DEL REGISTRO CIVIL | 1 | | 1 |
| AUXILIAR DE CONTADOR | | 1 | 1 |
| AUXILIAR DE LA SECRETARIA DE DESARROLLO ADMINISTRATIVO | 1 | | 1 |
| DIRECTOR DE EGRESOS | 1 | | 1 |
| AUXILIAR DE RECEPCION Y REVISION DE DOCUMENTOS DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE EGRESOS | 1 | | 1 |
| SECRETARIA DE SALA DE EDILES | 1 | | 1 |
| INGENIERO TOPOGRAFO DE LA OFICINA DE CATASTRO MUNICIPAL | 1 | | 1 |
| AUXILIAR DE INGRESOS DE LA TESORERIA | 1 | | 1 |
| SECRETARIO MECANOGRAFO DE LA SALA DE EDILES | 1 | | 1 |
| INSPECTOR DE REGLAMENTOS MUNICIPALES DE SALA DE EDILES | 1 | | 1 |
| ESCRIBIENTE "1RA" DE GOBERNACION | 1 | | 1 |
| SECRETARIO TAQUIMECANOGRAFO DEL DEPARTAMENTO DE OBRAS PUBLICAS | 1 | | 1 |
| CAJERO (INCAPACITADO PROVISIONAL) | | 1 | 1 |
| COBRADOR "E" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ANALISTA DE EDUCACION | 1 | | 1 |
| ENCARGADA DE GLOSA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COORDINADOR ADMINISTRATIVO "A" DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COORDINADOR ADMINISTRATIVO DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| COBRADOR "C" DE LA TESORERIA MUNICIPAL | 2 | | 2 |
| TECNICO DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| ESCRIBIENTE DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE GOBERNACION Y RECLUTAMIENTO(INCAPACITADO PROVISIONAL) | 1 | | 1 |
| AYUDANTE SUB-SECCION DE LA TESORERIA MUNICIPAL | 1 | | 1 |

| | | | |
|---|---|---|---|
| AUXILIAR DE LA DIRECCION DE DE EJECUCION FISCAL | 1 | | 1 |
| CAJERO RECAUDADOR DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| CAJERO PAGADOR DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE INGRESOS | 1 | | 1 |
| AUXILIAR TECNICO | | 7 | 7 |
| JEFE DE BRIGADA | | 6 | 6 |
| AUXILIAR DEL DEPARTAMENTO DE PERSONAL | 1 | | 1 |
| AUXILIAR DE PRESIDENCIA MUNICIPAL | 1 | | 1 |
| OPERADOR "A" DEL DEPARTAMENTO DE DATOS DE LA TESORERIA | 1 | | 1 |
| AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE CATASTRO MUNICIPAL | 1 | | 1 |
| DIRECTOR DE CATASTRO | 1 | | 1 |
| AUXILIAR DE FOMENTO AGROPECUARIO Y PESQUERO | 1 | | 1 |
| JEFE DE SUB-SECCION QUINTA DE LA TESORERIA MUNICIPAL | 1 | | 1 |
| AUXILIAR DE TESORERIA | | 1 | 1 |
| | 90 | 109 | 199 |
| | 862 | 4414 | 5276 |

H. AYUNTAMIENTO DE VERACRUZ

**AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

## PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021

# CABILDO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMASPOR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| DE LA CRUZ SANCHEZ JUAN INOCENTE | REGIDOR DECIMO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| MURGA LAGUNES FIDEL | REGIDOR DECIMO PRIMERO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| REBOLLEDO LAGUNES VICTORIA | REGIDOR DECIMO SEGUNDO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| REYES DOMINGUEZ CLOTILDE JULIANA | REGIDOR DECIMO TERCERO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| PINEDA GARCIA LUIS EDUARDO | REGIDOR PRIMERO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| RAMIREZ DOMINGUEZ ILEANA | REGIDOR SEGUNDO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| HERMIDA COPADO MIGUEL DAVID | REGIDOR TERCERO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| ARZABA HERNANDEZ XOCHITL NATHALIE | REGIDOR CUARTO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| SALAZAR RIOS JOSE ANTONIO | REGIDOR QUINTO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| VERA MARIA DEL ROSARIO | REGIDOR SEXTO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| GOMEZ VALDIVIA RICARDO | REGIDOR SEPTIMO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| LARA BAEZ PABLO | REGIDOR OCTAVO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| TAPIA HERNANDEZ YADIRA | REGIDOR NOVENO | 01/01/2018 | 1 | 1 | 288,000.00 | - | 28,000.00 | - | 52,267.00 | - | - | 614,472.28 | - | 982,739.28 | 49,044.00 | - | 49,044.00 | 933,695.28 |
| LAMADRID RODRIGUEZ ALMA AIDA | SINDICO UNICO | 01/01/2018 | 1 | 1 | 295,200.00 | - | 28,700.00 | - | 75,381.00 | - | - | 853,910.68 | - | 1,253,191.68 | 50,738.40 | - | 50,738.40 | 1,202,453.28 |
| YUNES MARQUEZ FERNANDO | PRESIDENTEMUNICIPAL | 01/01/2018 | 1 | 1 | 306,000.00 | - | 29,750.00 | - | 97,271.00 | - | - | 1,081,605.88 | - | 1,514,626.88 | 53,277.60 | - | 53,277.60 | 1,461,349.28 |
| **15 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **4,345,200.00** | **0.00** | **422,450.00** | **0.00** | **852,123.00** | **0.00** | **0.00** | **9,923,656.23** | **0.00** | **15,543,429.23** | **741,588.00** | **0.00** | **741,588.00** | **14,801,841.23** |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENCIA MUNICIPAL

| Clave | CLAVE DE SERVICIOS PERSONALES |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| Clave | CLAVE DE TIPO DE PERSONAL |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| LAGUNES DE LA O ROSARIO | CAPTURISTA | 04/01/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 1,167.00 | - | - | 41,595.88 | 500.00 | 122,262.88 | 1,767.60 | - | 1,767.60 | 120,495.28 |
| BARRIOS ESCAMILLA GONZALO | AUXILIAR | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HUERTA ESPINOZA JUAN ENRIQUE | AUXILIAR ADMINISTRATIVO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| URQUIZA AZUA LIZBET | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| FERNANDEZ BARRAGAN ADRIANA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| VAZQUEZ SCHLESKE YESSENIA MONSERRAT | OPERADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| HERNANDEZ GAMBOA JOSE ALFREDO | OPERADOR | 01/01/2014 | 2 | 3 | 96,001.20 | - | 9,333.45 | - | 1,167.00 | - | - | 48,111.88 | - | 154,613.53 | 8,283.60 | - | 8,283.60 | 146,329.93 |
| CHIMAL BARRANCO ANGELICA | AUX. DEL DEPTO. JURIDICO | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MENA ARVIZU MAYRA KARINA | AUX.DE ADQUISICIONES | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| HERNANDEZ MARTINEZ EVA | AUX.DE ADQUISICIONES | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| VENEROSO VARGAS ESMERALDA ESCARLET | COTIZADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| TOACHE ABREU CLAUDIA DEL CARMEN | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| HERRERA ALONSO MARIA DEL CARMEN | AUXILIAR ADMINISTRATIVO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| ARMENDARIZ LOPEZ SOL VIANEY | COORDINADOR ADMINISTRATIVO | 28/02/2005 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | 500.00 | 165,821.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,661.61 |
| SOSA REBOLLEDO PEDRO MARIANO | COTIZADOR | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,233.00 | - | - | 107,028.28 | - | 180,095.93 | 4,800.00 | - | 4,800.00 | 175,295.93 |
| CARBALLO RUIZ KARLA PAOLA | CHOFER | 01/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| LUGO MARTINEZ JUAN TOMAS | AUX.OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| CRUZ GALINDO JESUS ARMANDO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| BAUTISTA VELA CECILIA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| MENDOZA JUAREZ ARACELI DEL CARMEN | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| HERNANDEZ CABRERA JUAN DAMIAN | AUXILIAR ADMINISTRATIVO | 01/03/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 9,217.00 | - | - | 127,428.28 | - | 206,429.93 | 4,800.00 | - | 4,800.00 | 201,629.93 |
| SALINAS GARCIA ISAAC | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| TORRES SANCHEZ FAUSTO ULISES | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| ANGULO VAZQUEZ JUSTO BENJAMIN | AUX. DEL DEPTO. JURIDICO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| HERNANDEZ LEON LUIS | AUXILIAR | 01/06/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 23,570.00 | 222,032.01 | 6,000.00 | 14,871.60 | 20,871.60 | 201,160.41 |
| AMEZCUA REYES ALEJANDRA DE JESUS | AUXILIAR DEL DEPARTAMENTO DE PARTICIPACION CIUDADANA | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| ALCALA LAGUER MARTIN ALFREDO | SECRETARIO TECNICO | 01/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| LOPEZ PEREZ RUFINO | AUXILIAR | 01/04/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| LARA ROBINSON MONICA EMIRETH | AUXILIAR DE PRESIDENCIA | 16/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,666.00 | - | - | 149,583.88 | - | 240,249.88 | 1,767.60 | - | 1,767.60 | 238,482.28 |
| PESQUEDA MARTINEZ JOSE OCTAVIO | ABOGADO | 16/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,667.00 | - | - | 149,595.88 | - | 240,262.88 | 1,767.60 | - | 1,767.60 | 238,495.28 |
| GOMEZ VAZQUEZ ROMAN ISIDRO | AUXILIAR DE LA SALA DE EDILES | 16/05/2018 | 3 | 2 | 86,499.76 | - | 25,901.87 | - | - | - | - | 109,944.28 | 23,570.00 | 245,915.91 | 6,000.00 | 14,196.00 | 20,196.00 | 225,719.91 |
| GARCIA REYES OSCAR MANUEL | AUXILIAR | 01/06/2019 | 2 | 2 | 86,499.76 | - | 25,901.87 | - | - | - | - | 114,777.88 | 20,920.00 | 248,099.51 | 6,000.00 | 19,029.60 | 25,029.60 | 223,069.91 |
| MELCHOR ESPINOSA JOSE ANTONIO | ABOGADO | 01/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,833.00 | - | - | 161,595.88 | - | 253,428.88 | 1,767.60 | - | 1,767.60 | 251,661.28 |
| UTRERA ALLENDE MONICA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | 500.00 | 256,619.28 | 4,800.00 | - | 4,800.00 | 251,819.28 |
| HUERTA SOTO LILIANA | AUXILIAR DE LA DIRECCION DE EJECUCION FISCAL | 01/11/2010 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| RODRIGUEZ HERNANDEZ MARCELA ESTELA | AUXILIAR DE GOBERNACION | 01/08/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | 5,632.80 | - | - | - | 119,281.48 | 21,570.00 | 258,791.05 | 10,200.00 | 19,333.20 | 29,533.20 | 229,257.85 |
| CHAVEZ MARTINEZ AMERICA ELIZABETH | AUXILIAR DE BIBLIOTECA | 01/07/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | 5,632.80 | - | - | - | 119,281.48 | 21,570.00 | 258,791.05 | 10,200.00 | 19,333.20 | 29,533.20 | 229,257.85 |
| CAMPOS ESTRADA JUAN CARLOS | ABOGADO | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 15,167.00 | - | - | 188,628.28 | - | 269,629.93 | 4,800.00 | - | 4,800.00 | 264,829.93 |
| ROJANO CHRISTIAN ADONAY | AUXILIAR DE ASEO "G" DE INTENDENCIA | 01/05/2000 | 3 | 2 | 105,453.68 | - | 21,957.88 | - | - | - | - | 122,093.08 | 23,570.00 | 273,074.65 | 10,200.00 | 22,144.80 | 32,344.80 | 240,729.85 |
| ZAMITIZ MARTINEZ KAROL NAZARET | ABOGADO | 01/01/2018 | 2 | 3 | 168,001.20 | - | 16,333.45 | - | 3,500.00 | - | - | 86,403.88 | - | 274,238.53 | 22,575.60 | - | 22,575.60 | 251,662.93 |
| LOPEZ RIOS MIGUEL ANGEL | AUXILIAR DE LA SALA DE EDILES | 24/10/2001 | 3 | 2 | 111,564.72 | - | 23,701.23 | - | - | - | - | 123,977.08 | 23,570.00 | 282,813.03 | 10,800.00 | 23,428.80 | 34,228.80 | 248,584.23 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021

## PRESIDENCIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CORTES TORRES OSCAR EDUARDO | ABOGADO | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| GUTIERREZ CASTILLEJOS FRANZ | AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 01/05/2010 | 3 | 2 | 126,553.00 | - | 30,184.23 | - | - | - | - | 123,074.68 | 20,920.00 | 300,731.91 | 13,722.00 | 19,604.40 | 33,326.40 | 267,405.51 |
| VALENCIA MUÑOZ ANGEL | COORDINADOR AREA CIVIL | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 17,235.00 | - | - | 206,871.88 | - | 303,106.88 | 1,767.60 | - | 1,767.60 | 301,339.28 |
| NAJERA GALLARDO LAURA | SECRETARIO TECNICO | 01/03/2018 | 2 | 3 | 56,782.80 | - | 5,520.55 | - | 18,715.00 | - | - | 225,120.28 | - | 306,138.63 | 4,800.00 | - | 4,800.00 | 301,338.63 |
| RUIZ ALARCON JOSE JOEL | AUXILIAR DEL REGISTRO CIVIL | 01/01/2018 | 2 | 2 | 126,000.00 | - | 37,730.00 | - | - | - | - | 131,072.68 | 20,920.00 | 315,722.68 | 13,604.40 | 27,720.00 | 41,324.40 | 274,398.28 |
| CAPITAINE MANTEROLA EDUARDO | ABOGADO | 01/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 18,667.00 | - | - | 221,595.88 | - | 319,262.88 | 1,767.60 | - | 1,767.60 | 317,495.28 |
| MAUZ CORTES YONI | JEFE DE AREA | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| RAMIREZ VALEN FRANCISCO | AUXILIAR DE ASEO "F" DE INTENDENCIA | 02/05/2003 | 3 | 2 | 152,174.95 | - | 35,567.77 | 6,795.60 | - | - | - | 133,081.48 | 23,570.00 | 351,189.80 | 19,195.20 | 24,138.00 | 43,333.20 | 307,856.60 |
| MUÑIZ SANTOS MARIA JOSE | ANALISTA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 22,612.00 | - | - | 265,212.28 | - | 353,658.93 | 4,800.00 | - | 4,800.00 | 348,858.93 |
| HERNANDEZ ROBERT YOLANDA | AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE ADQUISICIONES | 01/10/1992 | 3 | 2 | 150,482.56 | - | 30,525.30 | 8,494.80 | - | - | - | 140,183.08 | 25,720.00 | 355,405.74 | 18,834.00 | 31,600.80 | 50,434.80 | 304,970.94 |
| LARA MENDEZ MONICA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| USCANGA VALENCIA RAUL | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| AQUINO HERNANDEZ KARINA | COORDINADOR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | 500.00 | 356,681.88 | 7,323.60 | - | 7,323.60 | 349,358.28 |
| GUTIERREZ FENTANES ARTURO | AUXILIAR DE ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 16/01/2015 | 3 | 2 | 109,095.57 | - | 41,536.20 | - | - | - | - | 193,776.43 | 23,570.00 | 367,978.20 | 22,512.00 | 22,910.40 | 45,422.40 | 322,555.80 |
| ORTIZ JIMENEZ MARIA ANTONIA | OFICIAL PRIMERO DEL REGISTRO CIVIL | 01/02/1988 | 3 | 2 | 175,671.48 | - | 34,095.10 | - | - | - | - | 150,853.48 | 25,720.00 | 386,340.06 | 24,213.60 | 36,891.60 | 61,105.20 | 325,234.86 |
| FLORES BARRANCO GUILLERMO | COORDINADOR | 01/01/2014 | 3 | 2 | 255,360.00 | - | 24,826.67 | - | - | - | - | 122,173.48 | - | 402,360.15 | 42,000.00 | 52,345.20 | 94,345.20 | 308,014.95 |
| HERNANDEZ RODRIGUEZ JOSE ALBERTO | COORDINADOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 26,217.00 | - | - | 300,144.28 | - | 409,311.28 | 2,652.00 | - | 2,652.00 | 406,659.28 |
| CARRION MELCHOR OLIVIA | COORDINADOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 279,719.08 | 500.00 | 422,208.08 | 10,294.80 | - | 10,294.80 | 411,913.28 |
| SALDAÑA MORAN JUAN CARLOS | COORDINADOR | 01/05/2019 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 24,500.00 | - | - | 290,123.08 | - | 433,123.08 | 10,294.80 | - | 10,294.80 | 422,828.28 |
| ZAMUDIO LARA JULIO | SUB-DIRECTOR | 16/03/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 27,571.00 | - | - | 318,735.88 | - | 445,056.88 | 7,323.60 | - | 7,323.60 | 437,733.28 |
| MARTINEZ CISNEROS MARTHA GABRIELA | DIRECTOR | 01/01/2018 | 3 | 3 | 144,000.00 | - | 14,000.00 | - | 36,413.00 | - | - | 473,880.28 | - | 668,293.28 | 24,000.00 | 28,800.00 | 52,800.00 | 615,493.28 |
| **62 EMPLEADOS** | | **TOTAL DEPENDENCIA** | | | **5,306,360.97** | **0.00** | **764,630.10** | **26,556.00** | **545,074.00** | **0.00** | **0.00** | **9,257,195.62** | **357,700.00** | **16,257,516.69** | **489,243.60** | **430,036.80** | **919,280.40** | **15,338,236.29** |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SINDICATURA UNICA

CONGRESO DEL ESTADO DE VERACRUZ LXV LEGISLATURA

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICALYGRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SALGADO RIVERA MARTHA ISELA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RAMIREZ SALDAÑA MONICA | AUXILIAR ADMINISTRATIVO | 15/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ESQUIVEL PEREZ ROSAURA DEL PILAR | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| DEL CUETO GARCES VALENTIN SEVERINO | AUXILIAR | 01/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,983.00 | - | - | 121,995.88 | - | 209,978.88 | 1,767.60 | - | 1,767.60 | 208,211.28 |
| ARIZA MORALES PATRICIA | AUXILIAR | 01/03/2005 | 3 | 2 | 144,278.40 | - | 14,027.07 | - | - | - | - | 64,487.08 | 500.00 | 223,292.55 | 24,000.00 | 12,658.80 | 36,658.80 | 186,633.75 |
| PACHECO MARIN HIPOLITO | CHOFER SINDICO 1RO. | 16/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| CARO DEL CASTILLO VILLEGAS FERNANDO SIDDHARTA | AUXILIAR DE CONTRALORIA | 01/04/2016 | 3 | 2 | 109,395.34 | - | 32,757.83 | - | - | - | - | 122,921.08 | 20,920.00 | 285,994.25 | 10,200.00 | 22,972.80 | 33,172.80 | 252,821.45 |
| ARRIAGA RIVERA EZEQUIEL | COORDINADOR COMISION DE HACIEN | 16/03/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| JUAREZ ZORRILLA DULCE MARIA | COORDINADOR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 20,220.00 | - | - | 243,123.88 | - | 362,093.88 | 7,323.60 | - | 7,323.60 | 354,770.28 |
| LINARES PRIETO LUIS ALBERTO | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 20,220.00 | - | - | 243,123.88 | - | 362,093.88 | 7,323.60 | - | 7,323.60 | 354,770.28 |
| BURGOS HERNANDEZ JOSE MANUEL | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 20,220.00 | - | - | 243,123.88 | - | 362,093.88 | 7,323.60 | - | 7,323.60 | 354,770.28 |
| GUERRERO BERGER DANIEL | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| COTERA CRUZ CESAR | AUXILIAR | 01/09/2011 | 3 | 2 | 288,000.00 | - | 28,000.00 | - | - | - | - | 132,312.28 | - | 448,312.28 | 49,044.00 | 55,440.00 | 104,484.00 | 343,828.28 |
| MONTERO VENEROSO MARIA DEL ROSARIO | AUXILIAR | 01/01/2001 | 3 | 2 | 300,796.80 | - | 29,244.13 | - | - | - | - | 130,449.88 | 500.00 | 460,990.81 | 52,054.80 | 50,566.80 | 102,621.60 | 358,369.21 |
| FENTANES MURILLO LUIS ARMANDO | AUXILIAR DEL ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/09/2005 | 3 | 2 | 291,810.86 | - | 79,461.11 | - | - | - | - | 176,677.86 | 23,570.00 | 571,519.83 | 51,926.40 | 26,560.80 | 78,487.20 | 493,032.63 |
| GONZALEZ TREJO BERENICE DEL CARMEN | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/05/2010 | 3 | 2 | 288,981.74 | - | 89,608.68 | - | - | - | - | 203,120.53 | 25,720.00 | 607,430.95 | 57,747.60 | 19,604.40 | 77,352.00 | 530,078.95 |
| ESPINDOLA HERNANDEZ MAYRA | AUXILIAR DEL DEPARTAMENTO DE GOBERNACION | 15/08/1989 | 3 | 2 | 480,612.46 | - | 105,575.22 | - | - | - | - | 266,203.48 | 25,720.00 | 878,111.16 | 100,034.40 | 76,420.80 | 176,455.20 | 701,655.96 |
| DOMINGUEZ ABURTO CHRISTIAN FERNANDO | AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/01/2011 | 3 | 2 | 107,262.06 | - | 165,340.93 | - | - | - | - | 715,723.63 | 20,920.00 | 1,009,246.62 | 130,050.00 | 22,525.20 | 152,575.20 | 856,671.42 |
| **18 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **2,776,742.46** | **0.00** | **618,448.77** | **0.00** | **140,613.00** | **0.00** | **0.00** | **3,591,479.45** | **117,850.00** | **7,245,133.68** | **530,058.00** | **286,749.60** | **816,807.60** | **6,428,326.08** |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## REGIDURIAS

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CASTILLO LOPEZ REYNA | ENC. DE AREA | 31/01/2002 | 2 | 3 | 43,678.80 | - | 4,246.55 | - | - | - | - | 32,628.28 | - | 80,553.63 | 4,800.00 | - | 4,800.00 | 75,753.63 |
| AGUILAR BETANZOS ANA MARIA | AUXILIAR ADMINISTRATIVO | 17/12/1990 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CASTELLANOS MURCIA FERNANDO ADOLFO | AUXILIAR | 01/01/2001 | 2 | 3 | 63,648.00 | - | 6,188.00 | - | - | - | - | 32,628.28 | - | 102,464.28 | 4,800.00 | - | 4,800.00 | 97,664.28 |
| CISNEROS TEJEDA LUIS | AUXILIAR OPERATIVO | 16/11/2011 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| RIVERA GUTIERREZ JACQUELINE | AUXILIAR | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ZUÑIGA SALINAS VALENTIN | AUXILIAR | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ALONSO VIVEROS VIRGINIA | AUXILIAR ADMINISTRATIVO A | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CARRILLO SALDAÑA VICTORIA | AUXILIAR ADMINISTRATIVO | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| TRIANA RODRIGUEZ MILTON | AUXILIAR ADMINISTRATIVO A | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| FLORES LOPEZ BARTOLO ENRIQUE | AUXILIAR | 01/08/2005 | 3 | 2 | 60,278.40 | - | 5,860.40 | 4,018.80 | - | - | - | 45,287.08 | - | 115,444.68 | 4,800.00 | 12,658.80 | 17,458.80 | 97,985.88 |
| MORALES ALVAREZ LESLIE | AUXILIAR | 01/01/2001 | 2 | 3 | 51,166.80 | - | 4,974.55 | - | 3,081.00 | - | - | 64,320.28 | - | 123,542.63 | 4,800.00 | - | 4,800.00 | 118,742.63 |
| HERRERA DIAZ JUAN JESUS | AUXILIAR | 16/07/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 1,983.00 | - | - | 53,028.28 | - | 124,791.98 | 4,800.00 | - | 4,800.00 | 119,991.98 |
| GARCIA CUEVAS MARILY | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| CARMONA FUENTES JUAN CARLOS | AUXILIAR ADMINISTRATIVO A | 01/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 2,333.00 | - | - | 53,595.88 | - | 134,928.88 | 1,767.60 | - | 1,767.60 | 133,161.28 |
| SOSA DIAZ DAVID | AUXILIAR | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MORALES VELA ALICIA | AUXILIAR ADMINISTRATIVO | 17/09/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| MARTINEZ REYES ROBERTO CARLOS | AUXILIAR | 01/02/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| GALINDO MOLINA OCTAVIO | AUXILIAR ADMINISTRATIVO | 01/10/2019 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 4,317.00 | - | - | 74,880.28 | - | 162,147.28 | 2,652.00 | - | 2,652.00 | 159,495.28 |
| MORALES HERNANDEZ VERONICA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GONZAGA RODRIGUEZ MENDEZ MIGUEL | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| HERNANDEZ ESPINOZA SARAI | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| HERNANDEZ GAMBOA JESSICA VELINA | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CASTILLO GARCIA ROSA MONTSERRAT | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ONTIVEROS QUIROZ VICTORIA | AUXILIAR ADMINISTRATIVO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MACHORRO SORIANO MARCOS ALBERTO | AUXILIAR ADMINISTRATIVO | 02/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| LARA OCAMPO MARIA ESTHER | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RODRIGUEZ VAZQUEZ CARLOS ALEJANDRO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PAVON VIDAL GABRIELA LIZET | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ABURTO RUIZ BEATRIZ | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANCHEZ GOMEZ KARLA NATALIA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| BARRAGAN POLO FRANCISCO JAVIER | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| LARA BRINGAS MARIA ELIZABETH | AUXILIAR ADMINISTRATIVO | 15/05/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| HERNANDEZ RINCON MARIA LUISA | AUXILIAR ADMINISTRATIVO | 01/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| JUAREZ RODRIGUEZ MIGUEL ANGEL | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## REGIDURIAS

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PEREZ MALPICA CARLOS RAUL | ENC. DE AREA | 16/03/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CUELLAR MURILLO JOSE ANTONIO | JEFE DE EGRESOS | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CAPETILLO RAMOS KARLA ANAI | AUXILIAR | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 5,485.00 | - | - | 89,040.28 | - | 164,321.78 | 4,800.00 | - | 4,800.00 | 159,521.78 |
| PAYAN GARCIA ANGEL | AUXILIAR | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 5,485.00 | - | - | 89,040.28 | - | 164,321.78 | 4,800.00 | - | 4,800.00 | 159,521.78 |
| SALOMON CHAVEZ MARIA IVETTE | AUXILIAR ADMINISTRATIVO | 01/09/2007 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | 500.00 | 165,821.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,661.61 |
| FERIA CANALES SARA | AUXILIAR ADMINISTRATIVO | 16/09/2013 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | 500.00 | 165,821.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,661.61 |
| CAPISTRAN SOSA JOSEFINA | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | 500.00 | 165,821.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,661.61 |
| LOPEZ SANCHEZ ELIZABETH | COORDINADOR | 01/01/2001 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | - | 171,938.83 | 12,445.20 | - | 12,445.20 | 159,493.63 |
| CORREA BADIAL ALEJANDRO | AUXILIAR ADMINISTRATIVO | 01/08/1991 | 3 | 2 | 105,038.40 | - | 10,212.07 | - | - | - | - | 61,886.68 | - | 177,137.15 | 12,000.00 | 22,058.40 | 34,058.40 | 143,078.75 |
| REYES BAUTISTA LUIS GERARDO | AUXILIAR | 16/03/2020 | 2 | 3 | 120,000.00 | - | 11,666.67 | - | - | - | - | 52,273.48 | - | 183,940.15 | 12,445.20 | - | 12,445.20 | 171,494.95 |
| MONTES MORALES ISAAC | AUXILIAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 6,650.00 | - | - | 98,880.28 | - | 188,480.28 | 2,652.00 | - | 2,652.00 | 185,828.28 |
| GUZMAN MARTINEZ SUSANA | AUXILIAR | 16/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| SANCHEZ CALDERON MARIANA | AUXILIAR ADMINISTRATIVO | 16/06/2012 | 3 | 2 | 120,000.00 | - | 11,666.67 | 6,399.60 | - | - | - | 64,788.28 | 500.00 | 203,354.55 | 16,800.00 | 20,160.00 | 36,960.00 | 166,394.55 |
| GAMBOA AGUILAR GLORIA LOURDES | SUPERVISOR | 16/06/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| REYES HERNANDEZ LUIS ENRIQUE | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| ALVARADO SOSA JUANA | AUXILIAR | 16/03/2005 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 71,748.28 | 500.00 | 203,914.95 | 16,800.00 | 15,120.00 | 31,920.00 | 171,994.95 |
| FALCON OJEDA JOSE LUIS | AUXILIAR DE PATRIMONIO MUNICIPAL | 01/08/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 109,944.28 | 23,570.00 | 225,863.61 | 6,000.00 | 14,196.00 | 20,196.00 | 205,667.61 |
| TEPO BAEZ ABEL | AUXILIAR ADMINISTRATIVO | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| CIRUELO TLAXCALTECO EDGAR ANDRES | AUXILIAR ADMINISTRATIVO | 16/06/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| NUÑEZ RAMOS RENATO ALBERTO | SECRETARIO PARTICULAR | 01/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| QUIROZ GARCIA MARGARITA VICTORIA | SECRETARIA PARTICULAR | 18/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| OLGUIN GAMBOA BLANCA ROSA | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| SOSA NARVAEZ LUCERO | SECRETARIO PARTICULAR | 06/02/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| ROGEL SOLIS MANUEL ANTONIO | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| SOLORZANO AMECA JONATHAN PAUL | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| JUAREZ JIMENEZ JUAN DE DIOS | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| VERA GONZALEZ MARIBEL | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| CARMONA GOMEZ SANDRA MITSUNAHRY | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| NIEVES MORA NATALIA | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| AVALOS ARRONIZ ALDO ADRIAN | SECRETARIO PARTICULAR | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ZAPIEN DEL ANGEL OSWALDO | SECRETARIO PARTICULAR | 16/07/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ZAVALA VALENZUELA KARINA | AUXILIAR DE TENENCIA DE LA TIERRA | 01/09/2015 | 3 | 2 | 76,403.00 | - | 22,878.45 | 4,507.20 | - | - | - | 109,944.28 | 25,720.00 | 239,452.93 | 6,000.00 | 14,196.00 | 20,196.00 | 219,256.93 |
| MARTINEZ CARDENAS JESUSMANUEL | AUXILIAR OPERATIVO | 01/01/2014 | 3 | 2 | 120,000.00 | - | 15,166.67 | - | - | - | - | 113,028.28 | - | 248,194.95 | 24,000.00 | 25,200.00 | 49,200.00 | 198,994.95 |
| CARDENAS FERNANDEZ MARIO | AUXILIAR DE INTENDENCIA | 01/11/2015 | 3 | 2 | 79,379.87 | - | 23,769.86 | - | - | - | - | 121,944.28 | 23,570.00 | 248,664.02 | 6,000.00 | 14,196.00 | 20,196.00 | 228,468.02 |
| MARTINEZ JIMENEZ GABRIEL | AUXILIAR | 01/01/2005 | 3 | 2 | 152,755.20 | - | 14,851.20 | - | - | - | - | 83,906.68 | - | 251,513.08 | 24,000.00 | 32,078.40 | 56,078.40 | 195,434.68 |
| RUIZ RAMIREZ REBECA | AUXILIAR DE LA DIRECCION DE JURIDICA | 01/05/2010 | 3 | 2 | 93,352.00 | - | 20,242.37 | 4,507.20 | - | - | - | 119,552.68 | 21,570.00 | 259,224.25 | 10,200.00 | 19,604.40 | 29,804.40 | 229,419.85 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## REGIDURIAS

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AVENDAÑO REYES KARLA ELIZABETH | AUXILIAR DE TENENCIA DE LA TIERRA | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | 4,507.20 | - | - | - | 119,281.48 | 25,720.00 | 261,815.45 | 10,200.00 | 19,333.20 | 29,533.20 | 232,282.25 |
| RAMON VELAZQUEZ FREDDY | SEPULTURERO DEL PANTEON MUNICIPAL | 15/05/2008 | 3 | 2 | 93,352.00 | - | 20,242.37 | 4,507.20 | - | - | - | 131,552.68 | 23,570.00 | 273,224.25 | 10,200.00 | 19,604.40 | 29,804.40 | 243,419.85 |
| LUNA MARTINEZ MONICA | AUXILIAR DE EDUCACION | 16/10/2013 | 3 | 2 | 92,064.40 | - | 24,109.70 | 4,507.20 | - | - | - | 132,196.48 | 21,570.00 | 274,447.78 | 10,200.00 | 19,333.20 | 29,533.20 | 244,914.58 |
| ARANDA LOPEZ IVAN HANS VOELER | AUXILIAR DE CATASTRO | 16/05/2012 | 3 | 2 | 92,064.40 | - | 25,298.49 | 4,507.20 | - | - | - | 136,166.49 | 20,920.00 | 278,956.58 | 10,200.00 | 19,333.20 | 29,533.20 | 249,423.38 |
| TOSCANO ESPINOSA JAVIER | SECRETARIO TECNICO | 12/07/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| VAZQUEZ HERNANDEZ EFRAIN | SECRETARIO TECNICO | 01/08/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| VALENCIA CARVAJAL EMMANUEL | SECRETARIO TECNICO | 19/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| RAMIREZ ARCHER GUADALUPE | SECRETARIO TECNICO | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| AGUIRRE FERNANDEZ ANDRES | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| MORA MENDEZ GUSTAVO | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| LOPEZ HERNANDEZ PERLA MONSERRAT | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| RODRIGUEZ ANDRADE MARIO | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| HUERGO GUTIERREZ ADRIANA | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| PAVON LOBATO VALENTIN | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| GONZALEZ RAMIREZ RICARDO | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| RAMON VELAZQUEZ ORLANDO | SEPULTURERO "B" DEL CEMENTERIO MUNICIPAL | 13/06/2007 | 3 | 2 | 108,131.80 | - | 23,447.20 | 5,220.00 | - | - | - | 134,655.88 | 23,570.00 | 295,024.88 | 10,200.00 | 22,707.60 | 32,907.60 | 262,117.28 |
| GARCIA GUTIERREZ JORGE DAVID | PEON DE JARDINES | 02/05/2003 | 3 | 2 | 102,948.14 | - | 26,933.45 | 4,869.60 | - | - | - | 140,694.67 | 23,570.00 | 299,015.85 | 12,420.00 | 21,619.20 | 34,039.20 | 264,976.65 |
| HERNANDEZ ALVAREZ WENDY | AUXILIAR DE LA SALA DE EDILES | 01/12/2000 | 3 | 2 | 121,904.27 | - | 25,897.80 | - | - | - | - | 128,135.08 | 25,720.00 | 301,657.15 | 12,787.20 | 25,599.60 | 38,386.80 | 263,270.35 |
| LLINAS RUIZ GUILLERMO | SEPULTURERO DEL CEMENTERIO MUNICIPAL | 08/07/1986 | 3 | 2 | 123,506.16 | - | 23,970.62 | 5,336.40 | - | - | - | 140,759.08 | 20,920.00 | 314,492.26 | 13,074.00 | 25,936.80 | 39,010.80 | 275,481.46 |
| NOCHEBUENA RODRIGUEZ SERGIO | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 204,000.00 | - | 19,833.33 | - | - | - | - | 100,933.48 | - | 324,766.81 | 30,265.20 | 42,840.00 | 73,105.20 | 251,661.61 |
| GARRIDO LUNA FREDY IGNACIO | COORDINADOR | 01/01/2008 | 3 | 2 | 205,500.00 | - | 19,979.17 | - | - | - | - | 101,569.48 | - | 327,048.65 | 30,585.60 | 43,155.60 | 73,741.20 | 253,307.45 |
| CARDENAS FERNANDEZ RUBICELIA | DIBUJANTE DE OBRAS PUBLICAS | 01/09/2003 | 3 | 2 | 133,913.38 | - | 28,449.06 | 6,333.60 | - | - | - | 133,164.28 | 25,720.00 | 327,580.32 | 15,294.00 | 28,122.00 | 43,416.00 | 284,164.32 |
| SANCHEZ MARTINEZ ALVARO ANTONIO | AUXILIAR DEL JURIDICO | 01/06/2013 | 3 | 2 | 92,064.40 | - | 34,806.38 | 4,507.20 | - | - | - | 174,463.04 | 23,570.00 | 329,411.01 | 16,744.80 | 19,333.20 | 36,078.00 | 293,333.01 |
| GRAJALES VEYTIA MARISELA | AUXILIAR DEL DEPARTAMENTO DE GOBERNACION, ESTADISTICA Y ESTRANJERIA | 15/06/2006 | 3 | 2 | 139,442.91 | - | 32,646.45 | 5,323.20 | - | - | - | 129,380.68 | 25,720.00 | 332,513.24 | 16,476.00 | 23,156.40 | 39,632.40 | 292,880.84 |
| COSTALES ARMAS JUAN ANTONIO | AUXILIAR | 01/01/2001 | 3 | 2 | 216,294.72 | - | 21,028.65 | - | - | - | - | 97,981.48 | - | 335,304.85 | 32,890.80 | 25,262.40 | 58,153.20 | 277,151.65 |
| RAMON GUTIERREZ LORENZO | SEPULTURERO | 16/05/1985 | 3 | 2 | 134,589.56 | - | 26,121.73 | 5,815.20 | - | - | - | 145,451.08 | 23,570.00 | 335,547.57 | 15,439.20 | 28,263.60 | 43,702.80 | 291,844.77 |
| MUÑOZ GUZMAN JUANA | AUXILIAR DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/01/2004 | 3 | 2 | 140,975.53 | - | 29,949.35 | 6,667.20 | - | - | - | 136,155.88 | 25,720.00 | 339,467.96 | 16,802.40 | 29,605.20 | 46,407.60 | 293,060.36 |
| CANTERO BIXANO JUAN CARLOS | ENCARGADO DEL SISTEMA DE BOMBEO DEL MERCADO "MIGUEL HIDALGO" | 01/05/2000 | 3 | 2 | 152,751.23 | - | 31,806.32 | 7,081.20 | - | - | - | 141,144.28 | 23,570.00 | 356,353.03 | 19,318.80 | 32,077.20 | 51,396.00 | 304,957.03 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## REGIDURIAS

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| GOMEZ MONTALVAN CARLOS RAFAEL | SECRETARIO TECNICO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 21,817.00 | - | - | 254,880.28 | - | 359,647.28 | 2,652.00 | - | 2,652.00 | 356,995.28 |
| AGUILAR MORGAS GEMA | OFICIAL TERCERO DEL REGISTRO CIVIL | 15/01/2002 | 3 | 2 | 114,616.96 | - | 37,484.49 | 5,421.60 | - | - | - | 178,223.48 | 25,720.00 | 361,466.53 | 20,541.60 | 24,069.60 | 44,611.20 | 316,855.33 |
| MONTERO CARVAJAL JUAN | AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO | 01/04/1996 | 3 | 2 | 154,560.57 | - | 36,714.88 | 4,862.40 | - | - | - | 143,478.28 | 23,570.00 | 363,186.13 | 19,705.20 | 22,024.80 | 41,730.00 | 321,456.13 |
| CORZO BELMONT NADIA ELIZABETH | AUXILIAR DE LA DIRECCION DE EDUCACION | 01/03/2015 | 3 | 2 | 174,163.10 | - | 44,826.37 | - | - | - | - | 132,973.48 | 21,570.00 | 373,532.95 | 23,892.00 | 19,333.20 | 43,225.20 | 330,307.75 |
| DAUZON FLORES RICARDO | COORDINADOR | 01/03/1996 | 3 | 2 | 242,911.20 | - | 23,616.37 | 9,673.20 | - | - | - | 100,299.88 | - | 376,500.65 | 42,000.00 | 30,471.60 | 72,471.60 | 304,029.05 |
| GARCIA NOLASCO ALEJANDRA PAOLA | AUXILIAR DE LA SALA DE EDILES | 02/12/2013 | 3 | 2 | 166,864.71 | - | 36,688.84 | 8,168.40 | - | - | - | 147,122.68 | 21,570.00 | 380,414.63 | 22,333.20 | 35,041.20 | 57,374.40 | 323,040.23 |
| ARREDONDO FERAT ENRIQUE | AUXILIAR ADMINISTRATIVO | 16/01/2016 | 3 | 2 | 240,000.00 | - | 23,333.33 | - | - | - | - | 120,228.28 | - | 383,561.61 | 42,000.00 | 50,400.00 | 92,400.00 | 291,161.61 |
| REYES SOLIS CARLOS GERMAN | ESCRIBIENTE "C" DEL DEPARTAMENTO DE ESTADISTICA Y ESTRANJERIA | 16/01/2001 | 3 | 2 | 175,546.85 | - | 42,128.11 | 5,674.80 | - | - | - | 151,131.88 | 23,570.00 | 398,051.64 | 24,187.20 | 25,196.40 | 49,383.60 | 348,668.04 |
| MARMOLEJO FLORES LUCY GENOVEVA | AUXILIAR ADMINISTRATIVO | 01/02/2016 | 3 | 2 | 240,000.00 | - | 23,333.33 | 15,999.60 | - | - | - | 120,228.28 | - | 399,561.21 | 42,000.00 | 50,400.00 | 92,400.00 | 307,161.21 |
| GONZALEZ GALAN ARACELI | AUXILIAR ADMINISTRATIVO DE LA SECRETARIA DEL AYUNTAMIENTO | 01/11/2005 | 3 | 2 | 158,101.62 | - | 42,602.08 | - | - | - | - | 189,128.08 | 25,720.00 | 415,551.78 | 26,395.20 | 33,201.60 | 59,596.80 | 355,954.98 |
| ALVAREZ ESPINOSA JOSE LUIS | SECRETARIO TECNICO | 01/01/2001 | 3 | 2 | 253,609.20 | - | 24,656.45 | 16,906.80 | - | - | - | 123,086.68 | - | 418,259.13 | 42,000.00 | 53,258.40 | 95,258.40 | 323,000.73 |
| SOLIS HERRERA ALMA | ADMINISTRADORA DEL CEMENTERIO MUNICIPAL | 01/01/2001 | 3 | 2 | 197,567.08 | - | 41,971.87 | 9,344.40 | - | - | - | 160,128.28 | 25,720.00 | 434,731.63 | 28,891.20 | 41,488.80 | 70,380.00 | 364,351.63 |
| BERLIN MARISCAL ANGEL | AUXILIAR DE LA SALA DE EDILES | 01/05/2004 | 3 | 2 | 177,812.00 | - | 48,019.72 | 8,409.60 | - | - | - | 205,279.76 | 23,570.00 | 463,091.08 | 31,978.80 | 37,340.40 | 69,319.20 | 393,771.88 |
| GUTIERREZ POLO MARIA ANDREA | DIBUJANTE PLANIFICADOR DE LA DIRECCION DE OBRAS PUBLICAS | 16/06/1990 | 3 | 2 | 172,694.06 | - | 58,784.17 | 7,461.60 | - | - | - | 252,163.71 | 25,720.00 | 516,823.54 | 41,770.80 | 36,265.20 | 78,036.00 | 438,787.54 |
| CASTILLO CERVANTES HILDA IVETTE | AUXILIAR | 01/04/2019 | 2 | 2 | 256,599.76 | - | 76,837.37 | - | - | - | - | 187,859.08 | 25,720.00 | 547,016.21 | 41,659.20 | 56,451.60 | 98,110.80 | 448,905.41 |
| HUITZILT MARTINEZ TRINIDAD | AUXILIAR DE LA DIRECCION DE PARTICIPACION CIUDADANA | 23/12/1996 | 3 | 2 | 270,448.07 | - | 56,313.50 | 12,537.60 | - | - | - | 191,457.88 | 21,570.00 | 552,327.06 | 44,916.00 | 56,793.60 | 101,709.60 | 450,617.46 |
| CALDERON MANZUR AMALIA | AUXILIAR DE LA SALA DE EDILES | 27/01/2000 | 3 | 2 | 272,187.04 | - | 60,123.78 | 10,866.00 | - | - | - | 184,295.08 | 25,720.00 | 553,191.90 | 45,325.20 | 49,221.60 | 94,546.80 | 458,645.10 |
| GONZALEZ SOSA JUAN DE LA CRUZ | AUXILIAR DE LA TESORERIA MUNICIPAL | 16/06/1992 | 3 | 2 | 284,278.18 | - | 57,665.67 | - | - | - | - | 197,616.28 | 23,570.00 | 563,130.13 | 48,169.20 | 59,698.80 | 107,868.00 | 455,262.13 |
| VIDAL LOPEZ LEYLI | AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE PERSONAL | 16/06/1994 | 3 | 2 | 281,679.71 | - | 59,424.71 | 11,652.00 | - | - | - | 191,489.08 | 25,720.00 | 569,965.51 | 47,558.40 | 54,182.40 | 101,740.80 | 468,224.71 |
| REYES PEREZ MISAEL | AUXILIAR DE OBRAS PUBLICAS | 01/09/2014 | 3 | 2 | 277,284.40 | - | 83,628.77 | 4,507.20 | - | - | - | 188,288.68 | 23,570.00 | 577,279.05 | 52,747.20 | 19,333.20 | 72,080.40 | 505,198.65 |
| VALENCIA MIRNA MIREYA | ENCARGADO DE AREA | 16/08/1995 | 3 | 2 | 344,755.20 | - | 39,351.20 | - | - | - | - | 197,184.28 | 500.00 | 581,790.68 | 77,277.60 | 32,078.40 | 109,356.00 | 472,434.68 |
| TINOCO MOLINA TRINIDAD | SECRETARIA DE LA PRESIDENCIA MUNICIPAL | 02/01/1989 | 3 | 2 | 298,269.53 | - | 57,889.44 | 12,888.00 | - | - | - | 203,844.28 | 25,720.00 | 598,611.25 | 51,459.60 | 62,636.40 | 114,096.00 | 484,515.25 |
| GUERRERO ALFONSO RICARDO CARLOS | AUXILIAR DE LA SALA DE EDILES | 16/07/2012 | 3 | 2 | 325,502.96 | - | 90,144.25 | 4,507.20 | - | - | - | 166,946.68 | 23,570.00 | 610,671.09 | 57,865.20 | 19,333.20 | 77,198.40 | 533,472.69 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## REGIDURIAS

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| BELTRAN CALDERON LUIS ENRIQUE | AUXILIAR DE LA SALA DE EDILES | 01/01/2018 | 3 | 2 | 332,199.76 | - | 99,475.37 | 4,507.20 | - | - | - | 163,385.08 | 23,570.00 | 623,137.41 | 59,440.80 | 14,196.00 | 73,636.80 | 549,500.61 |
| BARRADAS CASTILLO SANTOS ANTONIO | AUXILIAR DE BIBLIOTECA | 16/10/2013 | 3 | 2 | 92,064.40 | - | 98,758.20 | 4,507.20 | - | - | - | 435,917.27 | 20,920.00 | 652,167.07 | 64,630.80 | 19,333.20 | 83,964.00 | 568,203.07 |
| BELMONT MARTINEZ RUTH ELIZABETH | AUXILIAR DEL DEPARTAMENTO DE VEHICULOS | 01/06/1990 | 3 | 2 | 305,776.22 | - | 69,646.67 | 13,212.00 | - | - | - | 249,675.88 | 25,720.00 | 664,030.77 | 61,316.40 | 64,213.20 | 125,529.60 | 538,501.17 |
| MENDOZA MURGUIA MANUEL ENRIQUE | SECRETARIO TECNICO | 01/12/1998 | 3 | 2 | 440,542.80 | - | 42,830.55 | - | - | - | - | 208,356.28 | - | 691,729.63 | 88,014.00 | 92,514.00 | 180,528.00 | 511,201.63 |
| MARTINEZ CAMPOS NORA ANDREA | AUXILIAR DE LA SALA DE EDILES | 16/04/1977 | 3 | 2 | 355,010.31 | - | 68,901.96 | 15,339.60 | - | - | - | 229,105.48 | 25,720.00 | 694,077.35 | 64,804.80 | 74,552.40 | 139,357.20 | 554,720.15 |
| GONZALEZ SILVAN ALEJANDRO | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/01/2008 | 3 | 2 | 93,352.00 | - | 163,685.34 | - | - | - | - | 715,949.01 | 20,920.00 | 993,906.35 | 127,566.00 | 19,604.40 | 147,170.40 | 846,735.95 |
| DIAZ QUEZADA ANA ISABEL | ANALISTA DE LA DIRECCION DE EGRESOS | 01/01/1989 | 3 | 2 | 860,217.58 | - | 168,897.44 | - | - | - | - | 482,641.48 | 25,720.00 | 1,537,476.50 | 216,120.00 | 176,773.20 | 392,893.20 | 1,144,583.30 |
| **128 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **15,804,340.35** | **0.00** | **2,855,684.76** | **279,568.80** | **523,527.00** | **0.00** | **0.00** | **17,109,902.05** | **985,320.00** | **37,558,342.96** | **2,271,932.40** | **2,024,637.60** | **4,296,570.00** | **33,261,772.96** |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SECRETARIA DEL AYUNTAMIENTO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DEFIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| LARA MOLINA FLORITA MARGARITA | PROMOTOR CULTURAL | 01/01/1989 | 2 | 2 | 28,828.80 | - | 2,802.80 | - | - | - | - | 32,628.28 | - | 64,259.88 | 4,800.00 | - | 4,800.00 | 59,459.88 |
| CARMONA MOLINA MARIA GUADALUPE | AUXILIAR | 12/02/2007 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| BATAN HERNANDEZ ERIKA | AUXILIAR | 16/06/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| SUAREZ GABINO FELIX | MUSICO | 01/01/2001 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ALVARADO GOMEZ ARTURO | MUSICO | 02/01/2012 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| HERNANDEZ MORALES LEONEL | MUSICO | 02/01/2012 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| SOTO PAZ GERARDO ESTEBAN | VIGILANTE | 16/12/2012 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| OCHOA RIVERA MA. DEL ROSARIO | AUXILIAR | 01/01/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| GARCIA GARCIA MARIANA | AUXILIAR | 01/05/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 1,167.00 | - | - | 44,628.28 | - | 86,353.88 | 4,800.00 | - | 4,800.00 | 81,553.88 |
| CABALLERO ESTRADA MAYRA ABIGAIL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LEON CRUZ OSCAR ARGARD | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| NOVOA SEGURA RENE | JEFE DE AREA | 01/06/2011 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 1,750.00 | - | - | 50,628.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| RAMIREZ MONTOYA KARLA GUADALUPE | AUXILIAR ADMINISTRATIVO | 02/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| ROMAN VELA PERLA ARIANA | AUXILIAR ADMINISTRATIVO | 02/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| DE LA CRUZ DEL ANGEL MARGARITA | INVESTIGADOR | 28/01/2002 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LOPEZ ASCORVE LETICIA | SECRETARIA | 16/11/1987 | 3 | 2 | 60,484.80 | - | 5,880.47 | - | - | - | - | 45,330.28 | 500.00 | 112,195.55 | 4,800.00 | 12,702.00 | 17,502.00 | 94,693.55 |
| LARA HUERTA FIDEL | ENCARGADO DE COMPUTO | 16/09/1992 | 3 | 2 | 66,830.16 | - | 6,497.38 | - | - | - | - | 46,662.28 | - | 119,989.82 | 4,800.00 | 14,034.00 | 18,834.00 | 101,155.82 |
| NUÑEZ FLORES DANIELA | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| CORTES ZAMUDIO NORA TRINIDAD | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| HERNANDEZ CONTRERAS BRUNO SEBASTIAN | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| REYES AGUILERA JOSE BERNARDO | COORDINADOR DEARCHIVO | 01/01/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 2,212.00 | - | - | 55,380.28 | - | 127,388.78 | 4,800.00 | - | 4,800.00 | 122,588.78 |
| RIVERA JÁCOME LORENA | AUXILIAR ADMINISTRATIVO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PEREZ SANCHEZ ELOISA | ASISTENTE | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GONZALEZ QUINTANA REBECA | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| NARANJO GARCIA SILVIA GABRIELA | JEFE DE JARDINES | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ORTIZ QUIROZ DIANA LAURA | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GARCIA VAZQUEZ MARIA DEL ROCIO | AUXILIAR ADMINISTRATIVO | 02/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 4,305.00 | - | - | 76,908.28 | - | 151,128.28 | 4,800.00 | - | 4,800.00 | 146,328.28 |
| ENRIQUEZ LOPEZ ARTEMIO | SECRETARIO TECNICO | 01/05/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,250.00 | - | - | 86,628.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| RODRIGUEZ LIBREROS ISRAEL | AUXILIAR ADMINISTRATIVO | 16/09/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| MORALES DIAZ CLARA LUZ | ARCHIVISTA DEPTO. DE ARCHIVO D | 01/01/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| REYES PEÑA EDUARDO | ENCARGADO EQUIPO COMPUTO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| BARRIOS LLINAS JOSE GILBERTO | AUXILIAR ADMINISTRATIVO | 06/03/2013 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | - | 165,321.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,161.61 |
| BRAVO DE LA TORRE ENRIQUE | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | - | 165,321.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,161.61 |
| LUNA LORIA LETICIA | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | 500.00 | 165,821.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,661.61 |
| BEREA ALVAREZ ALICIA VICTORIA | SECRETARIA | 05/07/1995 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | 500.00 | 165,821.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,661.61 |
| YEPEZ DOMINGUEZ FELIX IGNACIO | AUXILIAR | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| MORALES MARTINEZ MARIA ALEJANDRA | JEFE DE AREA | 02/04/1999 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | 2,333.00 | - | - | 64,273.48 | - | 198,271.83 | 12,445.20 | - | 12,445.20 | 185,826.63 |
| TEJEDA CANO SANTIAGO | JEFE DE AREA | 01/01/2014 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 69,828.28 | - | 201,494.95 | 16,800.00 | 25,200.00 | 42,000.00 | 159,494.95 |
| SERRANO SOLANO JOSE LAURO | AUXILIAR ADMINISTRATIVO | 16/09/2015 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 69,828.28 | - | 201,494.95 | 16,800.00 | 25,200.00 | 42,000.00 | 159,494.95 |
| AMOR GOMEZ LUIS REY | AUXILIAR DE LA DIRECCION DE CULTURA | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SECRETARIA DEL AYUNTAMIENTO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DEFIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| ARGUMEDO VERA KUITLAHUAK RAFAEL | MUSICO DE LA BANDA MUNICIPAL | 01/11/2015 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 22,120.00 | 223,181.01 | 6,000.00 | 14,196.00 | 20,196.00 | 202,985.01 |
| GUTIERREZ OROZCO ALFONSO | MUSICO DE LA BANDA MUNICIPAL | 01/01/2017 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 22,120.00 | 223,181.01 | 6,000.00 | 14,196.00 | 20,196.00 | 202,985.01 |
| CENTENO ORTEGA JOSE | MUSICO DE LA BANDA MUNICIPAL DEL H. AYUNTAMIENTO DE VERACRUZ | 01/02/2016 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 22,120.00 | 223,181.01 | 6,000.00 | 14,196.00 | 20,196.00 | 202,985.01 |
| OROZCO HERNANDEZ EDUARDO | MUSICO DE LA BANDA MUNICIPAL | 16/07/2017 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 22,120.00 | 223,181.01 | 6,000.00 | 14,196.00 | 20,196.00 | 202,985.01 |
| RETAMA MUNIVE MARIA DORALI | AUXILIAR DE LA DIRECCION DE TURISMO | 01/12/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| LAGUNES LOPEZ MAURO | MUSICO | 01/06/2019 | 2 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 113,139.88 | 22,120.00 | 223,856.61 | 6,000.00 | 14,871.60 | 20,871.60 | 202,985.01 |
| BAÑUELOS TORRES FRANCISCO | MUSICO DE LA BANDA MUNICIPAL | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 24,770.00 | 225,831.01 | 6,000.00 | 14,196.00 | 20,196.00 | 205,635.01 |
| DIAZ ARGUELLES DANIEL | MUSICO DE LA BANDA MUNICIPAL | 16/06/2016 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 24,770.00 | 225,831.01 | 6,000.00 | 14,196.00 | 20,196.00 | 205,635.01 |
| COLORADO ZAPATA EDUARDO | AGENTE | 01/05/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| GARCIA MAGALLANES MARIA IRENE | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 10,150.00 | - | - | 134,880.28 | - | 227,980.28 | 2,652.00 | - | 2,652.00 | 225,328.28 |
| HERRADA CASAS IVAN | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ORTIZ CRUZ CAROLINA | AUXILIAR DE LA DIRECCION DE CULTURA | 01/06/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| SANDOVAL CASTILLO JOSE ANGEL | AUXILIAR DE LA BIBLIOTECA VENUSTIANO CARRANZA | 01/05/2009 | 3 | 2 | 93,352.00 | - | 22,890.75 | - | - | - | - | 128,397.00 | 23,570.00 | 268,209.75 | 10,200.00 | 19,604.40 | 29,804.40 | 238,405.35 |
| CRUZ VELAZQUEZ ROMEO | COORDINADOR | 14/02/1991 | 3 | 2 | 174,000.00 | - | 16,916.67 | - | - | - | - | 88,368.28 | - | 279,284.95 | 24,000.00 | 36,540.00 | 60,540.00 | 218,744.95 |
| TORRES CASTAÑEDA NANCY | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 156,000.00 | - | 17,500.00 | - | - | - | - | 107,028.28 | 500.00 | 281,028.28 | 30,000.00 | 25,200.00 | 55,200.00 | 225,828.28 |
| VERONICA HERNANDEZ FABIOLA | COORDINADOR | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 16,191.00 | - | - | 199,164.28 | - | 281,189.93 | 4,800.00 | - | 4,800.00 | 276,389.93 |
| PEREZ TOGA LUZ MARIA | AUXILIAR DE ASEO "C" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 16/01/1989 | 3 | 2 | 114,442.91 | - | 22,211.58 | - | - | - | - | 125,232.28 | 25,720.00 | 287,606.77 | 11,450.40 | 24,033.60 | 35,484.00 | 252,122.77 |
| VELA YCEZAGA RAZIEL | COORDINADOR | 01/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| CENTENO ORTEGA GABRIEL | MUSICO DE LA BANDA MUNICIPAL | 16/06/2011 | 3 | 2 | 117,543.64 | - | 26,599.12 | - | - | - | - | 129,409.48 | 22,120.00 | 295,672.24 | 12,457.20 | 24,684.00 | 37,141.20 | 258,531.04 |
| BAÑUELOS TORRES JUAN | MUSICO DE LA BANDA MUNICIPAL | 01/08/2011 | 3 | 2 | 117,543.64 | - | 26,599.12 | - | - | - | - | 129,409.48 | 22,120.00 | 295,672.24 | 12,457.20 | 24,684.00 | 37,141.20 | 258,531.04 |
| HUITZITL LEMUS LUIS ANGEL | MUSICO DE LA BANDA MUNICIPAL | 01/07/2015 | 3 | 2 | 117,543.64 | - | 26,599.12 | - | - | - | - | 129,409.48 | 22,120.00 | 295,672.24 | 12,457.20 | 24,684.00 | 37,141.20 | 258,531.04 |
| MATEOS SIERRA NATALIA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 17,500.00 | - | - | 212,628.28 | - | 295,962.93 | 4,800.00 | - | 4,800.00 | 291,162.93 |
| VARELA PALMEROS ANDRY | MUSICO DE LA BANDA MUNICIPAL | 16/06/2011 | 3 | 2 | 117,543.64 | - | 26,599.12 | - | - | - | - | 129,409.48 | 24,770.00 | 298,322.24 | 12,457.20 | 24,684.00 | 37,141.20 | 261,181.04 |
| OROZCO OROZCO GABRIEL | MUSICO DE LA BANDA MUNICIPAL | 01/01/2007 | 3 | 2 | 119,187.52 | - | 26,599.12 | - | - | - | - | 130,049.08 | 24,770.00 | 300,605.72 | 12,751.20 | 25,029.60 | 37,780.80 | 262,824.92 |
| TEDY GUERRERO ARTURO | MUSICO DE LA BANDA MUNICIPAL | 01/08/2008 | 3 | 2 | 119,187.52 | - | 26,599.12 | - | - | - | - | 130,049.08 | 24,770.00 | 300,605.72 | 12,751.20 | 25,029.60 | 37,780.80 | 262,824.92 |
| ANGOA LARA IVONNE | MUSICO DE LA BANDA DE MUSICA MUNICIPAL | 02/05/2002 | 3 | 2 | 121,653.52 | - | 26,599.12 | - | - | - | - | 131,029.48 | 22,770.00 | 302,052.12 | 13,214.40 | 25,546.80 | 38,761.20 | 263,290.92 |
| GARRIDO SANCHEZ OSCAR | TROMPETISTA DE LA BANDA MUNICIPAL | 01/12/2000 | 3 | 2 | 121,653.52 | - | 26,599.12 | - | - | - | - | 131,029.48 | 24,770.00 | 304,052.12 | 13,214.40 | 25,546.80 | 38,761.20 | 265,290.92 |
| GUTIERREZ OROZCO HENRY | CITA DE LA BANDA MUNICIPAL | 01/12/2000 | 3 | 2 | 121,653.52 | - | 26,599.12 | - | - | - | - | 131,029.48 | 24,770.00 | 304,052.12 | 13,214.40 | 25,546.80 | 38,761.20 | 265,290.92 |
| MOTA PEREZ JOSE ARMANDO | MUSICO DE LA BANDA MUNICIPAL | 02/05/2002 | 3 | 2 | 121,653.52 | - | 26,599.12 | - | - | - | - | 131,029.48 | 24,770.00 | 304,052.12 | 13,214.40 | 25,546.80 | 38,761.20 | 265,290.92 |
| ENRIQUEZ MARTINEZ ALEJANDRO | PLATILLERO DE LA BANDA DE MUSICA MUNICIPAL | 01/01/2001 | 3 | 2 | 121,653.52 | - | 26,599.12 | - | - | - | - | 131,029.48 | 24,770.00 | 304,052.12 | 13,214.40 | 25,546.80 | 38,761.20 | 265,290.92 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SECRETARIA DEL AYUNTAMIENTO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DEFIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| ARGUMEDO HERNANDEZ HUMBERTO RAFAEL | MUSICO DE LA BANDA MUNICIPAL | 02/05/2004 | 3 | 2 | 121,653.52 | - | 26,599.12 | - | - | - | - | 131,029.48 | 24,770.00 | 304,052.12 | 13,214.40 | 25,546.80 | 38,761.20 | 265,290.92 |
| VARELA PALMEROS GERMAN | MUSICO DE LA BANDA MUNICIPAL | 17/10/1996 | 3 | 2 | 124,119.52 | - | 26,599.12 | - | - | - | - | 132,074.68 | 24,770.00 | 307,563.32 | 13,741.20 | 26,065.20 | 39,806.40 | 267,756.92 |
| LOPEZ CONTRERAS CARLOS | MUSICO DE LA BANDA MUNICIPAL (TROMPETISTA) | 01/04/1997 | 3 | 2 | 124,119.52 | - | 26,599.12 | - | - | - | - | 132,074.68 | 24,770.00 | 307,563.32 | 13,741.20 | 26,065.20 | 39,806.40 | 267,756.92 |
| ARGUMEDO HERNANDEZ RAFAEL ALEJO | MUSICO DE LA BANDA MUNICIPAL | 16/07/1997 | 3 | 2 | 124,119.52 | - | 26,599.12 | - | - | - | - | 132,074.68 | 24,770.00 | 307,563.32 | 13,741.20 | 26,065.20 | 39,806.40 | 267,756.92 |
| MOTA PEREZ MARCOS | MUSICO DE LA BANDA MUNICIPAL (FLAUTISTA) | 08/08/1991 | 3 | 2 | 127,407.40 | - | 26,599.12 | - | - | - | - | 133,466.68 | 22,120.00 | 309,593.20 | 14,443.20 | 26,755.20 | 41,198.40 | 268,394.80 |
| HERNANDEZ ESCOBAR JOSE | MUSICO DE LA BANDA MUNICIPAL | 01/12/1992 | 3 | 2 | 127,407.40 | - | 26,599.12 | - | - | - | - | 133,466.68 | 24,770.00 | 312,243.20 | 14,443.20 | 26,755.20 | 41,198.40 | 271,044.80 |
| BAÑUELOS HUERTA FRANCISCO | MUSICO DE LA BANDA MUNICIPAL | 16/09/1991 | 3 | 2 | 127,407.40 | - | 26,599.12 | - | - | - | - | 133,466.68 | 24,770.00 | 312,243.20 | 14,443.20 | 26,755.20 | 41,198.40 | 271,044.80 |
| GUTIERREZ CARRASCO HEVER | MUSICO DE LA BANDA MUNICIPAL | 01/12/1992 | 3 | 2 | 128,866.01 | - | 26,895.00 | - | - | - | - | 134,085.88 | 24,770.00 | 314,616.89 | 14,755.20 | 27,062.40 | 41,817.60 | 272,799.29 |
| VARELA PALMEROS RENE | MUSICO DE LA BANDA MUNICIPAL | 16/01/1993 | 3 | 2 | 127,407.40 | - | 26,599.12 | 5,754.00 | - | - | - | 133,466.68 | 24,770.00 | 317,997.20 | 14,443.20 | 26,755.20 | 41,198.40 | 276,798.80 |
| HUITZITL MENDOZA ANTONIA | MUSICO DE LA BANDA MUNICIPAL | 16/11/1992 | 3 | 2 | 130,809.34 | - | 27,289.20 | - | - | - | - | 134,907.88 | 26,920.00 | 319,926.42 | 15,169.20 | 27,470.40 | 42,639.60 | 277,286.82 |
| ANGOA HUERTA ROBERTO | MUSICO DE LA BANDA MUNICIPAL | 01/05/1989 | 3 | 2 | 136,716.82 | - | 27,289.20 | - | - | - | - | 137,409.88 | 24,770.00 | 326,185.90 | 16,431.60 | 28,710.00 | 45,141.60 | 281,044.30 |
| BRIDAT TAMAYO ERICK MANUEL | COORDINADOR | 16/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 19,600.00 | - | - | 231,195.88 | - | 329,795.88 | 1,767.60 | - | 1,767.60 | 328,028.28 |
| GOMEZ VAZQUEZ ERIKA ROSA AURORA | OFICIAL SEGUNDO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 16/05/1993 | 3 | 2 | 136,835.74 | - | 27,757.05 | 6,180.00 | - | - | - | 134,402.68 | 25,720.00 | 330,895.47 | 15,919.20 | 28,735.20 | 44,654.40 | 286,241.07 |
| HUITZITL MARTINEZ ALEJANDRO | MUSICO DE LA BANDA MUNICIPAL | 16/10/1988 | 3 | 2 | 136,716.82 | - | 27,289.20 | 5,907.60 | - | - | - | 137,409.88 | 24,770.00 | 332,093.50 | 16,431.60 | 28,710.00 | 45,141.60 | 286,951.90 |
| MATUZ MALDONADO FIDEL | MUSICO DE LA BANDA MUNICIPAL | 02/05/1990 | 3 | 2 | 136,716.82 | - | 27,289.20 | 5,907.60 | - | - | - | 137,409.88 | 24,770.00 | 332,093.50 | 16,431.60 | 28,710.00 | 45,141.60 | 286,951.90 |
| HERNANDEZ VELA CRISTINA | COORDINADOR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 19,950.00 | - | - | 237,828.28 | - | 332,828.28 | 4,800.00 | - | 4,800.00 | 328,028.28 |
| DIAZ CHAZARO MARIA DE LA CONCEPCION | CRONISTA DE LA CIUDAD | 16/12/1987 | 2 | 2 | 240,000.00 | - | 23,333.33 | - | - | - | - | 69,828.28 | - | 333,161.61 | 42,000.00 | - | 42,000.00 | 291,161.61 |
| SALVADOR SAAVEDRA GERARDO | MUSICO DE LA BANDA MUNICIPAL | 01/08/1988 | 3 | 2 | 142,933.53 | - | 28,495.77 | - | - | - | - | 140,043.88 | 24,770.00 | 336,243.18 | 17,760.00 | 30,015.60 | 47,775.60 | 288,467.58 |
| LARA QUEVEDO DAVID | ANALISTA | 16/05/2008 | 3 | 2 | 216,000.00 | - | 21,000.00 | - | - | - | - | 106,016.68 | - | 343,016.68 | 32,828.40 | 45,360.00 | 78,188.40 | 264,828.28 |
| ARANGO GOMEZ ARGEL EDUARDO | COORDINADOR | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 21,743.00 | - | - | 256,272.28 | - | 343,849.93 | 4,800.00 | - | 4,800.00 | 339,049.93 |
| GUTIERREZ ROMERO AMIR JOSUE | MUSICO DE LA BANDA MUNICIPAL | 01/04/2011 | 3 | 2 | 117,543.64 | - | 36,220.27 | - | - | - | - | 168,281.08 | 22,120.00 | 344,164.99 | 19,198.80 | 24,684.00 | 43,882.80 | 300,282.19 |
| GUTIERREZ ROMERO JORMAN BENITO | MUSICO DE LA BANDA MUNICIPAL | 01/08/2014 | 3 | 2 | 117,543.64 | - | 36,220.27 | - | - | - | - | 168,281.08 | 24,770.00 | 346,814.99 | 19,198.80 | 24,684.00 | 43,882.80 | 302,932.19 |
| MARTINEZ TEJEDA ISAIAS | SUBDIRECTOR DE LA BANDA DE MUSICA MUNICIPAL | 01/10/1986 | 3 | 2 | 163,181.84 | - | 32,425.66 | - | - | - | - | 148,621.48 | 22,120.00 | 366,348.98 | 22,084.80 | 34,268.40 | 56,353.20 | 309,995.78 |
| RAMIREZ DOMINGUEZ JOSE | DIRECTOR | 16/07/2019 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | 17,500.00 | - | - | 220,273.48 | - | 369,438.83 | 12,445.20 | - | 12,445.20 | 356,993.63 |
| MORENO HERNANDEZ LUIS ENRIQUE | AUXILIAR DE LA OFICINA DE CASTASTRO MUNICIPAL | 25/09/1991 | 3 | 2 | 164,246.93 | - | 38,891.74 | - | - | - | - | 168,605.10 | 23,570.00 | 395,313.77 | 25,749.60 | 34,491.60 | 60,241.20 | 335,072.57 |
| LASCURAIN COUARY MARIO | AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 15/05/1991 | 3 | 2 | 179,281.18 | - | 36,367.08 | 8,096.40 | - | - | - | 152,382.28 | 23,570.00 | 399,696.94 | 24,985.20 | 37,648.80 | 62,634.00 | 337,062.94 |
| PEREZ GONZALEZ GIBRAN ALBERTO | AUXILIAR DEL DEPARTAMENTO JURIDICO | 01/03/2011 | 3 | 2 | 193,740.47 | - | 52,575.21 | 4,507.20 | - | - | - | 144,800.68 | 23,570.00 | 419,193.57 | 29,419.20 | 19,333.20 | 48,752.40 | 370,441.17 |
| MELCHOR QUEVEDO IMELDA | OFICIAL SEGUNDO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 21/12/1989 | 3 | 2 | 205,923.22 | - | 39,966.48 | - | - | - | - | 163,668.28 | 25,720.00 | 435,277.98 | 30,675.60 | 43,244.40 | 73,920.00 | 361,357.98 |
| SERRANO VILLA MYRNA | AUXILIAR DE LA SECRETARIA DEL AYUNTAMIENTO | 15/08/1994 | 3 | 2 | 175,497.70 | - | 46,023.69 | 7,926.00 | - | - | - | 193,026.89 | 25,720.00 | 448,194.27 | 31,612.80 | 36,854.40 | 68,467.20 | 379,727.07 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SECRETARIA DEL AYUNTAMIENTO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DEFIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CASTILLO RODRIGUEZ ANTONIO | ARCHIVISTA DEPTO. DE ARCHIVO DE LA SECRETARIA | 01/01/1993 | 3 | 2 | 229,091.36 | - | 50,611.93 | - | - | - | - | 190,264.78 | 23,570.00 | 493,538.08 | 38,578.80 | 48,109.20 | 86,688.00 | 406,850.08 |
| RAMOS HERNANDEZ LILIANA DEL CARMEN | TAQUIMECANOGRAFA DE LA SECRETARIA DEL H. AYUNTAMIENTO | 16/10/1992 | 3 | 2 | 192,056.90 | - | 61,943.98 | 8,673.60 | - | - | - | 251,373.44 | 25,720.00 | 539,767.92 | 44,533.20 | 40,332.00 | 84,865.20 | 454,902.72 |
| SANDOVAL CANO PAULINO | ENCARGADO DE CORRESPONDENCIA Y ARCHIVO DE LA TESORERIA MUNICIPAL | 01/02/1987 | 3 | 2 | 257,062.55 | - | 58,211.28 | 11,107.20 | - | - | - | 219,816.88 | 20,920.00 | 567,117.91 | 48,302.40 | 53,983.20 | 102,285.60 | 464,832.31 |
| PADILLA FENTANES EMMANUEL AGUSTIN | MUSICO "A" DE LA BANDA MUNICIPAL | 16/07/2017 | 3 | 2 | 206,514.76 | - | 85,986.90 | - | - | - | - | 262,602.28 | 22,120.00 | 577,223.94 | 48,846.00 | 43,368.00 | 92,214.00 | 485,009.94 |
| PEREZ ZUÑIGA MARIA DE LOURDES | COORDINADOR ADMINISTRATIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 28/04/1987 | 3 | 2 | 302,391.68 | - | 58,689.51 | - | - | - | - | 205,680.28 | 25,720.00 | 592,481.47 | 52,429.20 | 63,502.80 | 115,932.00 | 476,549.47 |
| GONZALEZ SILVA MARIA REBECA | SECRETARIO DEL AYUNTAMIENTO | 01/01/2018 | 3 | 3 | 144,000.00 | - | 14,000.00 | - | 30,953.00 | - | - | 417,720.28 | - | 606,673.28 | 24,000.00 | 28,800.00 | 52,800.00 | 553,873.28 |
| MORALES LARA ALICIA | AUXILIAR ADMINISTRATIVO DE ADQUISICIONES | 01/03/1996 | 3 | 2 | 309,762.52 | - | 64,499.66 | 14,360.40 | - | - | - | 208,961.08 | 25,720.00 | 623,303.66 | 54,163.20 | 65,049.60 | 119,212.80 | 504,090.86 |
| TIBURCIO AUDIRAC MUSME DEL CARMEN | ANALISTA DE SISTEMAS | 01/01/2011 | 3 | 2 | 316,078.88 | - | 87,243.12 | - | - | - | - | 208,550.84 | 21,570.00 | 633,442.85 | 60,712.80 | 36,558.00 | 97,270.80 | 536,172.05 |
| IBARRA GONZALEZ EMIGDIO | AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DEL ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/01/2005 | 3 | 2 | 339,109.44 | - | 72,041.66 | - | - | - | - | 222,026.68 | 23,570.00 | 656,747.78 | 61,065.60 | 71,212.80 | 132,278.40 | 524,469.38 |
| REYES LARA OLGA | COORDINADORA ADMINISTRATIVA DEL DEPTO. DE PLANEACION CATASTRAL | 01/08/1993 | 3 | 2 | 365,823.93 | - | 74,207.18 | - | - | - | - | 233,919.88 | 25,720.00 | 699,670.99 | 67,348.80 | 76,822.80 | 144,171.60 | 555,499.39 |
| GUTIERREZ OROSCO MAXIMILIANO | DIRECTOR DE BANDA DE MUSICA MUNICIPAL | 01/07/1987 | 3 | 2 | 295,847.02 | - | 146,884.78 | - | - | - | - | 543,358.69 | 25,470.00 | 1,011,560.48 | 127,669.20 | 49,062.00 | 176,731.20 | 834,829.28 |
| YDIRIN PRESTAMO MARIA MAGDALENA | COORDINADORA | 01/01/2011 | 3 | 2 | 630,893.74 | - | 138,715.74 | - | - | - | - | 367,353.88 | 21,570.00 | 1,158,533.36 | 145,118.40 | 132,487.20 | 277,605.60 | 880,927.76 |
| **111 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **13,129,189.71** | **0.00** | **2,577,847.43** | **78,420.00** | **259,364.00** | **0.00** | **0.00** | **13,997,650.25** | **1,371,140.00** | **31,413,611.39** | **1,842,864.00** | **2,107,489.20** | **3,950,353.20** | **27,463,258.19** |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## CONTRALORIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| TORRES BENITEZ SILVIA YAMIN | AUDITOR | 14/05/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| HERRERA FLORES MARIA ANTONIETTA | AUDITOR | 16/12/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ZUÑIGA RIVAS ERIKA | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| RODRIGUEZ RIVERA ANA ORALIA | AUDITOR | 01/07/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 6,417.00 | - | - | 98,628.28 | 500.00 | 171,379.93 | 4,800.00 | - | 4,800.00 | 166,579.93 |
| BARRERA LAGUNES IVAN | AUDITOR | 15/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,833.00 | - | - | 89,595.88 | - | 174,428.88 | 1,767.60 | - | 1,767.60 | 172,661.28 |
| RUIZ PERALES VICTOR MANUEL | AUXILIAR | 21/10/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,833.00 | - | - | 89,595.88 | - | 174,428.88 | 1,767.60 | - | 1,767.60 | 172,661.28 |
| GARCIA ORTA JOAQUIN DANIEL | JEFE DE DEPARTAMENTO | 16/04/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| ESPINOZA LOPEZ SAMANTHA | AUDITOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| MARTINEZ TORRES RICARDO | AUDITOR | 19/10/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| PALACIOS CARVALLO MARIO ALFONSO | JEFE DE AREA | 01/10/2008 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 10,150.00 | - | - | 137,028.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| LANDA VERDE JUAN JOSE | AUDITOR | 16/04/2007 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,916.00 | - | - | 131,583.88 | - | 220,499.88 | 1,767.60 | - | 1,767.60 | 218,732.28 |
| HERNANDEZ AVILA JUAN CARLOS | AUXILIAR DE OBRAS PUBLICAS | 16/03/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| HERNANDEZ CASTILLA ROMANA ANGELICA | AUXILIAR DE INGRESOS | 16/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| RAMIREZ HERNANDEZ VIRIDIANA DEL CARMEN | AUXILIAR | 16/06/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| MANJARREZ RUBIO MA DE LOS ANGELES | AUXILIAR | 16/08/2001 | 3 | 2 | 159,600.00 | - | 15,516.67 | - | - | - | - | 71,101.48 | 500.00 | 246,718.15 | 24,000.00 | 19,273.20 | 43,273.20 | 203,444.95 |
| QUEVEDO VALENZUELA CARMEN | AUXILIAR DE GOBERNACION | 16/07/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| CRUZ CAJICA LUZ MARIA | AUXILIAR DE LA DIRECCION DE CATASTRO | 16/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| OBCEJO MUÑOZ SANDY JEZABEL | JEFE DE AREA | 01/07/2016 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | 500.00 | 256,619.28 | 4,800.00 | - | 4,800.00 | 251,819.28 |
| SOTO SASTURRIAS IRIS ELIZABETH | AUXILIAR DE LA DIRECCION DE EDUCACION | 01/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| AVILA GONZALEZ PABLO ANTONIO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| CRODA LARA SERGIO | COORDINADOR DE AUDITORIAS | 01/01/2001 | 3 | 2 | 190,944.00 | - | 18,564.00 | - | - | - | - | 97,926.28 | - | 307,434.28 | 30,000.00 | 40,098.00 | 70,098.00 | 237,336.28 |
| CANDELERO CANSINO SAMUEL | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| TERAN DE LA LUZ MAYRA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | 500.00 | 422,194.08 | 10,294.80 | - | 10,294.80 | 411,899.28 |
| HERNANDEZ TEJEDA BELLA CAROLINA | AUXILIAR DE LA DIRECCION DE CULTURA | 03/01/2008 | 3 | 2 | 273,715.07 | - | 74,251.09 | - | - | - | - | 155,037.88 | 25,720.00 | 528,724.05 | 45,685.20 | 19,604.40 | 65,289.60 | 463,434.45 |
| AVILA COB DAVID DE JESUS | CONTRALOR GENERAL MPAL. | 01/01/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 42,583.00 | - | - | 543,288.28 | - | 763,621.28 | 24,000.00 | 32,400.00 | 56,400.00 | 707,221.28 |
| LUNA MARTINEZ CLAUDIA | COORDINADORA ADMINISTRATIVA DE CONTRALORIA | 27/11/1995 | 3 | 2 | 610,548.19 | - | 158,439.14 | - | - | - | - | 492,902.42 | 21,570.00 | 1,283,459.75 | 170,382.00 | 128,215.20 | 298,597.20 | 984,862.55 |
| **26 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **2,939,009.32** | **0.00** | **507,342.72** | **0.00** | **193,561.00** | **0.00** | **0.00** | **4,090,697.87** | **195,160.00** | **7,925,770.91** | **414,411.60** | **340,854.00** | **755,265.60** | **7,170,505.31** |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CASTAÑEDA MARTINEZ PAULA | INCAPACITADO PERMANENTE RH | 01/08/2007 | 2 | 2 | 11,924.64 | - | 993.72 | - | - | - | - | - | 500.00 | 13,418.36 | - | - | - | 13,418.36 |
| SANCHEZ JIMENEZ MAURA | VIUDA PENSIONADA RH | 16/12/2012 | 2 | 2 | 13,759.20 | - | 1,146.60 | - | - | - | - | - | - | 14,905.80 | - | - | - | 14,905.80 |
| LOPEZ SUAREZ AVELINO | JUBILADO RH | 01/12/2000 | 2 | 2 | 15,724.80 | - | 1,310.40 | - | - | - | - | - | - | 17,035.20 | - | - | - | 17,035.20 |
| SANCHEZ TAMARIZ ZENON | JUBILADO RH | 16/10/2002 | 2 | 2 | 15,724.80 | - | 1,310.40 | - | - | - | - | - | - | 17,035.20 | - | - | - | 17,035.20 |
| MENDOZA BAXIN PRECILIANA | VIUDA PENSIONADA RH | 01/05/1983 | 2 | 2 | 18,345.60 | - | 1,528.80 | - | - | - | - | - | - | 19,874.40 | - | - | - | 19,874.40 |
| TINOCO MARTINEZ FRANCISCA | VIUDA PENSIONADA RH | 01/05/1983 | 2 | 2 | 18,345.60 | - | 1,528.80 | - | - | - | - | - | - | 19,874.40 | - | - | - | 19,874.40 |
| URBINA ARZOLA JOSEFINA | VIUDA PENSIONADA RH | 22/02/1987 | 2 | 2 | 18,345.60 | - | 1,528.80 | - | - | - | - | - | 500.00 | 20,374.40 | - | - | - | 20,374.40 |
| SOLIS CASTRO MARTHA | VIUDA PENSIONADA RH | 01/12/2012 | 2 | 2 | 19,078.92 | - | 1,589.91 | - | - | - | - | - | - | 20,668.83 | - | - | - | 20,668.83 |
| RUIZ SOLIS JACINTO | INCAPACITADO PERMANENTE RH | 01/04/2007 | 2 | 2 | 19,079.40 | - | 1,589.95 | - | - | - | - | - | - | 20,669.35 | - | - | - | 20,669.35 |
| ROMERO ESCUTIA JULIO FABIAN | INCAPACITADO PERMANENTE RH | 01/12/2007 | 2 | 2 | 19,079.40 | - | 1,589.95 | - | - | - | - | - | - | 20,669.35 | - | - | - | 20,669.35 |
| GRACIA PATRACA JUAN | JUBILADO RH | 16/06/2011 | 2 | 2 | 19,656.00 | - | 1,638.00 | - | - | - | - | - | - | 21,294.00 | - | - | - | 21,294.00 |
| BIBBINS CELAYA BLANCA ESTELA | VIUDA PENSIONADA RH | 01/01/1998 | 2 | 2 | 19,656.00 | - | 1,638.00 | - | - | - | - | - | - | 21,294.00 | - | - | - | 21,294.00 |
| REYES RUIZ ISAURO | INCAPACITADO PERMANENTE RH | 16/09/2008 | 2 | 2 | 20,180.16 | - | 1,681.68 | - | - | - | - | - | - | 21,861.84 | - | - | - | 21,861.84 |
| MELGAREJO TRUEBA VICTOR | JUBILADO RH | 01/10/2008 | 2 | 2 | 20,180.16 | - | 1,681.68 | - | - | - | - | - | - | 21,861.84 | - | - | - | 21,861.84 |
| ROSAS GOMEZ MARIA TERESA | VIUDA PENSIONADA RH | 01/01/2014 | 2 | 2 | 20,194.92 | - | 1,682.91 | - | - | - | - | - | - | 21,877.83 | - | - | - | 21,877.83 |
| LAZCANO RANGEL FRANCISCA | INCAPACITADO PERMANENTE RH | 16/09/2008 | 2 | 2 | 20,180.16 | - | 1,681.68 | - | - | - | - | - | 500.00 | 22,361.84 | - | - | - | 22,361.84 |
| ARAUJO CEBALLOS MARIA LUISA | JUBILADO RH | 01/10/2007 | 2 | 2 | 20,180.16 | - | 1,681.68 | - | - | - | - | - | 500.00 | 22,361.84 | - | - | - | 22,361.84 |
| JUAREZ SERRANO GILBERTA | VIUDA PENSIONADA RH | 16/03/2010 | 2 | 2 | 20,966.40 | - | 1,747.20 | - | - | - | - | - | - | 22,713.60 | - | - | - | 22,713.60 |
| DE LA ROSA IRENE | VIUDA PENSIONADA RH | 01/06/2010 | 2 | 2 | 20,966.40 | - | 1,747.20 | - | - | - | - | - | - | 22,713.60 | - | - | - | 22,713.60 |
| ROMERO MARIN ENRIQUE | JUBILADO RH | 01/12/2007 | 2 | 2 | 21,092.40 | - | 1,757.70 | - | - | - | - | - | - | 22,850.10 | - | - | - | 22,850.10 |
| JUAREZ BARBATO BERTHA | JUBILADO RH | 16/09/1998 | 2 | 2 | 20,966.40 | - | 1,747.20 | - | - | - | - | - | 500.00 | 23,213.60 | - | - | - | 23,213.60 |
| RODRIGUEZ YOVAL MARTINA | VIUDA PENSIONADA RH | 01/04/2020 | 2 | 2 | 21,535.20 | - | 1,794.60 | - | - | - | - | - | - | 23,329.80 | - | - | - | 23,329.80 |
| LOPEZ PEREDA TERESA | VIUDA PENSIONADA RH | 01/05/1983 | 2 | 2 | 21,621.60 | - | 1,801.80 | - | - | - | - | - | 500.00 | 23,923.40 | - | - | - | 23,923.40 |
| RAMON ELVIRA ARMANDO | INCAPACITADO PERMANENTE RH | 15/04/1994 | 2 | 2 | 22,276.80 | - | 1,856.40 | - | - | - | - | - | - | 24,133.20 | - | - | - | 24,133.20 |
| PEREZ VELASCO TECLA | VIUDA PENSIONADA RH | 01/01/2000 | 2 | 2 | 22,276.80 | - | 1,856.40 | - | - | - | - | - | - | 24,133.20 | - | - | - | 24,133.20 |
| GARFIAS CALDERON ANGELA | VIUDA PENSIONADA RH | 04/11/2012 | 2 | 2 | 22,276.80 | - | 1,856.40 | - | - | - | - | - | - | 24,133.20 | - | - | - | 24,133.20 |
| NIETO CASAS JOSE NICOLAS | JUBILADO RH | 16/05/2012 | 2 | 2 | 22,438.80 | - | 1,869.90 | - | - | - | - | - | - | 24,308.70 | - | - | - | 24,308.70 |
| DEHESA MATA CRISTINA | INCAPACITADO PERMANENTE RH | 16/07/1992 | 2 | 2 | 22,276.80 | - | 1,856.40 | - | - | - | - | - | 500.00 | 24,633.20 | - | - | - | 24,633.20 |
| CARAMON ARANO YOLANDA AURORA | INCAPACITADO PERMANENTE RH | 16/05/2013 | 2 | 2 | 23,313.60 | - | 1,942.80 | - | - | - | - | - | - | 25,256.40 | - | - | - | 25,256.40 |
| GALLARDO PEREA RAUL | JUBILADO RH | 01/05/2013 | 2 | 2 | 23,313.60 | - | 1,942.80 | - | - | - | - | - | - | 25,256.40 | - | - | - | 25,256.40 |
| RAMIREZ PASTRANA SIMITRIO | JUBILADO RH | 16/12/2013 | 2 | 2 | 23,313.60 | - | 1,942.80 | - | - | - | - | - | - | 25,256.40 | - | - | - | 25,256.40 |
| REYES MORALES SUSANA | VIUDA PENSIONADA RH | 01/10/2013 | 2 | 2 | 23,313.60 | - | 1,942.80 | - | - | - | - | - | - | 25,256.40 | - | - | - | 25,256.40 |
| SALOMON ARCEO HERMINIA | VIUDA PENSIONADA RH | 01/11/2009 | 2 | 2 | 23,587.20 | - | 1,965.60 | - | - | - | - | - | - | 25,552.80 | - | - | - | 25,552.80 |
| RAMIREZ LAGUNES CASIMIRA | VIUDA PENSIONADA RH | 01/04/2016 | 2 | 2 | 23,587.20 | - | 1,965.60 | - | - | - | - | - | - | 25,552.80 | - | - | - | 25,552.80 |
| CINTA HERNANDEZ ISABEL | JUBILADO RH | 01/08/2010 | 2 | 2 | 23,587.20 | - | 1,965.60 | - | - | - | - | - | 500.00 | 26,052.80 | - | - | - | 26,052.80 |
| ESPINOZA INOCENCIA | VIUDA PENSIONADA RH | 01/12/1991 | 2 | 2 | 23,587.20 | - | 1,965.60 | - | - | - | - | - | 500.00 | 26,052.80 | - | - | - | 26,052.80 |
| RESENDIZ HERRERA MARIA DEL SOCORRO | VIUDA PENSIONADA RH | 01/01/1999 | 2 | 2 | 23,587.20 | - | 1,965.60 | - | - | - | - | - | 500.00 | 26,052.80 | - | - | - | 26,052.80 |
| REYES JUAN | JUBILADO RH | 16/01/2014 | 2 | 2 | 24,224.40 | - | 2,018.70 | - | - | - | - | - | - | 26,243.10 | - | - | - | 26,243.10 |
| MARTINEZ FLORES SOLEDAD | JUBILADO RH | 01/06/2014 | 2 | 2 | 24,224.40 | - | 2,018.70 | - | - | - | - | - | 500.00 | 26,743.10 | - | - | - | 26,743.10 |
| DOMINGUEZ TADEO BLASINA | VIUDA PENSIONADA RH | 12/10/2019 | 2 | 2 | 24,696.00 | - | 2,058.00 | - | - | - | - | - | - | 26,754.00 | - | - | - | 26,754.00 |
| MORALES GARCIA MARIA CRISTINA CELEDONIA | VIUDA PENSIONADA RH | 01/01/2012 | 2 | 2 | 24,897.60 | - | 2,074.80 | - | - | - | - | - | - | 26,972.40 | - | - | - | 26,972.40 |
| ISLA ROMERO VIRGINIA | VIUDA PENSIONADA RH | 13/02/2017 | 2 | 2 | 24,897.60 | - | 2,074.80 | - | - | - | - | - | - | 26,972.40 | - | - | - | 26,972.40 |
| MENDEZ LOPEZ ELIA | JUBILADO RH | 16/01/2008 | 2 | 2 | 24,696.00 | - | 2,058.00 | - | - | - | - | - | 500.00 | 27,254.00 | - | - | - | 27,254.00 |
| CONDE MONTESINOS ESTEBAN | INCAPACITADO PERMANENTE RH | 16/06/2015 | 2 | 2 | 25,236.00 | - | 2,103.00 | - | - | - | - | - | - | 27,339.00 | - | - | - | 27,339.00 |

H. AYUNTAMIENTO DE VERACRUZ

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HERNANDEZ ALBURQUERQUE REYNA ISABEL | VIUDA PENSIONADA RH | 01/06/2015 | 2 | 2 | 25,748.88 | - | 2,145.74 | - | - | - | - | - | - | 27,894.62 | - | - | - | 27,894.62 |
| SANJUAN CRUZ ANDREA | VIUDA PENSIONADA RH | 01/03/2017 | 2 | 2 | 25,932.96 | - | 2,161.08 | - | - | - | - | - | - | 28,094.04 | - | - | - | 28,094.04 |
| GOMEZ GUZMAN JORGE LUIS | JUBILADO RH | 01/04/2014 | 2 | 2 | 26,148.00 | - | 2,179.00 | - | - | - | - | - | - | 28,327.00 | - | - | - | 28,327.00 |
| HERNANDEZ VAZQUEZ ARISTEO | JUBILADO RH | 16/04/2012 | 2 | 2 | 26,208.00 | - | 2,184.00 | - | - | - | - | - | - | 28,392.00 | - | - | - | 28,392.00 |
| ESPEJO ARREZOLA SANTIAGO | INCAPACITADO PERMANENTE RH | 01/12/2016 | 2 | 2 | 26,294.40 | - | 2,191.20 | - | - | - | - | - | - | 28,485.60 | - | - | - | 28,485.60 |
| REYES GRANILLO JULIO | JUBILADO RH | 01/04/2016 | 2 | 2 | 26,294.40 | - | 2,191.20 | - | - | - | - | - | - | 28,485.60 | - | - | - | 28,485.60 |
| TAPIA OSORIO BERTOLDO | JUBILADO RH | 16/02/2011 | 2 | 2 | 26,535.60 | - | 2,211.30 | - | - | - | - | - | - | 28,746.90 | - | - | - | 28,746.90 |
| CASTRO BERISTAIN SOCORRO | JUBILADO RH | 01/08/2004 | 2 | 2 | 26,208.00 | - | 2,184.00 | - | - | - | - | - | 500.00 | 28,892.00 | - | - | - | 28,892.00 |
| MENDOZA MEDRANO GUILLERMINA SOCORRO | JUBILADO RH | 01/12/2018 | 2 | 2 | 26,400.00 | - | 2,200.00 | - | - | - | - | - | 500.00 | 29,100.00 | - | - | - | 29,100.00 |
| USCANGA ROMAN DIEGO | JUBILADO RH | 01/04/2013 | 2 | 2 | 27,000.00 | - | 2,250.00 | - | - | - | - | - | - | 29,250.00 | - | - | - | 29,250.00 |
| GUZMAN RAMIREZ GUADALUPE DEL CARMEN | VIUDA PENSIONADA RH | 01/12/2019 | 2 | 2 | 27,505.56 | - | 2,292.13 | - | - | - | - | - | - | 29,797.69 | - | - | - | 29,797.69 |
| ALMANZA BAIZABAL REYNA | VIUDA PENSIONADA RH | 01/06/2020 | 2 | 2 | 27,518.40 | - | 2,293.20 | - | - | - | - | - | - | 29,811.60 | - | - | - | 29,811.60 |
| RENDON SANTOS ROGELIO | JUBILADO RH | 01/02/2012 | 2 | 2 | 27,714.96 | - | 2,309.58 | - | - | - | - | - | - | 30,024.54 | - | - | - | 30,024.54 |
| GONZALEZ GRAJALES PEDRO | INCAPACITADO PERMANENTE RH | 16/09/2017 | 2 | 2 | 28,814.40 | - | 2,401.20 | - | - | - | - | - | - | 31,215.60 | - | - | - | 31,215.60 |
| RODRIGUEZ GARCIA GUILLERMO | INCAPACITADO PERMANENTE RH | 01/11/2017 | 2 | 2 | 28,814.40 | - | 2,401.20 | - | - | - | - | - | - | 31,215.60 | - | - | - | 31,215.60 |
| MORA ABURTO REYNA | VIUDA PENSIONADA RH | 01/04/2018 | 2 | 2 | 28,814.40 | - | 2,401.20 | - | - | - | - | - | - | 31,215.60 | - | - | - | 31,215.60 |
| POMPEYO SANCHEZ TERESA | VIUDA PENSIONADA RH | 01/12/2019 | 2 | 2 | 28,814.40 | - | 2,401.20 | - | - | - | - | - | - | 31,215.60 | - | - | - | 31,215.60 |
| VENEROSO PALACIOS ANDRES | INCAPACITADO PERMANENTE RH | 16/06/2007 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | - | 31,231.20 | - | - | - | 31,231.20 |
| MARINERO SALGADO MIGUEL | INCAPACITADO PERMANENTE RH | 01/11/2007 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | - | 31,231.20 | - | - | - | 31,231.20 |
| MANZO RIVERA JUANA GUADALUPE | VIUDA PENSIONADA RH | 01/06/2005 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | - | 31,231.20 | - | - | - | 31,231.20 |
| PUCHETA ANOTA MARIA CONCEPCION | VIUDA PENSIONADA RH | 16/05/2019 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | - | 31,231.20 | - | - | - | 31,231.20 |
| BARAJAS RUIZ MARIA LUISA | INCAPACITADO PERMANENTE RH | 01/05/2007 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | 500.00 | 31,731.20 | - | - | - | 31,731.20 |
| ROSADO DELIA | INCAPACITADO PERMANENTE RH | 16/07/2013 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | 500.00 | 31,731.20 | - | - | - | 31,731.20 |
| PITALUA LIRA GUDELIA | JUBILADO RH | 15/01/1994 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | 500.00 | 31,731.20 | - | - | - | 31,731.20 |
| SOBERANO HERNANDEZ MARIA | VIUDA PENSIONADA RH | 16/04/2006 | 2 | 2 | 28,828.80 | - | 2,402.40 | - | - | - | - | - | 500.00 | 31,731.20 | - | - | - | 31,731.20 |
| HERNANDEZ ALMAZAN JOAQUINA | VIUDA PENSIONADA RH | 16/08/2010 | 2 | 2 | 29,394.00 | - | 2,449.50 | - | - | - | - | - | - | 31,843.50 | - | - | - | 31,843.50 |
| SANOJA MORA ANA MARIA | VIUDA PENSIONADA RH | 16/10/2015 | 2 | 2 | 30,000.00 | - | 2,500.00 | - | - | - | - | - | - | 32,500.00 | - | - | - | 32,500.00 |
| ESTEBAN HERNANDEZ OCTAVIA | VIUDA PENSIONADA RH | 01/01/2016 | 2 | 2 | 30,000.00 | - | 2,500.00 | - | - | - | - | - | - | 32,500.00 | - | - | - | 32,500.00 |
| CAZARIN PARRA JOAQUIN | JUBILADO RH | 15/10/2005 | 2 | 2 | 30,139.20 | - | 2,511.60 | - | - | - | - | - | - | 32,650.80 | - | - | - | 32,650.80 |
| MENDEZ ALFONSO JUAN MANUEL | JUBILADO RH | 01/01/2006 | 2 | 2 | 31,449.60 | - | 2,620.80 | - | - | - | - | - | - | 34,070.40 | - | - | - | 34,070.40 |
| MARTINEZ FLORES DOLORES | INCAPACITADO PERMANENTE RH | 01/11/2018 | 2 | 2 | 31,809.60 | - | 2,650.80 | - | - | - | - | - | - | 34,460.40 | - | - | - | 34,460.40 |
| ALCANTARA MINA JESUS | INCAPACITADO PERMANENTE RH | 16/03/2018 | 2 | 2 | 31,809.60 | - | 2,650.80 | - | - | - | - | - | - | 34,460.40 | - | - | - | 34,460.40 |
| HERNANDEZ GARCIA ROSA MARIA | INCAPACITADO PERMANENTE RH | 01/11/2007 | 2 | 2 | 31,449.60 | - | 2,620.80 | - | - | - | - | - | 500.00 | 34,570.40 | - | - | - | 34,570.40 |
| TOLEDO CASTILLEJOS MARIA CRISTINA | JUBILADO RH | 01/11/2009 | 2 | 2 | 31,449.60 | - | 2,620.80 | - | - | - | - | - | 500.00 | 34,570.40 | - | - | - | 34,570.40 |
| ARELLANO HERNANDEZ JUANA | JUBILADO RH | 01/10/2012 | 2 | 2 | 31,449.60 | - | 2,620.80 | - | - | - | - | - | 500.00 | 34,570.40 | - | - | - | 34,570.40 |
| PUGET TENORIO SILVIA | VIUDA PENSIONADA RH | 01/08/2015 | 2 | 2 | 32,104.80 | - | 2,675.40 | - | - | - | - | - | - | 34,780.20 | - | - | - | 34,780.20 |
| AGUIRRE SERENA BERTHA | JUBILADO RH | 01/07/2014 | 2 | 2 | 31,680.00 | - | 2,640.00 | - | - | - | - | - | 500.00 | 34,820.00 | - | - | - | 34,820.00 |
| CHAPARRO VALERIO DAVID | JUBILADO RH | 01/05/2017 | 2 | 2 | 32,400.00 | - | 2,700.00 | - | - | - | - | - | - | 35,100.00 | - | - | - | 35,100.00 |
| PEREZ AGUILAR LUCIANO | JUBILADO RH | 16/06/2005 | 2 | 2 | 32,760.00 | - | 2,730.00 | - | - | - | - | - | - | 35,490.00 | - | - | - | 35,490.00 |
| RODRIGUEZ TAPIA MIGUEL | INCAPACITADO PERMANENTE RH | 01/11/2017 | 2 | 2 | 32,974.20 | - | 2,747.85 | - | - | - | - | - | - | 35,722.05 | - | - | - | 35,722.05 |
| REYES LOPEZ ALBERTO | PROCURADOR | 01/01/1991 | 2 | 2 | 28,828.80 | - | 2,802.00 | - | - | - | - | 32,628.28 | - | 64,259.08 | 4,800.00 | - | 4,800.00 | 59,459.08 |
| PONCE MORAN EMILIO | INCAPACITADO PERMANENTE RH | 01/02/2009 | 2 | 2 | 34,070.40 | - | 2,839.20 | - | - | - | - | - | - | 36,909.60 | - | - | - | 36,909.60 |
| VALERA GONZALEZ SIXTO | JUBILADO RH | 01/07/2009 | 2 | 2 | 34,070.40 | - | 2,839.20 | - | - | - | - | - | - | 36,909.60 | - | - | - | 36,909.60 |
| MEJIA FERNANDEZ GILBERTO | JUBILADO RH | 01/01/2016 | 2 | 2 | 34,070.40 | - | 2,839.20 | - | - | - | - | - | - | 36,909.60 | - | - | - | 36,909.60 |
| ROSADO COVARRUBIAS POMPEYO | JUBILADO RH | 16/07/2017 | 2 | 2 | 34,070.40 | - | 2,839.20 | - | - | - | - | - | - | 36,909.60 | - | - | - | 36,909.60 |
| ELIAS LOPEZ JULIA | VIUDA PENSIONADA RH | 26/07/2018 | 2 | 2 | 34,070.40 | - | 2,839.20 | - | - | - | - | - | - | 36,909.60 | - | - | - | 36,909.60 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| MORALES SOSA ISABEL | JUBILADO RH | 01/08/2013 | 2 | 2 | 34,070.40 | - | 2,839.20 | - | - | - | - | - | 500.00 | 37,409.60 | - | - | - | 37,409.60 |
| SOTO ROMERO GREGORIO | JUBILADO RH | 01/09/2001 | 2 | 2 | 34,725.60 | - | 2,893.80 | - | - | - | - | - | - | 37,619.40 | - | - | - | 37,619.40 |
| HERNANDEZ MORA ARNULFO | JUBILADO RH | 16/01/1996 | 2 | 2 | 34,725.60 | - | 2,893.80 | - | - | - | - | - | - | 37,619.40 | - | - | - | 37,619.40 |
| FUENTES JOSE DE JESUS | JUBILADO RH | 16/10/2015 | 2 | 2 | 34,800.00 | - | 2,900.00 | - | - | - | - | - | - | 37,700.00 | - | - | - | 37,700.00 |
| MARTINEZ CRUZ GUADALUPE | INCAPACITADO PERMANENTE RH | 16/12/2007 | 2 | 2 | 34,398.00 | - | 2,866.50 | - | - | - | - | - | 500.00 | 37,764.50 | - | - | - | 37,764.50 |
| GUTIERREZ BALCAZAR LUCIA | VIUDA PENSIONADA RH | 16/09/2006 | 2 | 2 | 34,725.60 | - | 2,893.80 | - | - | - | - | - | 500.00 | 38,119.40 | - | - | - | 38,119.40 |
| ESCOBAR TORALES CELIA | JUBILADO RH | 01/06/2015 | 2 | 2 | 34,824.00 | - | 2,902.00 | - | - | - | - | - | 500.00 | 38,226.00 | - | - | - | 38,226.00 |
| GONZALEZ MUÑOZ VERONICA | INCAPACITADO PERMANENTE RH | 01/07/2013 | 2 | 2 | 34,856.64 | - | 2,904.72 | - | - | - | - | - | 500.00 | 38,261.36 | - | - | - | 38,261.36 |
| MONTIEL AGUILAR JOSE | INCAPACITADO PERMANENTE RH | 01/10/2009 | 2 | 2 | 35,380.80 | - | 2,948.40 | - | - | - | - | - | - | 38,329.20 | - | - | - | 38,329.20 |
| VERA ALVAREZ ARTURO | JUBILADO RH | 16/07/2005 | 2 | 2 | 35,380.80 | - | 2,948.40 | - | - | - | - | - | - | 38,329.20 | - | - | - | 38,329.20 |
| DOMINGUEZ ROMERO BENITO | JUBILADO RH | 16/07/2005 | 2 | 2 | 35,380.80 | - | 2,948.40 | - | - | - | - | - | - | 38,329.20 | - | - | - | 38,329.20 |
| ANDRADE HERRERA ANTONIA | VIUDA PENSIONADA RH | 19/09/2012 | 2 | 2 | 35,380.80 | - | 2,948.40 | - | - | - | - | - | - | 38,329.20 | - | - | - | 38,329.20 |
| LAGUNES ORTEGA ALICIA | VIUDA PENSIONADA RH | 01/07/2014 | 2 | 2 | 35,380.80 | - | 2,948.40 | - | - | - | - | - | - | 38,329.20 | - | - | - | 38,329.20 |
| RODRIGUEZ SERNA BERTHA | JUBILADO RH | 16/08/2009 | 2 | 2 | 35,280.00 | - | 2,940.00 | - | - | - | - | - | 500.00 | 38,720.00 | - | - | - | 38,720.00 |
| ALARCON ELVIA | JUBILADO RH | 15/06/2002 | 2 | 2 | 35,380.56 | - | 2,948.38 | - | - | - | - | - | 500.00 | 38,828.94 | - | - | - | 38,828.94 |
| DIAZ VAZQUEZ ELISEO | INCAPACITADO PERMANENTE RH | 01/04/2010 | 2 | 2 | 36,000.00 | - | 3,000.00 | - | - | - | - | - | - | 39,000.00 | - | - | - | 39,000.00 |
| RODRIGUEZ HERNANDEZ VICENTE | JUBILADO RH | 16/08/2016 | 2 | 2 | 36,000.00 | - | 3,000.00 | - | - | - | - | - | - | 39,000.00 | - | - | - | 39,000.00 |
| ROSAS SANCHEZ EMILIANO | JUBILADO RH | 01/08/2018 | 2 | 2 | 36,000.00 | - | 3,000.00 | - | - | - | - | - | - | 39,000.00 | - | - | - | 39,000.00 |
| RAMIREZ ANZURES ELEUTERIO | JUBILADO RH | 16/04/2019 | 2 | 2 | 36,000.00 | - | 3,000.00 | - | - | - | - | - | - | 39,000.00 | - | - | - | 39,000.00 |
| LOPEZ GOMEZ MARIA DEL SOCORRO | VIUDA PENSIONADA RH | 01/03/2011 | 2 | 2 | 36,000.00 | - | 3,000.00 | - | - | - | - | - | 500.00 | 39,500.00 | - | - | - | 39,500.00 |
| ORTIZ DIAZ ELAYNE HERMILA | INCAPACITADO PERMANENTE RH | 01/12/2019 | 2 | 2 | 36,964.80 | - | 3,080.40 | - | - | - | - | - | - | 40,045.20 | - | - | - | 40,045.20 |
| ORTEGA GUZMAN LILIA | INCAPACITADO PERMANENTE RH | 01/08/2007 | 2 | 2 | 36,691.20 | - | 3,057.60 | - | - | - | - | - | 500.00 | 40,248.80 | - | - | - | 40,248.80 |
| GONZALEZ VAZQUEZ LUZ MARIA | JUBILADO RH | 16/08/2009 | 2 | 2 | 36,691.20 | - | 3,057.60 | - | - | - | - | - | 500.00 | 40,248.80 | - | - | - | 40,248.80 |
| PLATAS RODRIGUEZ MARIA LUISA | JUBILADO RH | 01/09/2009 | 2 | 2 | 36,691.20 | - | 3,057.60 | - | - | - | - | - | 500.00 | 40,248.80 | - | - | - | 40,248.80 |
| MORA PEGUEROS JESUS | JUBILADO RH | 01/09/2001 | 2 | 2 | 37,346.40 | - | 3,112.20 | - | - | - | - | - | - | 40,458.60 | - | - | - | 40,458.60 |
| RODRIGUEZ RINCON EUDOCIA | INCAPACITADO PERMANENTE RH | 16/07/2019 | 2 | 2 | 36,964.80 | - | 3,080.40 | - | - | - | - | - | 500.00 | 40,545.20 | - | - | - | 40,545.20 |
| GALICIA RAMOS GUILLERMINA | INCAPACITADO PERMANENTE RH | 16/11/2019 | 2 | 2 | 36,964.80 | - | 3,080.40 | - | - | - | - | - | 500.00 | 40,545.20 | - | - | - | 40,545.20 |
| ORTIZ ORTIZ CESAR ADAN | INCAPACITADO PERMANENTE RH | 16/02/2015 | 2 | 2 | 37,800.00 | - | 3,150.00 | - | - | - | - | - | - | 40,950.00 | - | - | - | 40,950.00 |
| MONTERO BARRADAS QUINTINA | VIUDA PENSIONADA RH | 03/09/2016 | 2 | 2 | 38,001.60 | - | 3,166.80 | - | - | - | - | - | - | 41,168.40 | - | - | - | 41,168.40 |
| LARA HERNANDEZ ANA MARIA | JUBILADO RH | 16/08/2009 | 2 | 2 | 38,001.60 | - | 3,166.80 | - | - | - | - | - | 500.00 | 41,668.40 | - | - | - | 41,668.40 |
| SOLANO DE LA CRUZ MA. DE LOS ANGELES | JUBILADO RH | 01/06/2016 | 2 | 2 | 38,400.00 | - | 3,200.00 | - | - | - | - | - | 500.00 | 42,100.00 | - | - | - | 42,100.00 |
| SOTO MENDEZ NICOLAS | JUBILADO RH | 01/10/2010 | 2 | 2 | 39,101.16 | - | 3,258.43 | - | - | - | - | - | - | 42,359.59 | - | - | - | 42,359.59 |
| CONTRERAS CRUZ CELSO | JUBILADO RH | 16/03/2016 | 2 | 2 | 39,600.00 | - | 3,300.00 | - | - | - | - | - | - | 42,900.00 | - | - | - | 42,900.00 |
| RAMIREZ YOBAL JANUARIO | INCAPACITADO PERMANENTE RH | 01/10/2009 | 2 | 2 | 39,690.00 | - | 3,307.50 | - | - | - | - | - | - | 42,997.50 | - | - | - | 42,997.50 |
| RINCON CORIA ALBERTO TELESFORO | INCAPACITADO PERMANENTE RH | 16/10/2019 | 2 | 2 | 39,823.20 | - | 3,318.60 | - | - | - | - | - | - | 43,141.80 | - | - | - | 43,141.80 |
| FIERRO SORIANO MARIA TERESA | VIUDA PENSIONADA RH | 01/01/2020 | 2 | 2 | 39,923.28 | - | 3,326.94 | - | - | - | - | - | - | 43,250.22 | - | - | - | 43,250.22 |
| ROJAS MARTINEZ BERTHA | JUBILADO RH | 16/10/2014 | 2 | 2 | 39,600.00 | - | 3,300.00 | - | - | - | - | - | 500.00 | 43,400.00 | - | - | - | 43,400.00 |
| HERNANDEZ LOPEZ MARTHA | VIUDA PENSIONADA RH | 01/01/2007 | 2 | 2 | 40,567.56 | - | 3,380.63 | - | - | - | - | - | - | 43,948.19 | - | - | - | 43,948.19 |
| DELFIN HERRERA PEDRO | INCAPACITADO PERMANENTE RH | 16/07/2016 | 2 | 2 | 40,740.00 | - | 3,395.00 | - | - | - | - | - | - | 44,135.00 | - | - | - | 44,135.00 |
| ROJAS RODRIGUEZ ANGEL | INCAPACITADO PERMANENTE RH | 01/04/2014 | 2 | 2 | 40,884.48 | - | 3,407.04 | - | - | - | - | - | - | 44,291.52 | - | - | - | 44,291.52 |
| AGUIRRE CRUZ ARNULFO | JUBILADO RH | 01/01/2012 | 2 | 2 | 40,884.48 | - | 3,407.04 | - | - | - | - | - | - | 44,291.52 | - | - | - | 44,291.52 |
| PABLO SANTIAGO ISMAEL RAUL | JUBILADO RH | 01/01/2013 | 2 | 2 | 40,884.48 | - | 3,407.04 | - | - | - | - | - | - | 44,291.52 | - | - | - | 44,291.52 |
| RIOS AMADOR BLANCA | AUXILIAR INTENDENCIA | 01/11/2018 | 2 | 3 | 36,000.00 | - | 3,500.00 | - | - | - | - | 32,628.28 | - | 72,128.28 | 4,800.00 | - | 4,800.00 | 67,328.28 |
| MIRANDA OLIVERA BARTOLO | JUBILADO RH | 16/03/1996 | 2 | 2 | 41,811.00 | - | 3,484.25 | - | - | - | - | - | - | 45,295.25 | - | - | - | 45,295.25 |
| VAZQUEZ PALACIOS RUBICELIA | AUXILIAR | 15/01/1990 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CASTRO ALTAMIRANO ROSA ELBA | AUXILIAR ADMINISTRATIVO A | 15/01/1992 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| REJON MEJIA CECILIA | SECRETARIA | 16/09/1986 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |

H. AYUNTAMIENTO DE VERACRUZ

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| BARCELATA OLIVARES VICTOR H. | PROC. TRABAJO | 01/02/1996 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| HORTA SEDAS ERNESTO | PROC. TRABAJO | 16/08/1996 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| JIMENEZ GARCIA JOSE MANUEL | JUBILADO RH | 16/10/2008 | 2 | 2 | 41,882.40 | - | 3,490.20 | - | - | - | - | - | - | 45,372.60 | - | - | - | 45,372.60 |
| RAMIREZ GUEVARA MAGDALENA | VIUDA PENSIONADA RH | 16/08/2018 | 2 | 2 | 42,000.36 | - | 3,500.03 | - | - | - | - | - | - | 45,500.39 | - | - | - | 45,500.39 |
| DOMINGUEZ MARTINEZ ROSA MARIA | VIUDA PENSIONADA RH | 16/07/2019 | 2 | 2 | 42,900.00 | - | 3,575.00 | - | - | - | - | - | - | 46,475.00 | - | - | - | 46,475.00 |
| RODRIGUEZ PACHECO GUILLERMINA | VIUDA PENSIONADA RH | 01/02/2013 | 2 | 2 | 42,983.64 | - | 3,581.97 | - | - | - | - | - | - | 46,565.61 | - | - | - | 46,565.61 |
| ROMAN MIRANDA JOSE JAVIER | JUBILADO RH | 01/01/2005 | 2 | 2 | 43,898.40 | - | 3,658.20 | - | - | - | - | - | - | 47,556.60 | - | - | - | 47,556.60 |
| RIVERA RIVERA DONALDO | INCAPACITADO PERMANENTE RH | 16/02/2020 | 2 | 2 | 44,359.20 | - | 3,696.60 | - | - | - | - | - | - | 48,055.80 | - | - | - | 48,055.80 |
| GONZALEZ VIOLA | INCAPACITADO PERMANENTE RH | 01/01/2005 | 2 | 2 | 43,898.40 | - | 3,658.20 | - | - | - | - | - | 500.00 | 48,056.60 | - | - | - | 48,056.60 |
| ANDRADE PEREZ HECTOR | JUBILADO RH | 16/04/2012 | 2 | 2 | 44,553.60 | - | 3,712.80 | - | - | - | - | - | - | 48,266.40 | - | - | - | 48,266.40 |
| HERRERA JEREZANO MARISELA | INCAPACITADO PERMANENTE RH | 16/01/2020 | 2 | 2 | 44,359.20 | - | 3,696.60 | - | - | - | - | - | 500.00 | 48,555.80 | - | - | - | 48,555.80 |
| ESCORCIA NAPOLES LIDIA MARIA | JUBILADO RH | 16/08/2013 | 2 | 2 | 44,553.60 | - | 3,712.80 | - | - | - | - | - | 500.00 | 48,766.40 | - | - | - | 48,766.40 |
| SUAREZ BALDERAS NICOLASA | VIUDA PENSIONADA RH | 01/09/2005 | 2 | 2 | 44,553.60 | - | 3,712.80 | - | - | - | - | - | 500.00 | 48,766.40 | - | - | - | 48,766.40 |
| ARCE ROMUALDO RAFAELA | JUBILADO RH | 16/09/2018 | 2 | 2 | 45,000.00 | - | 3,750.00 | - | - | - | - | - | 500.00 | 49,250.00 | - | - | - | 49,250.00 |
| MORENO AGUILAR AVIANO | INCAPACITADO PERMANENTE RH | 01/09/2019 | 2 | 2 | 46,200.00 | - | 3,850.00 | - | - | - | - | - | - | 50,050.00 | - | - | - | 50,050.00 |
| HERRERA MUÑIZ VICENTE | JUBILADO RH | 01/09/2012 | 2 | 2 | 46,469.52 | - | 3,872.46 | - | - | - | - | - | - | 50,341.98 | - | - | - | 50,341.98 |
| CARMONA ORTEGA SILVIA | JUBILADO RH | 01/10/2010 | 2 | 2 | 46,224.00 | - | 3,852.00 | - | - | - | - | - | 500.00 | 50,576.00 | - | - | - | 50,576.00 |
| BARRAN CRUZ JUAN | INCAPACITADO PERMANENTE RH | 01/04/2010 | 2 | 2 | 47,174.40 | - | 3,931.20 | - | - | - | - | - | - | 51,105.60 | - | - | - | 51,105.60 |
| RENDON GARCIA RICARDO | JUBILADO RH | 01/12/2011 | 2 | 2 | 47,174.40 | - | 3,931.20 | - | - | - | - | - | - | 51,105.60 | - | - | - | 51,105.60 |
| LARA DIAZ DAVID | INCAPACITADO PERMANENTE RH | 16/10/2019 | 2 | 2 | 47,314.80 | - | 3,942.90 | - | - | - | - | - | - | 51,257.70 | - | - | - | 51,257.70 |
| ROSAS LIRA ANGEL | JUBILADO RH | 01/01/2016 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | - | 52,000.00 | - | - | - | 52,000.00 |
| ELIAS SANCHEZ DEMETRIO | JUBILADO RH | 16/07/2017 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | - | 52,000.00 | - | - | - | 52,000.00 |
| PAVON GOMEZ NARCISO | INCAPACITADO PERMANENTE RH | 15/11/2007 | 2 | 2 | 48,086.64 | - | 4,007.22 | - | - | - | - | - | - | 52,093.86 | - | - | - | 52,093.86 |
| GARCIA GARCIA MARIA ROMANA | JUBILADO RH | 16/11/2013 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | 500.00 | 52,500.00 | - | - | - | 52,500.00 |
| CASTELLANOS GAMBOA ENRIQUETA | JUBILADO RH | 01/01/2015 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | 500.00 | 52,500.00 | - | - | - | 52,500.00 |
| TEJEDA MATLA SENORINA GUDELIA ISABEL | JUBILADO RH | 16/07/2016 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | 500.00 | 52,500.00 | - | - | - | 52,500.00 |
| GONZALEZ COUARY TOMASA | JUBILADO RH | 01/11/2016 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | 500.00 | 52,500.00 | - | - | - | 52,500.00 |
| GAPI OTAPA MAGDALENA | JUBILADO RH | 01/09/2017 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | 500.00 | 52,500.00 | - | - | - | 52,500.00 |
| CABRERA VAZQUEZ GUADALUPE | JUBILADO RH | 01/09/2018 | 2 | 2 | 48,000.00 | - | 4,000.00 | - | - | - | - | - | 500.00 | 52,500.00 | - | - | - | 52,500.00 |
| FLORES ORTIZ MINERVA | VIUDA PENSIONADA RH | 01/09/2009 | 2 | 2 | 48,484.80 | - | 4,040.40 | - | - | - | - | - | - | 52,525.20 | - | - | - | 52,525.20 |
| DIAZ SEGURA SILVERIA | VIUDA PENSIONADA RH | 01/01/2019 | 2 | 2 | 48,484.80 | - | 4,040.40 | - | - | - | - | - | - | 52,525.20 | - | - | - | 52,525.20 |
| PEREZ LAGOS MIGUEL | JUBILADO RH | 12/12/1991 | 2 | 2 | 49,140.00 | - | 4,095.00 | - | - | - | - | - | - | 53,235.00 | - | - | - | 53,235.00 |
| LAGUNES TORALES RAMON | JUBILADO RH | 01/08/2013 | 2 | 2 | 49,200.00 | - | 4,100.00 | - | - | - | - | - | - | 53,300.00 | - | - | - | 53,300.00 |
| CUEVAS GARCIA MARIA EUGENIA | VOCAL PATRONAL | 03/06/1996 | 2 | 3 | 44,553.60 | - | 4,331.60 | - | - | - | - | 32,628.28 | - | 81,513.48 | 4,800.00 | - | 4,800.00 | 76,713.48 |
| CUELLO ALEMAN BENITA | VIUDA PENSIONADA RH | 01/10/2007 | 2 | 2 | 49,561.08 | - | 4,130.09 | - | - | - | - | - | - | 53,691.17 | - | - | - | 53,691.17 |
| URRIETA RODRIGUEZ JOSE MARIA | JUBILADO RH | 16/09/2004 | 2 | 2 | 49,795.20 | - | 4,149.60 | - | - | - | - | - | - | 53,944.80 | - | - | - | 53,944.80 |
| ORDOÑEZ RAMIREZ CLAUDIA EUGENIA SOLEDAD | VIUDA PENSIONADA RH | 01/02/2007 | 2 | 2 | 49,795.20 | - | 4,149.60 | - | - | - | - | - | - | 53,944.80 | - | - | - | 53,944.80 |
| MALDONADO VALDEZ INES | JUBILADO RH | 01/07/2009 | 2 | 2 | 51,105.60 | - | 4,258.80 | - | - | - | - | - | - | 55,364.40 | - | - | - | 55,364.40 |
| GRIJALVA FLORES GELASIA | VIUDA PENSIONADA RH | 01/07/2017 | 2 | 2 | 51,105.60 | - | 4,258.80 | - | - | - | - | - | - | 55,364.40 | - | - | - | 55,364.40 |
| ENGEL TRUEBA HUMBERTO | INCAPACITADO PERMANENTE RH | 16/05/2019 | 2 | 2 | 51,306.72 | - | 4,275.56 | - | - | - | - | - | - | 55,582.28 | - | - | - | 55,582.28 |
| DELFIN LARA ADELA | VIUDA PENSIONADA RH | 01/05/2007 | 2 | 2 | 51,791.76 | - | 4,315.98 | - | - | - | - | - | 500.00 | 56,607.74 | - | - | - | 56,607.74 |
| RODRIGUEZ CORTES GENEBRANDO | JUBILADO RH | 01/06/2002 | 2 | 2 | 52,416.00 | - | 4,368.00 | - | - | - | - | - | - | 56,784.00 | - | - | - | 56,784.00 |
| VELASCO GUERRERO FIDEL MARTIN | AUXILIAR | 16/04/2011 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| RAMIREZ BACELIS CELIA ISOLDA | JUBILADO RH | 01/03/2013 | 2 | 2 | 52,800.00 | - | 4,400.00 | - | - | - | - | - | 500.00 | 57,700.00 | - | - | - | 57,700.00 |
| DIAZ MIJANGOS JUANA HILDA | VIUDA PENSIONADA RH | 01/05/2013 | 2 | 2 | 53,464.32 | - | 4,455.36 | - | - | - | - | - | - | 57,919.68 | - | - | - | 57,919.68 |
| ROSAS SOSA JOSE RAFAEL | INCAPACITADO PERMANENTE RH | 01/08/2007 | 2 | 2 | 54,000.00 | - | 4,500.00 | - | - | - | - | - | - | 58,500.00 | - | - | - | 58,500.00 |
| AMAYA MENDEZ ALFONSO | INCAPACITADO PERMANENTE RH | 16/05/2018 | 2 | 2 | 54,000.00 | - | 4,500.00 | - | - | - | - | - | - | 58,500.00 | - | - | - | 58,500.00 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| HERNANDEZ LIMON EULALIO | JUBILADO RH | 01/09/2017 | 2 | 2 | 54,000.00 | - | 4,500.00 | - | - | - | - | - | - | 58,500.00 | - | - | - | 58,500.00 |
| ROMERO ACEVEDO JULIA | VIUDA PENSIONADA RH | 16/04/2019 | 2 | 2 | 54,000.00 | - | 4,500.00 | - | - | - | - | - | - | 58,500.00 | - | - | - | 58,500.00 |
| GONZALEZ CARMONA JENNY CAROLINA | INCAPACITADO PERMANENTE RH | 01/03/2017 | 2 | 2 | 53,818.68 | - | 4,484.89 | - | - | - | - | - | 500.00 | 58,803.57 | - | - | - | 58,803.57 |
| RUIZ VELAZQUEZ ELVIRA | JUBILADO RH | 01/08/2018 | 2 | 2 | 54,000.00 | - | 4,500.00 | - | - | - | - | - | 500.00 | 59,000.00 | - | - | - | 59,000.00 |
| MEZA BARBARENA SALOME | JUBILADO RH | 01/10/2019 | 2 | 2 | 54,000.00 | - | 4,500.00 | - | - | - | - | - | 500.00 | 59,000.00 | - | - | - | 59,000.00 |
| VENEROSO PALACIOS MOISES | INCAPACITADO PERMANENTE RH | 16/11/2015 | 2 | 2 | 54,600.00 | - | 4,550.00 | - | - | - | - | - | - | 59,150.00 | - | - | - | 59,150.00 |
| ESPINOSA GONZALEZ BRIGITTY | AUXILIAR | 01/07/2017 | 2 | 3 | 50,400.00 | - | 4,900.00 | - | - | - | - | 32,628.28 | - | 87,928.28 | 4,800.00 | - | 4,800.00 | 83,128.28 |
| DIAZ ITURRIAGA DULCE MARIA ALICIA | JUBILADO RH | 16/07/2005 | 2 | 2 | 55,036.80 | - | 4,586.40 | - | - | - | - | - | 500.00 | 60,123.20 | - | - | - | 60,123.20 |
| VAZQUEZ DEL MERCADO NERI ELISA | JUBILADO RH | 16/01/2008 | 2 | 2 | 56,536.92 | - | 4,711.41 | - | - | - | - | - | 500.00 | 61,748.33 | - | - | - | 61,748.33 |
| MURILLO CRUZ GILBERTO | INCAPACITADO PERMANENTE RH | 01/03/2010 | 2 | 2 | 57,002.40 | - | 4,750.20 | - | - | - | - | - | - | 61,752.60 | - | - | - | 61,752.60 |
| CORDERO GOMEZ GABRIEL | JUBILADO RH | 01/06/2014 | 2 | 2 | 57,600.00 | - | 4,800.00 | - | - | - | - | - | - | 62,400.00 | - | - | - | 62,400.00 |
| SANTIAGO SANJUAN JUAN | AUXILIAR DE ASEO | 15/08/2003 | 3 | 2 | 48,000.00 | - | 4,666.67 | - | - | - | - | 38,682.28 | - | 91,348.95 | 4,800.00 | 6,054.00 | 10,854.00 | 80,494.95 |
| CASTRO REAL ALFONSO | INCAPACITADO PERMANENTE RH | 15/02/2007 | 2 | 2 | 58,968.00 | - | 4,914.00 | - | - | - | - | - | - | 63,882.00 | - | - | - | 63,882.00 |
| SALAZAR CARRASCO RAFAEL | JUBILADO RH | 01/08/2010 | 2 | 2 | 58,968.00 | - | 4,914.00 | - | - | - | - | - | - | 63,882.00 | - | - | - | 63,882.00 |
| MEZA ORTA ANGEL | INCAPACITADO PERMANENTE RH | 01/03/2016 | 2 | 2 | 59,009.28 | - | 4,917.44 | - | - | - | - | - | - | 63,926.72 | - | - | - | 63,926.72 |
| NAVARRO BUENO PALOMA MARISOL | AUXILIAR | 01/10/2016 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| GARCIA CASTRO OLGA MARIA | AUX.OPERATIVO | 15/06/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| MAZA VALENZUELA SUSANA | AUX.OPERATIVO | 15/06/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| VAZQUEZ LAGUNES CELIA MARIANA | AUX.OPERATIVO | 01/07/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| NUÑEZ RAMIREZ JUANA | AUX.OPERATIVO | 01/06/2019 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| REYES CONDE BRENDA | AUX.OPERATIVO | 01/06/2019 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| BAÑUELOS MEJIA IVON ERICA | AUX.OPERATIVO | 01/07/2019 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| LEON GARCIA MERLY LISBET | AUX.OPERATIVO | 15/07/2019 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| TENORIO HOZ MILAGROS DEL ROSARIO | AUX.OPERATIVO | 01/02/2020 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| GONZALEZ ALARCON ADELAIDA | AUXILIAR INTENDENCIA | 16/07/1986 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| NAVARRO RAMIREZ LEONOR | AUXILIAR INTENDENCIA | 01/04/1994 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| HERNANDEZ PONCE FLORA | AUXILIAR INTENDENCIA | 07/06/1992 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| QUIBRERA VEGA CONCEPCION | AUXILIAR INTENDENCIA | 17/01/2002 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| OCTAVIANO HERNANDEZ UBALDA | AUXILIAR INTENDENCIA | 01/02/2005 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| CANO AGUILERA MARTHA IRIS | AUXILIAR INTENDENCIA | 07/04/2006 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| CAPISTRAN HERNANDEZ SILVERIA | AUXILIAR INTENDENCIA | 16/02/2008 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| GARCIA VIRGEN SUSANA | AUXILIAR INTENDENCIA | 22/10/2009 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| GUTIERREZ ANGELICA | AUXILIAR INTENDENCIA | 01/03/2013 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| TRONCOSO LIZARDE REYNA CRISTINA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| LARA MONTERO ALBERTA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| HERNANDEZ ELOISA MARTHA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| GONZALEZ CANSECO MARIA ESTELA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| RUEDA BLASCO ROSA CIRIA | INTENDENTE | 16/09/2019 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| CARDENAS FERNANDEZ RAFAEL | AUX.OPERATIVO | 15/06/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| BARRAN RUIZ ANTONIO JOSUE | AUX.OPERATIVO | 01/02/2020 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| RAMIREZ RUIZ AGUSTIN | AUXILIAR INTENDENCIA | 31/08/2005 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| VELASCO SERRANO MIGUEL | AUXILIAR OPERATIVO | 16/02/2020 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| VELASCO GIRON JUAN GORGONIO | JUBILADO RH | 16/12/2004 | 2 | 2 | 59,774.40 | - | 4,981.20 | - | - | - | - | - | - | 64,755.60 | - | - | - | 64,755.60 |
| GONZALEZ SERRANO CARIDAD | JUBILADO RH | 01/12/2019 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | - | 65,000.00 | - | - | - | 65,000.00 |
| ORTIZ LEON CRUZ | JUBILADO RH | 01/05/2017 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | - | 65,000.00 | - | - | - | 65,000.00 |
| AGUIRRE CALDELAS ROBERTO | JUBILADO RH | 01/06/2019 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | - | 65,000.00 | - | - | - | 65,000.00 |
| MOTA GOMEZ EVANGELINA | AUXILIAR | 10/08/2005 | 2 | 3 | 55,033.20 | - | 5,350.45 | - | - | - | - | 32,628.28 | - | 93,011.93 | 4,800.00 | - | 4,800.00 | 88,211.93 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| TAPIA BENITEZ JUAN MANUEL | AUXILIAR | 16/11/2016 | 2 | 3 | 55,033.20 | - | 5,350.45 | - | - | - | - | 32,628.28 | - | 93,011.93 | 4,800.00 | - | 4,800.00 | 88,211.93 |
| CABRERA CORDOVA MANUEL DE JESUS | JUBILADO RH | 16/09/2006 | 2 | 2 | 60,278.40 | - | 5,023.20 | - | - | - | - | - | - | 65,301.60 | - | - | - | 65,301.60 |
| CAMPOS CAMPOS LETICIA | INCAPACITADO PERMANENTE RH | 01/11/2017 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | 500.00 | 65,500.00 | - | - | - | 65,500.00 |
| LIMON SUAREZ SONIA EMMA | JUBILADO RH | 01/02/2017 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | 500.00 | 65,500.00 | - | - | - | 65,500.00 |
| GALLEGOS BARCELATA MARIA DEL CARMEN | JUBILADO RH | 01/02/2017 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | 500.00 | 65,500.00 | - | - | - | 65,500.00 |
| MORALES MARTINEZ GLORIA | JUBILADO RH | 01/07/2017 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | 500.00 | 65,500.00 | - | - | - | 65,500.00 |
| GARCIA ALVAREZ MARIA VIRGINIA | JUBILADO RH | 01/08/2018 | 2 | 2 | 60,000.00 | - | 5,000.00 | - | - | - | - | - | 500.00 | 65,500.00 | - | - | - | 65,500.00 |
| BELTRAN AGUILAR LUZ ALICIA | VIUDA PENSIONADA RH | 01/01/2011 | 2 | 2 | 61,588.80 | - | 5,132.40 | - | - | - | - | - | - | 66,721.20 | - | - | - | 66,721.20 |
| LUNA PEREZ FLAVIA | INCAPACITADO PERMANENTE RH | 16/06/2018 | 2 | 2 | 63,000.00 | - | 5,250.00 | - | - | - | - | - | - | 68,250.00 | - | - | - | 68,250.00 |
| COLORADO REVUELTA JUAN | JUBILADO RH | 16/12/2013 | 2 | 2 | 64,800.00 | - | 5,400.00 | - | - | - | - | - | - | 70,200.00 | - | - | - | 70,200.00 |
| BARRON TLACOAPA JORGE IVAN | AUXILIAR | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | - | 98,461.28 | 4,800.00 | - | 4,800.00 | 93,661.28 |
| TORRES ILLESCAS LUIS | AUXILIAR | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | - | 98,461.28 | 4,800.00 | - | 4,800.00 | 93,661.28 |
| BARRERA AVILES JOSE LUIS | AUXILIAR | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | - | 98,461.28 | 4,800.00 | - | 4,800.00 | 93,661.28 |
| FIGUEROA ZARATE MARIA DE LOS ANGELES | AUXILIAR INTENDENCIA | 23/08/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| BARCELATA HERNANDEZ ARACELI | AUXILIAR INTENDENCIA | 07/04/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CORONA SANCHEZ ADRIANA | AUXILIAR | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| MARMOLEJO LEYVA ELSA | AUXILIAR | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| CARDENAS DELGADO MIGUEL | INCAPACITADO PERMANENTE RH | 01/07/2010 | 2 | 2 | 66,829.80 | - | 5,569.15 | - | - | - | - | - | - | 72,398.95 | - | - | - | 72,398.95 |
| OROZCO JAYME AUSTREBERTO | JUBILADO RH | 01/01/2004 | 2 | 2 | 66,830.40 | - | 5,569.20 | - | - | - | - | - | - | 72,399.60 | - | - | - | 72,399.60 |
| REJON JIMENEZ ELENA | JUBILADO RH | 01/11/2018 | 2 | 2 | 67,200.00 | - | 5,600.00 | - | - | - | - | - | 500.00 | 73,300.00 | - | - | - | 73,300.00 |
| MOLINA GARCIA NORMA ALICIA | AUXILIAR | 01/08/2008 | 2 | 3 | 62,110.80 | - | 6,038.55 | - | - | - | - | 32,628.28 | 500.00 | 101,277.63 | 4,800.00 | - | 4,800.00 | 96,477.63 |
| SANTOS DURAN MARIA DEL ROSARIO | VIUDA PENSIONADA RH | 01/06/2018 | 2 | 2 | 67,933.44 | - | 5,661.12 | - | - | - | - | - | 500.00 | 74,094.56 | - | - | - | 74,094.56 |
| GONZALEZ GONDON MARIA DEL ROSARIO | JUBILADO RH | 01/08/2015 | 2 | 2 | 68,400.00 | - | 5,700.00 | - | - | - | - | - | 500.00 | 74,600.00 | - | - | - | 74,600.00 |
| GARCIA FLORES HECTOR | JUBILADO RH | 01/03/2013 | 2 | 2 | 69,300.00 | - | 5,775.00 | - | - | - | - | - | - | 75,075.00 | - | - | - | 75,075.00 |
| TRINIDAD CRUZ JOSE ALFONSO | JUBILADO RH | 15/06/2005 | 2 | 2 | 69,628.08 | - | 5,802.34 | - | - | - | - | - | - | 75,430.42 | - | - | - | 75,430.42 |
| MARQUEZ MORALES MARCELA MARIANA | AUXILIAR | 01/01/2001 | 3 | 2 | 53,726.40 | - | 5,223.40 | - | - | - | - | 43,910.68 | 500.00 | 103,360.48 | 4,800.00 | 11,282.40 | 16,082.40 | 87,278.08 |
| FONTAN VILABOA PEDRO AGUSTIN | INCAPACITADO PERMANENTE RH | 01/01/2011 | 2 | 2 | 70,171.92 | - | 5,847.66 | - | - | - | - | - | - | 76,019.58 | - | - | - | 76,019.58 |
| GUZMAN AGUILAR NORMA GEORGINA | JUBILADO RH | 16/07/2003 | 2 | 2 | 70,171.08 | - | 5,847.59 | - | - | - | - | - | 500.00 | 76,518.67 | - | - | - | 76,518.67 |
| FERNANDEZ GUTIERREZ OLGA MARTHA | JUBILADO RH | 16/11/2008 | 2 | 2 | 70,171.92 | - | 5,847.66 | - | - | - | - | - | 500.00 | 76,519.58 | - | - | - | 76,519.58 |
| MARQUEZ ARIAS CARLOS | INCAPACITADO PERMANENTE RH | 16/03/2017 | 2 | 2 | 72,000.00 | - | 6,000.00 | - | - | - | - | - | - | 78,000.00 | - | - | - | 78,000.00 |
| BAUTISTA ROJAS LUCIO | JUBILADO RH | 01/12/2014 | 2 | 2 | 72,000.00 | - | 6,000.00 | - | - | - | - | - | - | 78,000.00 | - | - | - | 78,000.00 |
| ROSETE REYES RAFAEL | JUBILADO RH | 01/08/2018 | 2 | 2 | 72,000.00 | - | 6,000.00 | - | - | - | - | - | - | 78,000.00 | - | - | - | 78,000.00 |
| GONZALEZ HERNANDEZ ROSA HILDA | VIUDA PENSIONADA RH | 01/02/2015 | 2 | 2 | 72,000.00 | - | 6,000.00 | - | - | - | - | - | - | 78,000.00 | - | - | - | 78,000.00 |
| SANCHEZ GUTIERREZ ELIZABETH GUALTERIA | JUBILADO RH | 01/07/2017 | 2 | 2 | 72,000.00 | - | 6,000.00 | - | - | - | - | - | 500.00 | 78,500.00 | - | - | - | 78,500.00 |
| GONZALEZ DONOVAN AURORA ISABEL | JUBILADO RH | 16/05/2019 | 2 | 2 | 72,964.80 | - | 6,080.40 | - | - | - | - | - | 500.00 | 79,545.20 | - | - | - | 79,545.20 |
| VALDIVIESO CHIQUITO ERIKA | VIUDA PENSIONADA RH | 01/04/2005 | 2 | 2 | 74,450.40 | - | 6,204.20 | - | - | - | - | - | - | 80,654.60 | - | - | - | 80,654.60 |
| TAPIA JIMENEZ SANTA AZUCENA | AUXILIAR | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| IBARRA CRUZ MARTHA VIRGINIA | AUXILIAR | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| VEGA GONZALEZ ERICK JOSUE | AUXILIAR | 01/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| CHAVEZ LOPEZ EDGAR | AUXILIAR | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| BONILLA FUENTES ARMANDO | AUXILIAR | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| VELASCO GUERRERO MAURO ANDRES | AUXILIAR | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| PARDIÑO PORTUGAL LUIS ANTONIO | AUXILIAR | 01/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| GUZMAN ARANGO MARIA DE LOURDES | VIUDA PENSIONADA RH | 01/10/2003 | 2 | 2 | 74,356.44 | - | 6,196.37 | - | - | - | - | - | 500.00 | 81,052.81 | - | - | - | 81,052.81 |
| VENEROSO PALACIOS PASTOR | INCAPACITADO PERMANENTE RH | 01/10/2007 | 2 | 2 | 74,954.88 | - | 6,246.24 | - | - | - | - | - | - | 81,201.12 | - | - | - | 81,201.12 |
| CARDENAS ROMERO ESTHER MARIA | VIUDA PENSIONADA RH | 01/09/2017 | 2 | 2 | 75,092.52 | - | 6,257.71 | - | - | - | - | - | - | 81,350.23 | - | - | - | 81,350.23 |
| CORTES ESPINOSA HERNAN | JUBILADO RH | 01/08/2017 | 2 | 2 | 75,480.00 | - | 6,290.00 | - | - | - | - | - | - | 81,770.00 | - | - | - | 81,770.00 |
| DOMINGUEZ PASCUAL ORTENCIA | JUBILADO RH | 01/08/2017 | 2 | 2 | 76,800.00 | - | 6,400.00 | - | - | - | - | - | 500.00 | 83,700.00 | - | - | - | 83,700.00 |
| RAMIREZ CERVANTES JOSE DEL CARMEN | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| TOSTADO JUAN CARLOS | AUX.OPERATIVO | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GOMEZ RAMIREZ ISRAEL | AUX.OPERATIVO | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ELOS LANDA JORGE | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA GARCIA CARLOS DE JESUS | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CUEVAS JUAREZ DAVID | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA LOPEZ PEDRINHO NAHUM | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CASTILLA VARELA SAMUEL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| REYES BARRADAS JULIO CESAR | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA LOPEZ EMERSON ABDIAS | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MORALES CORTES CESAR | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GONZALEZ ARRIOLA FRANCISCO RAFAEL | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GOMEZ MELENDEZ GABRIEL | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ GONZALEZ JOSE FERNANDO | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MATA FERRAL CARLOS IGNACIO | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RUIZ LOPEZ LUIS EDUARDO | AUXILIAR ALMACEN | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SANCHEZ LORMENDEZ VICTOR | SEGURIDAD INTERNA | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| JACOME RODRIGUEZ IGNACIO | SEGURIDAD INTERNA | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GONZALEZ GUTIERREZ LEONARDO | SEGURIDAD INTERNA | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MORALES BRAVO JULIO CESAR | SEGURIDAD INTERNA | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VARGAS SALAZAR MISAEL OMAR | SEGURIDAD INTERNA | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ RAMIREZ ZACARIAS | SEGURIDAD INTERNA | 16/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VAZQUEZ TOLSA ALBERTO JOAQUIN | SEGURIDAD INTERNA | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| FLORES LOPEZ EDUARDO IVAN | SEGURIDAD INTERNA | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| UTRERA JOSE MARIO ALDAIR | SEGURIDAD INTERNA | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ROMERO MURILLO GUILLERMO | SEGURIDAD INTERNA | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PICHARDO HUERGO CESAR RABI | SEGURIDAD INTERNA | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ MONTALVO JESUS ANTONIO | SEGURIDAD INTERNA | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VALLADARES RUIZ JAIRO RUBEN | SEGURIDAD INTERNA | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MUNGUIA HERNANDEZ VICTOR HUGO | SEGURIDAD INTERNA | 01/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CARMONA VELAZQUEZ IRVIN | SEGURIDAD INTERNA | 01/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| JARQUIN JARDON ADERLI | SEGURIDAD INTERNA | 01/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RAYGOZA GARCIA ROLANDO | SEGURIDAD INTERNA | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SANTIAGO BARRIENTOS JORGE LUIS | SEGURIDAD INTERNA | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RANGEL MUÑOZ EDDER YAMIR | SEGURIDAD INTERNA | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ROGEL JIMENEZ JESUS YAMIL | SEGURIDAD INTERNA | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CEDEÑO TIBURCIO MAXIMILIANO | SEGURIDAD INTERNA | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PEREZ LIRA CARLOS | SEGURIDAD INTERNA | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ARANDA PARRA MIGUEL ANGEL | SEGURIDAD INTERNA | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CARDENAS JOSE ANTONIO | SEGURIDAD INTERNA | 16/04/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| HERNANDEZ CAMACHO JESUS IGNACIO | SEGURIDAD INTERNA | 16/05/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PEREZ MUÑOZ JORGE LUIS | SEGURIDAD INTERNA | 16/06/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| NIEVES ROMAN JESUS | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| DE LOS SANTOS SOSA MIGUEL ANGEL | SEGURIDAD INTERNA | 16/11/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| GONZALEZ ROJAS ALFREDO ISRAEL | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| PEÑA VIGUERAS MARIO ALBERTO | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| CEBALLOS MORENO ESTEBAN | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| LOPEZ NIEVES ARNULFO | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| UTRERA MARIN BRUNO ALFONSO | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| GAPI GARCIA HERMILO | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| LOZADA PITALUA JOSE LUIS | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| LOPEZ ROJAS ISRAEL | SEGURIDAD INTERNA | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| PEREZ HERNANDEZ MIGUEL UBALDO | SEGURIDAD INTERNA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| RODRIGUEZ GOMEZ GERARDO ALBERTO | SEGURIDAD INTERNA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| ENRIQUEZ LOMELI RENE IGNACIO | SEGURIDAD INTERNA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| IRIGOYEN GARCIA ERNESTO SERGEI | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA RAMIREZ CANDELARIA GPE. | ASISTENTE | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SOLIS PEREZ FRANCISCO | AUXILIAR | 16/05/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VERGARA CONTRERAS DOMINGO | AUXILIAR | 16/01/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ HERNANDEZ ROMUALDO | AUXILIAR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PIO MEDEL SALVADOR | AUXILIAR | 05/03/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PUCHETA FIGUEROA GUILLERMO | AUXILIAR | 01/10/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| BAÑUELOS MEJIA IRMA MARCELA | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CARDOSO RADO RODOLFO | AUX.DE MANTENIMIENTO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RAMIREZ HERRERA ROBERTO CARLOS | AUX.DE MANTENIMIENTO | 15/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ AHEDO MARCIAL | AUX.DE MANTENIMIENTO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ MORALES CARLOS IVAN | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VELAZQUEZ ROMERO LUIS ANGEL | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ZUÑIGA DELGADO JAFET DAVID | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ MARTINEZ VICTOR MANUEL | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ OCHOA VICTOR MANUEL | AUX.OPERATIVO | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MORGADO DIAZ ROGELIO | AUX.OPERATIVO | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| BAÑUELOS MEJIA SANTOS DAVID | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PEREZ TAPIA PEDRO ARTURO | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PACHECO CHAVEZ JUAN CARLOS | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| FERNANDEZ AGUIRRE SERGIO EDUARDO | AUX.OPERATIVO | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MORGADO DIAZ FERNANDO | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PEREZ HERNANDEZ DAVID | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VILLAREAL ALVAREZ JOSE MIGUEL | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ALARCON ALARCON ALAN AXCEL | AUX.OPERATIVO | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CRUZ RODRIGUEZ SERGIO | AUX.OPERATIVO | 07/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ROCHA OSORIO AMADO ANTONIO | AUX.OPERATIVO | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VAZQUEZ GARCIA CLEMENTE | AUXILIAR OPERATIVO | 01/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GOMEZ GAPI GUADALUPE | AUXILIAR INTENDENCIA | 20/02/2005 | 2 | 3 | 48,002.40 | - | 4,666.90 | - | 2,333.00 | - | - | 56,628.28 | - | 111,630.58 | 4,800.00 | - | 4,800.00 | 106,830.58 |
| PESTAÑAS CARVAJAL SERGIO RAFAEL | AUXILIAR | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 817.00 | - | - | 41,028.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| FERNANDEZ MERINO JULIO | SEGURIDAD INTERNA | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 817.00 | - | - | 41,028.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| VIDAL PAREDES HECTOR ARIEL | SEGURIDAD INTERNA | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 817.00 | - | - | 41,028.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| LAGUNES HERNANDEZ JOSE ANTONIO | SEGURIDAD INTERNA | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 817.00 | - | - | 41,028.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| CERVANTES NOH SET | AUXILIAR ADMINISTRATIVO | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 817.00 | - | - | 41,028.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| VERA CERVERA GONZALO | BRIGADISTA | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 817.00 | - | - | 41,028.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| RICO LARA MARIA YANET | AUXILIAR | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| GARCIA RODRIGUEZ JOSE RAUL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RIVERA GUZMAN JEANETT | SEGURIDAD INTERNA | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CONSOLA DOMINGUEZ JULIETA | SEGURIDAD INTERNA | 05/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CARDENAS GABRIELA | SEGURIDAD INTERNA | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| ORTIZ UTRERA ALEXANDRA | SEGURIDAD INTERNA | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| TEJEDA HERNANDEZ IMELDA | SEGURIDAD INTERNA | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RUIZ MORALES SONIA ALICIA | SEGURIDAD INTERNA | 16/04/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RODRIGUEZ LOPEZ SONIA | SEGURIDAD INTERNA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | 500.00 | 112,128.28 | 4,800.00 | - | 4,800.00 | 107,328.28 |
| SARAIBA SANABRIA JOSE AGUSTIN | VELADOR | 16/05/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,500.00 | - | - | 68,628.28 | - | 112,686.88 | 4,800.00 | - | 4,800.00 | 107,886.88 |
| RAMON CORTES NURIA IVONNE | SECRETARIA | 04/01/2016 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 113,186.88 | 4,800.00 | - | 4,800.00 | 108,386.88 |
| ARANO AMADOR MARIA TERESA | SECRETARIA | 01/01/2001 | 2 | 3 | 80,208.00 | - | 7,798.00 | - | - | - | - | 30,981.88 | - | 118,987.88 | 3,153.60 | - | 3,153.60 | 115,834.28 |
| ANDRADE GUTIERREZ SILVIA ALICIA | JUBILADO RH | 01/09/2018 | 2 | 2 | 84,000.00 | - | 7,000.00 | - | - | - | - | - | 500.00 | 91,500.00 | - | - | - | 91,500.00 |
| DEHEZA LOPEZ TEODORA | JUBILADO RH | 16/01/2019 | 2 | 2 | 84,000.00 | - | 7,000.00 | - | - | - | - | - | 500.00 | 91,500.00 | - | - | - | 91,500.00 |
| GONZALEZ ACEVEDO JAVIER | JUBILADO RH | 16/07/2016 | 2 | 2 | 85,500.00 | - | 7,125.00 | - | - | - | - | - | - | 92,625.00 | - | - | - | 92,625.00 |
| NERY TORRES CIRILO | JUBILADO RH | 01/10/2008 | 2 | 2 | 85,698.00 | - | 7,141.50 | - | - | - | - | - | - | 92,839.50 | - | - | - | 92,839.50 |
| CUAHTECONTZI CRUZ YOLANDA | VIUDA PENSIONADA RH | 01/01/2017 | 2 | 2 | 86,879.52 | - | 7,239.96 | - | - | - | - | - | - | 94,119.48 | - | - | - | 94,119.48 |
| RUIZ CHAMA FRANCISCO ARTURO | AUXILIAR ADMINISTRATIVO | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| SANCHEZ ORTIZ OCTAVIO | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| VALLADARES MUÑOZ CARLA SUGEY | AUXILIAR ADMINISTRATIVO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MOLINA ZATARAIN WENDY | AUXILIAR OPERATIVO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| COLORADO MARTINEZ ELI ULISES | AUX.OPERATIVO | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| PEGUEROS CARRILLO NAYELI | AUXILIAR | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,982.00 | - | - | 53,016.28 | - | 124,794.78 | 4,800.00 | - | 4,800.00 | 119,994.78 |
| MORALES CARDENAS MARTIN | AUX JEFE DE MANZANA | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| LAGUNES CASTILLO JOSE ARLIN | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| FLORES OLVERA ARTURO | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MALPICA FLORES ISMAEL | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| NERI GONZALEZ MOISES | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| ENRIQUEZ TORRES ANDRES | AUXILIAR ADMINISTRATIVO | 16/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,985.00 | - | - | 53,040.28 | - | 124,821.78 | 4,800.00 | - | 4,800.00 | 120,021.78 |
| SALAMANCA BARCELATA NORMA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| POPO PULIDO SANDRA PAHOLA | ANALISTA | 01/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| FIGUEROA VILLAR NEYDA MONSERRAT | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| SANTAMARIA ORTIZ HERMINIA ABIGAIL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| JIMENEZ CORTES MARTHA FLORENCIA | AUXILIAR ADMINISTRATIVO | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| TEDDY TUÑON MARIA EDITH | AUXILIAR CURP | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| OLIVA ASCANIO JANET ADRIANA | AUXILIAR DE LA OME | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| PEREZ SALAS LEONARDO | JUBILADO RH | 01/05/2017 | 2 | 2 | 90,000.00 | - | 7,500.00 | - | - | - | - | - | - | 97,500.00 | - | - | - | 97,500.00 |
| SOTELO ORTIZ AURORA | SECRETARIA | 16/05/1992 | 2 | 3 | 43,200.00 | - | 4,200.00 | - | 4,200.00 | - | - | 75,828.28 | - | 127,428.28 | 4,800.00 | - | 4,800.00 | 122,628.28 |
| GAMBOA VIDAÑA CANDIDO | AUXILIAR OPERATIVO | 16/07/2017 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| BARRADAS POLO ISNARDO SERGIO | BOMBERO | 01/01/1992 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| DEL VALLE ESPARZA CARLOS | BOMBERO | 01/03/2018 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MARTINEZ ALATORRE ZENEN ESTEBAN | BOMBERO | 01/01/2001 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| VENEROSO ZURITA ROGELIO | BOMBERO | 16/05/2007 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| GUTIERREZ CLEMENT JUAN CARLOS | BOMBERO | 16/03/2014 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| GIRON DIAZ JESUS DAVID | BOMBERO | 02/02/2016 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| BOLAÑOS TABAL ANGEL ANTONIO | BOMBERO | 01/08/2016 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| SANDIEL AGUILERA ORVIL | BOMBERO | 16/08/2017 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| DEL VALLE MORA CARLOS ALBERTO | BOMBERO | 10/11/2017 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | 6,999.90 | 130,559.93 | 3,566.40 | - | 3,566.40 | 126,993.53 |
| SALINAS CRUZ GONZALO | BOMBERO (INCAPACITADO PROVISIO | 16/02/2007 | 2 | 3 | 84,000.00 | - | 8,166.67 | - | - | - | - | 31,394.68 | 7,000.00 | 130,561.35 | 3,566.40 | - | 3,566.40 | 126,994.95 |
| SANCHEZ PEREZ JUAN ANDRES | INCAPACITADO PERMANENTE RH | 16/11/2014 | 2 | 2 | 96,000.00 | - | 8,000.00 | - | - | - | - | - | - | 104,000.00 | - | - | - | 104,000.00 |
| LAJUD ALONSO FRANCISCO | JUBILADO RH | 01/02/2009 | 2 | 2 | 96,000.00 | - | 8,000.00 | - | - | - | - | - | - | 104,000.00 | - | - | - | 104,000.00 |
| PALACIOS HERNANDEZ FRANCISCO | JUBILADO RH | 16/03/2018 | 2 | 2 | 96,000.00 | - | 8,000.00 | - | - | - | - | - | - | 104,000.00 | - | - | - | 104,000.00 |
| OSORIO BURELA MARIA ANTONIETA | JUBILADO RH | 01/08/2017 | 2 | 2 | 96,000.00 | - | 8,000.00 | - | - | - | - | - | 500.00 | 104,500.00 | - | - | - | 104,500.00 |
| SANTAMARIA DELGADO GUADALUPE DEBORA CATALINA | JUBILADO RH | 01/09/2017 | 2 | 2 | 96,000.00 | - | 8,000.00 | - | - | - | - | - | 500.00 | 104,500.00 | - | - | - | 104,500.00 |
| FERNANDEZ PANTOJA ITZEL | AUXILIAR ADMINISTRATIVO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| DE LA MAZA LOYO ROSA ELENA | AUXILIAR ADMINISTRATIVO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| FLORES CRUZ ERIKA | SALVAVIDAS | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| MORALES FERREIRA JENIFFER | SALVAVIDAS | 01/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| MERINO ZALETAS LUIS ALFREDO | BOMBERO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| VILLEGAS CHAVEZ GILBERTO | BOMBERO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| ZARATE DEL VALLE JHONATAN ELI | BOMBERO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| ALFONSO MARTINEZ MANUEL | BOMBERO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| AZAMAR MONTOYA HECTOR VIDAL | BOMBERO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| BENITEZ MARTINEZ FELIPE | BOMBERO | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| PEREZ CHIÑAS VICTOR AMIN | BOMBERO | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| SANCHEZ HERNANDEZ EDUARDO | BOMBERO CHOFER | 03/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| VILLEGAS CHAVEZ RICARDO | BOMBERO CHOFER | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| REYES SOSA LUIS EDUARDO | GUARDIA TURISTICA | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| MALPICA NOLASCO GUSTAVO DANIEL | SALVAVIDAS | 01/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| MENDEZ SOLLOZO ALEJANDRO | TECNICO | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| SAMPERIO HERNANDEZ ARMANDO | TECNICO OPERATIVO A | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| RUIZ MARTINEZ ADAN ALBERTO | TECNICO OPERATIVO A | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| PEREZ HERNANDEZ CLAUDIA ISABEL | AUXILIAR ADMINISTRATIVO | 22/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| ORTIZ MORENO DULCE IDALITH | SALVAVIDAS | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| MARIN LOPEZ CONSTANTINO | AUX.OPERATIVO | 01/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| VAZQUEZ GARCIA GUSTAVO | BOMBERO | 18/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| RUIZ CASTILLO DANIEL | BOMBERO | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| GIL URBINA ANGEL DE JESUS | BOMBERO | 01/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| BOLAÑOS TABAL EDUARDO | BOMBERO | 16/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| ZARAGOZA CHAVEZ OSCAR | BOMBERO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| CARVAJAL BENITEZ ANGEL ALFREDO SANTOS | BOMBERO | 01/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| GORDILLO TIBURCIO JOSE FRANCISCO REY | BOMBERO | 01/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| REYES GARCIA IRVING GILBERTO | BOMBERO CHOFER | 01/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| GONZALEZ MICHEL JUAN CARLOS | BOMBERO CHOFER | 06/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| VELA CARMONA MANUEL ENRIQUE | BOMBERO CHOFER | 01/04/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| CRUZ VALENCIA RODOLFO ANGEL | BOMBERO CHOFER | 16/04/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| CRUZ VALENCIA ALBERTO JORGE | BOMBERO CHOFER | 01/06/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| MORALES MARTINEZ ALAN JORGE | BOMBERO CHOFER | 01/06/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| SOSA DOMINGUEZ CARLOS | SALVAVIDAS | 18/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| BUENDIA GARCIA MARCOS RAMON | SALVAVIDAS | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| FLETES VALLADARES ANGEL FLAVIO | SALVAVIDAS | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| PEREZ CANO LEONCIO | TECNICO OPERATIVO A | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,412.28 | 5,300.10 | 132,480.03 | 4,800.00 | - | 4,800.00 | 127,680.03 |
| HERNANDEZ VARGAS JONAS | SALVAVIDAS | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,985.00 | - | - | 55,425.28 | 5,301.00 | 132,507.78 | 4,800.00 | - | 4,800.00 | 127,707.78 |
| HERNANDEZ VARGAS ABIGAIL | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| JAHIN DIAZ JESUS | AUXILIAR OPERATIVO | 16/07/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| HERNANDEZ BURGOS WILLIAM | AUXILIAR OPERATIVO | 06/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| HERNANDEZ LOPEZ DAVID | AUXILIAR OPERATIVO | 01/02/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| FLORES MOLINA ERIK ALEJANDRO | AUXILIAR OPERATIVO | 01/04/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| GUAZO PRIETO ENRIQUE | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| QUIROZ HERNANDEZ ALONSO | GUARDIA TURISTICA | 01/09/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| CERVANTES CARRERA MARTIN ANTONIO | SALVAVIDAS | 16/03/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| REYES GARCIA ANTONIO | SALVAVIDAS | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| CARRERA DOMINGUEZ JOSE ANIEL | SALVAVIDAS | 22/05/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,432.28 | 5,000.10 | 132,600.03 | 4,800.00 | - | 4,800.00 | 127,800.03 |
| ROGEL CARLOS DANIEL | AUXILIAR | 16/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MENDEZ MURGA JESUS | ASISTENTE | 01/04/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VAZQUEZ UTRERA JOSE RAMON | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CARDENAS MARTINEZ SABATT | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LOPEZ LUNA HECSON YAHIR | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ TRUJILLO IRVING JUSEIN | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PEÑA SOLARES MANUEL | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| TENORIO CASPETA NICOLAS | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CRUZ FERNANDO | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DE LA O FLORES ISRAEL | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GOMEZ MELENDEZ CESAR | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MIRANDA SANCHEZ MELQUIADES ERNESTO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| JIMENEZ SOLIS JULIO CESAR | ENC. DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CRUZ RODRIGUEZ VICTOR HUGO | AUX RECLUTAMIENTO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CASTILLO SUAREZ GUILLERMO | AUX.OPERATIVO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GOMEZ MENDEZ ROGELIO | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MORA RODRÍGUEZ ROBERTO | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| BAÑUELOS FUSTER EDUARDO EMILIO DE JE | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VAZQUEZ MALDONADO EDMUNDO | SOPORTE TECNICO | 16/07/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ROJAS CAMPOS SAUL DE JESUS | ALBAÑIL | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| REYES FERNANDEZ JOSE ANTONIO | AUXILIAR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ESQUIVEL MOTA ALBERTO ADRIAN | AUXILIAR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERRERA JARQUIN ALEJANDRO | AUXILIAR | 16/03/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| FLORES ISLEÑO NITHAEL YELAHIAH | AUXILIAR | 01/03/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DOMINGUEZ JOSE IRVING | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ALONSO LOPEZ RAFAEL | OPERADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| REQUENA ROSAS JOSE | PINTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CRUZ VELA ENRIQUE ALBERTO | AUXILIAR | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| FIGUEROA TORIBIO DANIEL DE JESUS | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| OSORIO SOSA LUIS FERNANDO | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| SILVA BELTRAN FRANCISCO | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CRUZ RAMIREZ JUAN MIGUEL | AYUDANTE | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DIAZ BRAVO HECTOR TEOFILO | MECANICO DE SEMAFOROS | 08/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DOMINGUEZ REYES OSCAR | MECANICO DE SEMAFOROS | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MONTES RAMIREZ MARCO ANTONIO | PROGRAMADOR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AGUIRRE REVA GABRIELA MERCEDES | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| REYES CASTILLO JORGE | AUXILIAR | 27/04/1992 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ARGAEZ RAMIREZ MARIA YOLANDA | AUXILIAR OPERATIVO | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MATTEOS CAMACHO COSME | ELECTRICISTA | 16/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AVILA VILLEGAS MARIA FERNANDA | AUXILIAR ADMINISTRATIVO | 29/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| FLORES ARANO ADRIANA TOMASA | CONTROL VEHICULAR | 16/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| NAMORADO GUEVARA JORGEEDUARDO | AUX.OPERATIVO | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GOMEZ DE ANDRES EDUARDO | AUX.OPERATIVO | 01/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ BORGES GABRIEL | AUX.OPERATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SANCHEZ HERNANDEZ PABLO | AUX.OPERATIVO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| FLORES ORTIZ JOSE BARSIMEO | AUXILIAR OPERATIVO | 21/11/1983 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MUÑOZ ELOS ISIDRO | AUXILIAR OPERATIVO | 16/07/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SAGRERO ROMAN ADOLFO | AUXILIAR OPERATIVO | 01/02/2013 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MATILDE BARRIOS ANTONINO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MARTINEZ PEREZ JOSE LEONARDO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RODRIGUEZ CORIA ANDRES | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CONTRERAS DOMINGUEZ RODOLFO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| OSORIO TRONCO RAFAEL | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ORTIZ TEOBA JOVANI | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VILLEGAS CHAVEZ MARIO | AUXILIAR OPERATIVO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CARDENAS SALAZAR TEODORO | AUXILIAR OPERATIVO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ALARCON ALARCON ARTURO | AUXILIAR OPERATIVO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| BAÑUELOS MEJIA IVAN | AUXILIAR OPERATIVO | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CANO TAPIA SEBASTIAN | AUXILIAR OPERATIVO | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RODRIGUEZ REYES DAVID | AUXILIAR OPERATIVO | 16/07/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VICTORIANO DELGADO ANGEL | CABO DE CUADRILLA | 01/06/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 5,740.00 | - | - | 91,668.28 | - | 137,966.88 | 4,800.00 | - | 4,800.00 | 133,166.88 |
| ESPARZA MEJIA FRANCISCO | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| PARRA MARQUEZ DAVID | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| MENDOZA VERA AGUSTIN | SUPERVISOR PARQUIMETROS | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| LEON GARCIA MAYRA PATRICIA | AUXILIAR OPERATIVO | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 3,150.00 | - | - | 65,028.28 | - | 138,006.38 | 4,800.00 | - | 4,800.00 | 133,206.38 |
| ALVAREZ GONZALEZ VALENTIN | AUXILIAR | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| LAGUNES HERNANDEZ ANABEL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| BERGER MARABOTO NARA | ASISTENTE | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GARCIA PALMA MARTHA ANGELICA | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| DEL ANGEL COVARRUBIAS CONSUELO | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ALVAREZ PROMOTOR ERIKA | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ MOLINA FIDJI ARGELIA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CONTRERAS DURAN ADELA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ PONCE ISAI | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| SANCHEZ DAVID CINTYA GUADALUPE | AUXILIAR ADMINISTRATIVO | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MARTINEZ PANTALEON MARIA LUCERO | COORDINADOR | 01/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |

H. AYUNTAMIENTO DE VERACRUZ

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| PERALTA FIGUEROA MARIANA LIZBETH | COORDINADOR | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MONROY MARTINEZ MARIA DE LOS ANGELES | COORDINADOR | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GALINDO MARTINEZ JAZMIN | COORDINADOR | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GUEVARA GARCIA FABIOLA IRAIS | COORDINADOR | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RINCON GOMEZ SUSANA | COORDINADOR JEFE MANZANA | 17/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MUÑIZ JACOBO MARIA DE LOS ANGELES | SOPORTE TECNICO | 01/02/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ BURGOA ALBA NELLY | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| REYES GONZALEZ CLARA MARIA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| IBAÑEZ YEPEZ ALINE | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| OCEJO VALLE ANA CARMINA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VILLAR VAZQUEZ GRACE KELLY | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ARIAS DE LA CRUZ DIANA ISABEL | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| BAEZ VAZQUEZ HERMINIA | ASISTENTE | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,593.28 | 4,800.00 | - | 4,800.00 | 133,793.28 |
| RODRIGUEZ DAVID NOE | AUXILIAR | 01/10/2019 | 2 | 3 | 96,000.00 | - | 9,333.33 | - | - | - | - | 36,111.88 | - | 141,445.21 | 8,283.60 | - | 8,283.60 | 133,161.61 |
| LIZARRAGA PEREZ FRANCISCO | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,083.00 | - | - | 74,628.28 | - | 144,545.93 | 4,800.00 | - | 4,800.00 | 139,745.93 |
| QUINTANILLA VELAZQUEZ PEDRO | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,083.00 | - | - | 74,628.28 | - | 144,545.93 | 4,800.00 | - | 4,800.00 | 139,745.93 |
| CARMONA PARRA FELICITA | VIUDA PENSIONADA RH | 14/11/2016 | 2 | 2 | 108,000.00 | - | 9,000.00 | - | - | - | - | - | - | 117,000.00 | - | - | - | 117,000.00 |
| DELFIN ARANO RUBICELA | AUXILIAR | 13/02/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 72,828.28 | 5,000.10 | 147,163.03 | 4,800.00 | - | 4,800.00 | 142,363.03 |
| TORRES RODRIGUEZ INGRID | AUXILIAR OPERATIVO | 01/12/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 72,828.28 | 5,000.10 | 147,163.03 | 4,800.00 | - | 4,800.00 | 142,363.03 |
| BUSTOS MAY CARLOS ALBERTO | ANALISTA | 01/07/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CAMPOS RODRIGUEZ JOSE JUAN | AUXILIAR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| HERNANDEZ HERNANDEZ ANTONIO DE JESUS | FOTOGRAFO | 01/04/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GALINDO AZUARA ADAN | FOTOGRAFO | 01/04/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LOZANO PEREZ MIGUEL | CHOFER | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GARCIA RODRIGUEZ LUIS MANUEL | FOTOGRAFO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GONZALEZ BOISSON JOSE ANTONIO | FOTOGRAFO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ÑECO SONORA ISMAEL | FOTOGRAFO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| DE LA FUENTE CASTRO DAVID ANTONIO | REPORTERO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LAGUNES REYES ANTONIO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| DOMINGUEZ SALAZAR NESTOR ALEJANDRO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| OLMOS BARRADAS ENRIQUE | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CARDENAS SALAZAR RUBEN | AUXILIAR | 03/01/2005 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| ORTIZ BARRADAS OSCAR DANIEL | MONITORISTA | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 4,317.00 | - | - | 77,028.28 | - | 151,173.38 | 4,800.00 | - | 4,800.00 | 146,373.38 |
| GAMBOA NIEVES MARTIN | JUBILADO RH | 16/11/2017 | 2 | 2 | 114,000.00 | - | 9,500.00 | - | - | - | - | - | - | 123,500.00 | - | - | - | 123,500.00 |
| MUÑOZ COBOS MIRSA CARIDAD | ANALISTA | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| NAVARRETE LUNA DIANA YAZMIN | ANALISTA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| HERRERA ACUÑA GLORIA ELENA | FOTOGRAFO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| BONILLA SERRET JOCELYN | ANALISTA | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| HERNANDEZ CORDERO SILVIA XIMENA | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| CRUZ GARCIA YEIMI | DISEÑADOR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| ARRIAGA MURRIETA KARINA | REPORTERO | 01/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| TRUJILLO BARRIOS MARIO | BOMBERO | 08/08/2005 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | 1,750.00 | - | - | 51,494.68 | 6,999.90 | 152,409.93 | 3,566.40 | - | 3,566.40 | 148,843.53 |
| SANCHEZ HERNANDEZ MARTIN ARTURO | SUB-OFICIAL | 01/09/2015 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | 1,750.00 | - | - | 51,494.68 | 6,999.90 | 152,409.93 | 3,566.40 | - | 3,566.40 | 148,843.53 |
| NIEVES DELFIN ABIHU ANDRES | SUB-OFICIAL | 01/03/2014 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | 1,762.00 | - | - | 51,624.68 | 6,999.90 | 152,551.93 | 3,566.40 | - | 3,566.40 | 148,985.53 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| RODRIGUEZ SARMIENTO ALFREDO | JUBILADO RH | 01/05/2015 | 2 | 2 | 115,200.00 | - | 9,600.00 | - | - | - | - | - | - | 124,800.00 | - | - | - | 124,800.00 |
| CRUZ PRIETO ANTONIO | JUBILADO RH | 01/09/2017 | 2 | 2 | 115,200.00 | - | 9,600.00 | - | - | - | - | - | - | 124,800.00 | - | - | - | 124,800.00 |
| RODRIGUEZ PEREZ ANGELA | JUBILADO RH | 01/09/2016 | 2 | 2 | 115,442.64 | - | 9,620.22 | - | - | - | - | - | 500.00 | 125,562.86 | - | - | - | 125,562.86 |
| CLAUDIO MORALES MANUEL | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,083.00 | - | - | 79,532.28 | 5,000.10 | 154,450.03 | 4,800.00 | - | 4,800.00 | 149,650.03 |
| HERNANDEZ LANDA ROSA LIDIA | AUXILIAR | 16/07/2019 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | - | - | - | 38,123.08 | - | 156,623.08 | 10,294.80 | - | 10,294.80 | 146,328.28 |
| MURGUIA ORTIZ SILVIA | RECEPCIONISTA | 01/01/2011 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | - | - | - | 38,123.08 | 500.00 | 157,123.08 | 10,294.80 | - | 10,294.80 | 146,828.28 |
| NATERA GONZALEZ JORGE SAMUEL | SUB-OFICIAL | 15/07/2003 | 2 | 3 | 101,998.80 | - | 9,916.55 | - | - | - | - | 37,071.88 | 8,499.90 | 157,487.13 | 9,243.60 | - | 9,243.60 | 148,243.53 |
| RAMIREZ ORGANISTA MARCO ANTONIO | AUXILIAR OPERATIVO | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,250.00 | - | - | 86,628.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| RINCON PERAZA FELIPE DE JESUS | AUXILIAR OPERATIVO | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 4,897.00 | - | - | 82,992.28 | - | 157,717.38 | 4,800.00 | - | 4,800.00 | 152,917.38 |
| CRUZ MARABOTO HORACIO | SOPORTE TECNICO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,250.00 | - | - | 86,628.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| PEREZ SALAS MARTIN | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,250.00 | - | - | 86,628.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| LOPEZ SANCHEZ MARCOS | AUXILIAR OPERATIVO | 02/04/2002 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,250.00 | - | - | 86,628.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| MORALES MARTINEZ FELIX | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| REYES GARCIA RUBEN | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| NAVARRO RAMIREZ ROGELIO | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| ZARAGOZA SALGADO ERICK FACUNDO | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| CRUZ VAZQUEZ JAVIER | AUX.OPERATIVO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| RAMOS PIQUER ANDRES RICARDO | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| ZAVALETA HUERTA ZURIEL ADALID | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| JIMENEZ LUNA CONSTANTINO | AUXILIAR OPERATIVO | 30/06/1991 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| GARCIA ERASTO | AUXILIAR OPERATIVO | 15/05/1989 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| CAZARIN USCANGA LUIS ENRIQUE | AUXILIAR OPERATIVO | 31/01/1991 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| FLORES MEDRANO BIBIANO | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| SANCHEZ JIMENEZ SALVADOR | AUXILIAR OPERATIVO | 24/11/2009 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| GARCIA RAMIREZ ARMANDO | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| RAMIREZ RAMOS MARCO ANTONIO | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| FERNANDEZ OCHOA SERGIO | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| PEREZ CAMARILLO JOSE ALFONSO | AUXILIAR OPERATIVO | 16/05/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| SANCHEZ MARTIN | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| FLORES HUERTA OSCAR | AUXILIAR OPERATIVO | 16/07/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| RINCON PERAZA JUAN PABLO | AUXILIAR OPERATIVO | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,900.00 | - | - | 83,028.28 | - | 157,712.93 | 4,800.00 | - | 4,800.00 | 152,912.93 |
| CUELLAR DOMINGUEZ HUMBERTO | JUBILADO RH | 01/11/2010 | 2 | 2 | 120,000.00 | - | 10,000.00 | - | - | - | - | - | - | 130,000.00 | - | - | - | 130,000.00 |
| BARRIOS RAMIREZ LUZ MARIA | VIUDA PENSIONADA RH | 01/04/2019 | 2 | 2 | 120,000.00 | - | 10,000.00 | - | - | - | - | - | - | 130,000.00 | - | - | - | 130,000.00 |
| VALDEZ RODRIGUEZ FELIPE DE JESUS | AUXILIAR ADMINISTRATIVO | 01/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| RAMIREZ GARCIA CARLOS HERMENEGILDO | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| GONZALEZ MUÑOZ EDGAR ARMANDO | SUPERVISOR | 01/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| PAGOLA MARQUEZ MIGUEL RAFAEL | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| CARMONA RODRIGUEZ PATRICIA | COORDINADOR | 01/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | 500.00 | 161,762.88 | 1,767.60 | - | 1,767.60 | 159,995.28 |
| CASTELLANOS VALLADARES ISRAEL | JEFE DEL DEPTO.JURIDICO | 01/10/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 5,482.00 | - | - | 89,016.28 | - | 164,294.78 | 4,800.00 | - | 4,800.00 | 159,494.78 |
| GANCEDO GONZALEZ PEDRO | SEGURIDAD INTERNA | 01/04/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 5,482.00 | - | - | 89,016.28 | - | 164,294.78 | 4,800.00 | - | 4,800.00 | 159,494.78 |
| VENTURA MAIN CARLOS ARTURO | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CERVANTES CONTRERAS FRANCISCO JAVIER | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANTIAGO GONZALEZ ISMAEL | ASISTENTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| COMOTO FERNANDEZ DAVID | JEFE DE AREA | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| VILLAR LARA EMMANUEL DE JESUS | CHOFER | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CASTRO OSORIO DANIEL | AUXILIAR OPERATIVO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| MARIN LICONA ERICK ANTONIO | ENC. DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MORALES PERZABAL MARCELA | SECRETARIA | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ZURITA ROGEL JORGE | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CRUZ RODRIGUEZ EDUARDO | AUXILIAR | 16/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ROSADO VELAZQUEZ SERGIO | AUXILIAR OPERATIVO | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ZAMUDIO TOBON FRANCISCO ALBERTO | MECANICO | 01/10/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RODRIGUEZ GARCIA JORDAN | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| HUERTA QUERO ERICK JAVIER | AUXILIAR | 01/04/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 5,483.00 | - | - | 89,028.28 | - | 164,291.98 | 4,800.00 | - | 4,800.00 | 159,491.98 |
| GARCIA LAGUNES JOSE LUIS | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| OLIVARES NAVA RAUL ANTONIO | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CARMONA OLIVEROS FRANCISCO | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| TORRES CRUZ JESUS | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| HERRERA UREÑA RAMON | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MENDEZ REYES FRANCISCO GABRIEL | AUXILIAR | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| WONG ROBLEDO MARIO ALBERTO | AUXILIAR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| BACXI USCANGA ALBERTO | AUXILIAR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| LÓPEZ PÉREZ FRANCISCO JAVIER | SECRETARIO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| FLORES GARCÍA ADRIÁN TOMAS | SECRETARIO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANZ CARVAJAL LEONOR VIANNEY | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| FLORES LOYO HILDA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| TEJEDA REYES DAMARA | DESARROLLADOR WEB | 29/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| PANTALEON HERNANDEZ AUSENCIA | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| TERAN DE LA LUZ KASSANDRA | RECEPCIONISTA | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| PEREZ MORTEO INES | JUBILADO RH | 16/07/2017 | 2 | 2 | 130,070.40 | - | 10,839.20 | - | - | - | - | - | 500.00 | 141,409.60 | - | - | - | 141,409.60 |
| MENDOZA OLGUIN NORMA PATRICIA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 7,000.00 | - | - | 104,628.28 | - | 170,878.28 | 4,800.00 | - | 4,800.00 | 166,078.28 |
| REYES REYES JULIA | AUXILIAR | 01/07/2014 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | - | 171,938.83 | 12,445.20 | - | 12,445.20 | 159,493.63 |
| MORENO HERNANDEZ MARIA DEL P | PDTE.JUNTA DE CONCILIACION | 01/10/1997 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | - | 171,938.83 | 12,445.20 | - | 12,445.20 | 159,493.63 |
| GALINDO REBOLLEDO MARIANA | AUXILIAR | 01/08/2019 | 2 | 3 | 120,000.00 | - | 11,666.67 | - | - | - | - | 40,273.48 | - | 171,940.15 | 12,445.20 | - | 12,445.20 | 159,494.95 |
| MENDOZA RODRIGUEZ JESUS AURELIO | CAMAROGRAFO | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,833.00 | - | - | 89,595.88 | - | 174,428.88 | 1,767.60 | - | 1,767.60 | 172,661.28 |
| GOMEZ TAMARINDO JUAN BALAM | FOTOGRAFO | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,833.00 | - | - | 89,595.88 | - | 174,428.88 | 1,767.60 | - | 1,767.60 | 172,661.28 |
| LOZANO MONTALVO MARIA DEL ROSARIO | BOMBERO | 01/04/2017 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | 3,593.00 | - | - | 72,670.68 | 6,999.90 | 175,428.93 | 3,566.40 | - | 3,566.40 | 171,862.53 |
| ESTRADA YEPEZ JAQUELINE | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 6,867.00 | - | - | 103,260.28 | 500.00 | 176,461.93 | 4,800.00 | - | 4,800.00 | 171,661.93 |
| FUENTES JACOBO DANTE | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| ROIZ CRUCES HECTOR ROBERTO | SUPERVISOR | 07/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,650.00 | - | - | 101,028.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| HERNANDEZ RIVERA BENITO | SUB-OFICIAL | 03/08/1990 | 2 | 3 | 101,998.80 | - | 9,916.55 | - | 1,750.00 | - | - | 57,171.88 | 8,499.90 | 179,337.13 | 9,243.60 | - | 9,243.60 | 170,093.53 |
| ARREGUIN ORTIZ JOSE ALVARO | SUB-OFICIAL | 01/04/2001 | 2 | 3 | 101,998.80 | - | 9,916.55 | - | 1,750.00 | - | - | 57,171.88 | 8,499.90 | 179,337.13 | 9,243.60 | - | 9,243.60 | 170,093.53 |
| HERMIDA BELTRAN EMANUEL | MECANICO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,233.00 | - | - | 107,028.28 | - | 180,095.93 | 4,800.00 | - | 4,800.00 | 175,295.93 |
| MORENO CASAS YADIRA | OFICIAL | 01/01/2001 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | 9,999.90 | 181,938.73 | 12,445.20 | - | 12,445.20 | 169,493.53 |
| DOMINGUEZ RAMIREZ TOMAS | OFICIAL PRIMERO | 01/08/1992 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | 9,999.90 | 181,938.73 | 12,445.20 | - | 12,445.20 | 169,493.53 |
| LILI VARGAS MANUEL | BOMBERO | 01/10/2019 | 2 | 3 | 101,998.80 | - | 9,916.55 | - | 1,983.00 | - | - | 59,855.88 | 8,499.90 | 182,254.13 | 9,243.60 | - | 9,243.60 | 173,010.53 |
| BRAVO GUZMAN SOCORRO | VIUDA PENSIONADA RH | 01/06/2018 | 2 | 2 | 147,037.68 | - | 12,253.14 | - | - | - | - | - | - | 159,290.82 | - | - | - | 159,290.82 |
| MOLINA ALCANTARA MARIO FERNANDO | DISEÑADOR | 16/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| LARA AGUIRRE RAMIRO | AUXILIAR ADMINISTRATIVO | 01/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| CABRERA CARDENAS SERGIO ANTONIO | SUPERVISOR | 28/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| VAZQUEZ ESPINOZA LIZ DANIELA | AUXILIAR ADMINISTRATIVO | 16/03/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| ANGEL JUAREZ MARIA DEL CARMEN | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| HERRERA DIAZ RIGOBERTO | AUXILIAR ADMINISTRATIVO | 16/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| VALDEZ BASURTO RIGOBERTO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,034.00 | - | - | 115,260.28 | - | 189,128.93 | 4,800.00 | - | 4,800.00 | 184,328.93 |
| AGUILAR BRAVO ISAAC RUBEN | FOTOGRAFO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| HERNANDEZ GONZALEZ ROBERTO | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| MARTINEZ MORALES ANDREA MARISOL | ASESOR | 16/07/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| LOPEZ YAÑEZ DANIELA OZURI | AUXILIAR ADMINISTRATIVO | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| HERRERA MORALES ANGELINES | JEFE DE AREA | 16/09/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| CEVALLOS TORRES JUAN MIGUEL | JEFE DE PROGRAMAS VIALES | 15/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,167.00 | - | - | 113,595.88 | - | 200,762.88 | 1,767.60 | - | 1,767.60 | 198,995.28 |
| RODRIGUEZ ARTEAGA RICARDO | PROGRAMADOR | 01/01/2005 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,167.00 | - | - | 113,595.88 | - | 200,762.88 | 1,767.60 | - | 1,767.60 | 198,995.28 |
| BALDERAS YEPEZ EUNICE | DESARROLLADOR WEB | 17/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,167.00 | - | - | 113,595.88 | 500.00 | 201,262.88 | 1,767.60 | - | 1,767.60 | 199,495.28 |
| MOTA GARCIA SULEYMA | DESARROLLADOR WEB | 19/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,167.00 | - | - | 113,595.88 | 500.00 | 201,262.88 | 1,767.60 | - | 1,767.60 | 199,495.28 |
| MARTINEZ ROSAS CARLOS MIGUEL | AUX.OPERATIVO | 16/02/2020 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 9,800.00 | - | - | 133,428.28 | - | 202,478.28 | 4,800.00 | - | 4,800.00 | 197,678.28 |
| TAMARIZ PALOMBA MARCO ANTONIO | AUX.OPERATIVO | 16/02/2020 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 9,800.00 | - | - | 133,428.28 | - | 202,478.28 | 4,800.00 | - | 4,800.00 | 197,678.28 |
| ALTUNAR PASCUAL ALFREDO | AUXILIAR ADMINISTRATIVO | 16/05/2019 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | - | - | - | 45,277.48 | - | 203,277.48 | 17,449.20 | - | 17,449.20 | 185,828.28 |
| LOPEZ GOMEZ ANTONIO | ASESOR | 01/01/2014 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | - | - | - | 45,277.48 | - | 203,277.48 | 17,449.20 | - | 17,449.20 | 185,828.28 |
| VILLANUEVA RUEDA GENARO | JEFE DE ALMACENE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| BOLAÑOS FABIAN ISABEL | INCAPACITADO PERMANENTE RH | 01/06/2019 | 2 | 2 | 168,000.00 | - | 14,000.00 | - | - | - | - | - | 500.00 | 182,500.00 | - | - | - | 182,500.00 |
| PEREZ SALAS CLAUDIO ALFONSO | AUXILIAR OPERATIVO | 15/05/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,917.00 | - | - | 134,628.28 | - | 210,379.93 | 4,800.00 | - | 4,800.00 | 205,579.93 |
| MARTINEZ SANTOS JOSE ANTONIO | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,917.00 | - | - | 134,628.28 | - | 210,379.93 | 4,800.00 | - | 4,800.00 | 205,579.93 |
| GALLEGOS FALCONI DORA LILIA | COORDINADOR | 01/01/1995 | 3 | 2 | 127,295.88 | - | 12,375.99 | - | - | - | - | 71,360.68 | 500.00 | 211,532.55 | 16,800.00 | 26,732.40 | 43,532.40 | 168,000.15 |
| BAUTISTA BADILLO RAUL | COORDINADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,150.00 | - | - | 137,028.28 | - | 213,012.93 | 4,800.00 | - | 4,800.00 | 208,212.93 |
| HERNANDEZ LAGUNES JOSE SILVESTRE | COORDINADOR PERSONAL SEGURIDAD | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | - | 213,928.88 | 1,767.60 | - | 1,767.60 | 212,161.28 |
| JIMENEZ CARMONA URIEL | JEFE DE CERTIFICACIONES | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | - | 213,928.88 | 1,767.60 | - | 1,767.60 | 212,161.28 |
| DE ANDA MARTINEZ CRISTHIAN DE JESUS | JEFE DE AREA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | - | 213,928.88 | 1,767.60 | - | 1,767.60 | 212,161.28 |
| ROSADO MENDEZ JUDITH ANTONIA | AUXILIAR ADMINISTRATIVO | 01/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | 500.00 | 214,428.88 | 1,767.60 | - | 1,767.60 | 212,661.28 |
| USCANGA RAMIREZ ALEJANDRO | JEFE DE AREA | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| ORDAZ CADENA OSCAR ALEJANDRO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 10,150.00 | - | - | 137,028.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| RIVEROLL DE LA FUENTE ANTONIO | PROGRAMADOR | 01/01/2004 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| COSTEÑO MAPEL OSCAR OMAR | PROGRAMADOR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 10,150.00 | - | - | 137,028.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| TECALCO VALLADARES ANALY | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| CASTELLANOS VILLALOBOS REBECA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| MARRUGAT CRUZ MONTSERRAT | ASISTENTE | 02/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 10,150.00 | - | - | 137,028.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| PINOT HERNANDEZ GABRIELA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| VALENZUELA VALERIO URIEL | AUXILIAR DE INTENDENCIA | 01/12/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| RAMIREZ MONTES ANA KAREN | AUXILIAR DE OBRAS PUBLICAS | 16/03/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 21,570.00 | 219,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 199,160.41 |
| VALERIO AQUINO LUZ GIOVANNA | AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 01/09/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 21,570.00 | 219,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 199,160.41 |
| GUEVARA RUIZ ALBERTO | AUXILIAR | 01/08/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 20,920.00 | 219,382.01 | 6,000.00 | 14,871.60 | 20,871.60 | 198,510.41 |
| VELAZQUEZ RUBIO MARIA ROMINA | COORDINADOR | 01/01/2014 | 2 | 3 | 96,001.20 | - | 9,333.45 | - | 7,000.00 | - | - | 108,111.88 | - | 220,446.53 | 8,283.60 | - | 8,283.60 | 212,162.93 |
| CASTELLANOS BAXIN ANGEL | AUXILIAR DEBIBLIOTECA VENUSTIANO CARRANZA | 16/10/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| HERNANDEZ GUTIERREZ ISRAEL | AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE EGRESOS DE LA TESORERIA MUNICIPAL | 06/02/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| RIVERA ZAMORA ENRIQUE | AUXILIAR DE MERCADOS | 16/12/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| VELASQUEZ VAZQUEZ JOSE | AUXILIAR | 01/09/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 23,570.00 | 222,032.01 | 6,000.00 | 14,871.60 | 20,871.60 | 201,160.41 |
| SERRANO CONTRERAS RAYMUNDO | AUXILIAR | 01/03/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 23,570.00 | 222,032.01 | 6,000.00 | 14,871.60 | 20,871.60 | 201,160.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MORALES BRAVO BRENDA ESMERALDA | AUXILIAR DE LA DIRECCION DE TURISMO | 16/07/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| SOLIS HERRERA STEPHANIE POLETTE | AUXILIAR DEL DEPARTAMENTO DE OBRAS PUBLICAS | 01/10/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| NARVAEZ PEREZ SUSANA | AUXILIAR DE INTENDENCIA | 01/11/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| CRUZ LEON EVELIA MONSERRAT | AUXILIAR DE INTENDENCIA | 01/12/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| RIVERA LUNA ANDREA | AUXILIAR DE INTENDENCIA | 01/12/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| DIAZ SALAS LUCIA | AUXILIAR OPERATIVO | 31/03/2003 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 11,667.00 | - | - | 152,628.28 | - | 223,545.28 | 4,800.00 | - | 4,800.00 | 218,745.28 |
| VIDAL SOLANO NOHEMI | COORDINADOR | 01/01/2011 | 3 | 2 | 138,000.00 | - | 13,416.67 | - | - | - | - | 72,348.28 | - | 223,764.95 | 16,800.00 | 27,720.00 | 44,520.00 | 179,244.95 |
| VILLEGAS NERI MARIA FERNANDA | AUXILIAR DE LA DIRECCION DE TENENCIA DE LA TIERRA | 01/12/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 109,944.28 | 21,570.00 | 223,863.61 | 6,000.00 | 14,196.00 | 20,196.00 | 203,667.61 |
| SANDOVAL SERRANO MANUEL ALBERTO | AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | 5,632.80 | - | - | - | 109,944.28 | 20,920.00 | 224,339.21 | 6,000.00 | 14,196.00 | 20,196.00 | 204,143.21 |
| MUSLERA BECERRA SUSANA | SECRETARIA | 01/06/1993 | 3 | 2 | 138,009.96 | - | 13,417.64 | - | - | - | - | 73,610.68 | 500.00 | 225,538.28 | 16,800.00 | 28,982.40 | 45,782.40 | 179,755.88 |
| BARRANCO RICARDO LUCAS | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| SANCHEZ MONRROY ROBERTO | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| VALDES PABLO RUBEN | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| LOPEZ MENDOZA ROBERTO HIRAM | JEFE DE OFICINA A | 01/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| COBOS ORTEGA ANGEL RAUL | DESARROLLADOR WEB | 23/07/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| DOMINGUEZ VELAZQUEZ VICTOR VALENTE | TECNICO | 01/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| GARCES ARELLANO FERNANDO | PDTE.JUNTA DE CONCILIACION | 16/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| CAPETILLO MARIN BIANCA NAYELI | ASESOR JURIDICO | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| VILLA DIAZ KRISNA ELISA | AUXILIAR DE LA SALA DE EDILES | 16/09/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 21,570.00 | 227,542.91 | 6,000.00 | 14,196.00 | 20,196.00 | 207,346.91 |
| PEREYRA LEZAMA BRENDA PATRICIA | AUXILIAR ADMINISTRATIVO | 01/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | 500.00 | 227,595.88 | 1,767.60 | - | 1,767.60 | 225,828.28 |
| SANCHEZ HERNANDEZ JANET | AUXILIAR | 01/07/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | 500.00 | 227,595.88 | 1,767.60 | - | 1,767.60 | 225,828.28 |
| MARTINEZ ROMAN MARIA DE LA PAZ | AUXILIAR | 01/07/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | 500.00 | 227,595.88 | 1,767.60 | - | 1,767.60 | 225,828.28 |
| AZAMAR MORALES ALDO CARLO | AUXILIAR DE PATRIMONIO | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 109,944.28 | 20,920.00 | 227,719.61 | 6,000.00 | 14,196.00 | 20,196.00 | 207,523.61 |
| ALVAREZ GARCIA YADIRA ELVIRA | AUXILIAR DE LA DIRECCION DE TENENCIA DE LA TIERRA | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 109,944.28 | 21,570.00 | 228,369.61 | 6,000.00 | 14,196.00 | 20,196.00 | 208,173.61 |
| VAZQUEZ VIRGEN VICTOR | AUXILIAR DE PARQUES Y JARDINES | 01/09/2015 | 3 | 2 | 67,599.76 | - | 20,996.97 | 4,507.20 | - | - | - | 112,464.28 | 23,570.00 | 229,138.21 | 6,000.00 | 14,196.00 | 20,196.00 | 208,942.21 |
| CAMPOS CANO JULIO ANTONIO | AUXILIAR INTENDENCIA | 16/07/2016 | 3 | 2 | 67,599.76 | - | 22,223.20 | - | - | - | - | 116,559.28 | 23,570.00 | 229,952.24 | 6,000.00 | 14,196.00 | 20,196.00 | 209,756.24 |
| GUERRERO LARA CARLOS DANIEL | ENC. DE AREA | 16/03/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| BASILIO PEREZ JOAQUIN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| MEZA CHAVEZ JORGE ENRIQUE | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| NIETO CASAS JOSE LUIS | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| MELCHOR PEREZ LUIS ALBERTO | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| TORRES VIDAL URIEL | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| VIVEROS MONTERO MARIO ARTURO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| LARA GARCIA OSCAR AQUILINO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| TINOCO MOLINA DOLORES | AUXILIAR OPERATIVO | 16/06/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| GUAZO GONZALEZ ENRIQUE | COORDINADOR | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| GAMBOA GERONIMO PEDRO LUIS | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| DEL ANGEL ROCHA CARLOS ALBERTO | JEFE DE ALMACENE | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| CORDERO ZAMORA SILVIA LILIANA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | 500.00 | 230,629.93 | 4,800.00 | - | 4,800.00 | 225,829.93 |
| SALOMON ALARCON DENIA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | 500.00 | 230,629.93 | 4,800.00 | - | 4,800.00 | 225,829.93 |
| QUINTERO RIVERA MARIA ALEJANDRA | AUXILIAR DE LA DIRECCION DE CULTURA | 01/09/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 25,720.00 | 231,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 211,496.91 |
| LARA ROMERO ALMA DELIA | AUXILIAR DE LA DIRECCION DE COMPRAS | 01/09/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 25,720.00 | 231,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 211,496.91 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| RAMOS HERNANDEZ CLAUDIA | AUXILIAR DE EGRESOS | 16/05/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 25,720.00 | 231,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 211,496.91 |
| LEON ROSAS MARIA SOCORRO | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/10/2016 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 25,720.00 | 231,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 211,496.91 |
| SANDIEL ORVIL | COMANDANTE DE BOMBEROS | 16/02/2015 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | 8,136.00 | - | - | 124,840.68 | 6,999.90 | 232,141.93 | 3,566.40 | - | 3,566.40 | 228,575.53 |
| AGUILERA FARIAS ANGELINA | AUXILIAR DE SISTEMAS | 01/06/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,919.88 | 25,720.00 | 232,368.51 | 6,000.00 | 14,871.60 | 20,871.60 | 211,496.91 |
| NUÑEZ ALFARO MICHEL | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/08/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | 5,632.80 | - | - | - | 116,244.28 | 21,570.00 | 233,175.71 | 6,000.00 | 14,196.00 | 20,196.00 | 212,979.71 |
| AGUIRRE MIRON ELOISA | AUXILIAR | 16/09/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,919.88 | 28,537.00 | 235,185.51 | 6,000.00 | 14,871.60 | 20,871.60 | 214,313.91 |
| SANCHEZ TELLEZ MARTIN ARTURO | JUBILADO RH | 01/09/2017 | 2 | 2 | 192,000.00 | - | 16,000.00 | - | - | - | - | - | - | 208,000.00 | - | - | - | 208,000.00 |
| FICACHI DIAZ TOMAS | AUXILIAR DE OBRAS PUBLICAS | 01/08/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | 9,013.20 | - | - | - | 116,244.28 | 20,920.00 | 235,906.11 | 6,000.00 | 14,196.00 | 20,196.00 | 215,710.11 |
| LOCANO ROMANO JOSE FRANCISCO | JUBILADO RH | 01/07/2017 | 2 | 2 | 195,600.00 | - | 16,300.00 | - | - | - | - | - | - | 211,900.00 | - | - | - | 211,900.00 |
| VELAZQUEZ ROQUE ROBERTO FERNANDO | AUXILIAR DE INTENDENCIA | 16/05/2016 | 3 | 2 | 81,900.76 | - | 24,524.73 | - | - | - | - | 109,944.28 | 23,570.00 | 239,939.77 | 6,000.00 | 14,196.00 | 20,196.00 | 219,743.77 |
| CASARES ALVAREZ ERNESTO JOSUE | COORDINADOR MTO. GENERAL | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,667.00 | - | - | 149,595.88 | - | 240,262.88 | 1,767.60 | - | 1,767.60 | 238,495.28 |
| ENRIQUEZ ARRONIZ RENE ALEJANDRO | AUXILIAR ADMINISTRATIVO | 01/07/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 12,833.00 | - | - | 164,628.28 | - | 243,295.93 | 4,800.00 | - | 4,800.00 | 238,495.93 |
| CHICUELLAR HERNANDEZ JOSE MARIA | AUXILIAR | 01/08/2019 | 2 | 3 | 180,000.00 | - | 17,500.00 | - | - | - | - | 52,967.08 | - | 250,467.08 | 25,138.80 | - | 25,138.80 | 225,328.28 |
| CORZO IBARRA GERARDO AUGUSTO | AUXILIAR | 01/10/2019 | 2 | 3 | 180,000.00 | - | 17,500.00 | - | - | - | - | 52,967.08 | - | 250,467.08 | 25,138.80 | - | 25,138.80 | 225,328.28 |
| REYES ALCANTARA OSCAR OMAR | AUXILIAR DE TENENCIA DE LA TIERRA | 01/08/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 20,920.00 | 252,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 222,975.05 |
| GUEVARA TENORIO JESUS EDUARDO | SEPULTURERO DEL CEMENTERIO MUNICIPAL | 16/06/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 20,920.00 | 252,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 222,975.05 |
| HERNANDEZ GARCIA ROBERTO | AUXILIAR DE ASEO DE INTENDENCIA | 01/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 20,920.00 | 252,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 222,975.05 |
| TORREBLANCA CRUZ ALEJANDRA | AUXILIAR DE INTENDENCIA | 01/06/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| GUEVARA TENORIO LEIDI LAURA | AUXILIAR DE INTENDENCIA | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| AMADOR RODRIGUEZ RAUL | DIBUJANTE | 01/12/1988 | 3 | 2 | 168,000.00 | - | 16,333.33 | - | - | - | - | 70,728.28 | - | 255,061.61 | 24,000.00 | 18,900.00 | 42,900.00 | 212,161.61 |
| HERNANDEZ GUTIERREZ JUAN PAULO | AUXILIAR DE ASEO DE INTENDENCIA | 16/10/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| MIRANDA TORRES JUAN FRANCISCO | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| ROMERO PALOMEQUE JORGE | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| POZOS LOPEZ ERIKA SANDY | ASISTENTE | 16/02/2011 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| ACOSTA MORALES DIEGO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 13,650.00 | - | - | 173,028.28 | - | 256,462.93 | 4,800.00 | - | 4,800.00 | 251,662.93 |
| HERNANDEZ HERNANDEZ AZARY | ASISTENTE | 16/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 14,000.00 | - | - | 176,628.28 | - | 256,462.93 | 4,800.00 | - | 4,800.00 | 251,662.93 |
| MAROÑO BERISTAIN PAULINA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 13,620.00 | - | - | 172,716.28 | 500.00 | 256,620.93 | 4,800.00 | - | 4,800.00 | 251,820.93 |
| ACUÑA GARCIA SARAI | AUXILIAR ADMINISTRATIVO | 16/02/2011 | 3 | 2 | 168,000.00 | - | 16,333.33 | - | - | - | - | 71,988.28 | 500.00 | 256,821.61 | 24,000.00 | 20,160.00 | 44,160.00 | 212,661.61 |
| CASTRO CALDERON DANIEL | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | 4,507.20 | - | - | - | 119,281.48 | 20,920.00 | 257,015.45 | 10,200.00 | 19,333.20 | 29,533.20 | 227,482.25 |
| HERNANDEZ GOMEZ DIANA ROMYNA | AUXILIAR DE GOBERNACION | 16/06/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| MURILLO NARVAEZ JENNY PAHOLA | AUXILIAR DE INTENDENCIA | 01/06/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| HERRERA ROBLES PERLA RAQUEL | AUXILIAR DE INTENDENCIA | 01/06/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| BONILLA ZAPATA BLANCA | AUXILIAR DE INTENDENCIA | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| GARCIA GRICELDA | AUXILIAR DE INTENDENCIA | 01/08/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| LOPEZ RIOS JOSE JESUS | AUXILIAR DE INTENDENCIA | 01/09/2016 | 3 | 2 | 92,609.87 | - | 27,731.51 | - | - | - | - | 114,144.28 | 23,570.00 | 258,055.67 | 10,200.00 | 14,196.00 | 24,396.00 | 233,659.67 |
| HERNANDEZ LEON MAURICIO | AUXILIAR DE ASEO | 01/06/2014 | 3 | 2 | 92,064.40 | - | 20,996.97 | - | - | - | - | 121,801.48 | 23,570.00 | 258,432.85 | 10,200.00 | 19,333.20 | 29,533.20 | 228,899.65 |
| MORA TRUJILLO LETICIA | AUXILIAR DE ASEO "I" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 16/07/2010 | 3 | 2 | 93,975.16 | - | 20,377.48 | - | - | - | - | 119,683.48 | 25,720.00 | 259,756.12 | 10,200.00 | 19,735.20 | 29,935.20 | 229,820.92 |
| HERNANDEZ RAMIREZ FELIX | OFICIAL PRIMERO | 01/12/1985 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | 6,581.00 | - | - | 111,662.48 | 9,999.90 | 259,908.73 | 12,445.20 | - | 12,445.20 | 247,463.53 |
| REQUEJO FOX BENITO | COORDINADOR | 02/01/2020 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 9,303.00 | - | - | 133,811.08 | - | 261,614.08 | 10,294.80 | - | 10,294.80 | 251,319.28 |
| MALDONADO ORTIZ MYRNA ELENA | AUXILIAR DE COMPRAS DE LA TESORERIA MUNICIPAL | 16/07/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | 5,632.80 | - | - | - | 119,281.48 | 25,720.00 | 262,941.05 | 10,200.00 | 19,333.20 | 29,533.20 | 233,407.85 |
| MOTTA TAPIA LAURA OLIVIA | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/06/2009 | 3 | 2 | 93,352.00 | - | 20,242.37 | 5,632.80 | - | - | - | 119,552.68 | 25,720.00 | 264,499.85 | 10,200.00 | 19,604.40 | 29,804.40 | 234,695.45 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MAZA VALENZUELA GUADALUPE YAHEL | AUXILIAR DE INTENDENCIA | 01/06/2010 | 3 | 2 | 100,713.81 | - | 21,838.69 | - | - | - | - | 121,098.28 | 21,570.00 | 265,220.78 | 10,200.00 | 21,150.00 | 31,350.00 | 233,870.78 |
| VAZQUEZ SANTIAGO JOSE ENRIQUE | AUXILIAR DE PARTICIPACION CIUDADANA | 01/06/2013 | 3 | 2 | 92,064.40 | - | 22,650.04 | - | - | - | - | 127,321.92 | 23,570.00 | 265,606.36 | 10,200.00 | 19,333.20 | 29,533.20 | 236,073.16 |
| GUEVARA TRONCO CELSA NAYELY | AUXILIAR DE ASEO DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 01/10/2009 | 3 | 2 | 98,381.34 | - | 21,332.92 | - | - | - | - | 120,608.68 | 25,720.00 | 266,042.94 | 10,200.00 | 20,660.40 | 30,860.40 | 235,182.54 |
| CARDENAS FERNANDEZ EVARISTO | AUXILIAR DE ASEO | 01/09/2006 | 3 | 2 | 100,861.34 | - | 21,870.69 | - | - | - | - | 121,129.48 | 23,570.00 | 267,431.51 | 10,200.00 | 21,181.20 | 31,381.20 | 236,050.31 |
| DURAN MARTINEZ ANGEL | PEON DE PARQUES Y JARDINES | 10/11/2005 | 3 | 2 | 100,861.34 | - | 21,870.69 | - | - | - | - | 121,129.48 | 23,570.00 | 267,431.51 | 10,200.00 | 21,181.20 | 31,381.20 | 236,050.31 |
| RUIZ SALVADOR MARIA TRINIDAD | AUXILIAR DEL REGISTRO CIVIL | 16/05/2018 | 3 | 2 | 67,599.76 | - | 29,769.20 | - | - | - | - | 145,959.28 | 25,720.00 | 269,048.24 | 10,200.00 | 14,196.00 | 24,396.00 | 244,652.24 |
| SANTA MARIA QUEZADA JOSE JACOBO | PEON DE JARDINES | 01/01/2004 | 3 | 2 | 102,948.14 | - | 21,870.69 | - | - | - | - | 121,567.48 | 23,570.00 | 269,956.31 | 10,200.00 | 21,619.20 | 31,819.20 | 238,137.11 |
| HERNANDEZ SANCHEZ MONICA DEL CARMEN | AUXILIAR DE ASEO DE INTENDENCIA | 15/05/2004 | 3 | 2 | 102,797.49 | - | 21,838.69 | - | - | - | - | 121,536.28 | 25,720.00 | 271,892.46 | 10,200.00 | 21,588.00 | 31,788.00 | 240,104.46 |
| HERNANDEZ ROCHA LUIS ANTONIO | AUXILIAR DE ALUMBRADO PUBLICO | 01/11/2010 | 3 | 2 | 99,529.37 | - | 21,883.70 | 6,090.00 | - | - | - | 120,849.88 | 23,570.00 | 271,922.95 | 10,200.00 | 20,901.60 | 31,101.60 | 240,821.35 |
| HERNANDEZ HERNANDEZ ANA BERTHA | AUXILIAR DE ASEO "B" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 10/04/2002 | 3 | 2 | 102,948.14 | - | 21,870.69 | - | - | - | - | 121,567.48 | 25,720.00 | 272,106.31 | 10,200.00 | 21,619.20 | 31,819.20 | 240,287.11 |
| GOMEZ ESPINOZA DAMIANA | AUXILIAR DE ASEO DE INTENDENCIA | 16/03/1989 | 3 | 2 | 104,296.72 | - | 20,242.37 | - | - | - | - | 121,850.68 | 25,720.00 | 272,109.77 | 10,200.00 | 21,902.40 | 32,102.40 | 240,007.37 |
| RAMIREZ GONZALEZ ANTONIO | PEON DEL DEPARTAMENTO DE PARQUES Y JARDINES DEL H. AYUNTAMIENTO DE VERACRUZ | 01/02/2008 | 3 | 2 | 100,861.34 | - | 21,870.69 | 4,869.60 | - | - | - | 121,129.48 | 23,570.00 | 272,301.11 | 10,200.00 | 21,181.20 | 31,381.20 | 240,919.91 |
| SANTA MARIA SANTIAGO ERIKA | AUXILIAR DE CATASTRO | 16/07/2012 | 3 | 2 | 92,064.40 | - | 22,650.04 | 5,632.80 | - | - | - | 127,321.92 | 25,720.00 | 273,389.16 | 10,200.00 | 19,333.20 | 29,533.20 | 243,855.96 |
| MARCIAL ARRONIZ MARIA ELENA | PEON DEL DEPARTAMENTO DE PARQUES Y JARDINES DEL AYUNTAMIENTO DE VERACRUZ | 16/02/2008 | 3 | 2 | 100,384.45 | - | 21,767.27 | 4,845.60 | - | - | - | 121,028.68 | 25,720.00 | 273,746.00 | 10,200.00 | 21,080.40 | 31,280.40 | 242,465.60 |
| DOMINGUEZ FLORES RODOLFO | AUXILIAR DEL DEPARTAMENTO DE VEHICULOS | 01/05/2016 | 3 | 2 | 105,839.87 | - | 31,693.16 | - | - | - | - | 114,144.28 | 23,570.00 | 275,247.32 | 10,200.00 | 14,196.00 | 24,396.00 | 250,851.32 |
| RODRIGUEZ HERNANDEZ JOSE AURELIO | JARDINERO DE LA SECCION DE PARQUES Y JARDINES | 16/11/1992 | 3 | 2 | 107,817.38 | - | 21,870.69 | - | - | - | - | 122,589.88 | 23,570.00 | 275,847.95 | 10,200.00 | 22,641.60 | 32,841.60 | 243,006.35 |
| AGUILAR DOMINGUEZ RICARDA | AUXILIAR DE ASEO "F" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 16/01/2001 | 3 | 2 | 103,358.60 | - | 21,957.88 | 4,888.80 | - | - | - | 121,653.88 | 25,720.00 | 277,579.17 | 10,200.00 | 21,705.60 | 31,905.60 | 245,673.57 |
| FERNANDEZ LAGUNES MARIA TERESA | AUXILIAR DE ASEO "G" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 16/01/2001 | 3 | 2 | 103,358.60 | - | 21,957.88 | 4,888.80 | - | - | - | 121,653.88 | 25,720.00 | 277,579.17 | 10,200.00 | 21,705.60 | 31,905.60 | 245,673.57 |
| ESTEVA RAMIREZ RICARDO | COORDINADOR | 01/01/2014 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| HERNANDEZ LOPEZ JUAN IGNACIO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 13,970.00 | - | - | 193,078.28 | 5,000.10 | 277,883.03 | 4,800.00 | - | 4,800.00 | 273,083.03 |
| REBOLLEDO PUENTE JOSE LUIS | COORDINADOR | 01/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 15,026.00 | - | - | 184,143.88 | - | 278,169.88 | 1,767.60 | - | 1,767.60 | 276,402.28 |
| CORTES GUEVARA TANIA | COORDINADOR | 01/01/2014 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | 500.00 | 278,278.68 | 1,376.40 | - | 1,376.40 | 276,902.28 |
| SUASNAVAR RODRIGUEZ RICARDO | AUXILIAR DE ASEO DEL DEPARTAMENTO DE INTENDENCIA DEL H. AYUNTAMIENTO | 01/01/2001 | 3 | 2 | 110,568.05 | - | 23,489.49 | - | - | - | - | 123,767.08 | 20,920.00 | 278,744.62 | 10,800.00 | 23,218.80 | 34,018.80 | 244,725.82 |
| FENTANES CETINA BERNARDO VICENTE | AUXILIAR DE LA TESORERIA MUNICIPAL | 01/03/2013 | 3 | 2 | 96,667.63 | - | 23,902.86 | 5,914.80 | - | - | - | 129,093.00 | 23,570.00 | 279,148.29 | 10,200.00 | 20,300.40 | 30,500.40 | 248,647.89 |
| ARRIETA GARCIA NOEL | AUXILIAR DE GOBERNACION | 16/07/2011 | 3 | 2 | 110,350.02 | - | 25,717.90 | - | - | - | - | 119,881.48 | 23,570.00 | 279,519.40 | 10,800.00 | 19,333.20 | 30,133.20 | 249,386.20 |
| MEDINA SOLANA JOCELYN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 15,953.00 | - | - | 196,716.28 | 500.00 | 282,953.93 | 4,800.00 | - | 4,800.00 | 278,153.93 |
| CHAGALA ROJAS MARIA DE JESUS | AUXILIAR DE ASEO "I" DE INTENDENCIA | 01/02/1992 | 3 | 2 | 108,247.16 | - | 21,957.88 | 4,888.80 | - | - | - | 122,679.88 | 25,720.00 | 283,493.73 | 10,200.00 | 22,731.60 | 32,931.60 | 250,562.13 |
| HERNANDEZ HERNANDEZ ELIAS | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 16/02/2008 | 3 | 2 | 108,450.72 | - | 23,516.36 | 5,235.60 | - | - | - | 122,723.08 | 23,570.00 | 283,495.76 | 10,200.00 | 22,774.80 | 32,974.80 | 250,520.96 |
| CORDOBA SANCHEZ ALEXIA | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 16/10/2015 | 3 | 2 | 97,240.25 | - | 32,985.38 | 5,632.80 | - | - | - | 127,659.28 | 21,570.00 | 285,087.71 | 10,800.00 | 14,196.00 | 24,996.00 | 260,091.71 |
| AGUILAR RAMOS SONIA DEL CARMEN | AUXILIAR DE GOBERNACION | 16/05/2012 | 3 | 2 | 108,145.40 | - | 25,057.74 | 9,013.20 | - | - | - | 119,281.48 | 25,720.00 | 287,217.82 | 10,200.00 | 19,333.20 | 29,533.20 | 257,684.62 |
| VALENZUELA CESAR | SEPULTURERO "A" DEL CEMENTERIO MUNICIPAL | 16/03/1996 | 3 | 2 | 115,119.96 | - | 23,970.62 | - | - | - | - | 125,495.08 | 23,570.00 | 288,155.66 | 11,571.60 | 24,175.20 | 35,746.80 | 252,408.86 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MERLO CASTRO RUPERTO | AUXILIAR DE ASEO "C" DE INTENDENCIA | 01/01/1989 | 3 | 2 | 115,965.42 | - | 22,507.08 | 5,011.20 | - | - | - | 125,823.88 | 20,920.00 | 290,227.58 | 11,722.80 | 24,352.80 | 36,075.60 | 254,151.98 |
| PLATAS CORDOBA RAMIRO IVAN | COORDINADOR | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| FLORES ROSALES LUIS MANUEL | AUXILIAR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| GALINDO GUTIERREZ HEIDI | AUXILIAR ADMINISTRATIVO | 16/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | 500.00 | 293,428.88 | 1,767.60 | - | 1,767.60 | 291,661.28 |
| LEMUS SOLIS LUIS MARIO | VELADOR DE MARCADOS | 01/09/2013 | 3 | 2 | 92,064.40 | - | 28,561.84 | - | - | - | - | 149,283.28 | 23,570.00 | 293,479.52 | 12,418.80 | 19,333.20 | 31,752.00 | 261,727.52 |
| SANDOVAL RODRIGUEZ NEY | SECRETARIO TECNICO | 01/12/1993 | 3 | 2 | 180,000.00 | - | 17,500.00 | - | - | - | - | 95,628.28 | 500.00 | 293,628.28 | 30,000.00 | 37,800.00 | 67,800.00 | 225,828.28 |
| MARTINEZ AGUILAR DANIEL | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 17,150.00 | - | - | 209,028.28 | - | 295,962.93 | 4,800.00 | - | 4,800.00 | 291,162.93 |
| COVARRUBIAS PRADO JOSE ANTONIO | AUXILIAR DE LA DIRECCION DE ADQUISICIONES | 01/11/2010 | 3 | 2 | 92,064.40 | - | 27,551.05 | 9,013.20 | - | - | - | 145,302.94 | 23,570.00 | 297,501.59 | 11,814.00 | 19,333.20 | 31,147.20 | 266,354.39 |
| UTRERA DIAZ SELENE DE OCTUBRE | SECRETARIA DE LA DIRECCION DE PATRIMONIO MUNICIPAL | 15/09/2006 | 3 | 2 | 116,390.62 | - | 26,035.06 | 10,305.60 | - | - | - | 123,962.68 | 21,570.00 | 298,263.96 | 11,798.40 | 22,416.00 | 34,214.40 | 264,049.56 |
| DAMIAN SANCHEZ LUCIA | AUXILIAR DE EJECUCION FISCAL | 01/02/2005 | 3 | 2 | 187,704.00 | - | 18,249.00 | - | - | - | - | 97,245.88 | 500.00 | 303,698.88 | 30,000.00 | 39,417.60 | 69,417.60 | 234,281.28 |
| TORRES MARTINEZ JULIO ALBERTO | COORDINADOR DE LOGISTICA | 01/01/2019 | 2 | 3 | 74,782.80 | - | 7,270.55 | - | 16,965.00 | - | - | 204,883.48 | - | 303,901.83 | 2,563.20 | - | 2,563.20 | 301,338.63 |
| HOYOS HERNANDEZ LEOPOLDO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| TORRES PONCE MICHEL MONTSERRAT | SECRETARIA PARTICULAR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| VAZQUEZ MORA NUBIA CRISTINA | AUXILIAR DE INTENDENCIA | 19/09/2011 | 3 | 2 | 92,064.40 | - | 30,336.81 | - | - | - | - | 156,348.43 | 25,720.00 | 304,469.63 | 13,556.40 | 19,333.20 | 32,889.60 | 271,580.03 |
| FLORES CARRANZA MERCEDES | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | 500.00 | 304,491.28 | 2,652.00 | - | 2,652.00 | 301,839.28 |
| MENDOZA ARELLANO MONICA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | 500.00 | 304,491.28 | 2,652.00 | - | 2,652.00 | 301,839.28 |
| VALDOVINOS HERNANDEZ LUIS IGNACIO | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 18,285.00 | - | - | 220,704.28 | - | 306,139.28 | 4,800.00 | - | 4,800.00 | 301,339.28 |
| MURILLO MARQUEZ SANTA ISABEL | ENCARGADO DE GALERIA MUNICIPAL | 01/07/1992 | 3 | 2 | 125,423.02 | - | 25,441.98 | - | - | - | - | 129,567.88 | 25,720.00 | 306,152.88 | 13,480.80 | 26,338.80 | 39,819.60 | 266,333.28 |
| LAZARO HERNANDEZ MARIA GUADALUPE | AUXILIAR DE LA DIRECCION DE TENENCIA DE LA TIERRA | 01/02/2018 | 3 | 2 | 67,599.76 | - | 37,975.47 | - | - | - | - | 176,943.88 | 24,387.00 | 306,906.11 | 13,779.60 | 14,196.00 | 27,975.60 | 278,930.51 |
| VEYTIA MONTOYA MARGARITA | AUXILIAR DE LA BIBLIOTECA VENUSTIANO CARRANZA | 15/04/1991 | 3 | 2 | 126,277.51 | - | 25,615.31 | - | - | - | - | 129,930.28 | 25,720.00 | 307,543.10 | 13,663.20 | 26,518.80 | 40,182.00 | 267,361.10 |
| GARCIA RODRIGUEZ YURIDIA | AUXILIAR ADMINISTRATIVO | 01/05/2011 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 18,520.00 | - | - | 223,116.28 | - | 308,786.28 | 4,800.00 | - | 4,800.00 | 303,986.28 |
| TRINIDAD TAMARIZ ANA LAURA | AUXILIAR | 14/11/2007 | 2 | 2 | 126,552.24 | - | 30,184.00 | - | - | - | - | 131,311.48 | 21,570.00 | 309,617.72 | 13,722.00 | 27,841.20 | 41,563.20 | 268,054.52 |
| ECHEVARRIA VAZQUEZ KARLA | COORDINADOR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 231,001.20 | - | 22,458.45 | - | - | - | - | 63,860.68 | - | 317,320.33 | 36,032.40 | - | 36,032.40 | 281,287.93 |
| BLANCO LAGUNES JORGE | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/07/2016 | 3 | 2 | 70,979.71 | - | 38,943.25 | 4,731.60 | - | - | - | 178,195.03 | 26,527.00 | 319,376.59 | 14,469.60 | 14,905.20 | 29,374.80 | 290,001.79 |
| VASQUEZ CORTES ANGEL ESTEBAN | AUXILIAR DE VEHICULOS | 15/05/2008 | 3 | 2 | 107,400.05 | - | 32,663.27 | - | - | - | - | 155,955.53 | 23,570.00 | 319,588.86 | 15,889.20 | 21,022.80 | 36,912.00 | 282,676.86 |
| FERNANDEZ CASAS GUILLERMINA | AUXILIAR DE ASEO "I" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 10/01/1984 | 3 | 2 | 119,025.30 | - | 27,281.70 | 5,143.20 | - | - | - | 143,800.76 | 25,720.00 | 320,970.96 | 15,096.00 | 24,994.80 | 40,090.80 | 280,880.16 |
| CINTORA MORA MARTIN | AUXILIAR DEL DEPARTAMENTO DE EJECUCION FISCAL | 16/05/2016 | 3 | 2 | 67,599.76 | - | 41,733.68 | - | - | - | - | 192,175.29 | 23,570.00 | 325,078.73 | 16,460.40 | 14,196.00 | 30,656.40 | 294,422.33 |
| MENDEZ MORA MARIA DOLORES | AUXILIAR DE INTENDENCIA DEL AYUNTAMIENTO DE VERACRUZ | 01/03/2008 | 3 | 2 | 100,861.34 | - | 33,587.29 | - | - | - | - | 166,649.67 | 25,720.00 | 326,818.30 | 16,592.40 | 21,181.20 | 37,773.60 | 289,044.70 |
| RETURETA GIL OLIVIA | AUXILIAR DE ASEO DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 16/11/2009 | 3 | 2 | 114,897.25 | - | 33,760.99 | - | - | - | - | 153,237.18 | 25,720.00 | 327,615.42 | 16,707.60 | 21,150.00 | 37,857.60 | 289,757.82 |
| JAVIER LEON ANDRES ARTEMIO | COORDINADOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 19,569.00 | - | - | 230,871.88 | - | 329,440.88 | 1,767.60 | - | 1,767.60 | 327,673.28 |
| FLORES MORALES DARIA | AUXILIAR DE ASEO | 16/02/2008 | 3 | 2 | 101,629.18 | - | 34,363.39 | - | - | - | - | 169,445.05 | 25,720.00 | 331,157.62 | 17,191.20 | 21,342.00 | 38,533.20 | 292,624.42 |
| SERRANO GARCIA TERESO | AUXILIAR DE FOMENTO DEPORTIVO | 01/01/2011 | 2 | 2 | 137,864.64 | - | 33,957.00 | - | - | - | - | 136,217.08 | 23,570.00 | 331,608.72 | 16,138.80 | 30,330.00 | 46,468.80 | 285,139.92 |
| SANTIAGO CHIMEO DIEGO | AUXILIAR DE ASEO "Q" DE INTENDENCIA | 01/02/1995 | 3 | 2 | 139,787.06 | - | 28,355.71 | 6,313.20 | - | - | - | 135,653.08 | 23,570.00 | 333,679.05 | 16,549.20 | 29,355.60 | 45,904.80 | 287,774.25 |
| ARIAS CASTILLO HONORIO | COORDINADOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| FONSECA CORTES AGUSTIN | COORDINADOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| PARRA MARQUEZ RAYMUNDO ELISEO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| LAVOIGNET GARCIA ZOILA DEL CARMEN | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | 500.00 | 343,847.08 | 4,258.80 | - | 4,258.80 | 339,588.28 |
| ROJO BARRIOS RUTH | AUXILIAR | 20/02/2008 | 3 | 2 | 229,800.00 | - | 22,341.67 | - | - | - | - | 91,323.88 | 500.00 | 343,965.55 | 35,775.60 | 27,720.00 | 63,495.60 | 280,469.95 |

H. AYUNTAMIENTO DE VERACRUZ

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| ACOSTA PERDOMO JULIAN | ELECTRICISTA DE LA DIRECCION DE ALUMBRADO | 16/04/1990 | 3 | 2 | 152,752.09 | - | 29,646.80 | - | - | - | - | 141,145.48 | 23,570.00 | 347,114.37 | 19,318.80 | 32,078.40 | 51,397.20 | 295,717.17 |
| LAGUNES MERLO GLENDA | AUXILIAR DE OBRAS PUBLICAS | 01/07/2007 | 3 | 2 | 149,398.88 | - | 32,395.50 | - | - | - | - | 139,724.68 | 25,720.00 | 347,239.07 | 18,602.40 | 31,374.00 | 49,976.40 | 297,262.67 |
| VACA BETANCOURT ARCHER MARIA DE LOURDES | RECEPCIONISTA | 16/04/2008 | 3 | 2 | 240,000.00 | - | 23,333.33 | - | - | - | - | 84,948.28 | 500.00 | 348,781.61 | 42,000.00 | 15,120.00 | 57,120.00 | 291,661.61 |
| HERNANDEZ YEPEZ LEOPOLDO | JUBILADO RH | 16/11/2018 | 2 | 2 | 300,000.00 | - | 25,000.00 | - | - | - | - | - | - | 325,000.00 | - | - | - | 325,000.00 |
| HUBER ZARATE EDGARD VON | AUXILIAR DEL DEPARTAMENTO DE P | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| GUTIERREZ CASTRO JUAN LUIS | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| ARAIZA MEZA SERGIO JUAN | JEFE DE DEPARTAMENTO | 01/01/2020 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 17,946.00 | - | - | 222,707.08 | - | 359,153.08 | 10,294.80 | - | 10,294.80 | 348,858.28 |
| RUIZ VALENCIA MARIA DEL ROCIO | CONCILIADOR DE LA JUNTA DE CONCILIACION | 21/06/1991 | 3 | 2 | 159,134.53 | - | 32,280.36 | - | - | - | - | 143,849.08 | 25,720.00 | 360,983.97 | 20,682.00 | 33,418.80 | 54,100.80 | 306,883.17 |
| CRUZ CAMACHO MARIA DE LA PAZ | AUXILIAR ADMINISTRATIVO DE LA SECRETARIADEL AYUNTAMIENTO | 01/11/2005 | 3 | 2 | 162,477.35 | - | 35,592.89 | - | - | - | - | 144,345.88 | 25,720.00 | 368,136.12 | 21,396.00 | 33,201.60 | 54,597.60 | 313,538.52 |
| NUÑEZ GOMEZ JOSE GILBERTO | AUXILIAR DE ASEO "C" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 01/04/1991 | 3 | 2 | 151,412.23 | - | 37,067.16 | 5,676.00 | - | - | - | 150,845.68 | 23,570.00 | 368,571.07 | 21,790.80 | 26,391.60 | 48,182.40 | 320,388.67 |
| CASTILLO HERNANDEZ JUAN JOSE | AUXILIAR DE OBRAS PUBLICAS | 16/10/2013 | 3 | 2 | 170,247.40 | - | 43,653.84 | - | - | - | - | 132,137.08 | 23,570.00 | 369,608.32 | 23,055.60 | 19,333.20 | 42,388.80 | 327,219.52 |
| MARQUEZ REYES RICARDO | AUXILIAR DE ALUMBRADO PUBLICO | 01/07/2011 | 3 | 2 | 124,760.39 | - | 44,281.32 | - | - | - | - | 180,167.20 | 20,920.00 | 370,128.90 | 23,503.20 | 19,333.20 | 42,836.40 | 327,292.50 |
| RAMOS PAVON JOSE DE JESUS | AUXILIAR DE SERVICIOS GENERALES | 01/02/2011 | 3 | 2 | 176,430.72 | - | 45,505.40 | - | - | - | - | 133,457.08 | 23,570.00 | 378,963.20 | 24,375.60 | 19,333.20 | 43,708.80 | 335,254.40 |
| HUERTA NART MARIA DE LOS ANGELES | OFICIAL PRIMERO ENCARGADA DE LA OFICINA DE ESTADISTICA Y ESTRANJERIA | 16/08/1993 | 3 | 2 | 167,954.65 | - | 34,069.51 | 9,481.20 | - | - | - | 147,584.68 | 21,570.00 | 380,660.04 | 22,566.00 | 35,270.40 | 57,836.40 | 322,823.64 |
| CASTRO JIMENEZ JULIO MARTIN | AUXILIAR DE LA DIRECCION DE DESARROLLO URBANO Y OBRAS PUBLICAS | 01/09/1990 | 3 | 2 | 176,125.88 | - | 35,727.03 | - | - | - | - | 151,045.48 | 23,570.00 | 386,468.39 | 24,310.80 | 36,986.40 | 61,297.20 | 325,171.19 |
| HERNANDEZ HERNANDEZ LETICIA | AUXILIAR DE ASEO DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 22/11/1984 | 3 | 2 | 150,766.49 | - | 36,096.59 | 6,514.80 | - | - | - | 168,004.84 | 25,720.00 | 387,102.72 | 23,769.60 | 31,660.80 | 55,430.40 | 331,672.32 |
| MARTINEZ VAZQUEZ CRISTINA GUADALUPE | AUXILIAR DE LA DIRECCION DE TURISMO | 01/05/2010 | 3 | 2 | 94,195.82 | - | 46,640.85 | - | - | - | - | 222,128.63 | 25,720.00 | 388,685.30 | 25,461.60 | 19,604.40 | 45,066.00 | 343,619.30 |
| REYES GOMEZ ELIZABETH | JEFE DE SUB-SECCION TERCERA DE LA TESORERIA MUNICIPAL | 16/02/1993 | 3 | 2 | 171,193.28 | - | 34,726.47 | 9,663.60 | - | - | - | 148,956.28 | 25,720.00 | 390,259.64 | 23,257.20 | 35,950.80 | 59,208.00 | 331,051.64 |
| GRAJALES PRIETO MARIA ESTHER | JUBILADO RH | 01/07/2017 | 2 | 2 | 336,000.00 | - | 28,000.00 | - | - | - | - | - | - | 364,000.00 | - | - | - | 364,000.00 |
| HERNANDEZ ORTEGA ROSA AURORA | SECRETARIA | 01/01/2001 | 3 | 2 | 249,516.00 | - | 24,258.50 | - | - | - | - | 122,226.28 | 500.00 | 396,500.78 | 42,000.00 | 52,398.00 | 94,398.00 | 302,102.78 |
| HERNANDEZ SANCHEZ JOSE LUIS | ELECTRICISTA DE PRIMERA DE LA DIRECCION DE ALUMBRADO PUBLICO | 01/06/1988 | 3 | 2 | 178,335.13 | - | 34,612.07 | 9,632.40 | - | - | - | 151,981.48 | 23,570.00 | 398,131.08 | 24,782.40 | 37,450.80 | 62,233.20 | 335,897.88 |
| TORRES ROBINSON OSMAR YARED | ADMINISTRADOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 26,483.00 | - | - | 305,028.28 | - | 401,295.93 | 4,800.00 | - | 4,800.00 | 396,495.93 |
| GUEVARA CARMONA GUMERSINDO JESUS | AUXILIAR DE ASEO "Q" DE INTENDENCIA DEL H. AYUNTAMIENTO DE VERACRUZ | 16/04/1988 | 3 | 2 | 182,337.67 | - | 35,388.89 | 7,879.20 | - | - | - | 153,677.08 | 23,570.00 | 402,852.84 | 25,638.00 | 38,290.80 | 63,928.80 | 338,924.04 |
| CHAVEZ ROSAS MARIA DE JESUS | AUXILIAR ADMINISTRATIVO | 15/01/2020 | 2 | 3 | 300,000.00 | - | 29,166.67 | - | - | - | - | 79,694.68 | - | 408,861.35 | 51,866.40 | - | 51,866.40 | 356,994.95 |
| CORZO CHAVEZ GERALDINE | AUXILIAR ADMINISTRATIVO | 15/01/2020 | 2 | 3 | 300,000.00 | - | 29,166.67 | - | - | - | - | 79,694.68 | - | 408,861.35 | 51,866.40 | - | 51,866.40 | 356,994.95 |
| SOTO HERNANDEZ ALBERTO | SECRETARIO DEL SINDICO | 25/05/1998 | 3 | 2 | 191,765.20 | - | 39,929.93 | - | - | - | - | 157,670.68 | 23,570.00 | 412,935.81 | 27,651.60 | 40,270.80 | 67,922.40 | 345,013.41 |
| VEGA GARCIA ARTURO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| MUÑOZ GOMEZ HEROY | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| COPADO PABLO NEMESIO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| URIZA DEL VALLE DIANA | COORDINADOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| ORTIZ GARCIA ANTONIO | AUXILIAR DE RECURSOS HUMANOS | 16/03/2011 | 3 | 2 | 176,888.60 | - | 52,303.03 | 4,507.20 | - | - | - | 160,549.19 | 30,940.00 | 425,188.02 | 29,224.80 | 19,333.20 | 48,558.00 | 376,630.02 |
| VELA LOPEZ RAUL | AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO Y OBRAS PUBLICAS | 06/05/2003 | 3 | 2 | 179,851.93 | - | 47,103.18 | - | - | - | - | 175,102.28 | 23,570.00 | 425,627.39 | 29,954.40 | 32,703.60 | 62,658.00 | 362,969.39 |
| CASAS HERNANDEZ GUADALUPE | AUXILIAR DE SECRETARIA PARTICULAR | 02/01/2008 | 3 | 2 | 210,628.13 | - | 55,360.06 | - | - | - | - | 141,033.88 | 25,720.00 | 432,742.08 | 31,681.20 | 19,604.40 | 51,285.60 | 381,456.48 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| | |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| TRONCOSO DELGADO CARLOS ALBERTO | AUXILIAR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 24,500.00 | - | - | 290,123.08 | - | 433,123.08 | 10,294.80 | - | 10,294.80 | 422,828.28 |
| CESTA ARRIETA EMMA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 293,895.08 | 9,000.00 | 444,882.08 | 10,294.80 | - | 10,294.80 | 434,587.28 |
| AREVALO HERNANDEZ KARLA FABIOLA | AUXILIAR DE PRESIDENCIA | 17/01/2005 | 3 | 2 | 288,720.00 | - | 28,070.00 | - | - | - | - | 137,673.88 | 500.00 | 454,963.88 | 49,214.40 | 60,631.20 | 109,845.60 | 345,118.28 |
| BRAVO HERNANDEZ ARTURO | TECNICO "A" DEL DEPARTAMENTO DE OBRAS PUBLICAS | 01/04/1990 | 3 | 2 | 221,930.88 | - | 43,073.32 | - | - | - | - | 170,448.28 | 23,570.00 | 459,022.48 | 34,094.40 | 46,605.60 | 80,700.00 | 378,322.48 |
| ALVIZAR GUERRERO CESAR RENE | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 29,029.00 | - | - | 333,735.88 | - | 461,514.88 | 7,323.60 | - | 7,323.60 | 454,191.28 |
| MORALES MONTERO MARIANA CRISTINA | AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE RECURSOS HUMANOS | 01/09/2012 | 3 | 2 | 150,295.55 | - | 62,586.82 | - | - | - | - | 228,820.78 | 21,570.00 | 463,273.15 | 36,560.40 | 19,333.20 | 55,893.60 | 407,379.55 |
| GOMEZ HERRERA ARMANDO | AUXILIAR CONTABLE DEL DEPTO. DE CONTABILIDAD | 01/07/1989 | 3 | 2 | 227,071.21 | - | 44,070.98 | - | - | - | - | 172,625.08 | 20,920.00 | 464,687.27 | 35,192.40 | 47,684.40 | 82,876.80 | 381,810.47 |
| FONTAN CONSTANTINO PEDRO AGUSTIN | AUXILIAR DE PRESIDENCIA | 14/11/2005 | 3 | 2 | 92,400.00 | - | 31,879.17 | - | - | - | - | 341,161.48 | - | 465,440.65 | 58,429.20 | 19,404.00 | 77,833.20 | 387,607.45 |
| RAMIREZ MARTINEZ PEDRO | AUXILIAR DEL DEPARTAMENTO DE MARCADOS | 01/01/1987 | 3 | 2 | 227,795.44 | - | 44,211.52 | - | - | - | - | 172,932.28 | 23,570.00 | 468,509.24 | 35,347.20 | 47,836.80 | 83,184.00 | 385,325.24 |
| DELFIN QUIROGA VICTOR HUGO | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 329,064.28 | - | 471,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 425,453.28 |
| RUIZ OCHOA ARMANDO | ENC. DE LA UNIDAD DE TRANSPARE | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 329,064.28 | - | 471,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 425,453.28 |
| CRUZ ROSAS MARIBEL | AUXILIAR DE LA DIRECCION DE CATASTRO | 01/08/2015 | 3 | 2 | 232,422.37 | - | 69,597.59 | 5,632.80 | - | - | - | 140,280.28 | 25,720.00 | 473,653.04 | 36,336.00 | 14,196.00 | 50,532.00 | 423,121.04 |
| PEREGRINA RAGEL ZULEMA JANNETHE | ESCRIBIENTE DE PRIMERA DE LA JUNTA MUNICIPAL DE CONCILIACION | 28/03/2003 | 3 | 2 | 226,818.67 | - | 48,186.19 | 13,410.00 | - | - | - | 172,519.48 | 25,720.00 | 486,654.34 | 35,139.60 | 47,631.60 | 82,771.20 | 403,883.14 |
| OLIVA PITALUA HECTOR MANUEL | SUB-DIRECTOR VEHICULOS | 01/01/2018 | 2 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 321,656.68 | - | 487,150.68 | 13,604.40 | - | 13,604.40 | 473,546.28 |
| MENDIETA VILLANUEVA MARTHA IMELDA | SECRETARIA DE LA SALA DE EDILES | 02/01/1995 | 3 | 2 | 242,821.42 | - | 52,074.08 | - | - | - | - | 173,172.28 | 25,720.00 | 493,787.78 | 38,557.20 | 44,866.80 | 83,424.00 | 410,363.78 |
| GARCIA GUTIERREZ LUIS ANTONIO | OFICIAL ARCHIVISTA DE LA SECRETARIA DEL H. AYUNTAMIENTO | 06/06/2005 | 3 | 2 | 124,278.77 | - | 62,042.05 | 5,877.60 | - | - | - | 273,526.01 | 28,748.00 | 494,472.43 | 38,659.20 | 26,098.80 | 64,758.00 | 429,714.43 |
| SOSA RIEGO ANA HILDA | OFICIAL PRIMERO DE LA SALA DE EDILES | 16/08/1991 | 3 | 2 | 237,028.23 | - | 48,081.04 | 13,381.20 | - | - | - | 176,844.28 | 25,720.00 | 501,054.75 | 37,320.00 | 49,776.00 | 87,096.00 | 413,958.75 |
| PORTILLA BURELO CESAR EDMUNDO | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 31,500.00 | - | - | 362,123.08 | - | 512,123.08 | 10,294.80 | - | 10,294.80 | 501,828.28 |
| GARCIA ACOSTA EULALIA | TECNICO "B" | 01/07/1988 | 3 | 2 | 190,365.02 | - | 57,745.54 | - | - | - | - | 241,600.18 | 25,720.00 | 515,430.75 | 42,417.60 | 39,976.80 | 82,394.40 | 433,036.35 |
| CHAPARRO MUÑOZ LIDIA | AUXILIAR DE RECURSOS HUMANOS | 01/01/2014 | 3 | 2 | 225,930.32 | - | 70,751.86 | 4,507.20 | - | - | - | 186,526.49 | 35,134.00 | 522,849.87 | 42,633.60 | 19,333.20 | 61,966.80 | 460,883.07 |
| RUIZ RAMIREZ RUBI | AUXILIAR DE BIBLIOTECA | 01/08/2004 | 3 | 2 | 264,010.26 | - | 63,834.25 | - | - | - | - | 169,892.68 | 25,720.00 | 523,457.19 | 43,401.60 | 36,742.80 | 80,144.40 | 443,312.79 |
| GOMEZ ESPINOZA JOAQUINA | AUXILIAR DE ASEO "D"DE INTENDENCIA MUNICIPAL | 01/05/1988 | 3 | 2 | 197,944.15 | - | 56,738.49 | 8,553.60 | - | - | - | 234,751.55 | 25,720.00 | 523,707.79 | 42,253.20 | 41,568.00 | 83,821.20 | 439,886.59 |
| BENDIMEZ ROJANO JOSE GONZALO DE JESUS | SECRETARIO DEL SINDICO DEL H. AYUNTAMIENTO | 16/01/1987 | 3 | 2 | 264,895.18 | - | 52,123.13 | - | - | - | - | 187,569.88 | 23,570.00 | 528,158.19 | 43,610.40 | 54,211.20 | 97,821.60 | 430,336.59 |
| NIETO ORTEGA SAMUEL | AUXILIAR DEL DEPARTAMENTO DE SISTEMAS | 01/08/1999 | 3 | 2 | 271,597.66 | - | 72,460.31 | 9,013.20 | - | - | - | 155,351.08 | 20,920.00 | 529,342.25 | 45,187.20 | 20,415.60 | 65,602.80 | 463,739.45 |
| YEPEZ HERNANDEZ ANEL ALEJANDRA | COORDINADOR NOMINA CONFIANZA | 16/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 37,917.00 | - | - | 419,595.88 | - | 536,512.88 | 1,767.60 | - | 1,767.60 | 534,745.28 |
| LOPEZ COLLADO MARISA | COORDINADOR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 38,770.00 | - | - | 431,400.28 | 500.00 | 540,454.93 | 4,800.00 | - | 4,800.00 | 535,654.93 |
| MARTINEZ JACOME MONICA DE LOS ANGELES | JEFE DE CONSTRUCCION Y CONSERVACION DEL DEPTO. DE OBRAS PUBLICAS | 01/02/1981 | 3 | 2 | 201,602.09 | - | 63,375.31 | - | - | - | - | 260,828.79 | 25,720.00 | 551,526.19 | 47,769.60 | 42,336.00 | 90,105.60 | 461,420.59 |
| CORTINA CEBALLOS SERGIO ARMANDO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | 30,954.00 | - | - | 363,661.48 | - | 552,615.48 | 17,449.20 | - | 17,449.20 | 535,166.28 |
| PUCHETA CRUZ JOSE DE JESUS | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/04/2006 | 3 | 2 | 204,620.80 | - | 75,644.50 | 5,916.00 | - | - | - | 245,958.91 | 32,096.00 | 564,236.20 | 48,673.20 | 25,735.20 | 74,408.40 | 489,827.80 |
| BALLESTEROS ALVAREZ JOSE EMILIO | AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 01/08/2006 | 3 | 2 | 186,151.16 | - | 73,769.28 | - | - | - | - | 291,721.81 | 23,570.00 | 575,212.26 | 51,327.60 | 39,091.20 | 90,418.80 | 484,793.46 |
| GARCIA MONTAÑEZ HECTOR RENE | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | 33,294.00 | - | - | 387,733.48 | - | 579,027.48 | 17,449.20 | - | 17,449.20 | 561,578.28 |
| BARRADAS CORDOBA ANDY DANIEL | AUXILIAR DE VEHICULOS | 01/06/2013 | 3 | 2 | 212,972.89 | - | 77,307.90 | - | - | - | - | 271,575.25 | 23,570.00 | 585,426.04 | 53,013.60 | 36,909.60 | 89,923.20 | 495,502.84 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| | | | |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| FENTANES CETINA MARIA GUADALUPE | AUXILIAR DE LA BIBLIOTECA MUNICIPAL VENUSTIANO CARRANZA | 01/07/1996 | 3 | 2 | 163,563.04 | - | 78,669.99 | - | - | - | - | 327,899.39 | 21,570.00 | 591,702.42 | 54,818.40 | 34,348.80 | 89,167.20 | 502,535.22 |
| MORA ANDRADE NANCY | INSPECTOR DE LA SALA DE EDILES | 01/01/1995 | 3 | 2 | 285,018.59 | - | 57,815.86 | 25,743.60 | - | - | - | 197,945.08 | 25,720.00 | 592,243.13 | 48,343.20 | 59,853.60 | 108,196.80 | 484,046.33 |
| GARCIA VELEZ MARIA ISABEL JUDITH | COORDINADOR ADMINISTRATIVO DE LA SALA DE EDILES | 16/03/1983 | 3 | 2 | 303,273.78 | - | 58,860.69 | - | - | - | - | 206,072.68 | 25,720.00 | 593,927.15 | 52,636.80 | 63,687.60 | 116,324.40 | 477,602.75 |
| CORZO IBARRA JOEL | INSPECTOR DE REGLAMENTOS | 15/03/1996 | 3 | 2 | 305,768.42 | - | 63,668.01 | - | - | - | - | 207,182.68 | 23,570.00 | 600,189.12 | 53,223.60 | 64,210.80 | 117,434.40 | 482,754.72 |
| SPINOLA REYES MANUEL ALFREDO | DIRECTOR DE SERVICIOS GENERALE | 01/01/2018 | 3 | 3 | 144,000.00 | - | 14,000.00 | - | 30,953.00 | - | - | 417,720.28 | - | 606,673.28 | 24,000.00 | 28,800.00 | 52,800.00 | 553,873.28 |
| CONTRERAS PLASCENCIA ANGEL | AUXILIAR DE SISTEMAS | 03/05/1999 | 3 | 2 | 317,372.92 | - | 66,084.32 | - | - | - | - | 212,349.88 | 23,570.00 | 619,377.12 | 55,953.60 | 66,648.00 | 122,601.60 | 496,775.52 |
| ACOSTA COBOS FRANCISCO JAVIER | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 21/06/2011 | 3 | 2 | 174,086.46 | - | 85,333.67 | - | - | - | - | 342,666.66 | 23,570.00 | 625,656.79 | 59,212.80 | 36,558.00 | 95,770.80 | 529,885.99 |
| QUINTERO GARCIA JOSE MARTIN | CHOFER DE LA SALA DE EDILES | 16/10/1992 | 3 | 2 | 246,679.45 | - | 73,164.54 | 10,118.40 | - | - | - | 262,502.68 | 33,848.00 | 626,313.07 | 55,773.60 | 47,050.80 | 102,824.40 | 523,488.67 |
| TREJO NAVARRETE SERGIO ANTONIO | TECNICO "A" | 01/09/1997 | 3 | 2 | 331,361.56 | - | 68,997.08 | - | - | - | - | 218,576.68 | 20,920.00 | 639,855.32 | 59,242.80 | 69,585.60 | 128,828.40 | 511,026.92 |
| GARCIA CARDONA ALFONSO | DIRECTOR | 01/01/2018 | 3 | 3 | 144,000.00 | - | 14,000.00 | - | 30,953.00 | - | - | 447,415.28 | 12,000.00 | 648,368.28 | 24,000.00 | 28,800.00 | 52,800.00 | 595,568.28 |
| MARTINEZ MARTINEZ XOCHITL | ANALISTA DEL DEPARTAMENTO DE RECURSOS HUMANOS | 16/01/2001 | 3 | 2 | 318,453.16 | - | 72,776.83 | 17,490.00 | - | - | - | 221,093.08 | 25,720.00 | 655,533.06 | 58,684.80 | 62,124.00 | 120,808.80 | 534,724.26 |
| PACHECO DIAZ GLADIS | COBRADOR "B" DE LA TESORERIA MUNICIPAL | 01/01/2010 | 3 | 2 | 111,668.35 | - | 98,416.93 | - | - | - | - | 426,855.29 | 25,720.00 | 662,660.57 | 65,854.80 | 23,450.40 | 89,305.20 | 573,355.37 |
| MUÑIZ FERNANDEZ ERIKA | AUXILIAR DE RECURSOS HUMANOS | 16/02/2005 | 3 | 2 | 286,606.83 | - | 97,587.96 | 4,507.20 | - | - | - | 241,200.74 | 33,512.00 | 663,414.73 | 64,468.80 | 20,010.00 | 84,478.80 | 578,935.93 |
| ACOSTA COBOS ANGELA EDITH | AUXILIAR DE LA DIRECCION DE EDUCACION | 01/10/2011 | 3 | 2 | 261,129.94 | - | 83,642.20 | - | - | - | - | 295,496.96 | 25,720.00 | 665,989.09 | 63,325.20 | 54,837.60 | 118,162.80 | 547,826.29 |
| CASTELLANOS GUZMAN GUILLERMO JESUS | AUXILIAR DE SALA DE EDILES | 16/05/2018 | 3 | 2 | 285,837.05 | - | 95,024.82 | 19,056.00 | - | - | - | 237,218.68 | 35,480.00 | 672,616.55 | 55,945.20 | 60,025.20 | 115,970.40 | 556,646.15 |
| MANTILLA GARCIA JOSE RAUL | DIRECTOR | 01/01/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 34,663.00 | - | - | 461,820.28 | - | 674,233.28 | 24,000.00 | 32,400.00 | 56,400.00 | 617,833.28 |
| MELCHOR ROBINSON GIANFRANCO | DIRECTOR DE GOBERNACION | 01/01/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 34,663.00 | - | - | 461,820.28 | - | 674,233.28 | 24,000.00 | 32,400.00 | 56,400.00 | 617,833.28 |
| RODRIGUEZ OLMOS NATIVIDAD ARACELI | INGENIERO TOPOGRAFO DEL DEPARTAMENTO DE OBRAS PUBLICAS | 15/02/1984 | 3 | 2 | 280,009.43 | - | 78,671.87 | - | - | - | - | 296,061.58 | 25,720.00 | 680,462.88 | 66,272.40 | 58,802.40 | 125,074.80 | 555,388.08 |
| MARTINEZ HERNANDEZ AURORA | AUXILIAR DE LA DIRECCION DE SERVICIOS ADMINISTRATIVOS | 07/04/1999 | 3 | 2 | 383,030.35 | - | 82,549.88 | - | - | - | - | 235,147.48 | 21,570.00 | 722,297.71 | 71,395.20 | 74,004.00 | 145,399.20 | 576,898.51 |
| PEREZ GALLARDO GERARDO | DIRECTOR | 01/01/2018 | 3 | 3 | 180,000.00 | - | 17,500.00 | - | 38,372.00 | - | - | 505,908.28 | - | 741,780.28 | 24,000.00 | 36,000.00 | 60,000.00 | 681,780.28 |
| LADO CAMPA ANA ALICIA | AUXILIAR ADMINISTRATIVO DEL DEPARTAMENTO DE RECURSOS HUMANOS | 01/01/1995 | 3 | 2 | 400,321.10 | - | 81,204.92 | - | - | - | - | 249,762.28 | 25,720.00 | 757,008.31 | 75,946.80 | 84,067.20 | 160,014.00 | 596,994.31 |
| SANCHEZ VAZQUEZ RICARDO | INTENDENTE GENERAL DEL H. AYUNTAMIENTO DE VERACERUZ | 16/03/1987 | 3 | 2 | 417,664.93 | - | 81,062.22 | 18,046.80 | - | - | - | 258,607.48 | 23,570.00 | 798,951.43 | 81,150.00 | 87,709.20 | 168,859.20 | 630,092.23 |
| AGUIRRE CHAZARO ELIZABETH | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/01/2014 | 3 | 2 | 447,460.37 | - | 126,663.72 | - | - | - | - | 199,170.28 | 44,364.00 | 817,658.38 | 90,088.80 | 19,333.20 | 109,422.00 | 708,236.38 |
| HERNANDEZ AGUIRRE PETRA | AUXILIAR DE LA SALA DE EDILES | 16/03/2016 | 3 | 2 | 246,312.49 | - | 133,342.43 | - | - | - | - | 429,901.97 | 25,720.00 | 835,276.88 | 89,440.80 | 51,726.00 | 141,166.80 | 694,110.08 |
| SANDOVAL CASTILLO MARGARITA | ASISTENTE DE LA TESORERIA DE LA DIRECCION DE INGRESOS | 16/04/1990 | 3 | 2 | 465,348.74 | - | 94,707.73 | - | - | - | - | 274,175.08 | 21,570.00 | 855,801.56 | 95,455.20 | 88,971.60 | 184,426.80 | 671,374.76 |
| GONZALEZ CAMPOS JORGE DE JESUS | AYUDANTE GLOSA DE LA TESORERIA MUNICIPAL | 01/05/2010 | 3 | 2 | 153,013.36 | - | 139,217.70 | - | - | - | - | 583,988.29 | 20,920.00 | 897,139.35 | 107,990.40 | 32,132.40 | 140,122.80 | 757,016.55 |
| MORALES LARA JULIA PATRICIA | SECRETARIA DE LA SALA DE EDILES | 01/08/1991 | 3 | 2 | 320,571.99 | - | 123,001.91 | 28,954.80 | - | - | - | 460,777.31 | 25,720.00 | 959,026.01 | 110,103.60 | 67,320.00 | 177,423.60 | 781,602.41 |
| ZAMUDIO MACEGOZA ROBERTO YARIT | AUXILIAR DE SALA DE EDILES | 01/05/2011 | 3 | 2 | 389,282.81 | - | 122,566.40 | 19,056.00 | - | - | - | 404,651.47 | 39,790.00 | 975,346.68 | 109,678.80 | 81,748.80 | 191,427.60 | 783,919.08 |
| FENTANES VENEROSO BARBARA | AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 11/06/2009 | 3 | 2 | 117,457.96 | - | 156,008.42 | 5,670.00 | - | - | - | 672,220.95 | 26,464.00 | 977,821.33 | 121,869.60 | 24,666.00 | 146,535.60 | 831,285.73 |
| ACEVAL ACOSTA MONTSERRAT | JEFE DE AREA | 01/01/2018 | 3 | 3 | 252,000.00 | - | 24,500.00 | - | 45,372.00 | - | - | 618,245.08 | - | 940,117.08 | 40,576.80 | 50,400.00 | 90,976.80 | 849,140.28 |
| SALAMANCA CRUZ MARTINA | ASISTENTE DE LA DIRECCION DE LA SECRETARIA DE GOBERNACION MUNICIPAL | 01/07/1987 | 3 | 2 | 582,906.19 | - | 135,537.18 | 19,999.20 | - | - | - | 298,226.68 | 21,570.00 | 1,058,239.25 | 130,723.20 | 77,755.20 | 208,478.40 | 849,760.85 |
| AGUILERA FARIAS OMAR | AUXILIAR DE RECURSOS HUMANOS | 01/09/1999 | 3 | 2 | 487,228.25 | - | 159,465.05 | - | - | - | - | 488,552.86 | 41,221.00 | 1,176,467.17 | 151,485.60 | 82,431.60 | 233,917.20 | 942,549.97 |

H. AYUNTAMIENTO DE VERACRUZ

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## PRESIDENTE MUNICIPAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ALFONSO GUILLEN MARIA ANTONIA | ANALISTA DE NOMINA DE LA DIRECCION DE RECURSOS HUMANOS | 16/03/1992 | 3 | 2 | 598,037.56 | - | 160,603.63 | - | - | - | - | 497,758.66 | 25,720.00 | 1,282,119.85 | 171,025.20 | 117,772.80 | 288,798.00 | 993,321.85 |
| GONZALEZ MOLINA JUAN CARLOS | COORDINADOR ADMINISTRATIVO DEL DEPARTAMENTO DE RECURSOS HUMANOS | 10/08/2005 | 3 | 2 | 534,675.37 | - | 190,586.53 | - | - | - | - | 571,923.67 | 43,198.00 | 1,340,383.57 | 180,788.40 | 86,269.20 | 267,057.60 | 1,073,325.97 |
| VAZQUEZ BURELO MARIA TERESA | SECRETARIA EJECUTIVA DE LA PRESIDENCIA | 24/01/1983 | 3 | 2 | 788,405.33 | - | 153,197.73 | - | - | - | - | 448,093.48 | 25,720.00 | 1,415,416.55 | 193,140.00 | 165,205.20 | 358,345.20 | 1,057,071.35 |
| MARISCAL LOPEZ MANUELA | OFICIAL SEGUNDO DE LA SALA DE EDILES | 01/02/1989 | 3 | 2 | 880,900.37 | - | 172,911.65 | - | - | - | - | 493,604.68 | 25,720.00 | 1,573,136.71 | 222,739.20 | 181,117.20 | 403,856.40 | 1,169,280.31 |
| GARCIA DESIANO JORGE | AUXILIAR DE DEPTO. DE DESARROLLO URBANO | 01/10/1987 | 3 | 2 | 490,666.61 | - | 228,625.73 | - | - | - | - | 872,461.55 | 23,570.00 | 1,615,323.90 | 239,378.40 | 101,103.60 | 340,482.00 | 1,274,841.90 |
| RODRIGUEZ CRUZ IRMA | ANALISTA DE NOMINA DE LA DIRECCION DE RECURSOS HUMANOS | 16/07/1996 | 3 | 2 | 712,552.26 | - | 239,659.98 | - | - | - | - | 718,972.15 | 21,570.00 | 1,692,754.39 | 251,820.00 | 118,176.00 | 369,996.00 | 1,322,758.39 |
| FENTANES LUCIO MARTIN | DIRECTOR DE BIBLIOTECA | 09/02/1992 | 3 | 2 | 713,098.95 | - | 242,151.93 | - | - | - | - | 839,111.54 | 23,570.00 | 1,817,932.42 | 274,009.20 | 149,750.40 | 423,759.60 | 1,394,172.82 |
| MENDEZ MORA EUGENIA | AYUDANTE SUB-SECCION DEL DEPTO. DE PREDIAL | 01/11/1984 | 3 | 2 | 788,814.83 | - | 234,956.67 | - | - | - | - | 798,201.40 | 25,720.00 | 1,847,692.89 | 279,788.40 | 161,779.20 | 441,567.60 | 1,406,125.29 |
| BARRADAS CARRERA SANTOS | JEFE DE AREA ADMINISTRATIVA DE LA DIRECCION DE RECURSOS HUMANOS | 16/01/1992 | 3 | 2 | 914,006.57 | - | 270,923.77 | - | - | - | - | 843,506.95 | 23,570.00 | 2,052,007.29 | 319,750.80 | 174,780.00 | 494,530.80 | 1,557,476.49 |
| FENTANES CRUZ REBECA JACKELINE | COORDINADOR ADMINISTRATIVO DEL DEPTO. DE RECURSOS HUMANOS | 01/03/1998 | 3 | 2 | 1,186,252.36 | - | 339,811.02 | - | - | - | - | 1,036,436.81 | 25,720.00 | 2,588,220.19 | 425,732.40 | 222,262.80 | 647,995.20 | 1,940,224.99 |
| CAMPOS COBOS TERESA DE JESUS | OFICIAL ADMINISTRATIVA DE LA SALA DE EDILES | 01/10/1973 | 3 | 2 | 1,261,316.77 | - | 328,942.44 | - | - | - | - | 1,038,700.15 | 25,720.00 | 2,654,679.36 | 437,835.60 | 251,888.40 | 689,724.00 | 1,964,955.36 |
| FENTANES JIMENEZ ESTELA | JEFE DE SUB SECCION PRIMERA DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/01/1953 | 3 | 2 | 1,506,888.63 | - | 370,087.87 | - | - | - | - | 1,186,753.75 | 25,720.00 | 3,089,450.25 | 521,330.40 | 316,447.20 | 837,777.60 | 2,251,672.65 |
| **988 EMPLEADOS** | | **TOTAL DEPENDENCIA** | | | **86,882,189.52** | **0.00** | **14,497,755.83** | **453,799.20** | **2,828,113.00** | **0.00** | **0.00** | **85,498,082.15** | **4,707,240.00** | **194,867,179.70** | **11,129,911.20** | **7,130,709.60** | **18,260,620.80** | **176,606,558.90** |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MONCADA PUGET HUGO ERNESTO | PROFESOR DE PINTURA | 01/03/1993 | 2 | 2 | 13,104.00 | - | 1,274.00 | - | - | - | - | 32,628.28 | - | 47,006.28 | 4,800.00 | - | 4,800.00 | 42,206.28 |
| ESTEBAN JOSE TELESFORO | PROFESOR DE SOLFEO | 21/02/1996 | 2 | 2 | 13,104.00 | - | 1,274.00 | - | - | - | - | 32,628.28 | - | 47,006.28 | 4,800.00 | - | 4,800.00 | 42,206.28 |
| HERNANDEZ RINCON FLAVIO JOSE | MAESTRO DE SERIGRAFIA | 10/01/1991 | 2 | 2 | 20,966.40 | - | 2,038.40 | - | - | - | - | 32,628.28 | - | 55,633.08 | 4,800.00 | - | 4,800.00 | 50,833.08 |
| GALVAN ARAGON RUTH | SECRETARIA | 01/10/1985 | 2 | 2 | 20,966.40 | - | 2,038.40 | - | - | - | - | 32,628.28 | 500.00 | 56,133.08 | 4,800.00 | - | 4,800.00 | 51,333.08 |
| BANDA JIMENEZ GLORIA | MAESTRO DE DIBUJO | 01/05/1991 | 2 | 2 | 20,966.40 | - | 2,038.40 | - | - | - | - | 32,628.28 | 500.00 | 56,133.08 | 4,800.00 | - | 4,800.00 | 51,333.08 |
| FERRER JOSEFA | SECRETARIA | 01/09/1995 | 2 | 2 | 20,966.40 | - | 2,038.40 | - | - | - | - | 32,628.28 | 500.00 | 56,133.08 | 4,800.00 | - | 4,800.00 | 51,333.08 |
| LOPEZ MEJIA ARACELI | SECRETARIA | 01/09/1995 | 2 | 2 | 20,966.40 | - | 2,038.40 | - | - | - | - | 32,628.28 | 500.00 | 56,133.08 | 4,800.00 | - | 4,800.00 | 51,333.08 |
| LLARENA MANCISIDOR CHRISTIAN IVONNE | PROFESOR DE SOLFEO (INCAPACITADO PROVISIONAL) | 01/07/2010 | 2 | 3 | 24,000.00 | - | 2,333.33 | - | - | - | - | 32,628.28 | 500.00 | 59,461.61 | 4,800.00 | - | 4,800.00 | 54,661.61 |
| GALVAN ARAGON ELISA | MAESTRO DE PINTURA | 18/09/1979 | 3 | 2 | 20,966.40 | - | 2,038.40 | - | - | - | - | 37,031.08 | - | 60,035.88 | 4,800.00 | 4,402.80 | 9,202.80 | 50,833.08 |
| ARELLANO DELON ENRIQUE | MAESTRO ARTES PLASTICAS | 01/11/2018 | 2 | 3 | 36,000.00 | - | 3,500.00 | - | - | - | - | 32,628.28 | - | 72,128.28 | 4,800.00 | - | 4,800.00 | 67,328.28 |
| ESPINOZA RAMIREZ ANA | PROFESOR | 01/01/2001 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ACEVEDO LOPEZ NUBIA ARACELI | PROFESOR | 16/08/2011 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VIOLANTE TOGNOLA RAQUEL | PROFESOR | 01/09/2011 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| PACHECO VAZQUEZ SAMANTHA MARILU | PROFESOR | 01/09/2011 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GARCIA QUEVEDO ENRIQUE JULIAN | AUX.DE MANTENIMIENTO | 16/01/2009 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LARA GARCIA SERGIO | MAESTRO GUITARRA | 16/11/2019 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VIQUE GARCIA ENRIQUE ANASTACIO | PROFESOR | 01/01/2001 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| JIMENEZ PEREZ JUAN MANUEL | PROFESOR | 31/08/2005 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| RODRIGUEZ OLIVARES SERGIO RAUL | PROFESOR | 01/09/2005 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| REBOLLEDO BETANCOURT EDGAR ROGELIO | PROFESOR | 01/09/2006 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ZEPAHUA SANCHEZ ANDRES | PROFESOR | 16/03/2008 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| TORRES MORALES RICARDO | PROFESOR | 01/09/2011 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GONZALEZ MOLINA JOSE RAYMUNDO | PROFESOR | 01/09/2012 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| PEREZ PITON LUIS IGNACIO | PROFESOR | 01/07/2015 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VAZQUEZ CRUZ ROBERTO MARTIN | PROFESOR | 16/05/2016 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VAZQUEZ GONZALEZ JORGE ARTURO | PROFESOR | 01/09/2017 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ARANGO FERRER ISAAC DE JESUS | PROFESOR DE SOLFEO | 16/05/2016 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CRITES CASTRO SIGFRIDO | PROFR. DE MUSICA | 16/09/2015 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| TORRES LIMON JOSE FERNANDO | PROFR. DE MUSICA | 01/12/2016 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CORTES PINZON SERGIO ARTURO | PROFR. DE MUSICA | 01/12/2016 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ARANGO FERRER MOISES ABRAHAM | SUB-DIRECTOR | 01/09/2013 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ORTIZ BELTRAN IRENE GUADALUPE | PROFESOR | 01/09/2005 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| MARTINEZ GALLARDO GILBERTO | MUSICO | 10/08/2002 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| LOPEZ CONTRERAS SILVERIO | MUSICO | 16/04/2005 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| SANCHEZ RODRIGUEZ RAUL | MUSICO | 16/10/2011 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| VAZQUEZ RUIZ EDUARDO ALBERTO | MUSICO | 16/03/2012 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| MARTINEZ MEDINA ALFONSO DE JESUS | MUSICO | 16/03/2012 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| TORRES MIRANDA ADRIAN | MUSICO | 16/03/2012 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| MELCHOR LOPEZ ANTOLIN | MUSICO | 01/05/2014 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| COPTO MONTERO JOSE LUIS | MUSICO | 01/10/2014 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| MARTINEZ VALENCIA CORNELIO | MUSICO | 01/02/2019 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| FLORES MARTINEZ ENRIQUE | PROFESOR DE SOLFEO | 01/09/2005 | 2 | 3 | 42,001.20 | - | 4,083.45 | - | - | - | - | 32,628.28 | - | 78,712.93 | 4,800.00 | - | 4,800.00 | 73,912.93 |
| CRUZ HERNANDEZ JESUS SANTIAGO | MUSICO | 31/07/2019 | 2 | 3 | 43,200.00 | - | 4,200.00 | - | - | - | - | 32,628.28 | - | 80,028.28 | 4,800.00 | - | 4,800.00 | 75,228.28 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ROMERO PARDO WALLFRED | MUSICO | 01/08/2019 | 2 | 3 | 43,200.00 | - | 4,200.00 | - | - | - | - | 32,628.28 | - | 80,028.28 | 4,800.00 | - | 4,800.00 | 75,228.28 |
| ACUÑA VERGARA ERICK DAVID | MUSICO | 01/08/2019 | 2 | 3 | 43,200.00 | - | 4,200.00 | - | - | - | - | 32,628.28 | - | 80,028.28 | 4,800.00 | - | 4,800.00 | 75,228.28 |
| CHAVEZ CAMPOS EDUARDO HELI | JARDINERO | 01/01/2001 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| PAVON SALAS FLORENCIO | VELADOR | 01/01/2001 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| GONZALEZ MARTINEZ GUILLERMO | VELADOR | 01/08/1996 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| SANCHEZ MOJICA GUADALUPE DEL MILAGR | ASISTENTE | 16/02/2020 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| VAZQUEZ DIAZ SERGIO | DIRECTOR | 16/06/1984 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| VELA PORTILLA NOE | PROFESOR | 01/07/2004 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| ESPINOSA HERNANDEZ MARTIN | PROFESOR DE SOLFEO | 01/10/2004 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | - | - | - | 32,628.28 | - | 85,293.63 | 4,800.00 | - | 4,800.00 | 80,493.63 |
| CALDERON VALDIVIESO GONZALO AGUSTIN | AUXILIAR | 16/06/2017 | 2 | 3 | 48,000.00 | - | 4,666.67 | - | - | - | - | 32,628.28 | - | 85,294.95 | 4,800.00 | - | 4,800.00 | 80,494.95 |
| BARQUERO MARTÍNEZ DAVID EMILIO | PROMOTOR CULTURAL | 16/02/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | - | - | - | 32,628.28 | - | 91,878.28 | 4,800.00 | - | 4,800.00 | 87,078.28 |
| CERVANTES ROLDAN CELIA | AUXILIAR DE BIBLIOTECA | 01/02/1983 | 3 | 2 | 48,000.00 | - | 4,666.67 | - | - | - | - | 39,782.68 | 500.00 | 92,949.35 | 4,800.00 | 7,154.40 | 11,954.40 | 80,994.95 |
| MAGAÑA CRUZ MARIA DEL CARMEN | AUXILIAR | 01/09/1997 | 3 | 2 | 48,000.00 | - | 4,666.67 | - | - | - | - | 40,058.68 | 500.00 | 93,225.35 | 4,800.00 | 7,430.40 | 12,230.40 | 80,994.95 |
| MUÑOZ SOSA FELIPE | CABO DE CUADRILLA | 16/04/2005 | 2 | 3 | 59,637.60 | - | 5,798.10 | - | - | - | - | 32,628.28 | - | 98,063.98 | 4,800.00 | - | 4,800.00 | 93,263.98 |
| LOPEZ ACOSTA JOSE LUIS | AUXILIAR | 01/03/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CARMONA MEJIA MARCO ANTONIO | AUXILIAR | 01/03/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CAMPOS FERIA MIGUEL ANGEL | AUX.DE MANTENIMIENTO | 18/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| ELIAS ENRIQUE | AUX.DE MANTENIMIENTO | 01/07/1993 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| RIOS LUNA RICARDO | AUXILIAR ADMINISTRATIVO | 08/04/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| LUNA VARA JOSE ROBERTO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CANO GONZALEZ PEDRO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| ESPINOZA REYNA RUBEN | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| GUTIERREZ CERVANTES JOSE SANTIAGO | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| ZARAGOZA CARCAMO LUIS | CABO DE CUADRILLA | 01/07/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| DURAN MIJANGOS SAMUEL | JARDINERO | 01/07/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MARTINEZ ROJAS DAVID SANTIAGO | JARDINERO | 23/08/2004 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| PEREZ GONZALEZ VICTOR ENRIQUE | JARDINERO | 16/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| REYES CHINANTITAN CAMILO | JARDINERO | 01/07/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MARTINEZ GARCIA RAMON | JARDINERO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| RAMIREZ CASTILLO MANUEL | OPERADOR | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MOLINA GARCIA LEONARDO | VIGILANTE | 01/07/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| SARMIENTO LOPEZ GAUDENCIO | JARDINERO | 16/06/2013 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| PEÑA VALLEJO PEDRO | JARDINERO | 05/10/2001 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | - | - | - | 32,628.28 | - | 98,474.78 | 4,800.00 | - | 4,800.00 | 93,674.78 |
| LOPEZ CAYETANO BLANCA ESTELA | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CENTENO JIMENEZ MARIA DEL CARMEN | ADMINISTRADOR | 01/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CRUZ CRUZ YESSICA ABIGAYL | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MARTINEZ MANUEL VERONICA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CUAHTECONTZI CRUZ ZOILA MIRIAM | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| RODRIGUEZ HUETO LETICIA | ENCARGADO DE REYNO MAGICO | 16/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ZAMUDIO BRETON GRACIELA | JARDINERO | 01/04/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| JIMENEZ CHACHA ARACELI | JARDINERO | 16/09/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ZARATE LOPEZ MARIA ANGELA | JARDINERO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PERDOMO ALCANTARA MIRANDA NICOLE | OPERATIVO | 01/03/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| ANASTACIO GARCIA ANSELMO | RESCATISTA DE LAGUNAS | 15/05/1999 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| POLITO FISCAL EDUARDO | AUXILIAR DE JARDINERIA | 16/06/2001 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| BARRADAS ESPINOSA RAFAEL | OPERADOR TRACTOPODADORA | 01/04/2011 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| RAMIREZ MURRIETA DAGOBERTO | RESCATISTA DE LAGUNAS | 01/02/2005 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| REYES BARRADAS TITO | JARDINERO | 15/11/2005 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| MARQUEZ JIMENEZ FERNANDO | VIGILANTE | 01/05/2017 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| CASTRO MENDOZA SERVANDO | AUXILIAR DE JARDINERIA | 23/04/1998 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| AZAMAR HERNANDEZ RAFAEL | JARDINERO | 19/01/2002 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| TORRES CANALES JUAN | JARDINERO | 01/09/2002 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| HERNANDEZ MUÑOZ ROBERTO | INTENDENTE | 01/03/2001 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| CUETO RIVERA JUAN | JARDINERO | 16/08/2009 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| PEREZ CONTRERAS MARGARITA | JARDINERO | 20/09/2000 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | 500.00 | 105,662.41 | 3,000.00 | - | 3,000.00 | 102,662.41 |
| JIMENEZ GIL VIRGINIA | JARDINERO | 01/08/2005 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | 500.00 | 105,662.41 | 3,000.00 | - | 3,000.00 | 102,662.41 |
| VILLA VAZQUEZ DALILA | AUXILIAR | 16/06/1999 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | 500.00 | 105,662.41 | 3,000.00 | - | 3,000.00 | 102,662.41 |
| TORRES USCANGA VIRGINIA | INTENDENTE | 24/02/2001 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | 500.00 | 105,662.41 | 3,000.00 | - | 3,000.00 | 102,662.41 |
| ALBIZU ROGEL MARGARITA | JARDINERO | 20/05/2003 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | 500.00 | 105,662.41 | 3,000.00 | - | 3,000.00 | 102,662.41 |
| GUTIERREZ MIGUEL ANGEL | PROFESOR | 06/08/2007 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,081.00 | - | - | 64,320.28 | - | 107,959.88 | 4,800.00 | - | 4,800.00 | 103,159.88 |
| PADRON HERNANDEZ GUSTAVO | JEFE DE BODEGA | 16/09/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| LEZAMA CUESTA RAYMUNDO | AGENTE ESTACIONOMETRO | 16/05/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| RAMIREZ REYES GUILLERMO | CANDADERO | 23/11/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| PALACIO MORA ROBERTO | AGENTE ESTACIONOMETRO | 08/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| ALARCON TORRES JOSE ALFREDO | CANDADERO | 14/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| JAHIN PONCE HUGO | AGENTE ESTACIONOMETRO | 04/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| CASTILLO MARTINEZ EMIR DE JESUS | AGENTE ESTACIONOMETRO | 07/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| MIJANGOS RAMIREZ NELSON ERNESTO | AGENTE ESTACIONOMETRO | 12/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| ALVABERA NERIA ANDRES ABEL | CANDADERO | 16/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| GOMEZ ZAMUDIO GUILLERMO ISRAEL | CANDADERO | 01/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| CARMONA DAZA JESUS MANUEL | AGENTE ESTACIONOMETRO | 24/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| VILLAFAÑEZ RAMIREZ EDWIN RAFAEL | AGENTE ESTACIONOMETRO | 04/10/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| FLORES MORENO CARLOS | AGENTE ESTACIONOMETRO | 17/10/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| SEGARRA CESAR MARIO YAMIL | AGENTE ESTACIONOMETRO | 18/10/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| VILLEGAS GOMEZ EMANUEL | AGENTE ESTACIONOMETRO | 02/12/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| GUZMAN REYES AGRIPINO | AGENTE ESTACIONOMETRO | 02/12/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| TORRES CASTRO RAFAEL | AGENTE ESTACIONOMETRO | 02/12/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| MARCIAL VIRGEN OSCAR JAVIER | AGENTE ESTACIONOMETRO | 02/12/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| VASQUEZ VILLAVICENCIO ALDAIR | AGENTE ESTACIONOMETRO | 13/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| GARCIA LOPEZ ALAN ANTONIO | AGENTE ESTACIONOMETRO | 20/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PINEDA SOLORZANO MANUEL DE JESUS | AGENTE ESTACIONOMETRO | 17/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| GALLEGOS MORALES JULIAN MARGARITO | AGENTE ESTACIONOMETRO | 01/07/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| CASTILLEJOS GONZALEZ FREDI | AGENTE ESTACIONOMETRO | 03/07/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| PALACIOS USCANGA JOVANA VIANEY | AGENTE ESTACIONOMETRO | 01/05/2013 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| RODRIGUEZ MENDEZ ARIETH ESTEFANIA | AGENTE ESTACIONOMETRO | 22/05/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| COITIÑO JUAREZ YILMA IXCHEL | CANDADERO | 30/11/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| SALAS MARIN ALEJANDRA | AGENTE ESTACIONOMETRO | 16/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| PADILLA SANCHEZ GYOVANNA | AGENTE ESTACIONOMETRO | 02/08/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| MORA GONZALEZ ZAIDA | AGENTE ESTACIONOMETRO | 20/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| VALEN DOMINGUEZ MARIA LUZ DEL CARMEN | SECRETARIA | 01/07/1989 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| CASTRO MARTINEZ EDILBERTO | JARDINERO | 01/03/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 817.00 | - | - | 41,028.28 | - | 111,625.98 | 4,800.00 | - | 4,800.00 | 106,825.98 |
| SANCHEZ BERNARDO | ADMINISTRADOR | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LARA ANGULO CIRILO | ADMINISTRADOR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ESCALANTE GUTIERREZ EDUARDO | ADMINISTRADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ CRUZ MARIA GUADALUPE | SECRETARIA | 01/10/1993 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ ISUNZA JOSE DANIEL | DIRECTOR | 16/08/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| BLANCO SANCHEZ MONICA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| ACOSTA CORTES MARIA GUADALUPE | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| OREJEL HERNANDEZ ILEANA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RODRIGUEZ PUCHETA ARIANA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| ESCOBAR CASTRO MARIA MAGDALENA | ADMINISTRADOR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| DIAZ BANDA ALEJANDRO MAURICIO | DIRECTOR | 16/05/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| PALACIOS MATIANO JOSE | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MARTINEZ PATRACA MIGUEL ANGEL | ENC. DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| RAMIREZ CAMILO OMAR | OPERATIVO | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| GONZALEZ RIVAS ELIZABETH | ASISTENTE | 01/09/2014 | 3 | 2 | 72,000.00 | - | 7,000.00 | - | - | - | - | 47,748.28 | 500.00 | 127,248.28 | 4,800.00 | 15,120.00 | 19,920.00 | 107,328.28 |
| SOLIS HERRERA KARLA CAROLINA | SECRETARIA | 18/02/2005 | 3 | 2 | 73,080.00 | - | 7,105.00 | - | - | - | - | 47,975.08 | - | 128,160.08 | 4,800.00 | 15,346.80 | 20,146.80 | 108,013.28 |
| VALDIVIESO CHIQUITO ESBEYDI | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,917.00 | - | - | 62,628.28 | 500.00 | 131,879.93 | 4,800.00 | - | 4,800.00 | 127,079.93 |
| GOMEZ GOMEZ JOSE NIEVES | INSPECTOR | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CHIQUITO ROMERO RAFAEL | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CONTRERAS PRIETO ARMANDO | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RAMOS ESCOBAR JUAN CARLOS | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LARA MONTERO CARLOS ALBERTO | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ DURAN JOSE ROLANDO | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AGUIRRE RAMON EDSON | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RANGEL MUÑOZ CARLO JAIR | INSPECTOR | 02/05/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MARCIAL SAJONA JOSE CAMILO | INSPECTOR | 01/09/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LOPEZ FUENTES SERGIO | INSPECTOR | 01/02/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MORLET CIENFUEGOS RAFAEL | INSPECTOR | 01/03/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ORTIZ CRUZ ANGEL CELERINO | INSPECTOR | 01/09/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DIAZ LADRON DE GUEVARA SAUL | INSPECTOR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PADILLA CAMARILLO RAUL ANGEL | INSPECTOR | 01/02/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GARCIA RODRIGUEZ ENRIQUE LEOBARDO | INSPECTOR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GUERRERO ANZUREZ PEDRO FERNANDO | INSPECTOR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SALDAÑA JIMENEZ NICOLAS | INSPECTOR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| YEPEZ HERNANDEZ DANIEL | INSPECTOR | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RAMOS HERNANDEZ JOSE ANTONIO | INSPECTOR | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AVILA SALMORAN EDGAR YAIR | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| NAVA LORENZO JOSE CARLOS | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LOIS PASCUAL OSWALDO JUVENTINO | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| JACOME MORENO AQUILINO | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ESPINOBARROS TECA MICHEL DE JESUS | INSPECTOR DE COMERCIO | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ESPINOBARROS TECA CHRISTIAN | INSPECTOR DE COMERCIO | 15/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| OREA ANAYA JUAN CARLOS | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ZAPATA ORTEGA JUAN | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DE LEON MENDOZA DAVID CHRISTYAN | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LIBREROS X IGNACIO RAFAEL | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DEL MORAL ARELLANO CARLOS ALBERTO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CASTILLO CASTELLANOS ARMANDO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DOMINGUEZ CELIS EZEQUIEL | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MOLINA RUIZ SALVADOR | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ESCOBAR CRISTO GABRIEL | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| REYES SOSA CUPERTINO DE JESUS | VETERINARIO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ JIMENEZ CRISTOBAL | ASISTENTE | 02/02/2016 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SERRANO BARRIOS JUAN BAUTISTA MANUEL | SUPERVISOR | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CHAVEZ VILLEGAS DANIEL IVAN | SUPERVISOR | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CELIS BERRIEL ALICIA | JEFE DE AREA | 01/08/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| FONSECA MARISOL | AUXILIAR ADMINISTRATIVO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MARTINEZ HERRERA SONIA EVELYN | ENCARGADO DISEÑO GRAFICO | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GONZALEZ CARRERA CARLOS JAFET | SUPERVISOR | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| CRUZ AJA SERAFIN EFREN | SUPERVISOR | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| VERA PABLO DANIEL ALEJANDRO | AUXILIAR ADMINISTRATIVO | 20/02/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 3,150.00 | - | - | 65,028.28 | - | 138,006.38 | 4,800.00 | - | 4,800.00 | 133,206.38 |
| BRAVO MEDINA JOSE ROBERTO | INSPECTOR DE COMERCIO | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| LOPEZ AGUILAR ARNULFO | INSPECTOR DE COMERCIO | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| AGUILAR CRUZ PEDRO LEONARDO | INSPECTOR DE COMERCIO | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| HERNANDEZ HERNANDEZ NANCY MONICA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RUIZ UTRERA AMERICA | INSPECTOR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CARMONA PEREZ ERIKA STIVALY | INSPECTOR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| GONZALEZ ARAUJO CLAUDIA GUADALUPE | INSPECTOR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| OVANDO CADENA GRISELDA | INSPECTOR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LARA UTRERA LUZ MARIA | INSPECTOR | 16/04/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PRIETO MORALES MARITZA | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RAMON PIÑA JUDITH | INSPECTOR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LAGUNES ORTEGA ZULEMA | INSPECTOR | 01/05/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CEDEÑO MERCADO LISBETH | INSPECTOR | 16/02/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ABDELJALEK SEQUERA ELISA DORALY | INSPECTOR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| AGUILAR CRUZ VANESSA | INSPECTOR | 16/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MARTINEZ LOMES LUZ MARIA | INSPECTOR DE COMERCIO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GARCIA BALLESTEROS GLORIA | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MONTES RAMIREZ IRMA LETICIA | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CHAVEZ ESTRADA VIRIDIANA | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ROSAS CRUZ ROSARIO DEL CARMEN | INSPECTOR DE COMERCIO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LICONA MARTINEZ IVONNE | INSPECTOR DE COMERCIO | 15/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RUEDA LEON ADRIANA LUCIA | INSPECTOR DE COMERCIO | 01/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| TINOCO CHAVEZ ELIZABETH | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VENTURA ESCOBAR VANESSA | ASISTENTE | 01/01/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| HERNANDEZ BALDERAS ROSA ALICIA | SECRETARIA | 01/03/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| DOMINGUEZ CASTRO DANIELA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ LARA VIRGEN DEL ROCIO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ SALAZAR MARIANA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LAGUNES VILLEGAS MILENA SHEYLA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| AZUA PEÑA VIRGINIA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| FERNANDEZ GUZMAN DIANA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CORDERO ARMAS ROXANA | AUXILIAR ADMINISTRATIVO | 02/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| FERNANDEZ MENDO VERONICA | SECRETARIA | 01/02/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,458.98 | 4,800.00 | - | 4,800.00 | 133,658.98 |
| VEJARANO MORA DALILA ESDEINI | INSPECTOR | 01/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,474.78 | 4,800.00 | - | 4,800.00 | 133,674.78 |
| CARBAJAL AGUILAR ARIANA | COORDINADOR REINO MAGICO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,474.78 | 4,800.00 | - | 4,800.00 | 133,674.78 |
| PEREZ MOTA MARIA FERNANDA | INSPECTOR DE COMERCIO | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,593.28 | 4,800.00 | - | 4,800.00 | 133,793.28 |
| ZAYAS MORALES JORGE LUIS | INSPECTOR | 21/07/2015 | 2 | 3 | 96,001.20 | - | 9,333.45 | - | - | - | - | 36,111.88 | - | 141,446.53 | 8,283.60 | - | 8,283.60 | 133,162.93 |
| MARTINEZ CALVA ANGEL LUIS | VETERINARIO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| POLITO MARCIAL DEYSI AMISADAI | ADMINISTRADOR | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| MEDRANO LOPEZ JESUS | INFORMADOR TURISTICO | 20/10/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,965.00 | - | - | 83,700.28 | - | 154,499.93 | 4,800.00 | - | 4,800.00 | 149,699.93 |
| MARTINEZ CONDE MARTHA | COORDINADOR | 15/04/2005 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 51,168.28 | 500.00 | 157,001.61 | 12,000.00 | 11,340.00 | 23,340.00 | 133,661.61 |
| AGUIRRE AGUIRRE ZORABETH DEL ROSARIO | ANALISTA | 16/02/2011 | 2 | 3 | 110,998.80 | - | 10,791.55 | - | - | - | - | 38,660.68 | 500.00 | 160,951.03 | 10,832.40 | - | 10,832.40 | 150,118.63 |
| FERNANDEZ DOMINGUEZ JOSE ANTONIO | CHOFER PRESIDENCIA CARNAVAL | 15/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| ROURA CRUZ JORGE IVAN | COORDINADOR BODEGA CARNAVAL | 15/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| PASCUAL HERRERA JOSE ANTONIO | ASESOR | 01/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| RODRIGUEZ LOPEZ ANDRES | JEFE DE AREA | 01/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| ZAMUDIO AGUILAR VICTORIA EDELMIRA | JEFE DE AREA | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,666.00 | - | - | 77,583.88 | 500.00 | 161,749.88 | 1,767.60 | - | 1,767.60 | 159,982.28 |
| ROURA LADRON DE GUEVARA VALERY | ASISTENTE PRESIDENCIA CARNAVAL | 15/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | 500.00 | 161,762.88 | 1,767.60 | - | 1,767.60 | 159,995.28 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CASTRO GONZALEZ MELISSA PATRICIA DEL | JEFE DE AREA | 02/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | 500.00 | 161,762.88 | 1,767.60 | - | 1,767.60 | 159,995.28 |
| MONTESINOS RAMIREZ RUBEN JORGE | AUX. CONTABLE DEL DEPTO.DE CON | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ROMAN AGUILAR ARTURO | TECNICO OPERATIVO A | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ACOSTA AMAYA CELSO | TECNICO OPERATIVO A | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| VILLEGAS OVANDO CARLOS AL | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GARCIA PEREZ RODOLFO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| DEL ANGEL MORENO EDUARDO ROMAN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CARCAMO REYES JUAN MANUEL | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MENDOZA FLORES VICENTE DAVID | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANCHEZ MORA ADAN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| FIGUEIRAS CARRILLO LUIS MIGUEL | VETERINARIO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PEREZ DE LA O JESUS ALBINO | JEFE DE BODEGA | 01/04/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| DOMINGUEZ GRACIAN FRANCISCO GUSTAVO | ASISTENTE | 15/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CASTILLO GUTIERREZ JORGE ARTURO | COORDINADOR | 22/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANCHEZ GONZALEZ JUAN CARLOS | ADMINISTRADOR | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CARDENAS GUIZAR JULISSA ELENA | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| JUAREZ AGUILAR LORENA MALENI | AUXILIAR | 16/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| GARCIA RUIZ HILDA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| PRIETO ROSAS ZULEMA | SECRETARIO PARTICULAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| LOPEZ GOMEZ LETICIA | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| LAGUNES HERNANDEZ VELIA LUZ | AUXILIAR ADMINISTRATIVO | 01/02/2011 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | - | 165,321.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,161.61 |
| LAGUNES MUNGUIA DAVID | AUXILIAR DE ASEO | 01/09/1985 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 6,173.00 | - | - | 96,120.28 | - | 168,127.93 | 4,800.00 | - | 4,800.00 | 163,327.93 |
| ANDRADE LARA CARLOS | AUXILIAR | 01/03/2020 | 2 | 3 | 120,000.00 | - | 11,666.67 | - | - | - | - | 40,273.48 | - | 171,940.15 | 12,445.20 | - | 12,445.20 | 159,494.95 |
| CARDONA GOMEZ ELENA MARIEL | AUXILIAR | 01/01/2011 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | 500.00 | 172,438.83 | 12,445.20 | - | 12,445.20 | 159,993.63 |
| URBINA BAYONA ANTONIO CONSTANTINO | COORDINADOR | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| MARTÍNEZ RUBÍ JESÚS | AUXILIAR ADMINISTRATIVO | 16/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| HERNANDEZ FLORES YESSICA ESMERALDA | AUXILIAR | 01/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| GARCIA ORTIZ CARLOS | ASESOR | 15/04/1986 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| SANCHEZ MONTALVO VICTOR HUGO | VETERINARIO | 16/07/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| SASTRE ORTEGA BEATRIZ ADRIANA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| GARCIA FERIA EDUARDO | ENCARGADO DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| TEOBA IGNOT HUGO | AUXILIAR | 01/01/2011 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 69,828.28 | - | 201,494.95 | 16,800.00 | 25,200.00 | 42,000.00 | 159,494.95 |
| CARVAJAL GUTIERREZ MAGALY MARGARITA | AUXILIAR ADMINISTRATIVO | 02/01/2001 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 69,828.28 | 500.00 | 201,994.95 | 16,800.00 | 25,200.00 | 42,000.00 | 159,994.95 |
| CAYETANO PAVON DONACIANO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| RODRIGUEZ CARMONA WUILY ANTONY | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| ZAVALETA HERNANDEZ LUIS HECTOR | AUXILIAR | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | - | 213,928.88 | 1,767.60 | - | 1,767.60 | 212,161.28 |
| MORANDO GARCIA EVA CAROLINA | COORDINADOR EVENTOS CARNAVAL | 15/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,335.00 | - | - | 125,607.88 | 500.00 | 214,442.88 | 1,767.60 | - | 1,767.60 | 212,675.28 |
| BROISSIN OLMEDO MARIA OFELIA | COORDINADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| MARTINEZ HERNANDEZ LUIS | AUXILIAR DE LA DIRECCION DE SERVICIOS GENERALES | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| SANTA MARIA SANTIAGO EFREN | AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| AGUILAR BARCELATA VICTOR | AUXILIAR DEL DEPARTAMENTO DE FOMENTO DEPORTIVO | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| SOTO SASTURRIAS DANIEL ALBERTO | AUXILIAR DE LA DIRECCION DE CULTURA | 01/07/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| MAÑON BAEZ ARTURO | AUXILIAR DE INGRESOS | 16/07/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| LOPEZ VIRGEN ANABEL | AUXILIAR DE LA DIRECCION DE CULTURA | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 21,570.00 | 219,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 199,160.41 |
| PORRAGAS MUÑOZ ANYA | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/07/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| VAZQUEZ GARCIA KELLY ARACELI | AUXILIAR DEL REGISTRO CIVIL | 01/11/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| CAMPOS MORGADO ANETTE YERALDIN | AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| CRUZ VELA SUSANA | AUXILIAR DE LA DIRECCION DE FOMENTO ECONOMICO | 01/07/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| QUINTANA OLMOS KAREN ITZEL | AUXILIAR DEL DEPARTAMENTO DE OBRAS PUBLICAS | 16/06/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| DEL MORAL MARTINEZ RAQUEL | AUXILIAR DE LA DIRECCION DE CULTURA | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| MELCHOR MELCHOR MONICA JAQUELINE | AUXILIAR DEL REGISTRO CIVIL | 01/09/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| GONZALEZ AGUILAR JUAN CARLOS | SUPERVISOR INSPECTORES | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| PATIÑO CHACON ALVARO | COORDINADOR CONTABLE CARNAVAL | 15/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| CISNEROS QUIJANO CESAR SINUE | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| LARA RIVERA ABEL EMILIANO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| LOYO GARCIA ALEJANDRO | TECNICO OPERATIVO A | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ROMERO FLORES SERGIO EDGARDO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| COUSILLAS GIORGANA PAOLA | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| GONZALEZ CORONA CARLOS ARTURO | COORDINADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| RODRIGUEZ AZUETA MIGUEL SALVADOR | ENCARGADO DE AREA | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| AQUINO FIGUEIRAS SIDDARTA GILMAR | AUXILIAR ADMINISTRATIVO | 01/09/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 11,317.00 | - | - | 149,028.28 | - | 230,141.78 | 4,800.00 | - | 4,800.00 | 225,341.78 |
| LOPEZ PEREDO VANESSA | JEFE DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | 500.00 | 230,629.93 | 4,800.00 | - | 4,800.00 | 225,829.93 |
| ORTIZ BELTRAN LUCIA DEL CARMEN | DIRECTORA EMBA | 16/10/1983 | 3 | 2 | 144,000.00 | - | 14,000.00 | - | - | - | - | 82,068.28 | 500.00 | 240,568.28 | 24,000.00 | 30,240.00 | 54,240.00 | 186,328.28 |
| GUZMAN AVALOS ARIADNA FELICIA | AYUDANTE ARCHIVISTA DEL DEPARTAMENTO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/12/2015 | 3 | 2 | 79,962.62 | - | 23,944.37 | - | - | - | - | 112,539.88 | 25,720.00 | 242,166.88 | 6,000.00 | 16,791.60 | 22,791.60 | 219,375.28 |
| GONZALEZ SALCEDO ADRIAN DIONISIO | TECNICO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 12,833.00 | - | - | 164,628.28 | - | 243,295.93 | 4,800.00 | - | 4,800.00 | 238,495.93 |
| BALTAZAR VAZQUEZ ALMA PATRICIA | AUXILIAR DE LA DIRECCION DE EDUCACION | 16/05/2017 | 3 | 2 | 88,200.00 | - | 26,411.00 | - | - | - | - | 109,944.28 | 25,720.00 | 250,275.28 | 6,000.00 | 14,196.00 | 20,196.00 | 230,079.28 |
| TOMAS SANDOVAL SERGIO ALBERTO | AUXILIAR DE ASEO DE INTENDENCIA | 01/03/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 20,920.00 | 252,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 222,975.05 |
| SALAMANCA HERNANDEZ YAVIN ERNESTO | AUXILIAR DE CATASTRO | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 20,920.00 | 252,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 222,975.05 |
| AGUILAR REYES MARIGELI | AUXILIAR DE CATASTRO | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| BALLESTEROS MARTINEZ JOHANNA | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/10/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| BALLESTEROS MARTINEZ POLETTE | AUXILIAR DE LA DIRECCION DE TURISMO | 01/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| UTRERA URRETA ANGELA LUCIA | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/05/2009 | 3 | 2 | 93,352.00 | - | 20,242.37 | - | - | - | - | 119,552.68 | 21,570.00 | 254,717.05 | 10,200.00 | 19,604.40 | 29,804.40 | 224,912.65 |
| PEREZ MARTINEZ ALEJANDRO PRISCILIANO | AUXILIAR DE INTENDENCIA | 16/11/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| ULIBARRI LOPEZ RICARDO ANGEL | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| CAZARIN KURI MARIA ARACELI | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| RAMIREZ RUIZ XOCHITL DEL ROCIO | AUXILIAR DE CONCILIACION | 01/08/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| GUTIERREZ REYES MARIA DE LAS MERCEDES | AUXILIAR DE PARTICIPACION CIUDADANA | 01/06/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| PEÑA MOTTA GIOVANA | AUXILIAR DE TURISMO | 01/08/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| POIRE ESCORCIA DOMINIQUE | AUXILIAR DE DESARROLLO URBANO Y OBRAS PUBLICAS | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| HERRERA TETELPA IRENE | AUXILIAR DE LA DIRECCION DE GOBERNACION | 16/06/2008 | 3 | 2 | 93,352.00 | - | 20,242.37 | - | - | - | - | 119,552.68 | 25,720.00 | 258,867.05 | 10,200.00 | 19,604.40 | 29,804.40 | 229,062.65 |
| ANDRADE RANGEL VICTOR HUGO | AUXILIAR DEGOBERNACION | 16/06/2015 | 3 | 2 | 92,064.40 | - | 22,223.20 | - | - | - | - | 125,896.48 | 20,920.00 | 261,104.08 | 10,200.00 | 19,333.20 | 29,533.20 | 231,570.88 |
| MORENO HERNANDEZ ARALI DE LAS MERCEDES | AUXILIAR DE BIBLIOTECA | 01/05/2011 | 3 | 2 | 92,064.40 | - | 22,650.04 | - | - | - | - | 127,321.92 | 21,570.00 | 263,606.36 | 10,200.00 | 19,333.20 | 29,533.20 | 234,073.16 |
| BALLESTEROS SANCHEZ FERMIN | AUXILIAR DE LA DIRECCION DE CULTURA | 16/05/1995 | 3 | 2 | 99,790.12 | - | 20,242.37 | - | - | - | - | 120,903.88 | 23,570.00 | 264,506.37 | 10,200.00 | 20,955.60 | 31,155.60 | 233,350.77 |
| CARRO MENDEZ MIRELLE SAMANTHA | AUXILIAR DE LA DIRECCION DE COMUNICACION SOCIAL | 01/09/2017 | 3 | 2 | 67,599.76 | - | 29,957.85 | - | - | - | - | 146,589.28 | 21,570.00 | 265,716.89 | 10,200.00 | 14,196.00 | 24,396.00 | 241,320.89 |
| HERNANDEZ CRUZ MARIA DEL SOCORRO | MOZO CADENERO "B" DE OBRAS PUBLICAS | 16/05/2012 | 3 | 2 | 98,066.54 | - | 21,562.06 | - | - | - | - | 120,542.68 | 25,720.00 | 265,891.28 | 10,200.00 | 20,594.40 | 30,794.40 | 235,096.88 |
| USCANGA HERNANDEZ AURELIO | JEFATURA OPERATIVA COMERCIO | 16/05/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 14,000.00 | - | - | 173,595.88 | - | 266,595.88 | 1,767.60 | - | 1,767.60 | 264,828.28 |
| LOPEZ MORALES MATILDE | COORDINADOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 14,000.00 | - | - | 173,595.88 | 500.00 | 267,095.88 | 1,767.60 | - | 1,767.60 | 265,328.28 |
| ANDRADE ROSAS ROGELIO NOE | PEON DE PARQUES Y JARDINES | 06/02/2006 | 3 | 2 | 100,861.34 | - | 21,870.69 | - | - | - | - | 121,129.48 | 23,570.00 | 267,431.51 | 10,200.00 | 21,181.20 | 31,381.20 | 236,050.31 |
| GONZALEZ MURILLO MARIO ISRAEL | AUXILIAR DE BIBLIOTECA | 01/05/2010 | 3 | 2 | 93,352.00 | - | 22,890.75 | - | - | - | - | 128,397.00 | 23,570.00 | 268,209.75 | 10,200.00 | 19,604.40 | 29,804.40 | 238,405.35 |
| FIGUEROA CARMONA IRMA | COORDINADOR ADMINISTRATIVO | 16/05/2008 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | 5,803.00 | - | - | 104,965.48 | - | 268,768.48 | 17,449.20 | - | 17,449.20 | 251,319.28 |
| PEREZ MENDOZA GUADALUPE | AUXILIAR DE INTENDENCIA | 16/05/2012 | 3 | 2 | 92,064.40 | - | 22,890.75 | - | - | - | - | 128,125.80 | 25,720.00 | 268,800.95 | 10,200.00 | 19,333.20 | 29,533.20 | 239,267.75 |
| YEPEZ CASTRO LUIS ARMANDO | CHOFER DE LA DIRECCION DE ADQUISICIONES | 01/04/1990 | 3 | 2 | 104,296.72 | - | 20,242.37 | - | - | - | - | 121,850.68 | 23,570.00 | 269,959.77 | 10,200.00 | 21,902.40 | 32,102.40 | 237,857.37 |
| UGALDE LEYVA TALINA | JEFATURA ADMON MERCADOS | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 15,167.00 | - | - | 188,628.28 | 500.00 | 270,129.93 | 4,800.00 | - | 4,800.00 | 265,329.93 |
| AGUILAR GARCIA BEATRIZ ALEJANDRA | AUXILIAR DE SALA DE EDILES | 01/07/2007 | 3 | 2 | 106,872.89 | - | 24,126.41 | - | - | - | - | 119,971.48 | 25,720.00 | 276,690.79 | 10,200.00 | 20,023.20 | 30,223.20 | 246,467.59 |
| GONZALEZ DE LA TORRE MARIA ANTONIA | COORDINADOR | 01/01/2014 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| AGUIRRE PALENCIA RAFAEL | COORDINADOR | 16/05/2015 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| GONZALEZ RESENDIZ CARLOS EDUARDO | COORDINADOR | 16/02/2017 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| LARA OROZCO MARYCARMEN | COORDINADOR | 16/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 15,026.00 | - | - | 184,143.88 | - | 278,169.88 | 1,767.60 | - | 1,767.60 | 276,402.28 |
| GONZALEZ ULIBARRI JUAN GERARDO | COORDINADOR | 16/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 15,027.00 | - | - | 184,155.88 | - | 278,182.88 | 1,767.60 | - | 1,767.60 | 276,415.28 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CISNEROS JACOME ALAN MAURICIO | AUXILIAR | 16/01/2016 | 3 | 2 | 180,000.00 | - | 17,500.00 | - | - | - | - | 83,028.28 | - | 280,528.28 | 30,000.00 | 25,200.00 | 55,200.00 | 225,328.28 |
| MALPICA MORALES JESUS JAVIER | TECNICO OPERATIVO A | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 16,192.00 | - | - | 199,176.28 | - | 281,202.93 | 4,800.00 | - | 4,800.00 | 276,402.93 |
| MONTERO GOMEZ DANIEL | OFICIAL SEGUNDO DE LA SALA DE EDILES | 16/01/2004 | 3 | 2 | 111,641.07 | - | 23,791.97 | - | - | - | - | 123,812.68 | 23,570.00 | 282,815.72 | 10,800.00 | 23,264.40 | 34,064.40 | 248,751.32 |
| PEREZ POSADAS MANUEL DE JESUS | ESCRIBIENTE "B" DE BIBLIOTECA | 16/01/1992 | 3 | 2 | 115,101.14 | - | 23,348.19 | - | - | - | - | 125,487.88 | 23,570.00 | 287,507.21 | 11,568.00 | 24,171.60 | 35,739.60 | 251,767.61 |
| VAZQUEZ CASTILLO SANDRA I | ENCARGADO DE AREA | 16/02/2008 | 2 | 3 | 209,152.80 | - | 20,334.30 | - | - | - | - | 59,193.88 | - | 288,680.98 | 31,365.60 | - | 31,365.60 | 257,315.38 |
| MONCADA GONZALEZ JOSE FRANCISCO | AUXILIAR DE LA DIRECCION DE CULTURA | 01/10/2001 | 3 | 2 | 119,575.43 | - | 27,516.45 | - | - | - | - | 122,127.88 | 23,570.00 | 292,789.77 | 12,369.60 | 20,010.00 | 32,379.60 | 260,410.17 |
| AGUILERA RINCON GUILLERMO | AUXILIAR ADMINISTRATIVO | 02/12/2013 | 3 | 2 | 180,000.00 | - | 17,500.00 | - | - | - | - | 95,628.28 | - | 293,128.28 | 30,000.00 | 37,800.00 | 67,800.00 | 225,328.28 |
| CRUZ HERRERA MARCELA | ASESOR | 01/01/2014 | 3 | 2 | 180,000.00 | - | 17,500.00 | - | - | - | - | 95,628.28 | 500.00 | 293,628.28 | 30,000.00 | 37,800.00 | 67,800.00 | 225,828.28 |
| DIAZ BASTERRA GABRIEL | COORDINADOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 15,983.00 | - | - | 194,880.28 | - | 293,813.28 | 2,652.00 | - | 2,652.00 | 291,161.28 |
| HUERTA CASTAÑEDA JUAN AGUSTIN | AUXILIAR DE COMPRAS | 01/09/1997 | 3 | 2 | 118,850.94 | - | 24,747.49 | - | - | - | - | 126,947.08 | 23,570.00 | 294,115.51 | 12,240.00 | 24,958.80 | 37,198.80 | 256,916.71 |
| BERLIN ORTIZ ITZEL BERENICE | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/05/2010 | 3 | 2 | 93,352.00 | - | 28,079.39 | - | - | - | - | 147,884.52 | 25,720.00 | 295,035.91 | 12,360.00 | 19,604.40 | 31,964.40 | 263,071.51 |
| MARTINEZ ROMERO IVORI | AYUDANTE ELECTRICISTA DE TERCERA DE LA DIRECCION DE ALUMBRADO PUBLICO | 01/11/2007 | 3 | 2 | 118,970.63 | - | 25,797.48 | - | - | - | - | 126,993.88 | 23,570.00 | 295,332.00 | 12,261.60 | 24,984.00 | 37,245.60 | 258,086.40 |
| SALDAÑA MORAN FRANCISCO | ANALISTA | 16/10/2019 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 14,933.00 | - | - | 185,687.08 | - | 295,420.08 | 4,258.80 | - | 4,258.80 | 291,161.28 |
| CINTORA ACOSTA MARTIN FRANCISCO | AUXILIAR DE TURISMO | 01/03/2012 | 3 | 2 | 92,064.40 | - | 30,252.30 | - | - | - | - | 156,006.19 | 20,920.00 | 299,242.88 | 13,496.40 | 19,333.20 | 32,829.60 | 266,413.28 |
| AZAMAR MORALES ERICK GUILLERMO | AUXILIAR DEL DEPARTAMENTO DE SERVICIOS ADMINISTRATIVOS | 20/08/2009 | 3 | 2 | 123,743.58 | - | 26,832.44 | - | - | - | - | 128,856.28 | 20,920.00 | 300,352.30 | 13,122.00 | 25,986.00 | 39,108.00 | 261,244.30 |
| PALMA CAÑAS FREDY JAVIER | AUXILIAR DE LA DIRECCION DE CULTURA | 01/02/2014 | 3 | 2 | 126,566.72 | - | 30,573.90 | - | - | - | - | 122,807.08 | 20,920.00 | 300,867.71 | 13,725.60 | 19,333.20 | 33,058.80 | 267,808.91 |
| GOMEZ SIORDIA MANUEL | JEFE DE AREA | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| DELGADILLO TIBURCIO MARIA SOLEDAD | JEFE DE AREA | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,884.00 | - | - | 204,144.28 | 500.00 | 304,478.28 | 2,652.00 | - | 2,652.00 | 301,826.28 |
| ZORRILLA CALDERON REYNA ISABEL | AUXILIAR DE LA DIRECCION DE ADQUISICIONES | 01/06/2009 | 3 | 2 | 116,101.63 | - | 27,703.41 | - | - | - | - | 135,865.86 | 25,720.00 | 305,390.90 | 13,293.60 | 24,381.60 | 37,675.20 | 267,715.70 |
| HERNANDEZ MARTINEZ NOE | AUXILIAR DE BIBLIOTECA | 01/01/2005 | 3 | 2 | 126,083.33 | - | 26,785.62 | - | - | - | - | 129,848.68 | 23,570.00 | 306,287.64 | 13,622.40 | 26,478.00 | 40,100.40 | 266,187.24 |
| FIGUEROA MORALES RAFAEL | JEFE DE AREA | 16/01/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 17,500.00 | - | - | 224,628.28 | - | 307,962.93 | 4,800.00 | - | 4,800.00 | 303,162.93 |
| TRIANA TELLO JUAN ANTONIO | AUXILIAR DEL DEPARTAMENTO DE CONTABILIDAD | 16/02/2012 | 3 | 2 | 131,671.74 | - | 32,102.57 | - | - | - | - | 123,896.68 | 20,920.00 | 308,590.99 | 14,815.20 | 19,333.20 | 34,148.40 | 274,442.59 |
| DE JESUS CRUZ JOSE XAVIER | AUXILIAR | 01/01/2014 | 3 | 2 | 192,000.00 | - | 18,666.67 | - | - | - | - | 98,148.28 | - | 308,814.95 | 30,000.00 | 40,320.00 | 70,320.00 | 238,494.95 |
| FENTANES MARTINEZ GERARDO ENRIQUE | OFICIAL SEGUNDO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/02/2011 | 3 | 2 | 125,286.11 | - | 32,396.45 | - | - | - | - | 141,960.28 | 20,920.00 | 320,562.85 | 16,143.60 | 23,468.40 | 39,612.00 | 280,950.85 |
| TAPIA PULIDO JOSE | INSPECTOR DE REGLAMENTOS MUNICIPALES | 01/08/1994 | 3 | 2 | 142,598.39 | - | 28,926.00 | - | - | - | - | 136,843.48 | 23,570.00 | 331,937.87 | 17,149.20 | 29,946.00 | 47,095.20 | 284,842.67 |
| BERLIN SANCHEZ ARLETTE | AUXILIAR DE LA SECRETARIA DEL AYUNTAMIENTO | 01/12/2008 | 3 | 2 | 111,513.12 | - | 33,637.66 | - | - | - | - | 162,004.94 | 25,720.00 | 332,875.72 | 17,256.00 | 23,418.00 | 40,674.00 | 292,201.72 |
| GONZALEZ MOLINA MARIA VIRGINIA | AUXILIAR DE INGRESOS | 04/01/2016 | 3 | 2 | 137,057.26 | - | 42,927.53 | - | - | - | - | 127,555.48 | 25,720.00 | 333,260.27 | 17,311.20 | 14,196.00 | 31,507.20 | 301,753.07 |
| ALVAREZ GARCIA ANGELICA GUADALUPE | AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 18/09/2009 | 3 | 2 | 145,449.13 | - | 34,360.75 | - | - | - | - | 130,878.28 | 25,720.00 | 336,408.16 | 17,758.80 | 23,371.20 | 41,130.00 | 295,278.16 |
| OCEJO VALLE MARIA JOSE | COORD.DE PROYECTOS | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 20,930.00 | - | - | 244,484.68 | - | 340,464.68 | 1,376.40 | - | 1,376.40 | 339,088.28 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| CASTRO FLORES OSCAR ARTURO | SUBDIRECTOR VINCULACION CIUDAD | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 20,230.00 | - | - | 238,560.28 | - | 341,740.28 | 2,652.00 | - | 2,652.00 | 339,088.28 |
| PALACIOS CORTES JOSE LUIS | COORDINADOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| IBARRA VALENZUELA JESUS IVAN | COORDINADOR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| CHAVEZ MORALES VENTURA | ELECTRICISTA DE LA DIRECCION DE ALUMBRADO PUBLICO | 01/11/1987 | 3 | 2 | 150,439.72 | - | 29,198.00 | - | - | - | - | 140,165.08 | 23,570.00 | 343,372.80 | 18,824.40 | 31,592.40 | 50,416.80 | 292,956.00 |
| GARCIA CHAVEZ NELLY | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 3 | 2 | 216,000.00 | - | 21,000.00 | - | - | - | - | 106,016.68 | 500.00 | 343,516.68 | 32,828.40 | 45,360.00 | 78,188.40 | 265,328.28 |
| ZAVALA VALENZUELA ABIGAIL | AUXILIAR DE LA SECCION DE PREDIAL DE LA TESORERIA MUNICIPAL | 02/05/2007 | 3 | 2 | 147,162.98 | - | 31,910.67 | - | - | - | - | 138,777.88 | 25,720.00 | 343,571.54 | 18,124.80 | 30,904.80 | 49,029.60 | 294,541.94 |
| FERNANDEZ GUZMAN ALFREDO | COORDINADOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | 500.00 | 343,847.08 | 4,258.80 | - | 4,258.80 | 339,588.28 |
| HERNANDEZ GARCIA MARISOL | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | 500.00 | 343,847.08 | 4,258.80 | - | 4,258.80 | 339,588.28 |
| ESQUIVEL MENA KARIME | AUXILIAR DE TURISMO | 01/01/2014 | 3 | 2 | 156,764.51 | - | 39,616.46 | - | - | - | - | 129,257.08 | 25,720.00 | 351,358.06 | 20,175.60 | 19,333.20 | 39,508.80 | 311,849.26 |
| CASTILLEJOS LOPEZ ANEL | COBRADOR "F" DE LA TESORERIA MUNICIPAL | 01/11/1995 | 3 | 2 | 160,965.17 | - | 33,516.65 | - | - | - | - | 144,624.28 | 25,720.00 | 364,826.11 | 21,073.20 | 33,802.80 | 54,876.00 | 309,950.11 |
| SANCHEZ DIAZ FERNANDO | AUXILIAR | 01/01/2001 | 3 | 2 | 240,000.00 | - | 23,333.33 | - | - | - | - | 103,898.68 | - | 367,232.01 | 42,000.00 | 34,070.40 | 76,070.40 | 291,161.61 |
| RODRIGUEZ MUÑOZ RUBICELIA MARIA | AUXILIAR ADMINISTRATIVO DE RECURSOS HUMANOS | 01/05/1993 | 3 | 2 | 186,193.44 | - | 37,769.24 | - | - | - | - | 155,310.28 | 25,720.00 | 404,992.96 | 26,461.20 | 39,100.80 | 65,562.00 | 339,430.96 |
| VAZQUEZ BURELO ALBERTO | AUXILIAR DEL DEPARTAMENTO DE GOBERNACION | 30/04/2002 | 3 | 2 | 186,704.80 | - | 39,664.27 | - | - | - | - | 155,526.28 | 23,570.00 | 405,465.35 | 26,570.40 | 39,207.60 | 65,778.00 | 339,687.35 |
| DIAZ ZORRILLA RODOLFO | AUXILIAR DEGOBERNACION | 01/05/2017 | 3 | 2 | 198,449.87 | - | 59,424.71 | - | - | - | - | 133,023.88 | 20,920.00 | 411,818.47 | 29,079.60 | 14,196.00 | 43,275.60 | 368,542.87 |
| FLORES PIÑEIRO ANDRES AGUSTIN | AUXILIAR DE RECURSOS HUMANOS | 16/07/2004 | 3 | 2 | 190,613.48 | - | 40,494.63 | - | - | - | - | 157,182.28 | 23,570.00 | 411,860.40 | 27,405.60 | 40,028.40 | 67,434.00 | 344,426.40 |
| ROSAS VINZONEO JOSE ANTONIO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| FRUTIS PROM MINU DE MARIA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| MARTINEZ VAZQUEZ JORGE ALBERTO | AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 01/05/2011 | 3 | 2 | 158,506.71 | - | 54,366.55 | - | - | - | - | 199,374.23 | 23,570.00 | 435,817.49 | 31,984.80 | 24,097.20 | 56,082.00 | 379,735.49 |
| SINTA BERNAL ALBERTO | AUXILIAR DE LA SECCION DE PREDIAL | 01/09/1997 | 3 | 2 | 200,958.25 | - | 43,730.62 | - | - | - | - | 169,211.08 | 23,570.00 | 437,469.95 | 30,961.20 | 42,201.60 | 73,162.80 | 364,307.15 |
| AGUILAR DELFIN JUAN GABRIEL | ELECTRICISTA DE SEGUNDA DE LA DIRECCION DE ALUMBRADO | 01/10/1991 | 3 | 2 | 242,544.62 | - | 49,200.03 | - | - | - | - | 179,180.68 | 23,570.00 | 494,495.33 | 38,498.40 | 50,934.00 | 89,432.40 | 405,062.93 |
| GARCIA VELEZ ANGELA MARIA | AUXILIAR DEL DEPARTAMENTO DE TESORERIA EGRESOS | 01/01/1986 | 3 | 2 | 244,313.00 | - | 47,417.33 | - | - | - | - | 179,930.68 | 25,720.00 | 497,381.02 | 38,876.40 | 51,306.00 | 90,182.40 | 407,198.62 |
| SALVATORI ARJONA JOSE ANTONIO | DIRECTOR DE TURISMO MUNICIPAL | 15/06/2019 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 19,250.00 | - | - | 303,288.28 | - | 500,288.28 | 24,000.00 | 32,400.00 | 56,400.00 | 443,888.28 |
| BRAVO SANCHEZ GLADYS | AUXILIAR DE OBRAS PUBLICAS | 16/04/2011 | 3 | 2 | 275,329.76 | - | 75,120.16 | - | - | - | - | 155,145.88 | 21,570.00 | 527,165.80 | 46,064.40 | 19,333.20 | 65,397.60 | 461,768.20 |
| LOPEZ GABRIELA | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 16/08/2006 | 3 | 2 | 260,103.96 | - | 71,457.49 | - | - | - | - | 181,483.22 | 25,720.00 | 538,764.67 | 46,359.60 | 28,892.40 | 75,252.00 | 463,512.67 |
| HAAZ ULIBARRI ENRIQUE GERARDO | DIRECTOR | 01/01/2018 | 3 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 373,632.28 | - | 539,126.28 | 24,000.00 | 25,200.00 | 49,200.00 | 489,926.28 |
| RAMIREZ MARTINEZ JOSE VICENTE | DIRECTOR | 01/01/2018 | 3 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 373,632.28 | - | 539,126.28 | 24,000.00 | 25,200.00 | 49,200.00 | 489,926.28 |
| CAPETILLO VICTORIANO JOSE ANGEL | DIRECTOR | 01/01/2018 | 3 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 373,632.28 | - | 539,126.28 | 24,000.00 | 25,200.00 | 49,200.00 | 489,926.28 |
| CASTILLO RODRIGUEZ JUAN JOSE | TESORERO COMITE CARNAVAL | 15/10/2018 | 2 | 3 | 136,800.00 | - | 13,300.00 | - | 31,652.00 | - | - | 369,299.08 | - | 551,051.08 | 15,910.80 | - | 15,910.80 | 535,140.28 |
| AVILA GONZALEZ MARIA ELENA | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 3 | 2 | 360,000.00 | - | 35,000.00 | - | - | - | - | 169,406.68 | 500.00 | 564,906.68 | 65,978.40 | 75,600.00 | 141,578.40 | 423,328.28 |

**H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE**

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO ECONOMICO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| HERRERA LOPEZ NOHEMI | COORDINADOR | 16/04/2008 | 3 | 2 | 420,000.00 | - | 40,833.33 | - | - | - | - | 197,879.08 | - | 658,712.41 | 81,850.80 | 88,200.00 | 170,050.80 | 488,661.61 |
| SANZ BARRADAS JESUS | DIRECTOR DE COMERCIO Y MERCADO | 01/01/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 34,663.00 | - | - | 461,820.28 | - | 674,233.28 | 24,000.00 | 32,400.00 | 56,400.00 | 617,833.28 |
| ZORRILLA CALDERON MARIA DEL CARMEN | AYUDANTE ADMINISTRATIVO DE LA PRESIDENCIA | 13/04/1984 | 3 | 2 | 346,092.30 | - | 69,675.05 | - | - | - | - | 235,463.47 | 25,720.00 | 676,950.82 | 64,674.00 | 72,679.20 | 137,353.20 | 539,597.62 |
| MOLINA MARTINEZ ELVIRA | AUXILIAR DE LA SECRETARIA | 23/01/2008 | 3 | 2 | 230,955.79 | - | 90,144.44 | - | - | - | - | 339,140.60 | 21,570.00 | 681,810.83 | 67,096.80 | 48,500.40 | 115,597.20 | 566,213.63 |
| PEREZ FRAGA LUIS ANTONIO | PRESIDENTE COMITE CARNAVAL | 15/10/2018 | 2 | 3 | 172,404.00 | - | 16,761.50 | - | 39,110.00 | - | - | 453,620.68 | - | 681,896.18 | 23,516.40 | - | 23,516.40 | 658,379.78 |
| RIVERA HERNANDEZ ELVIA | AUXILIAR DE LA DIRECCION DE DESARROLLO ECONOMICO | 16/03/2006 | 3 | 2 | 381,344.04 | - | 98,928.81 | - | - | - | - | 199,548.28 | 21,570.00 | 701,391.13 | 70,999.20 | 38,800.80 | 109,800.00 | 591,591.13 |
| CAÑAS MONTALVO RICARDO | AUXILIAR DEL MUSEO | 03/11/1995 | 3 | 2 | 314,027.02 | - | 109,192.73 | - | - | - | - | 264,534.28 | 20,920.00 | 708,674.03 | 74,131.20 | 20,415.60 | 94,546.80 | 614,127.23 |
| COBOS OLMOS DOMINGA FILOMENA | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/05/2000 | 3 | 2 | 277,506.19 | - | 112,484.22 | - | - | - | - | 424,605.06 | 25,720.00 | 840,315.47 | 93,904.80 | 58,276.80 | 152,181.60 | 688,133.87 |
| ESPINOSA PORRAS MARGARITA | JEFE DE ARCHIVO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 07/12/1973 | 3 | 2 | 588,878.96 | - | 114,292.21 | - | - | - | - | 345,927.88 | 25,720.00 | 1,074,819.05 | 132,514.80 | 123,664.80 | 256,179.60 | 818,639.45 |
| ANDREW RIEGO HILDA MARIA | ASISTENTE DE LA DIRECCION DE RECURSOS HUMANOS | 01/09/1982 | 3 | 2 | 623,617.12 | - | 123,441.99 | - | - | - | - | 374,095.92 | 25,720.00 | 1,146,875.03 | 145,347.60 | 130,959.60 | 276,307.20 | 870,567.83 |
| **410 EMPLEADOS** | | **TOTAL DEPENDENCIA** | | | **33,370,521.07** | **0.00** | **4,862,071.64** | **128,006.40** | **1,319,801.00** | **0.00** | **0.00** | **36,685,208.21** | **1,823,800.00** | **78,189,408.32** | **3,597,201.60** | **2,675,343.60** | **6,272,545.20** | **71,916,863.12** |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| PEREZ OLEA MARIA ELENA | ANALISTA | 16/09/1992 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| JIMENEZ GARCIA FAVIANA | ANALISTA | 02/12/1986 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GARCIA REYES RAMON | ANALISTA | 01/09/1993 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| AQUINO GOMEZ REY DAVID | INSPECTOR | 01/02/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| JIMENEZ MENDEZ RICARDO | ANALISTA | 16/08/1983 | 2 | 3 | 37,198.80 | - | 3,616.55 | - | - | - | - | 32,628.28 | - | 73,443.63 | 4,800.00 | - | 4,800.00 | 68,643.63 |
| GIRON ZUÑIGA EDUARDO | BARRENDERO | 01/07/2018 | 2 | 3 | 35,288.52 | - | 3,430.83 | 4,705.20 | - | - | - | 31,122.28 | - | 74,546.83 | 3,000.00 | - | 3,000.00 | 71,546.83 |
| TENORIO RUIZ EDGAR DANIEL | BARRENDERO | 16/06/2018 | 2 | 3 | 35,288.52 | - | 3,430.83 | 4,705.20 | - | - | - | 31,122.28 | - | 74,546.83 | 3,000.00 | - | 3,000.00 | 71,546.83 |
| SALAZAR VAZQUEZ LAZARO | BARRENDERO | 01/12/2018 | 2 | 3 | 35,288.52 | - | 3,430.83 | 4,705.20 | - | - | - | 31,122.28 | - | 74,546.83 | 3,000.00 | - | 3,000.00 | 71,546.83 |
| COLORADO PALMEROS LAZARO | BARRENDERO | 01/08/2018 | 2 | 3 | 35,288.52 | - | 3,430.83 | 4,705.20 | - | - | - | 31,122.28 | - | 74,546.83 | 3,000.00 | - | 3,000.00 | 71,546.83 |
| DIAZ TRONCO BERNARDO | BARRENDERO | 16/10/1999 | 2 | 3 | 35,960.64 | - | 2,996.72 | 4,795.20 | - | - | - | 31,128.28 | - | 74,880.84 | 3,000.00 | - | 3,000.00 | 71,880.84 |
| CAMACHO BUENAVENTURA LUCAS | BARRENDERO | 01/08/2001 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| MENDOZA RAMIREZ SILVERIO | BARRENDERO | 01/04/2016 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| GONZALEZ CANO MAURO ALEXIS | BARRENDERO | 01/01/2018 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| NAVARRETE ORTEGA BENIGNO | BARRENDERO | 16/08/2018 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| MORALES MENDEZ JOSE RAMON | BARRENDERO | 01/12/2018 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| TORREGROSA TEJERO RAUL HUMBERTO | BARRENDERO | 01/05/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| GUZMAN GARCIA JUAN ADOLFO | BARRENDERO | 01/05/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| CRUZ CAMPECHANO TOMAS | BARRENDERO | 01/05/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| CAMPECHANO VILLEGAS ANTONIO DE JESUS | BARRENDERO | 01/10/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| MOLINA ACATL SEBASTIAN | BARRENDERO | 01/06/2020 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| FUENTES HERNANDEZ PATRICIO | BARRENDERO | 01/06/2020 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| HERNANDEZ ALVAREZ JOSE LUIS | BARRENDERO | 01/06/2020 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| LEAL GARCIA JULIO | BARRENDERO | 16/06/2018 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| LOPEZ SOLEDAD ROBERTO | BARRENDERO | 01/05/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| ALVAREZ ANDRADE JONATHAN | BARRENDERO | 16/07/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | - | 75,380.29 | 3,000.00 | - | 3,000.00 | 72,380.29 |
| GOMEZ MORALES ALEJANDRA | BARRENDERO | 01/08/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | 500.00 | 75,880.29 | 3,000.00 | - | 3,000.00 | 72,880.29 |
| LOPEZ CRUZ KARINA | BARRENDERO | 01/09/2019 | 2 | 3 | 35,960.64 | - | 3,496.17 | 4,795.20 | - | - | - | 31,128.28 | 500.00 | 75,880.29 | 3,000.00 | - | 3,000.00 | 72,880.29 |
| MURRIETA MALDONADO LOURDES | AUXILIAR | 01/11/2009 | 2 | 3 | 41,184.00 | - | 4,004.00 | - | - | - | - | 32,628.28 | 500.00 | 78,316.28 | 4,800.00 | - | 4,800.00 | 73,516.28 |
| OSORNO TECALCO ANGEL | AUXILIAR ADMINISTRATIVO | 16/01/1992 | 2 | 3 | 42,598.80 | - | 4,141.55 | - | - | - | - | 32,628.28 | - | 79,368.63 | 4,800.00 | - | 4,800.00 | 74,568.63 |
| ROJAS CONTRERAS LUIS | CHOFER | 01/01/2005 | 2 | 3 | 42,017.88 | - | 4,085.07 | 5,602.80 | - | - | - | 31,178.68 | - | 82,884.43 | 3,000.00 | - | 3,000.00 | 79,884.43 |
| MARQUEZ JIMENEZ ROBERTO | SECRETARIO AUXILIAR | 01/04/1992 | 2 | 3 | 46,800.00 | - | 4,550.00 | - | - | - | - | 32,628.28 | - | 83,978.28 | 4,800.00 | - | 4,800.00 | 79,178.28 |
| SANCHEZ CISNEROS YULIA JANETT | COCINERA (INCAPACITADA PROVISIO | 01/08/2011 | 2 | 3 | 48,000.00 | - | 4,666.67 | - | - | - | - | 32,628.28 | 500.00 | 85,794.95 | 4,800.00 | - | 4,800.00 | 80,994.95 |
| MERIDA MAYORA VICTOR MANUEL | AUXILIAR | 01/01/2005 | 2 | 3 | 51,166.80 | - | 4,974.55 | - | - | - | - | 32,628.28 | - | 88,769.63 | 4,800.00 | - | 4,800.00 | 83,969.63 |
| LEAL CONDE LUCIO | INSPECTOR | 01/03/2005 | 2 | 3 | 51,793.20 | - | 5,035.45 | - | - | - | - | 32,628.28 | - | 89,456.93 | 4,800.00 | - | 4,800.00 | 84,656.93 |
| ALVAREZ PEREZ MARIA DEL CARMEN | BARRENDERO | 25/01/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CALDERON SANTOS LETICIA DEL CARMEN | BARRENDERO | 17/10/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| MORENO DIAZ MILENIA IRAIS | BARRENDERO | 01/12/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| VELASCO GONZALEZ ELISBED | BARRENDERO | 01/05/2019 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| HERNANDEZ ZAMORA CLAUDIA | BARRENDERO | 16/01/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CRUZ VARGAS GREGORIO JUVENTINO | BARRENDERO | 01/01/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| GUZMAN CABRERA AMADO | BARRENDERO | 01/01/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| VELASCO SORIANO MANUEL | BARRENDERO | 01/05/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| RAMIREZ JIMENEZ ALEJANDRO | BARRENDERO | 16/09/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| LOPEZ ESTUDILLO RUBEN | BARRENDERO | 01/10/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| GONZALEZ JORDAN EMILIO | BARRENDERO | 01/10/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| COTA TEMICH FERNANDO | BARRENDERO | 01/12/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| AGUILAR OCHOA ROLANDO | BARRENDERO | 02/01/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| FERNANDEZ ENRIQUEZ BERNARDO | BARRENDERO | 02/01/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| RAMOS FIGUEROA LUIS ALBERTO | BARRENDERO | 16/01/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CANCINO GALVEZ OSCAR ANTONIO | BARRENDERO | 16/01/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| VAZQUEZ CARMONA GILBERTO | BARRENDERO | 16/01/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| SEVILLA MORALES JOSE ALFREDO | BARRENDERO | 16/08/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| ROJAS HERNANDEZ DAVID | BARRENDERO | 01/09/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| PONCE ALFONSO ANDRES | BARRENDERO | 01/12/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| MIJANGOS RAMIREZ AARON | BARRENDERO | 01/04/2016 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CHALCHI JACOME JOSE ANGEL | BARRENDERO | 16/04/2016 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| DOMINGUEZ MORALES CARLOS | BARRENDERO | 16/11/2016 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| ROBLES PERALTA ROBERTO | BARRENDERO | 16/01/2017 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| SAVIÑON CUEVAS EFREN ADRIAN | BARRENDERO | 01/06/2017 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| ROSAS GARCIA ERIK | BARRENDERO | 01/07/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CRUZ RODRIGUEZ JOSE ANGEL | BARRENDERO | 01/10/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CRUZ ESPINOZA ALEJANDRO | BARRENDERO | 01/10/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CARMONA ROMERO CESAR | BARRENDERO | 01/12/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| MORA MAYO ADRIAN | BARRENDERO | 16/05/2019 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| CORTES GALVEZ PABLO DE JESUS | BARRENDERO | 16/07/2019 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| DE LA CRUZ PADILLA DANIEL | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| FUENTES OCHOA JONATHAN | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| MAYO FRANCISCO LEON ALBERTO | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| BUSTOS VILLEGAS MIGUEL ANGEL | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| SANTIAGO MARTINEZ LUIS OMAR | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| ORTEGA SANCHEZ RODOLFO | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| HERRERA CRUZ EDGAR | BARRENDERO | 01/06/2020 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | - | 90,294.15 | 3,000.00 | - | 3,000.00 | 87,294.15 |
| MORALES PEREZ ANTONIA | BARRENDERO | 26/01/2014 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | 500.00 | 90,794.15 | 3,000.00 | - | 3,000.00 | 87,794.15 |
| FERNANDEZ HERNANDEZ JOHANA LIZBETH | BARRENDERO | 02/01/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | 500.00 | 90,794.15 | 3,000.00 | - | 3,000.00 | 87,794.15 |
| REYES REYES LAURA | BARRENDERO | 16/02/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | 500.00 | 90,794.15 | 3,000.00 | - | 3,000.00 | 87,794.15 |
| GARCIA HERNANDEZ MARIA DEL CARMEN | BARRENDERO | 01/08/2015 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | 500.00 | 90,794.15 | 3,000.00 | - | 3,000.00 | 87,794.15 |
| BLANCO DELFIN ANABEL | BARRENDERO | 16/09/2016 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | 500.00 | 90,794.15 | 3,000.00 | - | 3,000.00 | 87,794.15 |
| ESQUIVEL RIVERA MARIA DE LOS ANGELES | BARRENDERO | 16/06/2018 | 2 | 3 | 48,000.00 | - | 4,666.67 | 6,399.60 | - | - | - | 31,227.88 | 500.00 | 90,794.15 | 3,000.00 | - | 3,000.00 | 87,794.15 |
| GUZMAN CARRASCO JESUS | ANALISTA | 01/01/1988 | 2 | 3 | 55,198.80 | - | 5,366.55 | - | - | - | - | 32,628.28 | - | 93,193.63 | 4,800.00 | - | 4,800.00 | 88,393.63 |
| MARTINEZ CASANOVA PETRA | BARRENDERO | 01/04/2014 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MURILLO RODRIGUEZ IVON VIRIDIANA | BARRENDERO | 06/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RUBI FLORES CRISTINA | BARRENDERO | 19/10/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MARTINEZ PALMA MARIA DE LA CRUZ | BARRENDERO | 19/10/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MARQUEZ MORON MARISOL | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DOMINGUEZ RUIZ BARBARA ESTELA | BARRENDERO | 17/09/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DIAZ VILLALVAZO AURORA DE ROCIO | BARRENDERO | 02/10/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RIVERA MARCIAL ARICELA | BARRENDERO | 16/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DEL ANGEL HERNANDEZ MARIA DEL PILAR | BARRENDERO | 20/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MALPICA MARTINEZ ESMERALDA | BARRENDERO | 01/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CRISANTO MARTINEZ PASTORA | BARRENDERO | 01/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| PAREDES GARCIA CLARA ESTEFANI | BARRENDERO | 17/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MADRIGAL RAMIREZ SANNDY IZBETH | BARRENDERO | 16/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VAZQUEZ LEAL ALFONSO | BARRENDERO | 01/05/2014 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| TORRES GARCIA ALEJANDRO | BARRENDERO | 01/09/2015 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LEON ESPINOZA VICTOR MANUEL | BARRENDERO | 01/12/2015 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VASQUEZ HERNANDEZ EUSTACIO | BARRENDERO | 01/09/2016 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CHONTAL ESCRIBANO FRANCISCO | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DIAZ REYNA EDUARDO | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DOMINGUEZ REYES MARGARITO | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CASTILLO GARCIA ARTURO | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA HOYOS JUAN ANTONIO | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| HERNANDEZ RUIZ MARIO | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ROJAS MEZA COSME EZEQUIEL | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ROMERO DOMINGUEZ JORGE | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA ALVAREZ ANGEL LEONARDO JUSTIN | BARRENDERO | 06/02/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA CRISANTO GERMAN | BARRENDERO | 01/02/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GUERRERO HERNANDEZ JOSE RICARDO | BARRENDERO | 01/02/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ZAPO SAFRA YOSHIO | BARRENDERO | 21/03/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AVENDAÑO PEREZ FERNANDO ISAI DASAEV | BARRENDERO | 10/05/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA VELAZQUEZ JORGE AUGUSTO | BARRENDERO | 02/06/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ANGELES RONQUILLO ANGEL MOISES | BARRENDERO | 06/07/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ESPINOSA TORRES CARLOS ALBERTO | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DOMINGUEZ SOSA ARTURO | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GOMEZ GARCIA NORBERTO | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ESCOBAR ROSAS RODOLFO | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| BAIZABAL CASAS ARNULFO | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CAMACHO CRUZ EDUARDO MARTIN | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VAZQUEZ PULIDO JUAN CARLOS | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| SOLANO DOMINGUEZ IRVING ANTONIO | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| JOACHIN MENDEZ JOVANY | BARRENDERO | 16/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CORDERO ACOSTA ORLANDO | BARRENDERO | 17/09/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ROSAS OLIVERA ALEXIS | BARRENDERO | 16/11/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| PEREZ BAIZABAL ANDRES DE JESUS | BARRENDERO | 01/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RODRIGUEZ RODRIGUEZ IGNACIO | BARRENDERO | 01/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| SANCHEZ FLORES JOSE ANTONIO | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VELAZQUEZ ESQUIVEL INOCENCIO | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CINTA GARFIAS CRISTHIAN JONATHAN | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ALFONSO MARQUEZ VICTOR EFRAIN | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| OREA VAZQUEZ HECTOR MIGUEL | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AVILA TORRIJOS GABRIEL | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CARMONA HERNANDEZ OSCAR | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CRUZ LOPEZ CAMILO ENRIQUE | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MALDONADO SALAZAR IGNACIO | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VARA VAZQUEZ MARTIN | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VELASCO PORRAS MIGUEL ANGEL | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AGUILAR SALAZAR LUIS ANTONIO | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CRUZ JIMENEZ JOSE ANTONIO | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| HERNANDEZ SANTOS EDUARDO JOVANI | BARRENDERO | 01/02/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| FLORES RIVAS VICTOR ALFONSO | BARRENDERO | 01/02/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| FERRUZ SOSA EDGAR FRANCISCO | BARRENDERO | 18/02/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| PERALTA LEAL GREGORIO | BARRENDERO | 18/02/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA ZETINA ANDRES | BARRENDERO | 18/03/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MATAMOROS ROJAS ERIK UBALDO | BARRENDERO | 06/03/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MORALES DELGADO LUIS | BARRENDERO | 16/04/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CARMONA ALARCON NERI GAMALIEL | BARRENDERO | 06/05/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MORA PEREZ CARLOS MANUEL | BARRENDERO | 03/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MARTINEZ MARCO ANTONIO | BARRENDERO | 07/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DIAZ ALTAMIRANO ANGEL | BARRENDERO | 07/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VIDAÑA REYES ANGEL | BARRENDERO | 07/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ALARCON MEZA CRISTIAN ALBERTO | BARRENDERO | 18/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ANDRES MONTIEL JUAN | BARRENDERO | 18/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| HERMIDA LARA ROLANDO | BARRENDERO | 18/06/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| TELLO OAXACA CELESTINO | BARRENDERO | 01/07/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ACOSTA HERNANDEZ CLISERIO | BARRENDERO | 01/07/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ALVARIO PEREZ ISAAC | BARRENDERO | 06/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| BARTOLOME CHALCHI CHRISTOPHER | BARRENDERO | 20/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA MARTINEZ FRANCISCO | BARRENDERO | 19/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VIDAL MAY ALEXIS | BARRENDERO | 16/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LAGUNES PONCE MARTIN | BARRENDERO | 16/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LAGUNES ZAMORA JOSE LUIS | BARRENDERO | 16/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GONZALEZ RIVERA EDUARDO | BARRENDERO | 05/09/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| JIMENEZ CAMPOS LORENZO | BARRENDERO | 17/09/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| JOAQUIN MORA LUIS ENRIQUE | BARRENDERO | 02/10/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| OCHOA MARTINEZ ANTONIO | BARRENDERO | 02/10/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| TIBURCIO GARCIA EDWING FABRICIO | BARRENDERO | 16/10/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| JIMENEZ ANDRADE ISMAEL | BARRENDERO | 16/10/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ENRIQUEZ RUIZ CRISTOBAL | BARRENDERO | 16/10/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| ENRIQUEZ RUIZ MOISES | BARRENDERO | 01/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MARTINEZ ERAZO CHRISTIAN JAIR | BARRENDERO | 01/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| HERNANDEZ CANO JORGE ALFREDO | BARRENDERO | 01/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AVALOS MARTINEZ RAUL | BARRENDERO | 01/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AGUAS GARCIA FRANCISCO | BARRENDERO | 18/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| FERNANDEZ ARANO INOCENCIO | BARRENDERO | 20/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| FIGUEROA SOTELO MAXIMO FERNANDO | BARRENDERO | 21/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CHUI GUTIERREZ VICTOR MANUEL | BARRENDERO | 01/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CAMPECHANO PIO JORGE | BARRENDERO | 01/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| OLMEDO BARRADAS VICTOR | BARRENDERO | 06/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| SALAZAR TORRES JESUS | BARRENDERO | 06/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RUIZ GARCIA OCTAVIO | BARRENDERO | 16/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RIVADENEYRA PACHECO JOSE SANTIAGO | BARRENDERO | 16/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RAMIREZ CASTILLO RONNY RAUDEL | BARRENDERO | 16/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MELCHOR SANCHEZ JUAN | BARRENDERO | 01/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RODRIGUEZ HERNANDEZ JUAN CARLOS | BARRENDERO | 01/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AGUILAR AVENDAÑO YAIR DE JESUS | BARRENDERO | 17/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| BUSTOS DELFIN RUDIMELL | BARRENDERO | 16/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| PEREZ BIBIANO JONATHAN | BARRENDERO | 02/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GONZALEZ RODRIGUEZ JOSE ENRIQUE | BARRENDERO | 02/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AGUILAR CRUZ IVAN | BARRENDERO | 16/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RAMIREZ HERNANDEZ OMAR DE JESUS | BARRENDERO | 03/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LEON SALINAS FERNANDO | BARRENDERO | 02/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| PUCHETA GONZALEZ TOMAS RAFAEL | BARRENDERO | 16/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| VALLEJO REYNA JULIO ALBERTO | BARRENDERO | 16/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LOPEZ VAZQUEZ HUSMANY | BARRENDERO | 17/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| GARCIA GOMEZ OSWALDO | BARRENDERO | 16/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| SOLIS POXTAN URIEL | BARRENDERO | 16/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LUNA HERNANDEZ MOISES | BARRENDERO | 16/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| CASTILLO MENCHACA JESUS ANTONIO | BARRENDERO | 01/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| UTRERA HERNANDEZ HERIBERTO | BARRENDERO | 01/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DE LA ROSA ARIAS JONATHAN | BARRENDERO | 01/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| RODRIGUEZ MAYORGA JESUS ANTONIO | BARRENDERO | 16/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| MORENO SUAREZ MARCOS JAIR | BARRENDERO | 13/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| BECERRA RAMOS CARLOS ENRIQUE | BARRENDERO | 13/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| LOPEZ MERCADO LUIS GABRIEL | BARRENDERO | 13/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| AGUILAR MORALES DAVID | BARRENDERO | 13/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | - | 93,268.28 | 3,000.00 | - | 3,000.00 | 90,268.28 |
| DE JESUS OLIVARES LUIS DAVID | BARRENDERO | 16/02/2018 | 2 | 3 | 50,426.40 | - | 4,902.57 | 6,723.60 | - | - | - | 31,248.28 | - | 93,300.85 | 3,000.00 | - | 3,000.00 | 90,300.85 |
| GUTIERREZ RAMIREZ JOSE LUIS | CABO "B" | 01/06/2020 | 2 | 3 | 50,426.40 | - | 4,902.57 | 6,723.60 | - | - | - | 31,248.28 | - | 93,300.85 | 3,000.00 | - | 3,000.00 | 90,300.85 |
| SILVERIO HERNANDEZ FRIDA | BARRENDERO | 01/01/2014 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| ROCHA CRUZ LIZET VICTORIA | BARRENDERO | 22/01/2014 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| CARMONA CONTRERAS LAURA | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| RODRIGUEZ MEZA JUANA FEDERICA | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| VELA GUTIERREZ CITLALLI | BARRENDERO | 01/01/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| CONTRERAS FLORES ARENDI | BARRENDERO | 01/02/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| REYES MENDEZ ORQUIDEA | BARRENDERO | 01/02/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| VALDIVIA RODRIGUEZ CINTYA MARLENE | BARRENDERO | 01/02/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| DE LA CRUZ MAYO ALBERTHA | BARRENDERO | 15/05/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| CORTAZAR BLASCO EDITH DEL CARMEN | BARRENDERO | 16/06/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| GARCIA RAMIREZ MARIA DE LOS ANGELES | BARRENDERO | 20/07/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| SANTA ROSA RAMIREZ STEPHANY | BARRENDERO | 24/08/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| ZACATLAN LOPEZ NORMA | BARRENDERO | 24/08/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| CORTES JIMENEZ LEYDI LIZZETTE | BARRENDERO | 19/10/2018 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| AGUILAR VERGARA HERMELINDA | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| XOLO MOTO DALILA | BARRENDERO | 16/01/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| MARTINEZ RAMIREZ MARICELA | BARRENDERO | 18/03/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| MARTINEZ PETRONILA ALBERTA | BARRENDERO | 18/03/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| PEREZ BAIZABAL JESSICA YANET | BARRENDERO | 01/04/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| MARTINEZ GRACIDA MARIA GUADALUPE | BARRENDERO | 01/07/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| CRUZ LEON AURORA GUADALUPE | BARRENDERO | 01/07/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| DIAZ ALTAMIRANO GABRIELA | BARRENDERO | 18/07/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| DOLORES CERVANTES LIZET | BARRENDERO | 01/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| GONZALEZ ROMERO LUCIA GUADALUPE | BARRENDERO | 20/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| RAMON HERNANDEZ MARIA DEL CARMEN | BARRENDERO | 20/08/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| GAMBOA ARROYO MARIA IVETTE | BARRENDERO | 18/11/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| GARCIA SOTO YENI | BARRENDERO | 01/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| JAIME MARROQUIN MARIA CRISTINA | BARRENDERO | 01/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| AVALOS PEREZ BERTHA ALICIA | BARRENDERO | 20/01/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| GONZALEZ CAMPOS IRENE | BARRENDERO | 01/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| LEON MONTIEL JESSICA GEOVANNI | BARRENDERO | 05/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| FONSECA DE LA TORRE ANA LUISA | BARRENDERO | 17/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| PEÑA RODRIGUEZ MARIA DOLORES | BARRENDERO | 17/02/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| HERNANDEZ MEDINA DALIA | BARRENDERO | 02/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| DIMAS PEREZ KARINA ELIZABETH | BARRENDERO | 17/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| CRUZ VELASCO BIANEY SULEIMA | BARRENDERO | 18/03/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| SUAREZ LOPEZ HORTENCIA | BARRENDERO | 17/04/2020 | 2 | 3 | 50,400.00 | - | 4,900.00 | 6,720.00 | - | - | - | 31,248.28 | 500.00 | 93,768.28 | 3,000.00 | - | 3,000.00 | 90,768.28 |
| FERNANDEZ LAGUNES FERNANDO | AUXILIAR (INCAPACITADO PROVISIO | 16/01/1992 | 2 | 2 | 56,400.00 | - | 5,483.00 | - | - | - | - | 32,628.28 | - | 94,511.28 | 4,800.00 | - | 4,800.00 | 89,711.28 |
| HERNANDEZ PONCE FLORA | VIUDA PENSIONADA SLP | 07/06/1992 | 2 | 2 | 32,741.23 | - | 6,821.09 | - | - | - | - | 19,200.00 | 10,784.00 | 69,546.32 | - | - | - | 69,546.32 |
| CARVALLO GONZALEZ NEYCER | PROFESOR | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | - | 98,461.28 | 4,800.00 | - | 4,800.00 | 93,661.28 |
| JUAREZ MORGADO ALEJANDRO | INTENDENTE | 01/08/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | - | 98,458.98 | 4,800.00 | - | 4,800.00 | 93,658.98 |
| MARIN PEREZ CHRISTIAN YAIR | INTENDENTE | 01/08/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | - | 98,458.98 | 4,800.00 | - | 4,800.00 | 93,658.98 |
| GONZALEZ GARCIA MIGUEL ANGEL | MAESTRA | 01/02/2020 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | - | 98,458.98 | 4,800.00 | - | 4,800.00 | 93,658.98 |
| HERRERA HERNANDEZ JUAN CARLOS | VELADOR | 15/06/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| CALDERON GONZALEZ RAUL | VELADOR | 15/06/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| HERRERA RUIZ LUIS | VELADOR | 15/06/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| RODRIGUEZ FLORES BENJAMIN | VELADOR | 15/06/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| DE LEON SOLIS JOSE IVAN | VELADOR | 15/06/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| MELO SALINAS AQUILINO | VELADOR | 05/08/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | - | 98,458.98 | 4,800.00 | - | 4,800.00 | 93,658.98 |
| ARANDA CAMACHO PEDRO | INTENDENTE | 02/10/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MOJICA RAMIREZ ERICK | VIGILANTE | 01/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| RODRIGUEZ TADEO CARLOS | VIGILANTE | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| TREJO MARTINEZ FELICIANO | AUXILIAR | 01/05/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CORIA VELAZQUEZ JAIRO CESAR | ENFERMERO | 01/07/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| SAN JUAN REYES LUIS ENRIQUE | ENFERMERO | 01/10/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MONTOYA RONZON NATANAEL | AUXILIAR INTENDENCIA | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | - | 98,461.28 | 4,800.00 | - | 4,800.00 | 93,661.28 |
| CUEVAS GALINDO RENATO JAVIER | ASISTENTE EDUCATIVA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| PUEBLA ARCINAS FRANCISCA | AUXILIAR | 16/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| ALCOCER ROJAS JOSE LUIS | AUXILIAR ADMINISTRATIVO | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| VIRUES SEGURA ALEJANDRO | AUX.DE MANTENIMIENTO | 01/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| SOTELO ORTIZ ADAN | AUX.DE MANTENIMIENTO | 19/03/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| HERNANDEZ PEREZ GUSTAVO DE JESUS | AUX.DE MANTENIMIENTO | 01/04/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MARTINEZ EDUARDO MARTIN | AUXILIAR DE MANTENIMIENTO | 01/10/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CHAPARRO VILLAR EFREN DE JESUS | AUXILIAR DE MANTENIMIENTO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MIRAMON ESCAMILLA MIGUEL ANGEL | AUXILIAR DE MANTENIMIENTO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| JIMENEZ FERNANDEZ DANIEL | VELADOR | 01/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| OJEDA FABIAN ANTONIO GONZALO | VELADOR | 01/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| MARTINEZ LEYVA JESUS | VELADOR | 01/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| GARCIA PACHECO JAIME | VELADOR | 16/11/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CRUZ HERRERA ELIAS | VELADOR | 16/01/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| SANCHEZ RASO ROBERTO | ASISTENTE EDUCATIVA | 20/09/2006 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | - | 98,460.63 | 4,800.00 | - | 4,800.00 | 93,660.63 |
| CONTRERAS MINA LEODEGARIO | VELADOR | 16/10/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | - | - | - | 32,628.28 | - | 98,474.78 | 4,800.00 | - | 4,800.00 | 93,674.78 |
| VILLALOBOS REYES RAFAEL | AUX.DE MANTENIMIENTO | 01/01/2019 | 2 | 3 | 60,120.00 | - | 5,845.00 | - | - | - | - | 32,628.28 | - | 98,593.28 | 4,800.00 | - | 4,800.00 | 93,793.28 |
| GARCIA VICTORIO MARIA DEL CARMEN | VIUDA PENSIONADA SLP | 16/08/2013 | 2 | 2 | 33,989.76 | - | 7,081.20 | - | - | - | - | 19,200.00 | 10,784.00 | 71,054.96 | - | - | - | 71,054.96 |
| HERNANDEZ AVENDAÑO CAROLINA | MAESTRA | 15/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| REYES MIRANDA EDITH VIRIDIANA | AUXILIAR | 16/02/2010 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| SOLANO DE LA CRUZ SUSANA | LAVANDERA | 01/01/2001 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| PEREZ ALONSO BEATRIZ YAMALEI | ASISTENTE EDUCATIVA | 01/08/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | 500.00 | 98,958.98 | 4,800.00 | - | 4,800.00 | 94,158.98 |
| ROSADO BARRADAS BLANCA XOCHITL | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | 500.00 | 98,958.98 | 4,800.00 | - | 4,800.00 | 94,158.98 |
| PARRA CARILLO ANA CAROLINA | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | 500.00 | 98,958.98 | 4,800.00 | - | 4,800.00 | 94,158.98 |
| PACHECO HERNANDEZ MARYBEL DEL CARMEN | MAESTRA | 01/02/2020 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | 500.00 | 98,958.98 | 4,800.00 | - | 4,800.00 | 94,158.98 |
| GONZALEZ IBARRA LUZ ANGELICA | MAESTRA | 01/02/2020 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | - | - | - | 32,628.28 | 500.00 | 98,958.98 | 4,800.00 | - | 4,800.00 | 94,158.98 |
| GONZALEZ SANCHEZ GUADALUPE | NIÑERA | 01/03/2008 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 98,960.63 | 4,800.00 | - | 4,800.00 | 94,160.63 |
| MARQUEZ PARRA NURIA PENELOPE | ASISTENTE EDUCATIVA | 15/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| AGUILAR GALVEZ YENI AMAIRANI | ASISTENTE EDUCATIVA | 01/06/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| GUEVARA SANCHEZ LORENZA | COCINERA | 01/06/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| RAMIREZ QUINTAL CHRISTIAN | AUX. EDUCATIVO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| REYES PLASCENCIA VERONICA | AUX. EDUCATIVO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HIDALGO GONZALEZ LAURA | AUX. EDUCATIVO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| BORDONABE DOMINGUEZ JULIANA | AUX. EDUCATIVO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MARTINEZ MADRIGAL PIEDAD | AUX. EDUCATIVO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| VILLA BARRALES ATENAIZ GUADALUPE | AUX. EDUCATIVO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MORALES FERNANDEZ ELVIRA ANGELICA | AUXILIAR ADMINISTRATIVO | 01/09/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| RUZ CHAVEZ LUZ ELENA | INTENDENTE | 16/07/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| URBANO NAKAGAHUA MARIA GUADALUPE | INTENDENTE | 31/03/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PEÑA PAREDES EDITH | INTENDENTE | 29/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ROMAN MARTINEZ CECILIA | INTENDENTE | 15/06/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SIMON CARMONA VERONICA | INTENDENTE | 06/02/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| VALENCIA ESPEJO RICARDA | INTENDENTE | 15/04/1986 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| OLIVARES REGULES ROSALBA | INTENDENTE | 01/12/1988 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LOPEZ ZARATE GUDELIA | INTENDENTE | 01/12/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MARIN SANCHEZ VIVIANA | INTENDENTE | 16/07/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GONZALEZ LOPEZ ROSARIO | INTENDENTE | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MARTINEZ ARRIOLA MARIA DEL CARMEN | INTENDENTE | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| FABIAN RAMIREZ EDUARDA | INTENDENTE | 16/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ORTEGA CANALES MARTHA | INTENDENTE | 23/11/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PLASCENCIA VILLAGOMEZ NANCY IVONNE | INTENDENTE | 07/02/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ROSALES VALENCIA VERONICA | INTENDENTE | 27/04/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CHACON ROMERO ROSA MARIA | INTENDENTE | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CARRANZA RUIZ LETICIA | INTENDENTE | 16/05/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ PEREZ MARGARITA | INTENDENTE | 01/10/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PARRA CRUZ ANGELA | INTENDENTE | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ALFONSO CEREZO REYNA DEL CONSUELO | INTENDENTE | 16/08/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ FLORES BRENDA VIANEY | INTENDENTE | 16/08/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GOMEZ SANDOVAL JUANA DE JESUS | INTENDENTE | 16/09/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| BAEZ MOTTA LAURA MARIA | MAESTRA | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CASTRO VASQUEZ IRLANDA | MAESTRA | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LABORDE MEDRANO TERESA | AUXILIAR | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MONTES GONZALEZ VIRGINIA | AUXILIAR DE COCINA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SAYAGO SORIANO INES | AUXILIAR DE COCINA | 05/04/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SAAVEDRA SANCHEZ JUANA | AUXILIAR DE COCINA | 09/09/1996 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LARA AVALOS MARTHA ISELA | COCINERA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ IBARRA MARIA INES | COCINERA | 05/10/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ MONTOYA DINA | COCINERA | 10/06/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ REYES PAULINA | COCINERA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LAGUNES VAZQUEZ ELIZABETH | COCINERA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ FORTIZ LIDIA | COCINERA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SANCHEZ CISNEROS LISBETH MARISOL | COCINERA | 16/05/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| FLORES OLVERA ALMA GRACIELA | COCINERA | 01/09/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MAURILIO MENDOZA JOSEFINA | COCINERA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ENRIQUEZ PORTELA BARBARA GUADALUPE | COCINERA | 01/06/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| UTRERA GUEVARA TERESA | COCINERA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GALLARDO CORTES ROSA | COCINERA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| BLANCO COLAR JOSEFINA | COCINERA | 16/05/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| VELAZQUEZ GARCIA NORMA AIDEE | COCINERA | 02/02/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GALAN RODRIGUEZ NESTORA | COCINERA | 01/07/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SAYAGO SORIANO IRENE | COCINERA | 01/08/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GONZALEZ SAYAGO LUCERO | COCINERA | 01/07/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CHIMA LOPEZ GISELA | COCINERA | 01/06/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| DOMINGUEZ MONTERO MARIA DEL PILAR | COCINERA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| DOMINGUEZ MONTERO MARIA ISABEL | COCINERA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| VALDES CEBALLOS DOROTEA | ENFERMERA | 15/07/1990 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CHAGALA ROJAS RAQUEL | ENFERMERA | 01/06/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GARCIA REYES JULIANA ALEJANDRA | ENFERMERA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PINEDA YEPEZ ELEUTERIA | ENFERMERA | 01/06/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MATO GARCIA CINTHYA IDALIT | ENFERMERA | 16/07/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| RODRIGUEZ ROMAN MARIA DEL CARMEN | ENFERMERA | 01/04/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ROBLES MENDEZ BEATRIZ ELISA | TRABAJADORA SOCIAL | 16/02/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LORENZO CRUZ IVONNE | ASISTENTE | 01/02/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PEÑA VAZQUEZ ANA ROSA | ENFERMERA | 01/02/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MENDEZ DELFIN MARIA DEL CARMEN | MAESTRA | 16/01/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| VARGAS VELAZQUEZ BLANCA GRISSEL | MAESTRA | 01/02/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| JACOME BLANCO FLORENCIA | ASISTENTE EDUCATIVA | 01/01/2001 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| BRAVO HERNANDEZ MARY ELZA | ASISTENTE EDUCATIVA | 24/03/2009 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| MOLINA IGLESIAS BEATRIZ | AUXILIAR INTENDENCIA | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| MORENO VEGA VIRGINIA | AUXILIAR INTENDENCIA | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| SERRANO HERRERA JORGINA | AUXILIAR INTENDENCIA | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| CAMACHO TEJERO ALICIA MINERVA | AUXILIAR INTENDENCIA | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| HERNANDEZ MARTINEZ DEISI | AUXILIAR INTENDENCIA | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 583.00 | - | - | 38,628.28 | 500.00 | 98,961.28 | 4,800.00 | - | 4,800.00 | 94,161.28 |
| BOLAÑOS FABIAN GLORIA | ASISTENTE EDUCATIVA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GONZALEZ CRUZ EVARISTA | ASISTENTE EDUCATIVA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CAMPOS USCANGA AURA LUZ | ASISTENTE EDUCATIVA | 01/04/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| MARTINEZ MORAL CARMEN VIRIDIANA | ASISTENTE EDUCATIVA | 01/09/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SANCHEZ HERNANDEZ MARIA TERESA | ASISTENTE EDUCATIVA | 16/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| RODRIGUEZ PEREZ REBECA | ASISTENTE EDUCATIVA | 16/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| AGUILERA GARCIA IRMA | ASISTENTE EDUCATIVA | 16/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GOMEZ FERNANDEZ OLIVIA | ASISTENTE EDUCATIVA | 16/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| RANGEL CORCINO MARIA DE LOURDES | ASISTENTE EDUCATIVA | 16/07/1984 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| DIAZ CASTILLO MARIA LIGIA | ASISTENTE EDUCATIVA | 01/10/1990 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ ZAMORA GREGORIA | ASISTENTE EDUCATIVA | 16/02/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| BOLAÑOS POLITO MARLEN DE LOS ANGELE | ASISTENTE EDUCATIVA | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| OCAMPO ELVIRA ELISA | ASISTENTE EDUCATIVA | 16/05/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GONZALEZ CRUZ HERMILA | ASISTENTE EDUCATIVA | 25/08/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GARCIA PALACIOS MARIA DE LOS ANGELES | ASISTENTE EDUCATIVA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ALEMAN ROGER ALBA LUZ | ASISTENTE EDUCATIVA | 16/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| DOMINGUEZ VELAZQUEZ IRENE | ASISTENTE EDUCATIVA | 16/06/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| USCANGA GARCIA MARIA DEL PILAR | ASISTENTE EDUCATIVA | 16/09/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CUATRA TZOMPAXTLE MARIA CRISTINA | ASISTENTE EDUCATIVA | 01/06/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PULIDO CRUZ FANNY | ASISTENTE EDUCATIVA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MARTINEZ HERNANDEZ CRUZ MARIA | AUX. EDUCATIVO | 15/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| CORDOBA GARCIA ALBINA | AUXILIAR | 16/11/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ROMERO HERNANDEZ ISABEL CRISTINA | AUXILIAR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PADILLA VELASCO MARTHA CECILIA | AUXILIAR | 01/09/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| RIVERA RIVERA NORMA | AUXILIAR | 21/07/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| SIERRA CASTILLO EUGENIA | AUXILIAR | 01/08/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PORRAS RIVERA MARTHA ELSA | AUXILIAR | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| URRIETA MARIN ROSALBA | AUXILIAR | 01/06/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| JIMENEZ RAMON TANIA DEL CARMEN | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| GALLARDO VIELMA GABRIELA | AUXILIAR EDUCATIVA | 20/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MENDEZ JUAREZ MARIA VERONICA | AUXILIAR INTENDENCIA | 23/03/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| DOMINGUEZ ELIZABETH | AUXILIAR INTENDENCIA | 23/03/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| PEREZ GARCIA CANDELARIA | AUXILIAR INTENDENCIA | 23/03/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LANDEROS GUTIERREZ CAROLINA | COCINERA | 01/04/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| DIAZ PIMENTEL MARIA DOLORES | COCINERA | 01/04/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MONTALVO SANTIAGO NANCY | ENFERMERA | 01/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ USCANGA MARIA ANTONIA | LAVANDERA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERNANDEZ ROJAS DOMINGA | LAVANDERA | 16/12/1988 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MENDEZ GARCIA FLORA CLARA | LAVANDERA | 18/04/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| COLORADO CONTRERAS DIANA FLOR | MAESTRA | 01/01/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| LOPEZ DEL CASTILLO LOZANO ABIGAIL | MAESTRA | 01/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| ANDRADE MONTERO GUADALUPE AZUCENA | MAESTRA | 01/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| HERMIDA CALLEJAS MARIA DEL ROSARIO | NIÑERA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| TEJEDA MORA REYNA DE JESUS | NIÑERA | 16/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| MARIN GONZALEZ VALERIA | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | 500.00 | 98,962.93 | 4,800.00 | - | 4,800.00 | 94,162.93 |
| TORRES GONZALEZ MARIA DE LOS ANGELES | COCINERA | 15/04/1991 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 98,960.63 | 4,800.00 | - | 4,800.00 | 94,160.63 |
| PORTILLA CESTA LETICIA | COCINERA | 01/08/2016 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 98,960.63 | 4,800.00 | - | 4,800.00 | 94,160.63 |
| MALDONADO MACHUCA ANA KARINA | ASISTENTE EDUCATIVA | 01/01/2014 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 98,960.63 | 4,800.00 | - | 4,800.00 | 94,160.63 |
| CARRILLO HERNANDEZ JUANA | LAVANDERA | 20/04/2001 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 98,960.63 | 4,800.00 | - | 4,800.00 | 94,160.63 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CARMONA DIAZ YADIRA OLIVIA | MAESTRA | 14/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | - | - | - | 32,628.28 | 500.00 | 98,974.78 | 4,800.00 | - | 4,800.00 | 94,174.78 |
| GONZALEZ RAMIREZ MARIA LUISA | ASISTENTE EDUCATIVA | 14/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | - | - | - | 32,628.28 | 500.00 | 98,974.78 | 4,800.00 | - | 4,800.00 | 94,174.78 |
| BAEZ CORDOVA ABRIL | MAESTRA | 18/10/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | - | - | - | 32,628.28 | 500.00 | 98,974.78 | 4,800.00 | - | 4,800.00 | 94,174.78 |
| DOMINGUEZ MORALES GUADALUPE | VIUDA PENSIONADA SLP | 16/10/2015 | 2 | 2 | 37,598.65 | - | 7,833.05 | - | - | - | - | 19,200.00 | 10,784.00 | 75,415.70 | - | - | - | 75,415.70 |
| MONTALVO ALVAREZ ALEJANDRA | AUXILIAR | 22/01/2001 | 3 | 2 | 54,000.00 | - | 5,250.00 | - | - | - | - | 43,968.28 | 500.00 | 103,718.28 | 4,800.00 | 11,340.00 | 16,140.00 | 87,578.28 |
| HERNANDEZ SARAVIA ESMERALDA | VIUDA PENSIONADA SLP | 01/01/2015 | 2 | 2 | 38,060.82 | - | 7,929.34 | - | - | - | - | 19,200.00 | 10,784.00 | 75,974.16 | - | - | - | 75,974.16 |
| RIVERA AGUILAR ROSA MARIA | VIUDA PENSIONADA SLP | 19/11/2016 | 2 | 2 | 38,748.65 | - | 8,072.64 | - | - | - | - | 19,200.00 | 10,784.00 | 76,805.29 | - | - | - | 76,805.29 |
| MERLIN BAXIN LIDIA | VIUDA PENSIONADA SLP | 01/05/2020 | 2 | 2 | 38,842.40 | - | 8,092.17 | - | - | - | - | 19,200.00 | 10,784.00 | 76,918.57 | - | - | - | 76,918.57 |
| CRUZ CRUZ LORENA | VIUDA PENSIONADA SLP | 10/05/2015 | 2 | 2 | 39,981.19 | - | 8,329.41 | - | - | - | - | 19,200.00 | 10,784.00 | 78,294.60 | - | - | - | 78,294.60 |
| CAMPOS RIVERA RUBEN | VELADOR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 350.00 | - | - | 36,564.28 | - | 106,698.93 | 4,800.00 | - | 4,800.00 | 101,898.93 |
| MARIN REYES FEDERICO AGEO | VELADOR | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 350.00 | - | - | 36,564.28 | - | 106,698.93 | 4,800.00 | - | 4,800.00 | 101,898.93 |
| LOPEZ GARCIA ALBINA | VIUDA PENSIONADA SLP | 01/04/2020 | 2 | 2 | 40,787.84 | - | 8,497.47 | - | - | - | - | 19,200.00 | 10,784.00 | 79,269.31 | - | - | - | 79,269.31 |
| SUAREZ MONTERO CECILIO ANTONIO | AUXILIAR ALMACEN | 13/02/2006 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| VALLEJO MORENO NATIVIDAD | AUXILIAR | 16/07/1984 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| CORDERO ROMERO RAUL | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| PEREZ TEJERO SANDRA LUZ | BODEGUERO | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| GOPAR LOPEZ RAFAELA DOLORES | AUXILIAR | 01/09/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| ACEVEDO VAZQUEZ KAREN YESENIA | CAJERO | 01/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| MILLER PRIETO JOSE LUIS | AUXILIAR | 02/01/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | - | 108,595.88 | 1,767.60 | - | 1,767.60 | 106,828.28 |
| RIVERA CONTRERAS GRACIELA | AUXILIAR ADMINISTRATIVO | 01/01/2001 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| OCHOA VEGA GUADALUPE | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| RIVERA LOPEZ HILDA | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| GARCIA FLORES IVONNE | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | - | - | - | 29,595.88 | 500.00 | 109,095.88 | 1,767.60 | - | 1,767.60 | 107,328.28 |
| PEREZ GARCIA GLORIA | VIUDA PENSIONADA SLP | 01/12/2016 | 2 | 2 | 43,979.29 | - | 9,162.35 | - | - | - | - | 19,200.00 | 10,784.00 | 83,125.64 | - | - | - | 83,125.64 |
| SALINAS BARRADAS ALBERTO | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 1,167.00 | - | - | 44,628.28 | - | 111,625.98 | 4,800.00 | - | 4,800.00 | 106,825.98 |
| REYES SOLIS ARTURO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| OCAMPO RODRIGUEZ MIGUEL | AUXILIAR | 01/04/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA HERNANDEZ JORGE | AUXILIAR | 16/01/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VILLANUEVA CHAVEZ FRANCISCO JAVIER | CHOFER | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SOLIS VELAZQUEZ TOMAS | CHOFER | 20/04/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| QUINTERO AGUILAR HIGINIO ARTURO | CHOFER | 16/05/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RAMOS PAVON JOSE | CHOFER | 01/02/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| DIAZ ALAMILLO SILVERIO | CHOFER | 31/05/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CHACON ESPEJO CARLOS EMMANUEL | CHOFER | 16/06/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GONZALEZ FERNANDEZ NORBERTO BUANERGES | AUX.DE MANTENIMIENTO | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SANCHEZ LAGUNES ARTURO | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GONZALEZ CORDOVA ARTURO EZEQUIEL | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VILLA LARA EDSON ARTURO | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GOMEZ SOLANO CHRISTIAN MITCHELL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| NAVARRO DOMINGUEZ ARIEL | BRIGADISTA | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PORTILLO AYALA YOSMAR | BRIGADISTA | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RODRIGUEZ PEREZ GUILLERMO | CHOFER | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| DIAZ PIMENTEL JOSE ISAIL | CHOFER | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ORTIZ RIVERA MARIO ALBERTO | CHOFER | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ALVAREZ HERNANDEZ IRVING JUAN DIEGO | CHOFER | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SANCHEZ MARTINEZ BENIGNO | CHOFER | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VILLALOBOS RINCON JOSE LUIS | CHOFER | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CONDE VIVALDO ADOLFO | AUXILIAR ADMINISTRATIVO | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| RODRIGUEZ BARRIOS JOAN JAIR | AUXILIAR | 01/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LAGUNES RODRIGUEZ JULIO CESAR | AUXILIAR ADMINISTRATIVO | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ROSALES RIOS IVAN DE JESUS | AUXILIAR OPERATIVO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MONRRAGA AGUILAR ERICK JAIR | BRIGADISTA | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SIERRA RAMIREZ RAUL ANTONIO | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| DIAZ GONZALEZ JORGE REYNALDO | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SANTIAGO MARTINEZ VIRGILIO | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RODRIGUEZ CORIA ARLIC DANIEL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MEDEL MULATO CARLO ENRIQUE | BRIGADISTA | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CUEVAS VERGARA FRANCISCO JAVIER | CHOFER | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ITURBIDE CAMACHO IGNACIO | CHOFER | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GENIS SERNA ANGEL DE JESUS | MAESTRA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| BERMUDEZ BRAVO ESTEBAN SANTIAGO | NIÑERA | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| PATIÑO GONZALEZ RICARDO XAVIER | PROFESOR | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ARELLANOS HERNANDEZ PORFIRIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| QUEVEDO ENRIQUEZ JAIME | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ HERNANDEZ LUIS IVAN | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CHACON ROMERO JOSE NOE | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ALCOCER LEETCH CARLOS EDUARDO | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| BUSTAMANTE NIETO EVARISTO | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RODRIGUEZ RODRIGUEZ OSCAR | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CORTES VALLE OYUKI SORAYA | INSTRUCTOR DE EDUCACION FISICA | 16/03/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| YEPEZ RODRIGUEZ DUBINA | INSTRUCTOR DE EDUCACION FISICA | 01/01/2019 | 2 | 3 | 47,880.00 | - | 4,655.00 | - | 2,345.00 | - | - | 56,748.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| MINQUIZ FISCAL OSCAR DANIEL | INSPECTOR | 01/01/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| GUEVARA GUEVARA JUAN CARLOS | INSPECTOR | 01/02/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| ACEVEDO HERNANDEZ OCTAVIANO | INSTRUCTOR DE EDUCACION FISICA | 01/03/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| HERRERA MONTERO PEDRO LUIS | INSTRUCTOR DE EDUCACION FISICA | 01/03/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| MATA AGUIRRE VICTOR MANUEL | INSTRUCTOR DE EDUCACION FISICA | 01/03/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| CABALLERO ALVARADO ALEJANDRO | INSTRUCTOR EVENTUAL | 01/02/2019 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| NICOLAS GUZMAN ABIGAIL | INSTRUCTOR EVENTUAL | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VELA HERRERA CECILIA | INSTRUCTOR EVENTUAL | 01/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| ORTIZ CARRIZO ROBERTO | NIÑERA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| BLANCO DIAZ CLAUDIA IVONNE | ENTRENADOR | 16/05/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,407.00 | - | - | 67,668.28 | - | 111,633.88 | 4,800.00 | - | 4,800.00 | 106,833.88 |
| GARCIA GALLO ALEJANDRA | INSTRUCTOR EVENTUAL | 15/10/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 1,167.00 | - | - | 44,628.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| GONZALEZ ANGEL | AUXILIAR DE MANTENIMIENTO | 15/10/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 1,167.00 | - | - | 44,628.28 | - | 111,641.78 | 4,800.00 | - | 4,800.00 | 106,841.78 |
| GARCIA ELIZALDE ALMA MIREYA | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,125.98 | 4,800.00 | - | 4,800.00 | 107,325.98 |
| JIMENEZ GARCIA MARTHA | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,125.98 | 4,800.00 | - | 4,800.00 | 107,325.98 |
| SILVA COLORADO MARISOL | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,125.98 | 4,800.00 | - | 4,800.00 | 107,325.98 |
| CASTRO MARTINEZ PAHOLA | MAESTRA | 01/07/2019 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,125.98 | 4,800.00 | - | 4,800.00 | 107,325.98 |
| SORIANO CRUZ DOMINGA | AUXILIAR | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| LOPEZ HERMIDA ARACELI | AUXILIAR ADMINISTRATIVO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| STUART HUERTA MARIANA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CHIQUITO ROBLES EVANGELINA | AUXILIAR INTENDENCIA | 01/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| HERNANDEZ DOMINGUEZ ANA JOSEFA | INTENDENTE | 04/06/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| HERNANDEZ MARTINEZ LETICIA | SECRETARIA | 20/05/2002 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| GUERRA LAGUNES MARIA GUADALUPE | SECRETARIA | 01/06/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MARTINEZ MILLAN ADRIANA | SECRETARIA | 01/06/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| SANTAMARIA LEYVA MARTHA ALEJANDRA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| LOPEZ DIAZ NALLELI | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| SALAS HERNANDEZ MARIA DOLORES | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| PATIÑO SANTIAGO VIVIANA | AUXILIAR ADMINISTRATIVO | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| JUAREZ GARCIA DANIELA | INTENDENTE | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| DIAZ REYES NANCY | MAESTRA | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| DOMINGUEZ VICENCIO MARIA DE JESUS | NIÑERA | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| OSORIO MELGAR AIRE DONAJI | ASISTENTE EDUCATIVA | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| HERNANDEZ CALVARIO GUADALUPE | ASISTENTE EDUCATIVA | 25/07/2005 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 112,126.63 | 4,800.00 | - | 4,800.00 | 107,326.63 |
| HERNANDEZ GOMEZ IMELDA | TRABAJADORA SOCIAL | 01/04/2014 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 112,126.63 | 4,800.00 | - | 4,800.00 | 107,326.63 |
| REYES ALCARAZ ADRIANA | ASISTENTE | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| GONZALEZ GHENNO YESSICA | ASISTENTE | 01/03/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| LEDESMA CRUZ ELIZABETH | AUXILIAR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| LAGUNES YEPEZ MARGARITA YOLANDA | AUXILIAR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| VIDAL LOPEZ AUSTRIA NELLY | AUXILIAR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CRUZ RODRIGUEZ EDUWIGES | AUXILIAR | 16/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| FLORES ROJAS MARIA IRMA | AUXILIAR | 04/01/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| JUAREZ VARGAS YURIRIA MARYEM | AUXILIAR | 16/02/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| COSME NATO OFELIA | AUXILIAR ADMINISTRATIVO | 06/03/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MENDEZ BOCANEGRA EVELING | ENCARGADO DE AREA | 01/09/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| SANCHEZ AGUIRRE CAROLINA | SUPERVISOR | 03/11/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RUIZ VALDES ELENA | TRABAJADORA SOCIAL | 01/06/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RODRIGUEZ GOMEZ MARIA DE LOS A | TRABAJADORA SOCIAL | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| VILLA DIAZ AMARILIS ESMIRNA | TRABAJADORA SOCIAL | 16/12/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RODRIGUEZ VELAZQUEZ MARIA FERNANDA | MAESTRA | 17/10/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 1,166.00 | - | - | 44,616.28 | 500.00 | 112,128.78 | 4,800.00 | - | 4,800.00 | 107,328.78 |
| ALFONSO MARTINEZ BEATRIZ | AUXILIAR ADMINISTRATIVO | 31/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| AMAYA BADILLO CLAUDIA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| LOPEZ ROQUE YESENIA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| GONZALEZ MARTINEZ LAURA ANGELICA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| HERNANDEZ MEDINA MARTHA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| VEGA FABINA CELIA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| BARRIOS LLINAS TANIA ISABEL | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MONTOYA MENDIOLA MARIA DE LOURDES | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| SANCHEZ VAZQUEZ GLORIA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MORA PIMENTEL SANDRA GUADALUPE PAT | BRIGADISTA | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RODRIGUEZ BARRIOS AYLIN MONSERRAT | MAESTRA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| AGUIRRE CHAGAL YESSICA | MAESTRA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| AGUIRRE ZAMUDIO JULIA | MAESTRA | 19/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 816.00 | - | - | 41,016.28 | 500.00 | 112,128.78 | 4,800.00 | - | 4,800.00 | 107,328.78 |
| BARRIOS CARRERA AYLIN DOLORES | NIÑERA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 805.00 | - | - | 40,908.28 | 500.00 | 112,128.28 | 4,800.00 | - | 4,800.00 | 107,328.28 |
| MORA MOLINA ACELA | TRABAJADORA SOCIAL | 16/03/1994 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | 583.00 | - | - | 38,628.28 | 500.00 | 112,126.63 | 4,800.00 | - | 4,800.00 | 107,326.63 |
| MARTINEZ MONRRAGA JUANA | TRABAJADORA SOCIAL | 01/06/1992 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | 583.00 | - | - | 38,628.28 | 500.00 | 112,126.63 | 4,800.00 | - | 4,800.00 | 107,326.63 |
| MORENO ANDRADE ISNARDA | AUXILIAR | 04/08/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| AGUILAR NAVARRETE MARISELA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GONZALEZ GUZMAN MARIA CANDELARIA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CARRILLO DE LOS SANTOS MARIA DEL ROSARIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CABRERA LOPEZ MARIA DE LOS ANGELES | AUXILIAR | 01/04/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RODRIGUEZ AVILA GRACIELA IVANA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| JEREZ AQUINO CONCEPCION | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| RIVERA CAMBARA JAZMIN DEL ROSARIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| VALLADARES HERNANDEZ NOEMI | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| FERNANDEZ SALAZAR DAMARIS | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| HERNANDEZ FORTIZ ROSARIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| AVALOS DIEZ VIANEY | AUXILIAR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MARTINEZ ROSETE HILDA | AUXILIAR ADMINISTRATIVO | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| ALMENDRA ALMENDRA OBDULIA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MAA PERDOMO LEONOR EUNICE | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| ABURTO CASTILLO CLAUDIA PATRICA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CARDOZO BARRADAS KARLA YURIDIA | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MENDEZ MOLINA BLANCA FLOR | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CHIGO RAMIREZ SOFIAL DEL CARMEN | AUXILIAR ADMINISTRATIVO | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MENDOZA GUTIERREZ LETICIA | RECEPCIONISTA | 01/12/2005 | 2 | 3 | 39,600.00 | - | 3,850.00 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 112,128.28 | 4,800.00 | - | 4,800.00 | 107,328.28 |
| THOMPSON GARCIA MELISA | AUXILIAR | 16/01/2018 | 2 | 3 | 63,637.20 | - | 6,186.95 | - | 813.00 | - | - | 40,992.28 | 500.00 | 112,129.43 | 4,800.00 | - | 4,800.00 | 107,329.43 |
| CABRERA MENDIZABAL MARIA DE LA CRUZ | TRABAJADORA SOCIAL | 01/01/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| MEZA CASANOVA SANTA ARACELI | TRABAJADORA SOCIAL | 01/01/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| TOVAR LOPEZ LAURA | TRABAJADORA SOCIAL | 01/06/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| JIMENEZ HERNANDEZ EDITH | TRABAJADORA SOCIAL | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| GAONA HERNANDEZ BEATRIZ | TRABAJADORA SOCIAL | 08/10/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| CRUZ VIVEROS DULCE MARIA | AUXILIAR ADMINISTRATIVO | 06/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,796.28 | - | 112,397.93 | 4,800.00 | - | 4,800.00 | 107,597.93 |
| CORTAZAR LOPEZ ANA KAREN | AUXILIAR ADMINISTRATIVO | 07/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,796.28 | - | 112,397.93 | 4,800.00 | - | 4,800.00 | 107,597.93 |
| PEREZ RAMIREZ DAVID | CABO DE CUADRILLA | 06/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,796.28 | - | 112,397.93 | 4,800.00 | - | 4,800.00 | 107,597.93 |
| DIAZ MORALES ULISES DANIEL | ASESOR TECNICO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 45,720.28 | - | 112,721.93 | 4,800.00 | - | 4,800.00 | 107,921.93 |
| JACOME HERNANDEZ OSCAR | CABO DE CUADRILLA | 16/04/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 45,720.28 | - | 112,721.93 | 4,800.00 | - | 4,800.00 | 107,921.93 |
| CERVANTES HERNANDEZ JULIO CESAR | CABO DE CUADRILLA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 46,020.28 | - | 113,021.93 | 4,800.00 | - | 4,800.00 | 108,221.93 |
| PALACIOS CRISTO MIGUEL ANGEL | CABO DE CUADRILLA | 25/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 46,020.28 | - | 113,021.93 | 4,800.00 | - | 4,800.00 | 108,221.93 |
| PEÑA GARCIA LUZ DEL CARMEN | AUXILIAR ADMINISTRATIVO | 01/06/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 113,186.88 | 4,800.00 | - | 4,800.00 | 108,386.88 |
| MARQUEZ MANZO FORTINO | BARRENDERO | 18/03/2019 | 2 | 3 | 50,400.00 | - | 4,900.00 | - | 2,100.00 | - | - | 56,208.28 | - | 113,608.28 | 4,800.00 | - | 4,800.00 | 108,808.28 |
| MENDEZ VELASCO MARIA DE LOS A | ANALISTA | 18/08/1986 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,593.00 | - | - | 69,588.28 | - | 113,739.88 | 4,800.00 | - | 4,800.00 | 108,939.88 |
| PALACIOS CHALCHI GENOVEVA | VIUDA PENSIONADA SLP | 01/03/2004 | 2 | 2 | 48,014.32 | - | 10,002.98 | - | - | - | - | 19,200.00 | 10,784.00 | 88,001.30 | - | - | - | 88,001.30 |
| SALEM PUCHETA NATIVIDAD | VIUDA PENSIONADA SLP | 02/10/1994 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| SUAREZ DIAZ ANTONIA | VIUDA PENSIONADA SLP | 30/09/1994 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| RAMIRES MAURA | VIUDA PENSIONADA SLP | 01/02/1995 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| DOMINGUEZ REYES TEODORA | VIUDA PENSIONADA SLP | 01/02/1995 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| REYES MODESTO INES | VIUDA PENSIONADA SLP | 16/01/1996 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| LOPEZ HERNANDEZ JOAQUINA JUANITA | VIUDA PENSIONADA SLP | 16/03/1996 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| TRONCOSO MENDOZA ROSALIA | VIUDA PENSIONADA SLP | 01/09/1997 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| RAMIREZ PEREZ MARIA DE LOURDES | VIUDA PENSIONADA SLP | 16/02/2000 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| DIAZ TORRES ANTONIA | VIUDA PENSIONADA SLP | 16/05/2003 | 2 | 2 | 48,470.81 | - | 10,098.09 | - | - | - | - | 19,200.00 | 10,784.00 | 88,552.90 | - | - | - | 88,552.90 |
| TRIANA RIVERA WILLIAMS DE JESUS | CABO DE CUADRILLA | 01/06/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,500.00 | - | - | 72,828.28 | - | 116,886.88 | 4,800.00 | - | 4,800.00 | 112,086.88 |
| GARCIA APANGO JULIAN | AUX.DE MANTENIMIENTO | 20/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| MARTINEZ HERNANDEZ JESUS HIBARDO | AUXILIAR DE MANTENIMIENTO | 17/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| CAMPOS GARCIA JAVIER ALEJANDRO | AUXILIAR DE MANTENIMIENTO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| GERTRUDIS JIMENEZ JOSUE | AUXILIAR | 01/04/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,399.00 | - | - | 47,016.28 | - | 118,211.78 | 4,800.00 | - | 4,800.00 | 113,411.78 |
| COLUNGA GONZALO | AUX.DE MANTENIMIENTO | 01/01/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,400.00 | - | - | 47,028.28 | - | 118,224.78 | 4,800.00 | - | 4,800.00 | 113,424.78 |
| PEREZ GOMEZ JUAN | AUX.DE MANTENIMIENTO | 16/03/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,400.00 | - | - | 47,028.28 | - | 118,224.78 | 4,800.00 | - | 4,800.00 | 113,424.78 |
| ESPINOSA CRUZ DURGA MARIA | SECRETARIA | 15/03/1990 | 2 | 3 | 39,312.00 | - | 3,822.00 | - | 3,750.00 | - | - | 71,196.28 | 500.00 | 118,580.28 | 4,800.00 | - | 4,800.00 | 113,780.28 |
| GONZALEZ TRONCOZO TERESA | VIUDA PENSIONADA SLP | 16/02/2019 | 2 | 2 | 50,373.29 | - | 10,494.44 | - | - | - | - | 19,200.00 | 10,784.00 | 90,851.73 | - | - | - | 90,851.73 |
| BETANCOURT SILVA NAYELI DE JESUS | ASISTENTE EDUCATIVA | 01/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 118,711.28 | 4,800.00 | - | 4,800.00 | 113,911.28 |
| LAGUNES ACIERNA YESSICA LIZET | ASISTENTE EDUCATIVA | 01/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 118,711.28 | 4,800.00 | - | 4,800.00 | 113,911.28 |
| FIGUEREO SANCHEZ JAMIE JUDITH | MAESTRA | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| PEREZ SANTOS MARED | MAESTRA | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| SOSA ZAVALETA YEHIMIRI YARITZA | MAESTRA | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| GUATZOZON ANASTACIO MAYELI | ASISTENTE EDUCATIVA | 26/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| ESQUEDA HERNANDEZ MAYRA BERENICE | ASISTENTE EDUCATIVA | 06/03/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| COLORADO LARA CLAUDIA | ASISTENTE EDUCATIVA | 01/03/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| VALENCIA MORALES MA ADELAIDA | ASISTENTE EDUCATIVA | 15/09/1984 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| MORALES BALLESTEROS MARIA ISABEL | ASISTENTE EDUCATIVA | 16/06/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| CARRANZA CAPETILLO ZORAIDA | ASISTENTE EDUCATIVA | 16/08/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| TOTOZINTLE ZEPEDA GABRIELA | ASISTENTE EDUCATIVA | 01/12/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| FERIA SOSA ADRIANA | ASISTENTE EDUCATIVA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| PARADA ZAPO MARLENE | ASISTENTE EDUCATIVA | 04/06/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| PEREZ BURELA MA GUADALUPE | ASISTENTE EDUCATIVA | 01/06/1988 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| BENITEZ HUERTA VICENTA | ASISTENTE EDUCATIVA | 01/09/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| CERON ROJAS ARIANNA | ASISTENTE EDUCATIVA | 01/09/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| GONZALEZ TEJEDA CLAUDIA KAREN | ASISTENTE EDUCATIVA | 16/04/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| JIMENEZ GAMBOA ADRIANA | ASISTENTE EDUCATIVA | 16/08/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| GONZALEZ BOLAÑOS ARLESI ISABEL | ASISTENTE EDUCATIVA | 16/08/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| MELENDEZ DOLORES DIANA | ASISTENTE EDUCATIVA | 22/07/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| SALAS PEREZ MARISOL | ASISTENTE EDUCATIVA | 16/08/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| ORTIZ MEDINA ALMA GUADALUPE | ASISTENTE EDUCATIVA | 01/06/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| CRUZ CERVANTES MARIA ISABEL | ASISTENTE EDUCATIVA | 20/03/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| ROMERO QUIROZ ADRIANA | ASISTENTE EDUCATIVA | 25/07/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| JACOME PUEBLA VIRIDIANA MERCEDES | ASISTENTE EDUCATIVA | 21/07/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| MORALES FERTO PAHOLA CATALINA | ASISTENTE EDUCATIVA | 19/09/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| HERNANDEZ LEON GLORIA | ASISTENTE EDUCATIVA | 01/08/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| AGUIRRE CERVANTES YANIN | ASISTENTE EDUCATIVA | 20/09/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| MONTIEL BRANVIA SARA ANGELINES | ASISTENTE EDUCATIVA | 11/09/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| CRUZ PARRA GLADYS | ASISTENTE EDUCATIVA | 16/01/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| RAMIREZ LEAL PRISCILA | ASISTENTE EDUCATIVA | 20/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| RIVAS ARELLANO NILDA GUADALUPE | ASISTENTE EDUCATIVA | 20/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| FLORES SANCHEZ JAZMIN | AUXILIAR | 16/04/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| HERNANDEZ MORALES SANDRA LUZ | AUXILIAR | 01/04/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| LARA TEPETLA PERSIDA | ENCARGADO DE AREA | 16/09/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| MEDINA MENDOZA FABIOLA JAZMIN | ENCARGADO DE AREA | 01/09/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| CORDOBA VAZQUEZ DENISSE | MAESTRA | 01/04/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| GUEVARA FLORES AMERICA CECILIA | NIÑERA | 15/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LOPEZ RINCON NOHEMI | ASISTENTE EDUCATIVA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| OSORIO RODRIGUEZ ARLENDY BEATRIZ | ASISTENTE EDUCATIVA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| CARDENAS AGUIRRE MARTHA MARIA | ASISTENTE EDUCATIVA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| USCANGA VAZQUEZ KARLA YADIRA | ASISTENTE EDUCATIVA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | 500.00 | 118,712.93 | 4,800.00 | - | 4,800.00 | 113,912.93 |
| PEREZ FLORES CECILIA | MAESTRA | 16/10/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 118,724.78 | 4,800.00 | - | 4,800.00 | 113,924.78 |
| MORA CANO PAULA | VIUDA PENSIONADA SLP | 01/04/2004 | 2 | 2 | 50,416.00 | - | 10,503.33 | - | - | - | - | 19,200.00 | 10,784.00 | 90,903.33 | - | - | - | 90,903.33 |
| RODRIGUEZ GALINDO IRENE | VIUDA PENSIONADA SLP | 01/01/2004 | 2 | 2 | 50,919.25 | - | 10,608.18 | - | - | - | - | 19,200.00 | 10,784.00 | 91,511.43 | - | - | - | 91,511.43 |
| HERRERA MARTINEZ MARIA ISABEL | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| FABIAN LANDA EFRAIN | CABO DE CUADRILLA | 01/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| GUTIERREZ CRUZ ANGEL | CABO DE CUADRILLA | 19/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| CRUZ IBARIAS JOSE ANGEL | CABO DE CUADRILLA | 01/09/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| AGUILAR DIAZ ALEJO FRANCISCO | CABO DE CUADRILLA | 01/10/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| VILLALOBOS REYES GRACIANO | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| FERNANDEZ SANCHEZ JAVIER | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| FUNES MORA JAIR | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| GARCIA AGUSTIN GONZALO | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| GONZALEZ ENRIQUEZ JOSUE | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| VELAZQUEZ ESQUIVEL CARLOS | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| FLORES COLORADO RAYMUNDO | CABO DE CUADRILLA | 01/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| CHAGAL VALLEJO MARCO DANIEL | CABO DE CUADRILLA | 01/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| GUATIRROJO ACOSTA JOSE MARIA | CABO DE CUADRILLA | 20/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| PARRA CASTRO DAVID | CABO DE CUADRILLA | 08/05/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| ARZOLA VAZQUEZ JUAN MANUEL | CABO DE CUADRILLA | 15/05/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| REYES REYES ROGELIO | CABO DE CUADRILLA | 21/05/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| SANCHEZ ESTRADA LUIS CLEMENTE | CABO DE CUADRILLA | 22/06/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| ROJAS HERNANDEZ ROGELIO | CABO DE CUADRILLA | 08/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| MEZA VALENZUELA ENRIQUE | CABO DE CUADRILLA | 08/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| MACEDA CERON SERGIO | CABO DE CUADRILLA | 16/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| HERNANDEZ RUIZ JUAN ANTONIO | CABO DE CUADRILLA | 01/09/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| HERNANDEZ GOMEZ JONATHAN | CABO DE CUADRILLA | 01/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| CANELA HERNANDEZ SAMUEL | CABO DE CUADRILLA | 19/10/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| LEAL JOSE LUIS | CABO DE CUADRILLA | 16/03/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| MONTERO RIVERA PEDRO | CABO DE CUADRILLA | 01/03/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| CIPRES MARTINEZ JOSE RAUL | CABO DE CUADRILLA | 01/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| PIMIENTA GONZALEZ FRANCISCO JAVIER | CABO DE CUADRILLA | 21/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| HURTADO RODRIGUEZ MOISES AARON | CABO DE CUADRILLA | 01/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| MIXTEGA IGNOT ALEXIS EDUARDO | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| GORRIZ BARCENAS RAUL | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| VELAZQUEZ MARIN DIEGO ISAAC | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| JIMENEZ RIVERA GUSTAVO ADOLFO | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| RODRIGUEZ URBANO CARLOS JARED | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| RIOS RODRIGUEZ GABRIEL | CABO DE CUADRILLA | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| PALMEROS TORRES RUBEN | CABO DE CUADRILLA | 01/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| BECKER LAGUNES JOSE ARMANDO | CABO DE CUADRILLA | 01/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| AGUIRRE HERNANDEZ IRMA | RECEPCIONISTA | 01/02/2011 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| FRANCISCO FRANCISCO MARIA | CABO DE CUADRILLA | 23/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| RODRIGUEZ BALLESTEROS BEATRIZ | CABO DE CUADRILLA | 01/09/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| JIMENEZ VAZQUEZ NATALIA | CABO DE CUADRILLA | 16/01/2015 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| VELAZQUEZ QUIROZ PERLA | CABO DE CUADRILLA | 16/07/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| GUTIERREZ ACEVEDO MARIA DE LA LUZ | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| JUAREZ PEREZ ALICIA | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| CRUZ CRUZ NORMA DE JESUS | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| GONZALEZ MUÑOZ LUZ LEONOR | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| JIMENEZ CASTRO ANA XOCHITL | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| JIMENEZ VAZQUEZ JUANA IRENE | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| URBINA NAVARRETE PATRICIA | CABO DE CUADRILLA | 16/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| NATO ALVARADO ARELY | CABO DE CUADRILLA | 18/07/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | 500.00 | 120,528.28 | 3,000.00 | - | 3,000.00 | 117,528.28 |
| PALACIOS ALONSO TOMAS | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 1,167.00 | - | - | 41,595.88 | - | 121,762.88 | 1,767.60 | - | 1,767.60 | 119,995.28 |
| ORTIZ DE LA CRUZ OMAR ADOLFO | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 1,167.00 | - | - | 41,595.88 | - | 121,762.88 | 1,767.60 | - | 1,767.60 | 119,995.28 |
| LARA GARCIA MARISELA | VIUDA PENSIONADA SLP | 16/09/2018 | 2 | 2 | 53,974.62 | - | 11,244.71 | - | - | - | - | 19,200.00 | 10,784.00 | 95,203.33 | - | - | - | 95,203.33 |
| REYES CAZARIN GUADALUPE DE BELEM | AUXILIAR | 02/01/2016 | 2 | 3 | 83,998.80 | - | 8,166.55 | - | - | - | - | 31,394.68 | - | 123,560.03 | 3,566.40 | - | 3,566.40 | 119,993.63 |
| GARCIA PACHECO YOLANDA | AUXILIAR | 16/03/2011 | 3 | 2 | 60,000.00 | - | 5,833.33 | - | - | - | - | 57,228.28 | 500.00 | 123,561.61 | 4,800.00 | 12,600.00 | 17,400.00 | 106,161.61 |
| OLIVARES GONZALEZ JORGE | AUXILIAR | 20/03/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| TORRES CARRILLO FERNANDO | PSICOLOGO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MONREAL FLORES LUZ DEL CARMEN | ODONTOLOGO | 01/01/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MENDEZ BELTRAN MANUEL FERNANDO | ASISTENTE EDUCATIVA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| JAIME SALAS SERGIO | AUXILIAR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| SAAVEDRA OCHOA JUAN GABRIEL | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| CRUZ SERVIN CARLOS GABRIEL | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| REYES FIERRO MARCOS DE JESUS | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| DOMINGUEZ ESTRADA HECTOR OTILIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| LUNA OLIVARES EDER DE JESUS | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| RODRIGUEZ LOPEZ ORLANDO DE JESUS | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| FABIAN PEREZ JULIO CESAR | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| AGUIRRE VARGAS BERNARDO IVAN | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| BUSTAMANTE JUNCO JUAN CARLOS ANTONIO | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| CASTRO ELVIRA QUIRINO | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| LEMUS BACA LEONARDO | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| QUIROZ CABRERA RUBEN | AUXILIAR | 16/10/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| RODRIGUEZ ROSALES SERGIO | AUXILIAR | 01/03/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| SERDAN ROMERO CARLOS MIGUEL | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MORALES LARA VICTOR NARCISO | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| VERDEJO ASCANIO JOSE ALBERTO | ENC. DE AREA | 01/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| ALEGRIA HERNANDEZ ANGEL | ENCARGADO DE AREA | 16/01/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| URIBE PEÑA EDUARDO ANTONIO | AUXILIAR ADMINISTRATIVO | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| OLGUIN GAMBOA ORLANDO | PSICOLOGO | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| HERNANDEZ LOPEZ VICTOR JOSIAS | PSICOLOGO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| CONTRERAS VALLADARES JOSUE | ASISTENTE EDUCATIVA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| AGUILAR RODRIGUEZ JOSE ANTONIO | AUX.OPERATIVO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| ZUÑIGA VARILLA JOSE LUCIO | AUX.OPERATIVO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| LORDMENDEZ CABRERA ELIEZER | AUXILIAR | 15/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| GARCIA GARCIA CARLOS ALONSO | AUXILIAR ADMINISTRATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| TEJEDA DOMINGUEZ GONZALO | AUXILIAR ADMINISTRATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| PRIETO PARRA SERAFIN | AUXILIAR ADMINISTRATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| LANDEROS CORTES BEATRIZ | AUXILIAR ADMINISTRATIVO | 01/04/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CABRERA ARREOLA ROSA | ODONTOLOGO | 01/01/1993 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| SOTELO RIVERA ANGELICA | ODONTOLOGO | 01/07/1993 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GIJON VARELA MA. TERESA | ODONTOLOGO | 15/05/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ACEVEDO ALVARADO ROSA MARIA | ODONTOLOGO | 17/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| PENSADO GOMEZ MIRIAM | ODONTOLOGO | 01/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ORTIZ PERCINO MARIELLA | PSICOLOGO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CAMPOS ROMERO ALICIA | PSICOLOGO | 17/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ROMERO SUSUNAGA MARTHA | PSICOLOGO | 01/07/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CUELLAR GORDILLO VIVIANA | PSICOLOGO | 01/09/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| HERNANDEZ RAMIREZ ERIKA BERENICE | NUTRIOLOGO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RODRIGUEZ MOJICA CLAUDIA MARLENE | ODONTOLOGO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| MENDEZ MARTINEZ ROSELY MASSIEL | PSICOLOGO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CALDERON MARTINEZ YALILIEE | ASISTENTE | 03/07/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ROSAS OCHOA ANGELICA | ENCARGADO DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| HERNANDEZ MAGRO CISNEROS LAURA ELENA | MAESTRA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GUTIERREZ GARCIA MONICA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| MORALES BUSTOS CLAUDIA ILIANA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GARCIA PACHECO YAZMIN ARELY | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CAMPOS SANCHEZ MARIA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| VALENZUELA LOPEZ ROSA CRISTINA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| BOLAÑOS DELGADILLO REYNA ABIGAIL | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| BENITEZ NICOLAS MERCEDES | AUXILIAR | 01/07/2016 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| BARILLAS RODRIGUEZ REYNA ELIDETH | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CASTRO GUEVARA JULIA MARINA | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| DIAZ HERNANDEZ GUADALUPE DEL CARMEN | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ELVIRA CADENA MARTHA ALICIA | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GONZALEZ CRUZ MIRNA LUZ | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| HERNANDEZ ARZABA YESSICA | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RIVERA GONZALEZ MONTSERRAT | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RUIZ SALAZAR ROSALIA SARAI | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| TEJEDA FERNANDEZ JACQUELINE | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| VEGA RIOS SILVIA JANET | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GARCIA MARTINEZ AURELIA | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GONZALEZ RAMIREZ BEATRIZ | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| HERNANDEZ GARCIA PERLA BEATRIZ | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| HERNANDEZ GONZALEZ XOCHITL | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| MARTINEZ HERNANDEZ OLGA LILIA | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| VELASCO MARTINEZ LIDIA FABIOLA | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| CONTRERAS YADIRA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| MERCADO CHAGOYA DIANA | TRABAJADORA SOCIAL | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GOMEZ RULLAN MERCEDES | NUTRIOLOGO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RODRIGUEZ RODRIGUEZ KATIA MARLENE | ODONTOLOGO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| JUAREZ ESPINOSA SUNNY YADIRA | PSICOLOGO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VIVANCO MONTANE DIANA HELIDED | PSICOLOGO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ZAMORA FALCON MARIA ISABEL | PSICOLOGO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RODRIGUEZ REVELES PIA SAMANTHA | PSICOLOGO | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| VALERIO UREÑA CLARA FLOR | PSICOLOGO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ORTIZ HERNANDEZ SANDRA LISBETH | PSICOLOGO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| AQUINO CAÑAS ANA PATRICIA | PSICOLOGO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GOMEZ DOMINGUEZ SURISADAI | AUXILIAR ADMINISTRATIVO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| PUGA PALACIOS PERLA GUADALUPE | CAPACITADOR ELECTRONICA Y REF. | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| BEJARANO MORENO YAJAIRA DE JESUS | ENC. VINCULACION LABORAL Y CON | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| DE JESUS PEREZ MARIA DE LOS ANGELES | ENCARGADO DE AREA | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| SANCHEZ MENDEZ MARICELA | ENCARGADO DE INAPAM | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| TORRES RAMIREZ LIZBETH YANET | AUX.OPERATIVO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RAZO PECH MARIA FERNANDA | AUX.OPERATIVO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| MARTINEZ GARCIA MARTHA IMELDA | AUX.OPERATIVO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| PRISCILIANO SILVA PAULINA | AUX.OPERATIVO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| LOPEZ ALBA JULIA DEL CARMEN | AUXILIAR ADMINISTRATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| HERRERA PORRAS MICHELLE | AUXILIAR ADMINISTRATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| ISAMAN GARCIA PETRA | VIUDA PENSIONADA SLP | 01/10/1998 | 2 | 2 | 56,583.07 | - | 11,788.14 | - | - | - | - | 19,200.00 | 10,784.00 | 98,355.21 | - | - | - | 98,355.21 |
| VALLE TAPIA LUIS ANGEL | CABO DE CUADRILLA | 31/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 54,900.28 | - | 126,667.93 | 4,800.00 | - | 4,800.00 | 121,867.93 |
| PEREZ TEJEDA MARIA DEL CARMEN | AUXILIAR | 01/01/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 54,900.28 | - | 126,667.93 | 4,800.00 | - | 4,800.00 | 121,867.93 |
| LOZANO MURILLO ALICIA IVETTE | AUXILIAR OPERATIVO | 28/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,985.00 | - | - | 54,912.28 | - | 126,693.78 | 4,800.00 | - | 4,800.00 | 121,893.78 |
| CALVO MANTILLA ALFREDO RODOLFO | AUXILIAR DE ASEO "A" | 16/07/1999 | 3 | 2 | 72,000.00 | - | 7,000.00 | - | - | - | - | 47,748.28 | - | 126,748.28 | 4,800.00 | 15,120.00 | 19,920.00 | 106,828.28 |
| GARCIA DIAZ GUSTAVO JOSE | INSPECTOR DE COMERCIO | 15/01/1992 | 3 | 2 | 72,000.00 | - | 7,000.00 | - | - | - | - | 47,748.28 | - | 126,748.28 | 4,800.00 | 15,120.00 | 19,920.00 | 106,828.28 |
| ARANO UTRERA HUGO | AUXILIAR | 01/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 58,836.28 | - | 127,003.93 | 4,800.00 | - | 4,800.00 | 122,203.93 |
| GUEVARA GUEVARA NICOLAS | INSPECTOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 58,836.28 | - | 127,003.93 | 4,800.00 | - | 4,800.00 | 122,203.93 |
| SERRANO GONZALEZ LEONARDO | INSPECTOR | 01/06/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 58,836.28 | - | 127,003.93 | 4,800.00 | - | 4,800.00 | 122,203.93 |
| JEREZANO MEDINA ISRAEL | INSPECTOR | 16/06/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 58,836.28 | - | 127,003.93 | 4,800.00 | - | 4,800.00 | 122,203.93 |
| GUEVARA CRUZ BIBIANA | SUPERVISOR | 30/06/2001 | 3 | 2 | 72,000.00 | - | 7,000.00 | - | - | - | - | 47,748.28 | 500.00 | 127,248.28 | 4,800.00 | 15,120.00 | 19,920.00 | 107,328.28 |
| MUÑOZ COBOS MIRTHA CANDELARIA | AUXILIAR ADMINISTRATIVO | 16/01/2011 | 3 | 2 | 72,000.00 | - | 7,000.00 | - | - | - | - | 47,748.28 | 500.00 | 127,248.28 | 4,800.00 | 15,120.00 | 19,920.00 | 107,328.28 |
| FERNANDEZ ASCENCIO GONZALO | AUXILIAR | 01/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,436.28 | - | 127,603.93 | 4,800.00 | - | 4,800.00 | 122,803.93 |
| LOPEZ MONTOYA PEDRO ADRIAN | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,917.00 | - | - | 62,628.28 | - | 131,379.93 | 4,800.00 | - | 4,800.00 | 126,579.93 |
| LOBATO SALINAS CRESENCIO | CABO DE CUADRILLA | 28/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 2,333.00 | - | - | 59,436.28 | - | 131,553.93 | 4,800.00 | - | 4,800.00 | 126,753.93 |
| MORALES RAMIREZ EDUARDO DE JESUS | CABO DE CUADRILLA | 29/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 2,333.00 | - | - | 59,436.28 | - | 131,553.93 | 4,800.00 | - | 4,800.00 | 126,753.93 |
| MARTINEZ MALPICA MIRIAM | ASISTENTE EDUCATIVA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,917.00 | - | - | 62,628.28 | 500.00 | 131,879.93 | 4,800.00 | - | 4,800.00 | 127,079.93 |
| CASTRO DELFIN YUVIA MONTSERRAT | ASISTENTE EDUCATIVA | 02/08/2004 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,917.00 | - | - | 62,628.28 | 500.00 | 131,879.93 | 4,800.00 | - | 4,800.00 | 127,079.93 |
| FLORES MARTINEZ JOSEFINA | VIUDA PENSIONADA SLP | 17/03/2015 | 2 | 2 | 61,852.39 | - | 12,885.92 | - | - | - | - | 19,200.00 | 10,784.00 | 104,722.31 | - | - | - | 104,722.31 |
| ZAPATA CASILLAS ERICK OLAF | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | - | 133,247.78 | 4,800.00 | - | 4,800.00 | 128,447.78 |
| GARCIA SILVA JOSEFINA | ENFERMERA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,735.93 | 4,800.00 | - | 4,800.00 | 128,935.93 |
| SALINAS RAMIREZ MIRIAM | COCINERA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| ROSAS BAEZ INGRID LIDUVINA | ASISTENTE EDUCATIVA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| ORTIZ ROMAN LESLIE EVANGELINA | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| LEON GARCIA HILDA DEL CARMEN | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| MEDINA PEGUEROS EDILMA | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| RODRIGUEZ AGUILAR IVONNE | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| GASCA VAZQUEZ PATRICIA | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| TAPIA VAZQUEZ ARACELI | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| PEGUEROS LARA CARMEN | MAESTRA | 01/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 3,081.00 | - | - | 64,320.28 | 500.00 | 133,747.78 | 4,800.00 | - | 4,800.00 | 128,947.78 |
| LEON MUÑOZ VERENICE | VIUDA PENSIONADA SLP | 01/11/1998 | 2 | 2 | 62,849.93 | - | 13,093.74 | - | - | - | - | 19,200.00 | 10,784.00 | 105,927.67 | - | - | - | 105,927.67 |
| RIVADENEYRA MUÑOZ BEATRIZ | COORDINADOR DE EVENTOS ESPECI | 01/04/1994 | 3 | 2 | 84,000.00 | - | 8,166.67 | - | - | - | - | 41,297.08 | 500.00 | 133,963.75 | 4,800.00 | 8,668.80 | 13,468.80 | 120,494.95 |
| SANCHEZ CRUZ ENRIQUETA | VIUDA PENSIONADA SLP | 01/07/1999 | 2 | 2 | 63,330.75 | - | 13,193.91 | - | - | - | - | 19,200.00 | 10,784.00 | 106,508.66 | - | - | - | 106,508.66 |
| SAVIÑON ISLAS GREGORIO | INSPECTOR | 14/02/2005 | 3 | 2 | 79,560.00 | - | 7,735.00 | - | - | - | - | 49,335.88 | - | 136,630.88 | 4,800.00 | 16,707.60 | 21,507.60 | 115,123.28 |
| NAVA HERNANDEZ ABRAHAM | AUXILIAR ADMINISTRATIVO | 16/04/1990 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 68,628.28 | - | 136,795.93 | 4,800.00 | - | 4,800.00 | 131,995.93 |
| PEREZ HERNANDEZ CANDELARIA | VIUDA PENSIONADA SLP | 16/08/2001 | 2 | 2 | 65,375.48 | - | 13,619.89 | - | - | - | - | 19,200.00 | 10,784.00 | 108,979.37 | - | - | - | 108,979.37 |
| MORGAS CARLOS VICENTE | BODEGUERO | 15/08/1995 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 2,333.00 | - | - | 56,403.88 | - | 137,736.88 | 1,767.60 | - | 1,767.60 | 135,969.28 |
| MARQUEZ GARCIA MARCOS | AUXILIAR DE MANTENIMIENTO | 16/10/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GALAN GONZALEZ FERNANDO ADRIAN | ASESOR JURIDICO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CEBALLOS MONTES GUILLERMO ANGEL | ASESOR JURIDICO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PATLANI MEXICANO FERNANDO | ASESOR JURIDICO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| FLORES FLORES NESTOR DANIEL | ASESOR JURIDICO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERMIDA MARTINEZ MIGUEL ARCANGEL | ASESOR JURIDICO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MORALES ARAIZA LUIS ANTONIO | ASISTENTE | 15/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LÓPEZ CARMONA FRANCISCO JAVIER | AUXILIAR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GOMEZ DOMINGUEZ CALEB ISAIAS | AUXILIAR | 15/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CHAVEZ CHAVEZ OCTAVIO FEDERICO | MEDICO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MONDRAGON RAMOS RUBEN | MEDICO | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GUILLEN RODRIGUEZ RAFAEL | NUTRIOLOGO | 01/01/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MENDOZA GARCIA JULIO CESAR | NUTRIOLOGO | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| TAPIA RICO YORI | NUTRIOLOGO | 01/01/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VAZQUEZ AGUILAR JOSE ALBERTO | MEDICO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VALLE SANCHEZ DANIEL EDGARDO | MEDICO | 01/04/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MARTINEZ CAZARIN RAYMUNDO JESUS | MEDICO | 01/04/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RODRIGUEZ DIAZ JUAN JOSE | MAESTRA | 01/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DIEZ MARMOL OSCAR FRANCISCO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MONTERO HEREDIA HECTOR BERNARDO | AUX.OPERATIVO | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GUTIERREZ MIGUEL ANGEL | AUXILIAR | 30/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DOMINGUEZ LARA JOSE LUIS | AUXILIAR | 30/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RODRIGUEZ GONZALEZ ALFONSO | AUXILIAR | 15/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ARREDONDO VEYTIA ENRIQUE | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ARCINIEGA CRUZ ANTONIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CORIA AGUILAR GERARDO | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERRERA GARCIA LUIS | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SANCHEZ COSTA JESUS ALBERTO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GARCIA VAZQUEZ PASCASIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GONZALEZ HERMIDA JUAN IGNACIO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ZAMUDIO IBARRA MELISSA NOHEMI | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HUERTA SANTIAGO LEONARDO DANIEL | AUXILIAR ADMINISTRATIVO | 18/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RIO CARDENAS FAUSTO | AUXILIAR ADMINISTRATIVO | 15/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PEÑA OVANDO HECTOR LUIS | ENC. DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MERLIN REYES JOSE FRANCISCO | ENC. DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AGUILERA NAVA IGNACIO | ENC. DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MARTINEZ TEPOLE JESUS ALEJANDRO | ENCARGADO DE AREA | 16/01/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PONCE LOPEZ EDITH | AUXILIAR ADMINISTRATIVO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CAPISTRAN ALARCON ISIS | COORDINADORA ADMINISTRATIVA | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HUESCA GARCIA LAURA ARACELI | ENCARGADO DE AREA | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CHOL VELASCO ALEJANDRA | ENCARGADO DE UNIDAD | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RODRIGUEZ GARCIA ROSALIA DEL CARMEN | ENCARGADO DE UNIDAD | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CRUZ PEREZ ERIK | COORDINADORA ADMINISTRATIVA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ HERNANDEZ ESTEBAN | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CEBALLOS AGUILAR CESAR | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LOPEZ ARVIZU ANGEL GUADALUPE | ENC. DE AREA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ GUEVARA JORDY ALEJANDRO | ENC. DE AREA | 17/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LANDA PEREZ LUIS FELIPE | ENC. DE AREA | 17/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LOPEZ GONZALEZ DANIEL | ENCARGADO DE UNIDAD | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ELOS MORALES HILARION GILDARDO | ENCARGADO DE UNIDAD | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LEON ALMANZA GUSTAVO | ENCARGADO DE UNIDAD | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| JACOME DE LA HOZ JORGE ENRIQUE | ENC. DE AREA | 01/01/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 3,150.00 | - | - | 65,028.28 | - | 137,958.98 | 4,800.00 | - | 4,800.00 | 133,158.98 |
| PATIÑO SANTIAGO MAURO | ASESOR JURIDICO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| PERALTA BONALES JOAQUIN GUILLERMO | MEDICO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | - | 137,974.78 | 4,800.00 | - | 4,800.00 | 133,174.78 |
| GARCIA MONTOYA SERGIO | ENC. DE AREA | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 3,150.00 | - | - | 65,028.28 | - | 138,006.38 | 4,800.00 | - | 4,800.00 | 133,206.38 |
| QUEZADA ORTIZ JOSE NAHIN | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| GUEVARA RUIZ LUIS ANGEL | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| CORDERO RODRIGUEZ ARTURO | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| SANCHEZ CLARA BENJAMIN | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 3,150.00 | - | - | 65,028.28 | - | 138,093.28 | 4,800.00 | - | 4,800.00 | 133,293.28 |
| CHAVEZ CRUZ SONIA CRISTINA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| TOBON SANTOS YULENI | AUXILIAR | 16/10/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GUERRERO COLINA ALICIA | AUXILIAR ADMINISTRATIVO | 15/02/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GONZALEZ SANABRIA ESTRELLA DE GUADALUP | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PABOLA FLORES SELENE | ASESOR JURIDICO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GONZALEZ LOPEZ MARIA DOLORES | ASISTENTE | 01/08/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| JEREZANO AGUIRRE MONICA DE LOS ANGELE | ASISTENTE | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| BRAVO GUZMAN SOCORRO | AUXILIAR ADMINISTRATIVO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GUTIERREZ ZAMORA VEGA MARIA DEL PILAR | AUXILIAR ADMINISTRATIVO | 15/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| SALAS GOMEZ NELLY DEL CARMEN | AUXILIAR ADMINISTRATIVO | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VAZQUEZ RENDON LORENA | MEDICO | 01/09/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RUIZ SALAS DOLORES | MEDICO | 01/09/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GIRON HERNANDEZ FIDELFA | MEDICO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LORENZO SANCHEZ MARGARITA | MEDICO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CAMACHO LOYA ROSA ELVIA | NUTRIOLOGO | 16/01/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LARA PEREZ CIRA MARIA | NUTRIOLOGO | 16/01/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LANDA LOPEZ MA. DEL ROSARIO | NUTRIOLOGO | 01/06/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MOLINA TOMASA | NUTRIOLOGO | 18/07/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PACHECO GARCIA MARIA ROSALINDA | NUTRIOLOGO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VICARTE PEREZ ARACELY | NUTRIOLOGO | 21/09/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RAMIREZ HERNANDEZ ELVIRA | NUTRIOLOGO | 16/01/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| URREA CAMPOS MARIA ELENA | NUTRIOLOGO | 17/09/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GONZALEZ MORALES GUADALUPE | NUTRIOLOGO | 16/07/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LOPEZ CRUZ VIRGINIA | NUTRIOLOGO | 01/06/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| FLORES VILLALOBOS VIRIDIANA | PSICOLOGO | 26/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LEYVA ROJAS MARTHA | DOCTOR | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| FLORES ARAIZA CLAUDIA ELENA | DOCTOR | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CORDERO GARCIA MICHELLE | MEDICO | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MORA MARTINEZ KATTYA ESMERALDA | MEDICO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| REYES FLORES WENDY ABIGAIL | NUTRIOLOGO | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MORA ROMAN NADIA CAROLINA | PSICOLOGO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LOBATO DOMINGUEZ DENISSE MICHELLE | PSICOLOGO | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VALDEZ ALMANZA GRECIA ELIZABETH | JEFE DE AREA | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ROSAS PADILLA LESLI YAREMI | ASISTENTE EDUCATIVA | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PANTOJA BETANCOURT LETICIA | AUXILIAR | 16/08/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GONZALEZ BETANCOURT SUSANA | DELEGADO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GONGORA FERNANDEZ CLAUDIA ANGELICA | DELEGADO | 20/04/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RAMOS GARCIA ANA ALEJANDRA | DELEGADO | 01/11/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MARIN TELLEZ NANCY | DELEGADO | 01/11/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ZAMORA JACOME REBECA | DELEGADO | 24/01/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| XALA AMBROS JULIA | DELEGADO | 01/06/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GONZALEZ GONDON ELVIRA | DELEGADO | 01/06/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VICENTE MARTINEZ YUNARY ARLETT | DELEGADO | 01/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| JIMENEZ PEÑA MARIA EUGENIA | SECRETARIA | 13/07/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| SANTOS PEÑA ERIKA DEL PILAR | SECRETARIA DEPTO. DE COORDINAC | 01/08/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MARTINEZ GONZALEZ MARGARITA IVONNE | ASISTENTE | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LOPEZ VELAZQUEZ MARIA DEL CARMEN | AUXILIAR | 01/01/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| BORGES CAJINA LORENA | AUXILIAR | 16/03/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ROJO RODRIGUEZ XOCHITL CYNTHIA | DELEGADO | 16/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| JEREZ AQUINO ELIZABETH | ENCARGADO DE MODULOS E INV. | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ORTEGA CESPEDES LEYDA LYSETTE | NUTRIOLOGO | 08/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LEAL ZARATE GABRIELA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| DOMINGUEZ LARA ANAHI | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MORA MARIA DEL CARMEN | AUXILIAR | 30/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| SANTIAGO FERIA LEONOR | AUXILIAR | 30/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PEREZ LOPEZ ALMA GRICELDA | AUXILIAR | 30/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PECH CANUL MARIA GUADALUPE | AUXILIAR | 30/03/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| DELFIN MOTA MIRNA | AUXILIAR | 15/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ DELGADO FRANCISCA | AUXILIAR | 15/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MALPICA FLORES ELIZABETH GLADIS | AUXILIAR ADMINISTRATIVO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CORTES SANTIAGO GUADALUPE ISABEL | AUXILIAR ADMINISTRATIVO | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RAMIREZ HIDALGO BRENDA MERCEDES | AUXILIAR ADMINISTRATIVO | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| VEGA GONZALEZ MARIA ISABEL | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RODRIGUEZ ALEMAN ROSA ESTELA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| RAMIREZ GARCIA JEFSIBA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| NOGUERA GARCIA ELOISA | AUXILIAR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LOPEZ CASSAY GABRIELA DE LOS ANGE | DELEGADO | 18/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,474.78 | 4,800.00 | - | 4,800.00 | 133,674.78 |
| FUENTES CRUZ CECILIA DEL CARMEN | ASISTENTE EDUCATIVA | 01/11/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,593.00 | - | - | 69,588.28 | 500.00 | 139,515.93 | 4,800.00 | - | 4,800.00 | 134,715.93 |
| URUCHURTU FARFAN NORMA LIDIA | AUXILIAR EDUCATIVA | 01/11/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,593.00 | - | - | 69,588.28 | 500.00 | 139,515.93 | 4,800.00 | - | 4,800.00 | 134,715.93 |
| GARCIA ANDRADE FRANCISCA | MAESTRA | 16/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,593.00 | - | - | 69,588.28 | 500.00 | 139,515.93 | 4,800.00 | - | 4,800.00 | 134,715.93 |
| MORALES RAMON MARIA ESTHER | INSTRUCTOR DE YOGA | 16/05/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,593.00 | - | - | 69,588.28 | 500.00 | 139,515.93 | 4,800.00 | - | 4,800.00 | 134,715.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| CHACHA LEYVA MINERVA | VIUDA PENSIONADA SLP | 01/01/2003 | 2 | 2 | 68,313.80 | - | 14,232.04 | - | - | - | - | 19,200.00 | 10,784.00 | 112,529.84 | - | - | - | 112,529.84 |
| MUNDO GOMEZ FRANCISCO JAVIER | AYUDANTE | 10/08/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,149.00 | - | - | 67,980.28 | - | 140,913.93 | 4,800.00 | - | 4,800.00 | 136,113.93 |
| SANTOS GONZALEZ OMAR | CABO "A" | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,149.00 | - | - | 67,980.28 | - | 140,913.93 | 4,800.00 | - | 4,800.00 | 136,113.93 |
| RUIZ MARTINEZ ALEYDIS CARLOTA | AUXILIAR | 16/08/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| GUTIERREZ CUELLAR IVONNE | AUXILIAR ADMINISTRATIVO | 06/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| RUIZ JAIME REYNA PATRICIA | AUXILIAR ADMINISTRATIVO | 23/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| MARTINEZ UTRERA JOSEFINA | AUXILIAR ADMINISTRATIVO | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| RAMOS JIMENEZ KARLA | AUXILIAR ADMINISTRATIVO A | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| MUÑOZ GARCIA ITZEL NAYBIT | COORDINADOR | 04/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| CHAVEZ VELAZQUEZ MARIA DE LOURDES | SUPERVISOR | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| DIAZ DAPA MARIA ANA ISABEL | SUPERVISOR | 01/09/2016 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| RIVERA CALDERON EZEQUIEL | AUX.OPERATIVO | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| LARA PRADO FIDEL | AUXILIAR OPERATIVO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| ROSADO HERNANDEZ ADRIEL YERDANI | COORDINADOR | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| GARCES GARCIA GILDARDO | ELECTRICISTA | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| ROJAS HERRERA JOSE ALBERTO | ELECTRICISTA | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| CAMPOS OLVERA JULIO CESAR | ELECTRICISTA | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| CRUZ ARANO IVAN | ELECTRICISTA | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| PERALTA PALACIOS ADRIAN | ELECTRICISTA | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| SANTIAGO CALLES IBIS ALBERTO | ELECTRICISTA | 10/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| GARCIA ORTELA LUIS ALBERTO | ELECTRICISTA | 06/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| ALDAZABA FLORES NOE | OPERADOR | 09/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| MARTINEZ SOSA CARLOS EFREN | OPERADOR | 15/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| LAGUNES JUAREZ EDER | SUPERVISOR | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| BERNAL LOPEZ MELQUICEDET | SUPERVISOR | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| LICONA ACOSTA JESUS GIOVAN | SUPERVISOR | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| MURILLO LAGUNES GILBERTO | VELADOR MERCADO V.C. | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,004.28 | - | 140,938.93 | 4,800.00 | - | 4,800.00 | 136,138.93 |
| CAZARIN ESCOBAR RENE FELIPE | OPERADOR | 28/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 68,004.28 | - | 140,950.78 | 4,800.00 | - | 4,800.00 | 136,150.78 |
| REYES MONTES JOSE MANUEL | SUPERVISOR | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 68,004.28 | - | 140,950.78 | 4,800.00 | - | 4,800.00 | 136,150.78 |
| OJEDA MENDOZA IVAN MICHELLE | SUPERVISOR | 13/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,150.00 | - | - | 68,004.28 | - | 140,950.78 | 4,800.00 | - | 4,800.00 | 136,150.78 |
| VERGARA DAZAS ANAI | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| HERNANDEZ COLORES YEYNI IDARAI | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| CRUZ SANCHEZ JULIA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| ONTIVEROS GONZALEZ VICENTE | BODEGUERO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| VILLANUEVA GARRIDO CESAR AUGUSTO | BODEGUERO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| GARCIA PEÑA DAVID | CABO DE CUADRILLA | 19/01/2000 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| HERNANDEZ SANTOS FRANCISCO VINICIO | CABO DE CUADRILLA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| MORALES RAMOS CARLOS ALBERTO | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| GARCIA TELLEZ RAFAEL RAMON | SUPERVISOR | 01/02/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| ENRIQUEZ PONCE LUIS FERNANDO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| OSORIO MENDEZ JORGE | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 71,928.28 | - | 141,262.93 | 4,800.00 | - | 4,800.00 | 136,462.93 |
| BECERRIL GUTIERREZ LUIS FERNANDO | SUPERVISOR | 24/03/2006 | 2 | 3 | 96,001.20 | - | 9,333.45 | - | - | - | - | 36,111.88 | - | 141,446.53 | 8,283.60 | - | 8,283.60 | 133,162.93 |
| NAJERA HERRERA MARCO ANTONIO | CABO DE CUADRILLA | 23/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,149.00 | - | - | 68,796.28 | - | 141,729.93 | 4,800.00 | - | 4,800.00 | 136,929.93 |
| ROJAS FERMAN BRENDA LESLY | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| AGUIRRE REYES JOSE OCTAVIO | BODEGUERO | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| FARIAS HERNANDEZ BENITO | ELECTRICISTA | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LOPEZ ALONSO ANGEL | ELECTRICISTA | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| DIAZ MORALES EDUARDO FRANCISCO | SUPERVISOR | 21/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| DIAZ ISRAEL | SUPERVISOR | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| BARRIENTOS DIAZ JUAN JESUS | SUPERVISOR | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| GARCIA PICOT JUVENCIO | VELADOR MERCADO V.C. | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 68,808.28 | - | 141,742.93 | 4,800.00 | - | 4,800.00 | 136,942.93 |
| ONTIVEROS HINDMAN MARIA LUISA | AUXILIAR OPERATIVO | 01/01/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 3,150.00 | - | - | 68,808.28 | - | 141,738.98 | 4,800.00 | - | 4,800.00 | 136,938.98 |
| OSORIO ACEVEDO ISAI | SUPERVISOR | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 3,150.00 | - | - | 68,808.28 | - | 141,786.38 | 4,800.00 | - | 4,800.00 | 136,986.38 |
| LOPEZ CAMPOS EFREN | SUPERVISOR | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 3,150.00 | - | - | 68,808.28 | - | 141,786.38 | 4,800.00 | - | 4,800.00 | 136,986.38 |
| SALVADOR VASQUEZ ROSALIA | AUXILIAR (INCAPACITADO PROVISIO | 17/05/2002 | 2 | 3 | 96,000.00 | - | 9,333.33 | - | - | - | - | 36,111.88 | 500.00 | 141,945.21 | 8,283.60 | - | 8,283.60 | 133,661.61 |
| RUIZ SALAS NORBERTA | ASESOR JURIDICO | 16/03/1995 | 2 | 3 | 96,001.20 | - | 9,333.45 | - | - | - | - | 36,111.88 | 500.00 | 141,946.53 | 8,283.60 | - | 8,283.60 | 133,662.93 |
| HERNANDEZ NOVERON MA. VICTORIA | VIUDA PENSIONADA SLP | 01/06/2001 | 2 | 2 | 69,662.50 | - | 14,513.02 | - | - | - | - | 19,200.00 | 10,784.00 | 114,159.52 | - | - | - | 114,159.52 |
| QUINTERO SENTECO ISABEL | VIUDA PENSIONADA SLP | 16/06/2001 | 2 | 2 | 69,662.50 | - | 14,513.02 | - | - | - | - | 19,200.00 | 10,784.00 | 114,159.52 | - | - | - | 114,159.52 |
| BARRIENTOS LILI LORENZA | VIUDA PENSIONADA SLP | 01/04/2002 | 2 | 2 | 69,662.50 | - | 14,513.02 | - | - | - | - | 19,200.00 | 10,784.00 | 114,159.52 | - | - | - | 114,159.52 |
| PONCE MARTINEZ MARGARITA MARIA | VIUDA PENSIONADA SLP | 01/02/2003 | 2 | 2 | 69,662.50 | - | 14,513.02 | - | - | - | - | 19,200.00 | 10,784.00 | 114,159.52 | - | - | - | 114,159.52 |
| MARTINEZ ESCOBEDO BELARMINA | VIUDA PENSIONADA SLP | 01/06/2003 | 2 | 2 | 69,662.50 | - | 14,513.02 | - | - | - | - | 19,200.00 | 10,784.00 | 114,159.52 | - | - | - | 114,159.52 |
| ESPINOSA MAZA LISSET | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 72,828.28 | - | 142,162.93 | 4,800.00 | - | 4,800.00 | 137,362.93 |
| CABRERA HERNANDEZ TITO ALBERTO | ELECTRICISTA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 72,828.28 | - | 142,162.93 | 4,800.00 | - | 4,800.00 | 137,362.93 |
| GONZALEZ CALLEJA GONZALO | ELECTRICISTA | 16/07/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 72,828.28 | - | 142,162.93 | 4,800.00 | - | 4,800.00 | 137,362.93 |
| FLORES GONZALEZ GENOVEVA | VIUDA PENSIONADA SLP | 15/02/2007 | 2 | 2 | 70,285.82 | - | 14,642.88 | - | - | - | - | 19,200.00 | 10,784.00 | 114,912.70 | - | - | - | 114,912.70 |
| OCHOA GOMEZ BENJAMIN ANDRES | VELADOR | 01/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,593.00 | - | - | 69,588.28 | - | 142,965.93 | 4,800.00 | - | 4,800.00 | 138,165.93 |
| CORDOBA RODRIGUEZ JESUS | CABO DE CUADRILLA | 01/06/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 5,740.00 | - | - | 97,080.28 | - | 143,378.88 | 4,800.00 | - | 4,800.00 | 138,578.88 |
| ANAYA GONZALEZ GRACIELA | VIUDA PENSIONADA SLP | 16/03/2002 | 2 | 2 | 71,531.08 | - | 14,902.31 | - | - | - | - | 19,200.00 | 10,784.00 | 116,417.39 | - | - | - | 116,417.39 |
| CONTRERAS ALBINO LOURDES | VIUDA PENSIONADA SLP | 01/09/2010 | 2 | 2 | 71,777.66 | - | 14,953.68 | - | - | - | - | 19,200.00 | 10,784.00 | 116,715.34 | - | - | - | 116,715.34 |
| VELASQUEZ AREVALO ESTEBAN | CABO DE CUADRILLA | 01/06/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 5,740.00 | - | - | 98,556.28 | - | 144,854.88 | 4,800.00 | - | 4,800.00 | 140,054.88 |
| RAMIREZ GUZMAN ANA KAREN | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 2,217.00 | - | - | 64,395.88 | - | 145,612.88 | 1,767.60 | - | 1,767.60 | 143,845.28 |
| DOMINGUEZ MORALES MARIA ASUNCION | VIUDA PENSIONADA SLP | 16/03/2009 | 2 | 2 | 74,503.30 | - | 15,521.52 | - | - | - | - | 19,200.00 | 10,784.00 | 120,008.82 | - | - | - | 120,008.82 |
| JIMENEZ CRUZ ANTONIA | VIUDA PENSIONADA SLP | 01/11/2011 | 2 | 2 | 74,503.30 | - | 15,521.52 | - | - | - | - | 19,200.00 | 10,784.00 | 120,008.82 | - | - | - | 120,008.82 |
| CANDELARIO AVALOS ALEJANDRINA | VIUDA PENSIONADA SLP | 16/07/2013 | 2 | 2 | 74,503.30 | - | 15,521.52 | - | - | - | - | 19,200.00 | 10,784.00 | 120,008.82 | - | - | - | 120,008.82 |
| SANCHEZ GODINEZ AGUSTINA | VIUDA PENSIONADA SLP | 16/01/2014 | 2 | 2 | 74,503.30 | - | 15,521.52 | - | - | - | - | 19,200.00 | 10,784.00 | 120,008.82 | - | - | - | 120,008.82 |
| VILLA QUIJANO MARIA | VIUDA PENSIONADA SLP | 01/01/2019 | 2 | 2 | 74,503.30 | - | 15,521.52 | - | - | - | - | 19,200.00 | 10,784.00 | 120,008.82 | - | - | - | 120,008.82 |
| PARRA JUAREZ ANDREA | VIUDA PENSIONADA SLP | 16/01/2008 | 2 | 2 | 74,503.67 | - | 15,521.60 | - | - | - | - | 19,200.00 | 10,784.00 | 120,009.27 | - | - | - | 120,009.27 |
| AGAMA MORALES MARIA DE LA PIEDAD | ADMINISTRADOR | 01/01/2014 | 2 | 3 | 101,401.20 | - | 9,858.45 | - | - | - | - | 36,975.88 | - | 148,235.53 | 9,147.60 | - | 9,147.60 | 139,087.93 |
| MARTINEZ CARRANZA MARIA | VIUDA PENSIONADA SLP | 10/04/2015 | 2 | 2 | 75,201.08 | - | 15,666.89 | - | - | - | - | 19,200.00 | 10,784.00 | 120,851.97 | - | - | - | 120,851.97 |
| VAZQUEZ ESCALANTE MARIA ELENA | VIUDA PENSIONADA SLP | 15/01/2018 | 2 | 2 | 75,201.08 | - | 15,666.89 | - | - | - | - | 19,200.00 | 10,784.00 | 120,851.97 | - | - | - | 120,851.97 |
| GONZALEZ CASTILLO MARIA ELENA | VIUDA PENSIONADA SLP | 01/11/2003 | 2 | 2 | 75,295.21 | - | 15,686.50 | - | - | - | - | 19,200.00 | 10,784.00 | 120,965.71 | - | - | - | 120,965.71 |
| MAYORAL GUZMAN REYNA | VIUDA PENSIONADA SLP | 01/02/2007 | 2 | 2 | 75,612.98 | - | 15,752.70 | - | - | - | - | 19,200.00 | 10,784.00 | 121,349.68 | - | - | - | 121,349.68 |
| CASTRO SARMIENTO JESUS | SUPERVISOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,083.00 | - | - | 79,536.28 | - | 149,453.93 | 4,800.00 | - | 4,800.00 | 144,653.93 |
| BECERRIL MENDOZA SAMUEL | AUXILIAR | 01/07/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 4,667.00 | - | - | 92,628.28 | - | 149,960.63 | 4,800.00 | - | 4,800.00 | 145,160.63 |
| HERNANDEZ HERVIS EDGAR | LOGISTICA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GOMEZ CRUZ ALBERTO MANUEL | AUX.OPERATIVO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| DIAZ ROMERO ROBERTO | TOPOGRAFO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| RAMOS GAMAS JAVIER | DOCTOR | 23/03/1987 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| RODRIGUEZ PACHECO YOLANDA | VIUDA PENSIONADA SLP | 01/04/2014 | 2 | 2 | 77,497.56 | - | 16,145.33 | - | - | - | - | 19,200.00 | 10,784.00 | 123,626.89 | - | - | - | 123,626.89 |
| HERNANDEZ ALMANZA MARIA ANTONIA | VIUDA PENSIONADA SLP | 16/12/2016 | 2 | 2 | 77,497.56 | - | 16,145.33 | - | - | - | - | 19,200.00 | 10,784.00 | 123,626.89 | - | - | - | 123,626.89 |
| GUTIERREZ HUERTA MARGARITA | VIUDA PENSIONADA SLP | 13/02/2017 | 2 | 2 | 77,497.56 | - | 16,145.33 | - | - | - | - | 19,200.00 | 10,784.00 | 123,626.89 | - | - | - | 123,626.89 |
| TECAN SANCHEZ MARIBEL | VIUDA PENSIONADA SLP | 01/04/2019 | 2 | 2 | 77,497.56 | - | 16,145.33 | - | - | - | - | 19,200.00 | 10,784.00 | 123,626.89 | - | - | - | 123,626.89 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LOPEZ CERVANTES CLAUDIA MARISOL | VIUDA PENSIONADA SLP | 01/06/2020 | 2 | 2 | 77,497.56 | - | 16,145.33 | - | - | - | - | 19,200.00 | 10,784.00 | 123,626.89 | - | - | - | 123,626.89 |
| DE DIOS ACOSTA SANDRA | VIUDA PENSIONADA SLP | 06/02/2010 | 2 | 2 | 77,503.10 | - | 16,146.48 | - | - | - | - | 19,200.00 | 10,784.00 | 123,633.58 | - | - | - | 123,633.58 |
| RAVELO HERNANDEZ ABEDALIA | AUX.OPERATIVO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| ALVAREZ TIRADO LIA SARAI | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| ESPARZA CARDONA LILIA CATALINA | PSICOLOGO | 25/06/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| SANTES LOPEZ MARTHA | SECRETARIA | 01/02/2018 | 2 | 3 | 63,597.60 | - | 6,183.10 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,625.98 | 4,800.00 | - | 4,800.00 | 146,825.98 |
| CARLOS LOPEZ AMADA CAROLINA | ABOGADO | 06/08/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| VAZQUEZ OLAN ARLENE | AUX.COORD.PSIC. | 02/08/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| VELAZQUEZ HERNANDEZ DENISSE | AUXILIAR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| BARRERA NAVARRETE ELIZABETH | AUXILIAR | 01/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| MARTINEZ MAZA MARYLINDA | TECNICO PROFESIONAL | 16/01/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| HERNANDEZ VAZQUEZ MIRNA | TRABAJADORA SOCIAL | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| FRIKE RIVERA CLARISA | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| ROMERO SANCHEZ HILARIA | VIUDA PENSIONADA SLP | 01/09/2017 | 2 | 2 | 77,678.24 | - | 16,182.97 | - | - | - | - | 19,200.00 | 10,784.00 | 123,845.21 | - | - | - | 123,845.21 |
| RAMIREZ ZAVALETA INES | VIUDA PENSIONADA SLP | 16/01/2010 | 2 | 2 | 77,686.69 | - | 16,184.73 | - | - | - | - | 19,200.00 | 10,784.00 | 123,855.42 | - | - | - | 123,855.42 |
| PONCE DELGADO JUANA | VIUDA PENSIONADA SLP | 01/11/2008 | 2 | 2 | 77,951.66 | - | 16,239.93 | - | - | - | - | 19,200.00 | 10,784.00 | 124,175.59 | - | - | - | 124,175.59 |
| MARTINEZ CRUZ GLORIA | VIUDA PENSIONADA SLP | 01/09/2011 | 2 | 2 | 77,951.66 | - | 16,239.93 | - | - | - | - | 19,200.00 | 10,784.00 | 124,175.59 | - | - | - | 124,175.59 |
| XIGUIL GALAN TERESA | VIUDA PENSIONADA SLP | 01/11/2016 | 2 | 2 | 78,468.14 | - | 16,347.53 | - | - | - | - | 19,200.00 | 10,784.00 | 124,799.67 | - | - | - | 124,799.67 |
| CRUZ RAMIREZ CENOBIA | VIUDA PENSIONADA SLP | 01/07/2019 | 2 | 2 | 78,468.14 | - | 16,347.53 | - | - | - | - | 19,200.00 | 10,784.00 | 124,799.67 | - | - | - | 124,799.67 |
| SANTIAGO LUCINDA | VIUDA PENSIONADA SLP | 01/01/2009 | 2 | 2 | 78,678.68 | - | 16,391.39 | - | - | - | - | 19,200.00 | 10,784.00 | 125,054.07 | - | - | - | 125,054.07 |
| RAMIREZ DELGADO AMADA | VIUDA PENSIONADA SLP | 16/11/2016 | 2 | 2 | 78,678.68 | - | 16,391.39 | - | - | - | - | 19,200.00 | 10,784.00 | 125,054.07 | - | - | - | 125,054.07 |
| CRUZ RAMOS FRANCISCO JAVIER | AUXILIAR | 25/07/2005 | 3 | 2 | 86,486.40 | - | 8,408.40 | - | - | - | - | 57,990.28 | - | 152,885.08 | 12,000.00 | 18,162.00 | 30,162.00 | 122,723.08 |
| FERNANDEZ GARCIA MATILDE | ENCARGADO DE AREA | 01/01/1992 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 49,459.48 | 500.00 | 155,292.81 | 12,000.00 | 9,631.20 | 21,631.20 | 133,661.61 |
| RAMIREZ TOLEDO NASHELY | SUPERVISOR | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 4,317.00 | - | - | 82,200.28 | - | 156,345.38 | 4,800.00 | - | 4,800.00 | 151,545.38 |
| PALMEROS ROBLES MARCO ANTONIO | AUXILIAR | 01/05/2003 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 51,545.08 | - | 156,878.41 | 12,000.00 | 11,716.80 | 23,716.80 | 133,161.61 |
| AGUSTIN ANICETO MARIA DE LOURDES | VIUDA PENSIONADA SLP | 01/04/2007 | 2 | 2 | 82,522.19 | - | 17,192.12 | - | - | - | - | 19,200.00 | 10,784.00 | 129,698.31 | - | - | - | 129,698.31 |
| OLIVARES MENDIZABAL MARIA TRINIDAD | VIUDA PENSIONADA SLP | 01/05/2000 | 2 | 2 | 82,930.18 | - | 17,277.12 | - | - | - | - | 19,200.00 | 10,784.00 | 130,191.30 | - | - | - | 130,191.30 |
| PEREZ ECHEVERRIA CARMEN | VIUDA PENSIONADA SLP | 08/02/2016 | 2 | 2 | 83,888.15 | - | 17,476.70 | - | - | - | - | 19,200.00 | 10,784.00 | 131,348.85 | - | - | - | 131,348.85 |
| ROSAS CONTRERAS FLORENCIA | VIUDA PENSIONADA SLP | 16/09/2019 | 2 | 2 | 83,888.15 | - | 17,476.70 | - | - | - | - | 19,200.00 | 10,784.00 | 131,348.85 | - | - | - | 131,348.85 |
| TORRES GONZALES MARGARITA BERNARDA | VIUDA PENSIONADA SLP | 16/11/2002 | 2 | 2 | 84,115.84 | - | 17,524.13 | - | - | - | - | 19,200.00 | 10,784.00 | 131,623.97 | - | - | - | 131,623.97 |
| CRUZ GONZALEZ VIRGINIA | VIUDA PENSIONADA SLP | 14/12/2016 | 2 | 2 | 84,711.56 | - | 17,648.24 | - | - | - | - | 19,200.00 | 10,784.00 | 132,343.80 | - | - | - | 132,343.80 |
| BRAVO BLANCO NORA | SUPERVISOR | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | 500.00 | 161,762.88 | 1,767.60 | - | 1,767.60 | 159,995.28 |
| GARCIA ALVARIO DANIEL | INCAPACITADO PERMANENTE SLP | 01/12/2007 | 2 | 2 | 38,149.40 | - | 7,947.79 | - | - | - | - | 98,628.28 | 18,484.00 | 163,209.47 | - | - | - | 163,209.47 |
| FIERRO BERTITA | VIUDA PENSIONADA SLP | 01/01/2018 | 2 | 2 | 87,529.93 | - | 18,235.40 | - | - | - | - | 19,200.00 | 10,784.00 | 135,749.33 | - | - | - | 135,749.33 |
| PACHECO YEPEZ SILA | VIUDA PENSIONADA SLP | 01/03/2004 | 2 | 2 | 88,062.53 | - | 18,346.36 | - | - | - | - | 19,200.00 | 10,784.00 | 136,392.89 | - | - | - | 136,392.89 |
| SUAREZ RAMIREZ LUZ DEL CARMEN | VIUDA PENSIONADA SLP | 01/08/2004 | 2 | 2 | 88,062.53 | - | 18,346.36 | - | - | - | - | 19,200.00 | 10,784.00 | 136,392.89 | - | - | - | 136,392.89 |
| HERNANDEZ REYES BLANCA LILIA | VIUDA PENSIONADA SLP | 01/08/2004 | 2 | 2 | 88,062.53 | - | 18,346.36 | - | - | - | - | 19,200.00 | 10,784.00 | 136,392.89 | - | - | - | 136,392.89 |
| RODRIGUEZ JONGITUD RAFAEL ANTONIO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MARQUEZ SANCHEZ ALBERTO | AUXILIAR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CISNEROS VAZQUEZ MARIA DEL CARMEN | ANALISTA | 01/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| VERA VELA VICTOR | ADMINISTRADOR | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| TAPIA FERRER FLAVIO ALEXANDER | AUXILIAR ADMINISTRATIVO | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PEREZ GARCIA ROSA ICELA | JEFE DE AREA | 01/03/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ESCAMILLA NIEVES MARIA CRISTINA | VIUDA PENSIONADA SLP | 01/10/2017 | 2 | 2 | 88,414.07 | - | 18,419.60 | - | - | - | - | 19,200.00 | 10,784.00 | 136,817.67 | - | - | - | 136,817.67 |
| THOMAS ARMIDA MELISA | PSICOLOGO | 01/01/2018 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,791.98 | 4,800.00 | - | 4,800.00 | 159,991.98 |
| ESPINOZA BAUZA JULIA ELIZABETH | SECRETARIA | 01/03/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| JACOME CASTILLO FLOR ZULEIMA | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| FLORES ROSAS FLORA | AUXILIAR ADMINISTRATIVO | 16/05/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| REAL HERNANDEZ MA. EUGENIA | SECRETARIA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| HERNANDEZ DOMINGUEZ REYNA DOLORES | AUXILIAR | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| ROSALES LOPEZ ALICIA | MEDICO | 15/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| GONGORA HERNANDEZ ABRIL GABRIELA | ENCARGADA ESCUELADECLAMACIÓ | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| CRUZ PEREZ MARCOS ISAI | SUPERVISOR | 20/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 81,987.88 | - | 165,654.88 | 1,767.60 | - | 1,767.60 | 163,887.28 |
| CRUZ TELLO PEDRO | INCAPACITADO PERMANENTE SLP | 16/04/2003 | 2 | 2 | 38,842.40 | 4,438.80 | 8,092.17 | - | - | - | - | 98,628.28 | 19,034.00 | 169,035.65 | - | - | - | 169,035.65 |
| MORA IZQUIERDO NORBERTO ADRIAN | ELECTRICISTA | 17/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 94,200.28 | - | 169,467.93 | 4,800.00 | - | 4,800.00 | 164,667.93 |
| CHAVEZ MONTES EDMUNDO | SUPERVISOR A | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 94,200.28 | - | 169,467.93 | 4,800.00 | - | 4,800.00 | 164,667.93 |
| RUEDA GARCIA ELOY ENRIQUE | SUPERVISOR | 01/01/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 5,485.00 | - | - | 94,212.28 | - | 169,493.78 | 4,800.00 | - | 4,800.00 | 164,693.78 |
| PEREZ HERNANDEZ LAUREN ELIZABETH | AUXILIAR ADMINISTRATIVO | 01/01/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 98,136.28 | - | 169,803.93 | 4,800.00 | - | 4,800.00 | 165,003.93 |
| LOPEZ DELFIN JUAN CARLOS | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 98,136.28 | - | 169,803.93 | 4,800.00 | - | 4,800.00 | 165,003.93 |
| VILLEGAS VILLEGAS NAGUID BENHUR | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 98,136.28 | - | 169,803.93 | 4,800.00 | - | 4,800.00 | 165,003.93 |
| ORDOÑEZ OJEDA SERGIO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 98,136.28 | - | 169,803.93 | 4,800.00 | - | 4,800.00 | 165,003.93 |
| OSORIO GALEANA SERGIO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 98,136.28 | - | 169,803.93 | 4,800.00 | - | 4,800.00 | 165,003.93 |
| DIAZ BELLO ESTEBAN | SUPERVISOR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 95,616.28 | - | 170,883.93 | 4,800.00 | - | 4,800.00 | 166,083.93 |
| ANDRADE DIAZ FRANCISCO | SUPERVISOR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 95,616.28 | - | 170,883.93 | 4,800.00 | - | 4,800.00 | 166,083.93 |
| FERNANDEZ DIAZ FELIPE DE JESUS | ENCARGADO DE AREA | 16/06/2011 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | - | 171,938.83 | 12,445.20 | - | 12,445.20 | 159,493.63 |
| QUIÑONES BARRON CARLOS ISRAEL | AUXILIAR | 04/04/2006 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | - | 171,938.83 | 12,445.20 | - | 12,445.20 | 159,493.63 |
| RANGEL MARTINEZ ALICIA SUSANA | SECRETARIA | 01/01/1995 | 3 | 2 | 100,800.00 | - | 9,800.00 | - | - | - | - | 60,996.28 | 500.00 | 172,096.28 | 12,000.00 | 21,168.00 | 33,168.00 | 138,928.28 |
| MORA GRIJALVA SERGIO | INCAPACITADO PERMANENTE SLP | 16/03/2015 | 2 | 2 | 37,475.17 | 9,993.60 | 7,807.33 | - | - | - | - | 98,628.28 | 18,484.00 | 172,388.38 | - | - | - | 172,388.38 |
| PEREZ HERNANDEZ OFELIA DELIA | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 89,595.88 | - | 173,262.88 | 1,767.60 | - | 1,767.60 | 171,495.28 |
| CHAVEZ LANDIN ARTURO ALFONSO | AUXILIAR | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 89,595.88 | - | 173,262.88 | 1,767.60 | - | 1,767.60 | 171,495.28 |
| SIERRA HERNANDEZ SALVADOR | INCAPACITADO PERMANENTE SLP | 16/05/2013 | 2 | 2 | 37,766.48 | 10,790.40 | 7,868.02 | - | - | - | - | 98,628.28 | 18,484.00 | 173,537.19 | - | - | - | 173,537.19 |
| CARVAJAL PALACIOS TITO ALFONSO | INCAPACITADO PERMANENTE SLP | 16/02/2018 | 2 | 2 | 38,239.61 | 10,561.20 | 7,966.59 | - | - | - | - | 98,628.28 | 18,484.00 | 173,879.69 | - | - | - | 173,879.69 |
| ARMAS RODRIGUEZ JOKABED | JEFE DE AREA | 26/03/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 104,628.28 | - | 176,295.93 | 4,800.00 | - | 4,800.00 | 171,495.93 |
| FIGUEROA BOJORQUEZ MAYRA VANESSA | JEFE DE AREA | 16/12/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 104,628.28 | - | 176,295.93 | 4,800.00 | - | 4,800.00 | 171,495.93 |
| ELVIRA CADENA LORENA | JEFE DE AREA | 01/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 104,628.28 | - | 176,295.93 | 4,800.00 | - | 4,800.00 | 171,495.93 |
| CRUZ SILVA URIEL | JEFE DE AREA | 16/01/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 104,628.28 | - | 176,295.93 | 4,800.00 | - | 4,800.00 | 171,495.93 |
| HERNANDEZ DIAZ MARIA TERESA | INTENDENTE | 04/06/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | 500.00 | 177,962.93 | 4,800.00 | - | 4,800.00 | 173,162.93 |
| MENDEZ LOPEZ SILVIA | INTENDENTE | 16/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | 500.00 | 177,962.93 | 4,800.00 | - | 4,800.00 | 173,162.93 |
| SANDOVAL ARMENTA BRENDA LETICIA | SECRETARIA | 01/02/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | 500.00 | 177,962.93 | 4,800.00 | - | 4,800.00 | 173,162.93 |
| RAMIREZ MURILLO SARAI | LAVANDERA | 23/09/2002 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | 500.00 | 177,962.93 | 4,800.00 | - | 4,800.00 | 173,162.93 |
| FERNANDEZ GALINDO JOEL | INCAPACITADO PERMANENTE SLP | 01/10/2016 | 2 | 2 | 41,980.30 | 11,594.40 | 8,745.90 | - | - | - | - | 98,628.28 | 19,034.00 | 179,982.88 | - | - | - | 179,982.88 |
| PALACIOS CASTRO MINERVA | VIUDA PENSIONADA SLP | 16/07/2018 | 2 | 2 | 102,720.49 | - | 21,400.10 | - | - | - | - | 19,200.00 | 10,784.00 | 154,104.59 | - | - | - | 154,104.59 |
| DIAZ SALAS FRANCISCO | SUPERVISOR | 02/04/2019 | 2 | 3 | 120,000.00 | - | 11,666.67 | 9,999.60 | - | - | - | 40,273.48 | - | 181,939.75 | 12,445.20 | - | 12,445.20 | 169,494.55 |
| CRUZ NICOLASA | INCAPACITADO PERMANENTE SLP | 16/07/2018 | 2 | 2 | 37,683.58 | 10,407.60 | 7,850.75 | - | - | - | - | 98,628.28 | 28,484.00 | 183,054.21 | - | - | - | 183,054.21 |
| SUAREZ CHIQUITO GENARO | AUX.OPERATIVO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,650.00 | - | - | 107,304.28 | - | 183,738.93 | 4,800.00 | - | 4,800.00 | 178,938.93 |
| RAMON PACHECO MARIA DE LOS ANGELES | INCAPACITADO PERMANENTE SLP | 01/03/2018 | 2 | 2 | 39,512.84 | 10,912.80 | 8,231.84 | - | - | - | - | 98,628.28 | 28,484.00 | 185,769.77 | - | - | - | 185,769.77 |
| MENDOZA SANCHEZ SILVINA | INCAPACITADO PERMANENTE SLP | 01/10/2016 | 2 | 2 | 40,686.03 | 11,236.80 | 8,476.26 | - | - | - | - | 98,628.28 | 28,484.00 | 187,511.37 | - | - | - | 187,511.37 |
| RAMIREZ ARENAS RUBEN MARTIN | AUXILIAR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| RAMIREZ SANDOVAL ROBERTO | COORDINADOR | 16/10/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| GALLARDO CRUZ MARIA DEL CARMEN | AUXILIAR ADMINISTRATIVO | 01/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | 500.00 | 188,095.88 | 1,767.60 | - | 1,767.60 | 186,328.28 |
| MARTINEZ GARCIA ESPERANZA | SUPERVISOR | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | 500.00 | 188,095.88 | 1,767.60 | - | 1,767.60 | 186,328.28 |
| TIBURCIO HERNANDEZ DELTA ESTELA | AUXILIAR | 01/01/2001 | 3 | 2 | 114,008.64 | - | 11,084.17 | - | - | - | - | 63,770.68 | 500.00 | 189,363.49 | 12,000.00 | 23,942.40 | 35,942.40 | 153,421.09 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| PANIAGUA RIOS MARIO ALBERTO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| GALINDO FRIAS ALEJANDRO EMIGDIO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| NIETO ORTEGA RICARDO JAVIER | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| MARTINEZ HERNANDEZ LUIS ANDRES | ABOGADO | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| CARRILLO BOGARD PATRICIA | AUXILIAR | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| DE LA MAZA BRAVO AINA | AUXILIAR | 01/03/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| FIGUEROA RIVAS TERESA DE JESUS | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| UTRERA MERCEDES | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| ROMERO RUEDA MARIA CATALINA | JEFE DE AREA | 01/02/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| RUIZ ATILANO ANA MARIA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| MORALES DE LA CRUZ SUGEY | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| LOPEZ CASTILLO JOSE ROBERTO | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 120,000.00 | - | 11,666.67 | 5,000.40 | - | - | - | 57,228.28 | - | 193,895.35 | 16,800.00 | 12,600.00 | 29,400.00 | 164,495.35 |
| GALINDO ALVAREZ EUGENIO | AUX.OPERATIVO | 06/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| LARA DURAN CRISTOFHER ALBERTO | AUX.OPERATIVO | 06/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CASTRO ROQUE JOAQUIN | AUX.OPERATIVO | 21/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CASTILLO VAZQUEZ EMMANUEL | AUX.OPERATIVO | 04/07/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| RAMIREZ ROSAS VICTOR DANIEL | AUX.OPERATIVO | 21/08/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CRUZ ESPINOZA HECTOR DANIEL | AUX.OPERATIVO | 01/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| JUAREZ SALAZAR JOSE EDUARDO | AUX.OPERATIVO | 01/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| APARICIO ORDOÑEZ PEDRO | AUX.OPERATIVO | 06/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GARCIA TORRES ANDRES | AUX.OPERATIVO | 06/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CHAVEZ GOMEZ MOISES | AUX.OPERATIVO | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| RENDON ZURITA ALFREDO | AUX.OPERATIVO | 18/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| RAMIREZ DELFIN RAUDEL | AUX.OPERATIVO | 18/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| TAMEZ PALMA ROMAN | AUX.OPERATIVO | 05/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MONTERO RIVERA ABEL | AUX.OPERATIVO | 25/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MORENO CELSO | AUX.OPERATIVO | 25/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PAREDES GONZALEZ JOSE ANGEL | AUX.OPERATIVO | 01/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PEREZ VAZQUEZ JORGE ABRAHAM | AUX.OPERATIVO | 01/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| DOMINGUEZ MENESES RAFAEL | AUX.OPERATIVO | 30/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| LOPEZ CHAGAL ENRIQUE RAFAEL | AUX.OPERATIVO | 30/03/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GALINDO ALVAREZ GABRIEL | AUX.OPERATIVO | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| RENDON ALVARADO ANGEL IVAN | AUX.OPERATIVO | 16/04/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CAMPOS CORDOVA ISRAEL DAVID | AUX.OPERATIVO | 18/05/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| OCHOA PATRACA CARLOS TIBURCIO | AUX.OPERATIVO | 18/05/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| BRANDER PALLARES CARLOS | AUX.OPERATIVO | 04/06/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GUERRERO CORZO ANTONIO | AUX.OPERATIVO | 02/07/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MARTINEZ VALENZUELA CARLOS ALEJANDRO | AUX.OPERATIVO | 02/07/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PEÑA DZIB RICARDO | AUX.OPERATIVO | 09/07/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| NAVARRO RENDON CARLOS ALBERTO | AUXILIAR OPERATIVO | 16/03/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MARTINEZ CARDEÑA CARLOS ULISES | AUXILIAR OPERATIVO | 08/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| HERNANDEZ PUGA GERARDO DAVID | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CABELLO VAZQUEZ ARTURO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| LARA DURAN ANGEL FRANCISCO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| BAZAN MORENO LUIS FELIPE | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MORENO ROSALES FRANCISCO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| MARTINEZ GARCIA GABRIEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GARCIA CRISANTO JOSE MANUEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| HERNANDEZ CRUZ IGNACIO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CRUZ GUTIERREZ ARTURO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PULIDO TRONCO MAURICIO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| SUMANO RODRIGUEZ FELIX FRANCISCO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MARTINEZ CONTRERAS SALVADOR DE JESUS | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PATRICIO SEQUEDA FELIX | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| AVALOS AGUILAR RODOLFO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MARES BAEZ FRANCISCO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PORTUGAL JIMENEZ ALEJANDRO GABRIEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| MARTINEZ CARDEÑA MISAEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PEREZ TEJEDA MIGUEL ANGEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ROMERO CARVAJAL JUAN ALBERTO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ROSAS MORA MANUEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| HERRERA LARA ISRAEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GARCIA DOMINGUEZ HILARIO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| CAMPOS GUERRERO LUIS ALBERTO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ROSALES MARTINEZ RODOLFO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| REYES SANCHEZ WILIAM | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| RODRIGUEZ MARTINEZ OMAR | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GIL RUIZ GIOVANNI | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| BAUTISTA ALARCON DAN MIZRAIM | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ROMERO PANAMA JUAN | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| DOMINGUEZ FRIAS ABRAHAN | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GUEVARA CAPISTRAN PEDRO JOSE | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ANGELES HERNANDEZ JONAS | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ESPEJO PEREZ DOLORES | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| REYES SANCHEZ REY DAVID | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| PEREZ GAYOSO MIGUEL ANGEL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| GONZALEZ DE LA ROSA GUSTAVO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ROSETE GOMEZ VICTOR MARIANO | SUPERVISOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 108,195.88 | - | 194,195.88 | 1,767.60 | - | 1,767.60 | 192,428.28 |
| ZAMUDIO SANTOS FRANCISCO JAVIER | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,060.00 | - | - | 108,855.88 | - | 194,915.88 | 1,767.60 | - | 1,767.60 | 193,148.28 |
| HERNANDEZ RAMIREZ NORMA LETICIA | INCAPACITADO PERMANENTE SLP | 16/02/2020 | 2 | 2 | 46,577.16 | 12,421.20 | 9,703.58 | - | - | - | - | 98,628.28 | 28,484.00 | 195,814.22 | - | - | - | 195,814.22 |
| PASCACIO DOMINGUEZ CARLOS ALBERTO | AUXILIAR OPERATIVO | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 109,995.88 | - | 195,995.88 | 1,767.60 | - | 1,767.60 | 194,228.28 |
| SAN JUAN PEREZ MARCOS | INCAPACITADO PERMANENTE SLP | 16/09/2015 | 2 | 2 | 51,975.88 | 17,325.60 | 10,828.31 | - | - | - | - | 98,628.28 | 18,484.00 | 197,242.07 | - | - | - | 197,242.07 |
| VARGAS SANTOS KARLA | AUXILIAR ADMINISTRATIVO | 01/06/2016 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 113,595.88 | - | 199,595.88 | 1,767.60 | - | 1,767.60 | 197,828.28 |
| CARRERA MORALES ROBERTO | INCAPACITADO PERMANENTE SLP | 16/02/2015 | 2 | 2 | 55,973.99 | 14,392.80 | 11,661.25 | - | - | - | - | 98,628.28 | 19,034.00 | 199,690.32 | - | - | - | 199,690.32 |
| JACOME MONTERO ANTONIO | JEFE DE MANTENIMIENTO | 07/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,167.00 | - | - | 113,595.88 | - | 200,762.88 | 1,767.60 | - | 1,767.60 | 198,995.28 |
| HERNANDEZ PONCE RAFAEL | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 69,828.28 | - | 201,494.95 | 16,800.00 | 25,200.00 | 42,000.00 | 159,494.95 |
| MORALES PEREZ FELIPA DE JESUS | COORDINADOR | 01/07/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 128,628.28 | - | 202,629.93 | 4,800.00 | - | 4,800.00 | 197,829.93 |
| DIAZ SIERRA MARINA | ADMINISTRADOR | 16/10/2017 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | - | - | - | 45,277.48 | - | 203,277.48 | 17,449.20 | - | 17,449.20 | 185,828.28 |
| PARDO GOMEZ MARIA ASUNCION | AUXILIAR | 04/06/1986 | 3 | 2 | 121,367.76 | - | 11,799.64 | - | - | - | - | 70,115.08 | 500.00 | 203,782.48 | 16,800.00 | 25,486.80 | 42,286.80 | 161,495.68 |
| ORTIZ CRUZ DIEGO | ENC. DE AREA | 01/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 8,972.00 | - | - | 124,908.28 | - | 203,795.28 | 4,800.00 | - | 4,800.00 | 198,995.28 |
| OLIVARES SALOMON JULIO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| LOPEZ CEBALLOS HUMBERTO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ALVAREZ DEL CASTILLO MEJIA ANGEL ARMANDO | ADMINISTRADOR | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 8,983.00 | - | - | 125,028.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| GUTIERREZ ZAMORA VEGA ENRIQUE | CAJERO | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 8,983.00 | - | - | 125,028.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| CASTILLO ROSAS JUAN CARLOS | ENCARGADO DE AREA | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 8,983.00 | - | - | 125,028.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| SCHLESKE RUIZ ALEJANDRO SERGIO | MEDICO | 01/04/2018 | 2 | 3 | 59,997.60 | - | 5,833.10 | - | 9,333.00 | - | - | 128,628.28 | - | 203,791.98 | 4,800.00 | - | 4,800.00 | 198,991.98 |
| QUEVEDO DOMINGUEZ CARLA VIRIDIANA | JEFE DE PERSONAL DEL DIF. | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | 500.00 | 204,295.93 | 4,800.00 | - | 4,800.00 | 199,495.93 |
| DOMINGUEZ LAGUNES VELINA | JEFE DE PERSONAL DEL DIF. | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | 500.00 | 204,295.93 | 4,800.00 | - | 4,800.00 | 199,495.93 |
| TRIGO PEREZ NORA LUISA | TRABAJADORA SOCIAL | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | 500.00 | 204,295.93 | 4,800.00 | - | 4,800.00 | 199,495.93 |
| BELLO SANTAROSA MIROSLAVA | ENC. DE AREA | 16/05/1996 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | 500.00 | 204,295.93 | 4,800.00 | - | 4,800.00 | 199,495.93 |
| HERNANDEZ AUDIFFRED ALIOTH IVONETTE | SECRETARIA PARTICULAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | 500.00 | 204,295.93 | 4,800.00 | - | 4,800.00 | 199,495.93 |
| ZAMORANO MEDINA DANIA ABIGAIL | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 8,167.00 | - | - | 121,287.88 | - | 208,454.88 | 1,767.60 | - | 1,767.60 | 206,687.28 |
| AVILA HERNANDEZ ERICA | COORDINADOR | 01/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,750.00 | - | - | 134,628.28 | - | 209,212.93 | 4,800.00 | - | 4,800.00 | 204,412.93 |
| GONZALEZ TRONCOSO MINERVO | INCAPACITADO PERMANENTE SLP | 16/06/1998 | 2 | 2 | 74,503.30 | - | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 209,727.10 | 2,040.00 | - | 2,040.00 | 207,687.10 |
| BONILLA RIVERA FELIPE DE JESUS | BARRENDERO | 01/04/2020 | 2 | 2 | 77,497.56 | - | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,050.00 | 211,879.91 | 2,859.60 | - | 2,859.60 | 209,020.31 |
| FUENTES CARDENAS JULIO CESAR | PISADOR | 16/01/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,050.00 | 211,879.91 | 2,859.60 | - | 2,859.60 | 209,020.31 |
| ARROYO LAGUNES IRVING DIONEY | CAMPANERO | 01/04/2020 | 2 | 2 | 76,121.89 | - | 22,836.57 | 10,149.60 | - | - | - | 79,172.68 | 24,050.00 | 212,330.74 | 2,709.60 | - | 2,709.60 | 209,621.14 |
| SALAZAR CASTRO MARIO | CAMPANERO | 01/07/2016 | 2 | 2 | 76,121.89 | - | 22,836.57 | 10,149.60 | - | - | - | 79,172.68 | 24,100.00 | 212,380.74 | 2,709.60 | - | 2,709.60 | 209,671.14 |
| NICOLAS VENTURA ANTONIO | INCAPACITADO PERMANENTE SLP | 16/04/2016 | 2 | 2 | 61,998.05 | 20,076.00 | 12,916.26 | - | - | - | - | 98,945.08 | 18,484.00 | 212,419.39 | 316.80 | - | 316.80 | 212,102.59 |
| MENDEZ MEDINA INOCENCIO | INCAPACITADO PERMANENTE SLP | 16/10/2008 | 2 | 2 | 76,827.11 | - | 16,005.65 | - | - | - | - | 101,414.68 | 19,034.00 | 213,281.45 | 2,786.40 | - | 2,786.40 | 210,495.05 |
| MORENO LUTRILLO JOSE HUGO | INCAPACITADO PERMANENTE SLP | 01/11/2008 | 2 | 2 | 76,827.11 | - | 16,005.65 | - | - | - | - | 101,414.68 | 19,034.00 | 213,281.45 | 2,786.40 | - | 2,786.40 | 210,495.05 |
| MAYORAL ESCOBEDO URIEL FRANCISCO | BARRENDERO | 01/03/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,500.00 | 213,913.51 | 2,859.60 | - | 2,859.60 | 211,053.91 |
| PERFECTO ALTAMIRANO BERNARDO | PISADOR | 16/01/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,500.00 | 213,913.51 | 2,859.60 | - | 2,859.60 | 211,053.91 |
| VICENTE UTRERA JOSE URBANO | PISADOR | 16/07/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,500.00 | 213,913.51 | 2,859.60 | - | 2,859.60 | 211,053.91 |
| GOMEZ MENA JESUS FRANCISCO | PISADOR | 01/04/2020 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,500.00 | 213,913.51 | 2,859.60 | - | 2,859.60 | 211,053.91 |
| LOPEZ ROMERO SAMUEL | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,500.00 | 213,913.51 | 2,859.60 | - | 2,859.60 | 211,053.91 |
| CHAVEZ NOLASCO RAMON | DELEGADO | 16/03/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | - | 213,928.88 | 1,767.60 | - | 1,767.60 | 212,161.28 |
| JIMENEZ SOLIS JUAN ANTONIO | JEFATURA DESARROLLO YPROMOC | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | - | 213,928.88 | 1,767.60 | - | 1,767.60 | 212,161.28 |
| PEREZ SUAREZ KEREN | SUBDIRECTORA ESTRATEGICA | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | 500.00 | 214,428.88 | 1,767.60 | - | 1,767.60 | 212,661.28 |
| GIL MAROÑO MARISOL | DELEGADO | 01/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | 500.00 | 214,428.88 | 1,767.60 | - | 1,767.60 | 212,661.28 |
| AVALOS AGUIRRE AILYN ILEANA | DELEGADO | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | 500.00 | 214,428.88 | 1,767.60 | - | 1,767.60 | 212,661.28 |
| DEL PUERTO BRITO MARIA MERCEDES | JEFE DE AREA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,333.00 | - | - | 125,595.88 | 500.00 | 214,428.88 | 1,767.60 | - | 1,767.60 | 212,661.28 |
| RIVERA AGUILAR CESAR | AUXILIAR | 01/08/2005 | 3 | 2 | 129,900.00 | - | 12,629.17 | - | - | - | - | 71,907.88 | - | 214,437.05 | 16,800.00 | 27,279.60 | 44,079.60 | 170,357.45 |
| VEGA VILLEGAS AXEL | BARRENDERO | 01/03/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,050.00 | 214,463.51 | 2,859.60 | - | 2,859.60 | 211,603.91 |
| MONTOYA ORTIZ MODESTO | BARRENDERO | 16/06/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,050.00 | 214,463.51 | 2,859.60 | - | 2,859.60 | 211,603.91 |
| VILLANUEVA VASQUEZ EDUARDO | BARRENDERO | 16/07/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,050.00 | 214,463.51 | 2,859.60 | - | 2,859.60 | 211,603.91 |
| UREÑA HERNANDEZ ALFONSO | BARRENDERO | 16/02/2020 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,050.00 | 214,463.51 | 2,859.60 | - | 2,859.60 | 211,603.91 |
| MATA CRUZ JUSTINO | BARRENDERO | 01/04/2020 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,050.00 | 214,463.51 | 2,859.60 | - | 2,859.60 | 211,603.91 |
| LUNA GUERRA VALENTIN | BARRENDERO | 16/11/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,100.00 | 214,513.51 | 2,859.60 | - | 2,859.60 | 211,653.91 |
| PALA VALENTIN JUAN | BARRENDERO | 01/09/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,100.00 | 214,513.51 | 2,859.60 | - | 2,859.60 | 211,653.91 |
| MENDOZA CUAHTECONTZI CAMERINO | AUXILIAR | 20/02/2008 | 3 | 2 | 132,000.00 | - | 12,833.33 | - | - | - | - | 69,828.28 | - | 214,661.61 | 16,800.00 | 25,200.00 | 42,000.00 | 172,661.61 |
| SANCHEZ DIAZ PEDRO | ASESOR | 01/01/2001 | 3 | 2 | 132,000.00 | - | 12,833.33 | - | - | - | - | 69,828.28 | - | 214,661.61 | 16,800.00 | 25,200.00 | 42,000.00 | 172,661.61 |
| ORDOÑEZ MATA OSVALDO | GANCHERO | 16/10/2015 | 2 | 2 | 78,943.03 | - | 23,682.91 | 7,894.80 | - | - | - | 79,502.68 | 24,650.00 | 214,673.42 | 3,016.80 | - | 3,016.80 | 211,656.62 |
| DOMINGUEZ GALLARDO ANGEL | BARRENDERO | 16/11/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,650.00 | 215,063.51 | 2,859.60 | - | 2,859.60 | 212,203.91 |
| MUÑOZ DELFIN ABIMAEL | BARRENDERO | 16/11/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,650.00 | 215,063.51 | 2,859.60 | - | 2,859.60 | 212,203.91 |
| LOPEZ LUNA MANUEL | BARRENDERO | 16/02/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,650.00 | 215,063.51 | 2,859.60 | - | 2,859.60 | 212,203.91 |
| PALACIOS FELICIANO JUAN CARLOS | BARRENDERO | 16/03/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,650.00 | 215,063.51 | 2,859.60 | - | 2,859.60 | 212,203.91 |
| UTRERA GONZALEZ ERICK ALBERTO | BARRENDERO | 16/04/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,650.00 | 215,063.51 | 2,859.60 | - | 2,859.60 | 212,203.91 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| TEJEDA GARCES JUAN CARLOS | PISADOR | 01/10/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,650.00 | 215,063.51 | 2,859.60 | - | 2,859.60 | 212,203.91 |
| LOPEZ BARRERA MARIO | VACIADOR | 01/04/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 78,420.28 | 24,834.00 | 215,190.81 | 3,126.00 | - | 3,126.00 | 212,064.81 |
| MENDEZ RODRIGUEZ MARCELINO | VACIADOR | 16/09/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 78,420.28 | 24,884.00 | 215,240.81 | 3,126.00 | - | 3,126.00 | 212,114.81 |
| MALDONADO GUZMAN JESUS ENRIQUE | VACIADOR | 16/08/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 78,420.28 | 25,434.00 | 215,790.81 | 3,126.00 | - | 3,126.00 | 212,664.81 |
| VERA MACARENO ROBERTO | VACIADOR | 16/10/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 78,420.28 | 25,434.00 | 215,790.81 | 3,126.00 | - | 3,126.00 | 212,664.81 |
| BOBADILLA JARA ROSA MARINA | AUXILIAR DE LA REGIDURIA DECIMO | 16/08/2000 | 3 | 2 | 135,591.96 | - | 13,182.55 | - | - | - | - | 66,803.08 | 500.00 | 216,077.59 | 16,800.00 | 22,174.80 | 38,974.80 | 177,102.79 |
| PEREZ RAMOS JONATHAN | BODEGUERO | 01/04/2020 | 2 | 2 | 78,943.03 | - | 23,682.91 | 10,525.20 | - | - | - | 79,502.68 | 23,500.00 | 216,153.82 | 3,016.80 | - | 3,016.80 | 213,137.02 |
| ANGELES MORALES PEDRO | GANCHERO | 16/08/2015 | 2 | 2 | 78,943.03 | - | 23,682.91 | 10,525.20 | - | - | - | 79,502.68 | 24,050.00 | 216,703.82 | 3,016.80 | - | 3,016.80 | 213,687.02 |
| LOPEZ CRUZ VALERIANO | BODEGUERO | 01/09/2017 | 2 | 2 | 78,943.03 | - | 23,682.91 | 10,525.20 | - | - | - | 79,502.68 | 24,050.00 | 216,703.82 | 3,016.80 | - | 3,016.80 | 213,687.02 |
| CEDEÑO PALACIOS JOSE MANUEL | ENLACE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| URIBE CRUZ HELIODORO JESUS | JEFE DE ALMACENE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| RODRIGUEZ LASCURAIN CESAR | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| MARTINEZ ALVAREZ MIGUEL ANGEL | DELEGADO DEL ALBERGUE | 16/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 10,150.00 | - | - | 137,028.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| PARRA CHALATE JUAN ANTONIO | VACIADOR | 01/03/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| FLORES CAMPOS LUIS ALBERTO | VACIADOR | 01/03/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| ALFARO CERVANTES CARLOS ALBERTO | VACIADOR | 16/03/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| PROMOTOR UTRERA OCTAVIO ALBERTO | VACIADOR | 16/08/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| CRUZ CAMACHO ULISES | VACIADOR | 01/04/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| JIMENEZ MARTINEZ LUIS ERNESTO | VACIADOR | 01/04/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| CHAVEZ CAMPECHANO RICARDO ANGEL | VACIADOR | 01/04/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,284.00 | 217,306.01 | 3,126.00 | - | 3,126.00 | 214,180.01 |
| ZAMUDIO ROMAN VICTORIA | DELEGADO | 01/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| SANCHEZ HERNANDEZ ELIZABETH | INTENDENTE | 01/04/2020 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| SALINAS PUGA MARICELA | AUXILIAR | 01/01/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| AGUILAR TORRES GEORGINA | DELEGADO DEL ALBERGUE | 07/05/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| MONTIEL MORENO EVELYN IRAIS | JEFE DE DEPARTAMENTO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| AQUINO REBOLLEDO LUCERO | JEFE DEL DEPTO.JURIDICO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| PALACIOS AGUILAR JOSE MANUEL | INCAPACITADO PERMANENTE SLP | 16/06/1991 | 2 | 2 | 74,503.30 | 7,804.80 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 217,531.90 | 2,040.00 | - | 2,040.00 | 215,491.90 |
| CRUZ VARGAS MARLENE DEL PILAR | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 23,500.00 | 217,722.01 | 3,126.00 | - | 3,126.00 | 214,596.01 |
| ZURITA VENEROSO IRINEO | VACIADOR | 16/05/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| CARRASCO CRUZ ANTONIO DE JESUS | VACIADOR | 01/12/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| GONZALEZ MORALES ALEJANDRO | VACIADOR | 16/02/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| AGUILERA ROSARIO TOMAS | VACIADOR | 16/04/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| CALLEJAS CASTRO EMANUEL | VACIADOR | 16/01/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| LOPEZ MEZA JAVIER | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| GARCIA OCHOA JOSE LUIS | VACIADOR | 16/03/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| HUERTA JERONIMO OSCAR JOSE | VACIADOR | 01/04/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| GONZALEZ MORALES IGNACIO | VACIADOR | 16/10/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,834.00 | 217,856.01 | 3,126.00 | - | 3,126.00 | 214,730.01 |
| LOPEZ ANGEL DE JESUS | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| PEÑALBA SANCHEZ YOSI | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| SEGOVIA ALDUCIN ANGEL | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| GARCIA LECHUGA SERGIO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| CASTILLO JIMENEZ ISAAC ISRAEL | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| ESLAVA MENDOZA MARIO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| HERRERA CRUZ VICTOR | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| GALLEGOS AGUILAR CARLOS | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| GARCIA VILLANUEVA ARMANDO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LAGUNES MORALES ARMANDO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| SANTIAGO MARTINEZ VICTOR MANUEL | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| SEGOVIA ALDUCIN ANASTACIO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| MENDEZ RODRIGUEZ MARCO ANTONIO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| REYES MENDOZA AARON | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| ESPINOSA CANELA JUAN CARLOS | VACIADOR | 16/08/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| MIRANDA GARCIA JESUS RAUL | VACIADOR | 16/08/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| LUNA COUARY JAVIER DAVID | VACIADOR | 16/08/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| ROSALES SANCHEZ CARLOS MARTIN | VACIADOR | 08/10/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| REYES RODRIGUEZ ANTONIO | VACIADOR | 01/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| LARA MARIN DELFINO | VACIADOR | 16/09/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| JAHIN RAMIREZ FELIPE | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| DOMINGUEZ MENDOZA JOSE ALBERTO | VACIADOR | 01/07/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 24,884.00 | 217,906.01 | 3,126.00 | - | 3,126.00 | 214,780.01 |
| GARCIA HERNANDEZ EDUARDO | INCAPACITADO PERMANENTE SLP | 16/06/1985 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| ROLDAN VELAZCO ELFEGO | INCAPACITADO PERMANENTE SLP | 16/07/1984 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| AMADOR ALDAN FRANCISCO SOLANO | INCAPACITADO PERMANENTE SLP | 01/03/1990 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| SOTO TADEO GREGORIO | INCAPACITADO PERMANENTE SLP | 16/08/1990 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| OSORIO ZAMORA ALFONSO | INCAPACITADO PERMANENTE SLP | 16/06/1989 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| UTRERA PEREZ JOSE | JUBILADO SLP | 01/03/1988 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| MONTES SANTIAGO RODRIGO | JUBILADO SLP | 16/09/1988 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| CAMPECHANO BAXZI GERVASIO | JUBILADO SLP | 18/02/1992 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| MORALES ORTIZ ABEL | JUBILADO SLP | 16/09/1990 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| GRIJALVA PONCE JESUS | JUBILADO SLP | 01/01/1991 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| CASTILLO LOZANO SALOMON | JUBILADO SLP | 16/01/1991 | 2 | 2 | 74,503.30 | 8,515.20 | 15,521.52 | - | - | - | - | 100,668.28 | 19,034.00 | 218,242.30 | 2,040.00 | - | 2,040.00 | 216,202.30 |
| MORALES HERNANDEZ GERARDO | VACIADOR | 01/09/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| CORONA BARRAN RETH | VACIADOR | 01/09/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| GARCIA ACOSTA LEONCIO | VACIADOR | 01/10/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| TRINIDAD MONTOYA ERNESTO | VACIADOR | 16/08/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| URBINA GARCIA MARIO | VACIADOR | 16/11/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| LEZAMA MARTINEZ LUIS YARET | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| MACEDA LOPEZ CIRILO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| RODRIGUEZ AVILA MIGUEL ANGEL | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| TENORIO MENDOZA MARIANO | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| LÓPEZ MENDEZ CARLOS | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| LOPEZ LUNA ABISAI | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| VAZQUEZ RUIZ LUCIO ABEL | VACIADOR | 16/09/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| ROMAN LOPEZ DAVID | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| CASTELLANOS NARANJOS MOISES | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| GUZMAN HERNANDEZ JUAN ADOLFO | VACIADOR | 01/06/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 218,456.01 | 3,126.00 | - | 3,126.00 | 215,330.01 |
| REYES HERNANDEZ ALDAIR LORETO | AUXILIAR DE SERVICIOS GENERALES | 01/12/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| BARRIOS MORALES SAUL ANTONIO | AUXILIAR DE COMPRAS | 01/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| SANDOVAL SERRANO JOSE MIGUEL | AUXILIAR DE BIBLIOTECA | 01/08/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| QUINTANA GONZALEZ EMILIO | AUXILIAR DE LA DIRECCION DE EDUC | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| AGUILAR MORA LUIS ALBERTO | AUXILIAR DE OBRAS PUBLICAS | 01/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| LOPEZ CORTEZ DAVID GUSTAVO | JEFE DE PERSONAL DEL DIF. | 01/01/2014 | 2 | 3 | 155,998.80 | - | 15,166.55 | - | - | - | - | 47,840.68 | - | 219,006.03 | 20,012.40 | - | 20,012.40 | 198,993.63 |
| MONTES PERDOMO TEODORO | INCAPACITADO PERMANENTE SLP | 01/10/1996 | 2 | 2 | 75,201.08 | 7,878.00 | 15,666.89 | - | - | - | - | 101,237.08 | 19,034.00 | 219,017.06 | 2,608.80 | - | 2,608.80 | 216,408.26 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GONZALEZ RAMOS JOSE ANTONIO | INCAPACITADO PERMANENTE SLP | 16/10/1995 | 2 | 2 | 75,201.08 | 8,594.40 | 15,666.89 | - | - | - | - | 101,237.08 | 18,484.00 | 219,183.46 | 2,608.80 | - | 2,608.80 | 216,574.66 |
| AGUILAR GONZALEZ WENCESLAO | JUBILADO SLP | 16/09/1993 | 2 | 2 | 75,201.08 | 8,594.40 | 15,666.89 | - | - | - | - | 101,237.08 | 18,484.00 | 219,183.46 | 2,608.80 | - | 2,608.80 | 216,574.66 |
| HERNANDEZ MURGUIA DIANA IVALANY | AUXILIAR DE LA DIRECCION DE CATA | 16/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 21,570.00 | 219,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 199,160.41 |
| HERNANDEZ TINOCO ARIADNA | AUXILIAR DE TENENCIA DE LA TIERR | 01/06/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 21,570.00 | 219,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 199,160.41 |
| CORDOBA CARRIZOSA MIRIAM | AUXILIAR ADMINISTRATIVO | 01/01/2001 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 9,800.00 | - | - | 130,395.88 | 500.00 | 219,695.88 | 1,767.60 | - | 1,767.60 | 217,928.28 |
| MATTEOS DIAZ MARYCARMEN | AUXILIAR | 01/06/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 21,570.00 | 220,032.01 | 6,000.00 | 14,871.60 | 20,871.60 | 199,160.41 |
| USCANGA HERNANDEZ CITLALITH | AUXILIAR | 16/10/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 21,570.00 | 220,032.01 | 6,000.00 | 14,871.60 | 20,871.60 | 199,160.41 |
| REYES PALACIOS RUTILIO | AUXILIAR DE LA DIRECCION DE CULT | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| LARRAÑAGA ROJAS ALAN ERNESTO | AUXILIAR DE DESARROLLO ECONOM | 01/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| RIOS BRAVO OMAR ALFREDO | AUXILIAR DE LA DIRECCION DE GOB | 16/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| BERLIN MARISCAL JULIO ARMANDO | AUXILIAR DE OBRAS PUBLICAS | 16/12/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| TOLEDO TIBURCIO CARLOS | INCAPACITADO PERMANENTE SLP | 01/12/1994 | 2 | 2 | 77,951.66 | 7,424.40 | 16,239.93 | - | - | - | - | 101,537.08 | 19,034.00 | 222,187.08 | 2,908.80 | - | 2,908.80 | 219,278.28 |
| PARRA RODRIGUEZ SANTANA | INCAPACITADO PERMANENTE SLP | 01/11/2014 | 2 | 2 | 68,162.60 | 21,422.40 | 14,200.54 | - | - | - | - | 99,978.28 | 19,034.00 | 222,797.82 | 1,350.00 | - | 1,350.00 | 221,447.82 |
| GARCIA OSORIO ELIGIO | JUBILADO SLP | 01/06/1983 | 2 | 2 | 77,395.88 | 8,845.20 | 16,124.14 | - | - | - | - | 101,475.88 | 19,034.00 | 222,875.10 | 2,847.60 | - | 2,847.60 | 220,027.50 |
| LASTRO SANABRIA JUAN ARMANDO | AUXILIAR OPERATIVO | 16/09/2015 | 2 | 2 | 85,195.40 | - | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 24,884.00 | 223,192.71 | 3,696.00 | - | 3,696.00 | 219,496.71 |
| AMADOR MARTINEZ LOURDES BELEM | AUXILIAR DEL REGISTRO CIVIL | 01/10/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| RODAS RODRIGUEZ ERIKA | AUXILIAR DE COMPRAS | 01/07/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| MONROY RODRIGUEZ MARIANA | AUXILIAR DE LA DIRECCION DE CULT | 01/11/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| MARTINEZ ORTIZ LUZ MARIA | AUXILIAR DE INGRESOS DE LA TESO | 01/07/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| HERNANDEZ ROCHA NOHELY MAYRET | AUXILIAR DE LA DIRECCION DE CULT | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| REYES ALDAZABA IVONNE | AUXILIAR DE INTENDENCIA | 01/11/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| MENDOZA HERNANDEZ KARLA IVONE | AUXILIAR DE ASEO DE INTENDENCIA | 01/08/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 25,720.00 | 223,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 203,310.41 |
| LOBATO RODRIGO E. | JUBILADO SLP | 16/03/1996 | 2 | 2 | 77,951.66 | 8,908.80 | 16,239.93 | - | - | - | - | 101,537.08 | 19,034.00 | 223,671.48 | 2,908.80 | - | 2,908.80 | 220,762.68 |
| CERDAN HERNANDEZ FRANCISCO DANIEL | AUXILIAR OPERATIVO | 16/09/2015 | 2 | 2 | 85,195.40 | - | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,434.00 | 223,742.71 | 3,696.00 | - | 3,696.00 | 220,046.71 |
| SANCHEZ MUÑOZ PALOMA ABIGAIL | BARRENDERO | 01/03/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 33,500.00 | 223,913.51 | 2,859.60 | - | 2,859.60 | 221,053.91 |
| PONCE LOPEZ GABRIELA | BARRENDERO | 01/06/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 33,500.00 | 223,913.51 | 2,859.60 | - | 2,859.60 | 221,053.91 |
| BAUTISTA SANTIAGO MIRIAM DEL CARMEN | PISADOR | 16/03/2020 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 33,500.00 | 223,913.51 | 2,859.60 | - | 2,859.60 | 221,053.91 |
| PONCE HERNANDEZ MERCEDES | AUXILIAR | 01/07/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| MONCADA ARRONIZ YOSHIRA MARIEL | AUXILIAR | 01/07/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| PORRAGAS MUÑOZ ANAI | AUXILIAR | 01/06/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| GAMBOA LOPEZ ANA PATRICIA | AUXILIAR | 01/07/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| PEREZ CISNEROS MAYRA | AUXILIAR | 01/08/2018 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| PONTIGO MORALES JANET IVONNE | AUXILIAR | 16/10/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 25,720.00 | 224,182.01 | 6,000.00 | 14,871.60 | 20,871.60 | 203,310.41 |
| SANCHEZ ROSAS EMILIANO | INCAPACITADO PERMANENTE SLP | 02/03/2006 | 2 | 2 | 77,678.24 | 10,357.20 | 16,182.97 | - | - | - | - | 101,507.08 | 19,034.00 | 224,759.50 | 2,878.80 | - | 2,878.80 | 221,880.70 |
| MACIAS BELTRAN JOSE ALFREDO | CAMPANERO | 11/06/2019 | 2 | 2 | 76,121.89 | - | 22,836.57 | 7,611.60 | - | - | - | 86,784.28 | 31,534.50 | 224,888.84 | 2,709.60 | - | 2,709.60 | 222,179.24 |
| GARCIA ACOSTA ROSALINO | JUBILADO SLP | 16/12/1984 | 2 | 2 | 78,842.99 | 9,010.80 | 16,425.62 | - | - | - | - | 101,633.08 | 19,034.00 | 224,946.49 | 3,004.80 | - | 3,004.80 | 221,941.69 |
| GONZALEZ LAYNA PEDRO | JUBILADO SLP | 14/09/1964 | 2 | 2 | 78,976.04 | 9,026.40 | 16,453.34 | - | - | - | - | 101,648.68 | 19,034.00 | 225,138.47 | 3,020.40 | - | 3,020.40 | 222,118.07 |
| BRAVO GUTIERREZ AMERICA JACQUELINE | AUXILIAR | 01/07/2019 | 2 | 2 | 71,001.76 | - | 21,261.08 | - | - | - | - | 111,368.68 | 21,570.00 | 225,201.52 | 6,000.00 | 15,620.40 | 21,620.40 | 203,581.12 |
| GOMEZ ROSALINO ESTEBAN | JUBILADO SLP | 01/11/2005 | 2 | 2 | 77,678.24 | 11,096.40 | 16,182.97 | - | - | - | - | 101,507.08 | 19,034.00 | 225,498.70 | 2,878.80 | - | 2,878.80 | 222,619.90 |
| DIAZ TRONCO BERNARDO | JUBILADO SLP | 01/09/1999 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |
| TEMIX VERA DOMINGO | JUBILADO SLP | 01/12/1999 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |
| LOPEZ CONTRERAS POLICARPO | JUBILADO SLP | 16/03/2001 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |
| GONZALEZ LARA HILARIO | JUBILADO SLP | 01/02/2002 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |
| CORDOBA RAMIREZ MANUEL | JUBILADO SLP | 01/05/2002 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |
| LASCURAIN PEDRAZA FERNANDO | JUBILADO SLP | 16/09/2002 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |
| HERNANDEZ VENEGAS VICTORIANO | JUBILADO SLP | 16/09/2003 | 2 | 2 | 77,686.69 | 11,097.60 | 16,184.73 | - | - | - | - | 101,508.28 | 19,034.00 | 225,511.30 | 2,880.00 | - | 2,880.00 | 222,631.30 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GUZMAN CRUZ MARGARITO GONZALO | JUBILADO SLP | 01/07/1998 | 2 | 2 | 77,951.66 | 11,136.00 | 16,239.93 | - | - | - | - | 101,537.08 | 19,034.00 | 225,898.68 | 2,908.80 | - | 2,908.80 | 222,989.88 |
| CRUZ AMBROSIO JUAN | AUXILIAR OPERATIVO | 16/08/2018 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 24,834.00 | 225,981.91 | 3,696.00 | - | 3,696.00 | 222,285.91 |
| PEREZ AVENDAÑO AGEO | AUXILIAR OPERATIVO | 16/02/2017 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 24,884.00 | 226,031.91 | 3,696.00 | - | 3,696.00 | 222,335.91 |
| DURAN SANCHEZ ABEL | JUBILADO SLP | 01/04/2002 | 2 | 2 | 78,677.55 | 11,239.20 | 16,391.16 | - | - | - | - | 101,615.08 | 18,484.00 | 226,406.99 | 2,986.80 | - | 2,986.80 | 223,420.19 |
| ALFONSO SOSA JAVIER | AUXILIAR OPERATIVO | 16/04/2017 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,434.00 | 226,581.91 | 3,696.00 | - | 3,696.00 | 222,885.91 |
| MURILLO LEON ALMA DELIA | AUXILIAR | 01/01/2014 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 7,583.00 | - | - | 120,303.88 | - | 226,636.88 | 7,323.60 | - | 7,323.60 | 219,313.28 |
| GUERRA ORTIZ ANGEL ROSENDO | JEFE DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 150,528.28 | - | 226,862.93 | 4,800.00 | - | 4,800.00 | 222,062.93 |
| PULIDO ALARCON AGUSTIN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 150,528.28 | - | 226,862.93 | 4,800.00 | - | 4,800.00 | 222,062.93 |
| ANDRADE RENDON DARIO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 150,528.28 | - | 226,862.93 | 4,800.00 | - | 4,800.00 | 222,062.93 |
| CRUZ ROJAS ANGEL | JUBILADO SLP | 16/07/2000 | 2 | 2 | 78,677.55 | 11,239.20 | 16,391.16 | - | - | - | - | 101,615.08 | 19,034.00 | 226,956.99 | 2,986.80 | - | 2,986.80 | 223,970.19 |
| UTRERA PEREZ CAMERINO | JUBILADO SLP | 01/04/2001 | 2 | 2 | 78,677.55 | 11,239.20 | 16,391.16 | - | - | - | - | 101,615.08 | 19,034.00 | 226,956.99 | 2,986.80 | - | 2,986.80 | 223,970.19 |
| VILLEGAS HERRERA JANUARIO | JUBILADO SLP | 16/05/2001 | 2 | 2 | 78,677.55 | 11,239.20 | 16,391.16 | - | - | - | - | 101,615.08 | 19,034.00 | 226,956.99 | 2,986.80 | - | 2,986.80 | 223,970.19 |
| BAUTISTA JIMENEZ VICENTE | JUBILADO SLP | 01/08/2002 | 2 | 2 | 78,677.55 | 11,239.20 | 16,391.16 | - | - | - | - | 101,615.08 | 19,034.00 | 226,956.99 | 2,986.80 | - | 2,986.80 | 223,970.19 |
| NARCIA LAYNA PEDRO | JUBILADO SLP | 16/01/2003 | 2 | 2 | 78,677.55 | 11,239.20 | 16,391.16 | - | - | - | - | 101,615.08 | 19,034.00 | 226,956.99 | 2,986.80 | - | 2,986.80 | 223,970.19 |
| LEON PEREZ LIBORIO | JUBILADO SLP | 16/05/2004 | 2 | 2 | 78,678.68 | 11,240.40 | 16,391.39 | - | - | - | - | 101,616.28 | 19,034.00 | 226,960.76 | 2,988.00 | - | 2,988.00 | 223,972.76 |
| MORALES HERNANDEZ HUGO PASCUAL | AUXILIAR DE LA DIRECCION DE EDUC | 01/03/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | 5,632.80 | - | - | - | 109,944.28 | 23,570.00 | 226,989.21 | 6,000.00 | 14,196.00 | 20,196.00 | 206,793.21 |
| MEDINA BRAVO FIDEL | JEFE DE AREA | 27/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| HERNANDEZ JIMENEZ ROSA | BARRENDERO | 16/02/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 31,680.10 | 227,259.61 | 2,859.60 | - | 2,859.60 | 224,400.01 |
| GONZALEZ MENDEZ JESICA | AUXILIAR DE LA DIRECCION DE EDUC | 01/08/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 21,570.00 | 227,542.91 | 6,000.00 | 14,196.00 | 20,196.00 | 207,346.91 |
| HUERTA SANCHEZ ANA KAREN | AUXILIAR ADMINISTRATIVO | 16/04/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | 500.00 | 227,595.88 | 1,767.60 | - | 1,767.60 | 225,828.28 |
| VELASCO GONZALEZ HAYDEE | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 33,500.00 | 227,722.01 | 3,126.00 | - | 3,126.00 | 224,596.01 |
| VELAZQUEZ PONCE YAZMIN | VACIADOR | 16/01/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 33,500.00 | 227,722.01 | 3,126.00 | - | 3,126.00 | 224,596.01 |
| BARRERA GARCIA GABRIELA | VACIADOR | 01/03/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 33,500.00 | 227,722.01 | 3,126.00 | - | 3,126.00 | 224,596.01 |
| MURILLO BOLAÑOS MARTIN | BARRENDERO | 01/03/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,280.10 | 227,859.61 | 2,859.60 | - | 2,859.60 | 225,000.01 |
| GARCIA TEJEDA DULCE MARIA | INCAPACITADO PERMANENTE SLP | 16/11/2013 | 2 | 2 | 65,872.80 | 20,076.00 | 13,723.50 | - | - | - | - | 99,729.88 | 28,484.00 | 227,886.18 | 1,101.60 | - | 1,101.60 | 226,784.58 |
| CORDOBA JIMENEZ JOSE | JUBILADO SLP | 16/04/2006 | 2 | 2 | 77,678.24 | 14,055.60 | 16,182.97 | - | - | - | - | 101,507.08 | 18,484.00 | 227,907.90 | 2,878.80 | - | 2,878.80 | 225,029.10 |
| GARCIA ORTIZ SUSANA | VIUDA PENSIONADA SLP | 01/02/2019 | 2 | 2 | 140,864.09 | - | 29,346.69 | - | - | - | - | 19,200.00 | 10,784.00 | 200,194.78 | - | - | - | 200,194.78 |
| QUIJANO GARCIA ALFONSO | CAMPANERO | 01/07/2016 | 2 | 2 | 76,121.89 | - | 22,836.57 | 10,149.60 | - | - | - | 86,784.28 | 32,134.50 | 228,026.84 | 2,709.60 | - | 2,709.60 | 225,317.24 |
| ZEDILLO DURAN GIOVANNA VALERIA | AUXILIAR | 01/07/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,919.88 | 21,570.00 | 228,218.51 | 6,000.00 | 14,871.60 | 20,871.60 | 207,346.91 |
| RIVERA VELASCO ANDREA MARLETTE | VACIADOR | 16/08/2015 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 34,100.00 | 228,322.01 | 3,126.00 | - | 3,126.00 | 225,196.01 |
| MARTINEZ CAMPECHANO DARIO | PISADOR | 16/01/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,830.10 | 228,409.61 | 2,859.60 | - | 2,859.60 | 225,550.01 |
| MENDEZ SILVA JOSE LUIS | BARRENDERO | 16/04/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,830.10 | 228,409.61 | 2,859.60 | - | 2,859.60 | 225,550.01 |
| HERNANDEZ JIMENEZ RAUL | INCAPACITADO PERMANENTE SLP | 16/03/2010 | 2 | 2 | 76,127.69 | 16,675.20 | 15,859.94 | - | - | - | - | 101,337.88 | 18,484.00 | 228,484.71 | 2,709.60 | - | 2,709.60 | 225,775.11 |
| HERRERA ALAVEZ JOSE JUAN | JEFE DE AREA | 16/02/2011 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 7,583.00 | - | - | 122,259.88 | - | 228,592.88 | 7,323.60 | - | 7,323.60 | 221,269.28 |
| CASTILLO ROMERO BENJAMIN | AUXILIAR DE LA DIRECCION DE EDU | 01/02/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 23,570.00 | 229,542.91 | 6,000.00 | 14,196.00 | 20,196.00 | 209,346.91 |
| BLANCO MARTINEZ ALEJANDRO | AUXILIAR DE BIBLIOTECA | 01/05/2016 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,244.28 | 23,570.00 | 229,542.91 | 6,000.00 | 14,196.00 | 20,196.00 | 209,346.91 |
| CARVAJAL SERRANO JORGE ALBERTO | JEFE DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 153,228.28 | - | 229,562.93 | 4,800.00 | - | 4,800.00 | 224,762.93 |
| GALLARDO GOMEZ ALEJANDRO ARTURO | CAMPANERO | 01/05/2013 | 2 | 2 | 76,121.89 | 19,574.40 | 22,836.57 | 7,611.60 | - | - | - | 79,172.68 | 24,400.00 | 229,717.14 | 2,709.60 | - | 2,709.60 | 227,007.54 |
| VERA GARCIA CESAR AUGUSTO | CAMPANERO | 16/08/2011 | 2 | 2 | 76,121.89 | 19,574.40 | 22,836.57 | 7,611.60 | - | - | - | 79,172.68 | 24,400.00 | 229,717.14 | 2,709.60 | - | 2,709.60 | 227,007.54 |
| VELAZQUEZ GARCIA JULIETA | BARRENDERO | 16/07/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| FLORES JOSE ISRAEL | PISADOR | 16/08/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| HELOS STABOLI DANIEL | PISADOR | 01/10/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| ALFONSO DE JESUS ERICK | BARRENDERO | 01/09/2015 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| SALAZAR GARCIA PEDRO DE JESUS | BARRENDERO | 01/09/2015 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| FERNANDEZ SANTIAGO ALFONSO | BARRENDERO | 01/10/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| TORRES DUARTE HAZAEL ISAIAS | BARRENDERO | 16/04/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ALVAREZ ANDRADE IRVIN | BARRENDERO | 16/04/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| GARCIA POXTAN JHOVANI | BARRENDERO | 16/04/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| RUIZ SANCHEZ MARCO ANTONIO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| GUIZAMAN DIAZ SERGIO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| GUTIERREZ HERNANDEZ RICARDO ERASMO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| SEGURA LEON CARLOS ALFREDO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| ARRIETA FLORES LUIS FERNANDO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| ITURBE SANCHEZ EDGAR NOE | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| CORONA BARRAN MOISES | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| VAZQUEZ SANABRIA EDGAR GABRIEL | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| ARELLANO LUNA RACIEL DE JESUS | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| RUIZ MORENO JAFETH ISRAEL | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| MORALES RAMON RICARDO ALEXIS | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| ZAPOT GONZALEZ JAIR | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| GOMEZ MENA FRANCISCO JULIAN | BARRENDERO | 01/05/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| PONCE RODRIGUEZ JOSE DE JESUS | BARRENDERO | 01/05/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| HERNANDEZ ROSAS EVERTON PAUL | BARRENDERO | 16/04/2017 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| SALAZAR GONZALEZ MANUEL OSWALDO | PISADOR | 01/08/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| BAEZ DIAZ ROLANDO | BARRENDERO | 16/07/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| DOMINGUEZ MANZO LUIS DAVID | BARRENDERO | 01/09/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| BENITEZ SALINAS JULIO CESAR | BARRENDERO | 16/07/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| MATA SALDAÑA JOSE LEONARDO | BARRENDERO | 01/09/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 31,680.10 | 229,843.21 | 2,859.60 | - | 2,859.60 | 226,983.61 |
| MENDEZ RAMIREZ VICTOR | JUBILADO SLP | 01/06/2006 | 2 | 2 | 78,678.68 | 14,236.80 | 16,391.39 | - | - | - | - | 101,616.28 | 19,034.00 | 229,957.16 | 2,988.00 | - | 2,988.00 | 226,969.16 |
| DE DIEGO AVALOS JOSE ANTONIO | AUXILIAR ADMINISTRATIVO | 01/10/2011 | 3 | 2 | 144,000.00 | - | 14,000.00 | - | - | - | - | 71,988.28 | - | 229,988.28 | 24,000.00 | 20,160.00 | 44,160.00 | 185,828.28 |
| OVANDO HUERTA HUGO ALBERTO | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| SASTRE SOLIS EFRAIN TERCERO | PROGRAMADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| VELASCO GONGORA OSCAR JOSE | AUXILIAR | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| VALERIO AGUIRRE MARIO ALBERTO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| DOMINGUEZ FIGUEROA CLAUDIA KAREN | SECRETARIA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| RAVELO JACOME RICARDO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| MORALES VARGAS MARIO | LOGISTICA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| CONTRERAS QUEZADA ARTURO | CAMPANERO | 01/07/2013 | 2 | 2 | 76,121.89 | 19,574.40 | 22,836.57 | 7,611.60 | - | - | - | 79,172.68 | 24,950.00 | 230,267.14 | 2,709.60 | - | 2,709.60 | 227,557.54 |
| PEREZ ARROYO CEVERINO | BARRENDERO | 16/01/2016 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| CERVANTES SORCIA PEDRO | BARRENDERO | 16/01/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| YEPEZ HERNANDEZ FREDY ENRIQUE | BARRENDERO | 16/01/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| VICTOR CORTES JOSE GUADALUPE | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| ESTUDILLO LOPEZ FRANCISCO ALKAID | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| RUIZ SANCHEZ JESUS OMAR | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| ACOSTA GONZALEZ ELISEO ALONSO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| ACOSTA GONZALEZ CARLOS JOEL | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| SOSA LARA EULYSES | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| ZARATE VALLEJO JOSE GUADALUPE | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| MEDINA ALCAZAR ANDRES ISAAC | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| ZARATE VALLEJO PORFIRIO ALBERTO | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| DOMINGUEZ VELASCO MOISES | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| LOPEZ ROMERO ESTEBAN ADRIEL | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| DE LOS SANTOS PACHECO ERICK | BARRENDERO | 01/04/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| BENITEZ SALINAS VENANCIO | BARRENDERO | 01/05/2019 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,230.10 | 230,393.21 | 2,859.60 | - | 2,859.60 | 227,533.61 |
| HERNANDEZ HERNANDEZ AURELIO | BARRENDERO | 16/10/2015 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,280.10 | 230,443.21 | 2,859.60 | - | 2,859.60 | 227,583.61 |
| SALAS DIAZ MARIA EUGENIA | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | 500.00 | 230,629.93 | 4,800.00 | - | 4,800.00 | 225,829.93 |
| CARMONA CONTRERAS ROSENDO | JUBILADO SLP | 01/11/2008 | 2 | 2 | 78,678.68 | 14,986.80 | 16,391.39 | - | - | - | - | 101,616.28 | 19,034.00 | 230,707.16 | 2,988.00 | - | 2,988.00 | 227,719.16 |
| HERNANDEZ VALENZUELA JAVIER | AUXILIAR DE LA DIRECCION DE SIST | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 20,920.00 | 230,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 210,510.41 |
| VAZQUEZ SALAZAR OXIEL | VACIADOR | 01/06/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 86,415.88 | 32,723.80 | 231,076.21 | 3,126.00 | - | 3,126.00 | 227,950.21 |
| VAZQUEZ RINCON HERIBERTO | VACIADOR | 01/05/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 86,415.88 | 32,723.80 | 231,076.21 | 3,126.00 | - | 3,126.00 | 227,950.21 |
| VAZQUEZ HERNANDEZ SEFERINO | JUBILADO SLP | 01/02/1995 | 2 | 2 | 83,214.81 | 9,510.00 | 17,336.42 | - | - | - | - | 102,109.48 | 19,034.00 | 231,204.71 | 3,481.20 | - | 3,481.20 | 227,723.51 |
| RODRIGUEZ SOTELO IMELDA FRANCISCA | AUXILIAR DE GOBERNACION | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 21,570.00 | 231,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 211,160.41 |
| CASTILLO RODRIGUEZ VANESSA | AUXILIAR DEL DEPARTAMENTO DE T | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 21,570.00 | 231,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 211,160.41 |
| PEREZ MORA PALOMA ADILENE | AUXILIAR DEL REGISTRO CIVIL | 01/10/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 21,570.00 | 231,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 211,160.41 |
| BURGOS VALENZUELA JESUS ALBERTO | VACIADOR | 01/06/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 86,415.88 | 33,273.80 | 231,626.21 | 3,126.00 | - | 3,126.00 | 228,500.21 |
| CORDOVA RAMOS JULIO CESAR | BARRENDERO | 16/05/2011 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,400.00 | 232,158.31 | 2,859.60 | - | 2,859.60 | 229,298.71 |
| AYALA TELLEZ DIEGO ANSELMO | BARRENDERO | 01/04/2014 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,400.00 | 232,158.31 | 2,859.60 | - | 2,859.60 | 229,298.71 |
| ORTEGA UTRERA JESUS EDUARDO | VACIADOR | 16/04/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 7,995.60 | - | - | - | 86,415.88 | 33,873.80 | 232,226.21 | 3,126.00 | - | 3,126.00 | 229,100.21 |
| RENTERAL ELVIRA ANA DELIA | AUXILIAR | 01/06/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,919.88 | 25,720.00 | 232,368.51 | 6,000.00 | 14,871.60 | 20,871.60 | 211,496.91 |
| JIMENEZ GARCIA EMMANUEL | BODEGUERO | 01/02/2019 | 2 | 2 | 78,943.03 | - | 23,682.91 | 10,525.20 | - | - | - | 87,397.48 | 31,833.40 | 232,382.02 | 3,016.80 | - | 3,016.80 | 229,365.22 |
| ROSAS LUJAN DOMINGO | JUBILADO SLP | 01/07/2010 | 2 | 2 | 77,497.56 | 18,452.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 232,617.17 | 2,859.60 | - | 2,859.60 | 229,757.57 |
| CASTRO TORRES MIGUEL ANGEL | JUBILADO SLP | 16/01/1978 | 2 | 2 | 84,234.15 | 9,626.40 | 17,548.78 | - | - | - | - | 102,219.88 | 19,034.00 | 232,663.21 | 3,591.60 | - | 3,591.60 | 229,071.61 |
| MARTINEZ MORENO EDGAR DE JESUS | PISADOR | 01/03/2011 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 232,708.31 | 2,859.60 | - | 2,859.60 | 229,848.71 |
| LOPEZ ZARATE JULIO BARTOLO | BARRENDERO | 01/12/2012 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 232,708.31 | 2,859.60 | - | 2,859.60 | 229,848.71 |
| LICONA LEAL ARTURO | BARRENDERO | 16/09/2013 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 232,708.31 | 2,859.60 | - | 2,859.60 | 229,848.71 |
| MARQUEZ ROMERO IVAN DE JESUS | BARRENDERO | 16/09/2013 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 232,708.31 | 2,859.60 | - | 2,859.60 | 229,848.71 |
| OCHOA HERNANDEZ VICENTE | BARRENDERO | 16/07/2011 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 232,708.31 | 2,859.60 | - | 2,859.60 | 229,848.71 |
| ALVAREZ CRUZ EDUARDO | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,150.00 | - | - | 143,571.88 | - | 232,721.88 | 1,767.60 | - | 1,767.60 | 230,954.28 |
| VARGAS JUAREZ ROSA | INCAPACITADO PERMANENTE SLP | 01/09/2002 | 2 | 2 | 77,686.69 | 8,878.80 | 16,184.73 | - | - | - | - | 101,508.28 | 28,484.00 | 232,742.50 | 2,880.00 | - | 2,880.00 | 229,862.50 |
| MENDOZA MARTINEZ PEDRO | INCAPACITADO PERMANENTE SLP | 01/12/2011 | 2 | 2 | 77,497.56 | 19,190.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 233,355.17 | 2,859.60 | - | 2,859.60 | 230,495.57 |
| DIAZ MORALES JULIO CESAR | BARRENDERO | 11/07/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 233,446.31 | 2,859.60 | - | 2,859.60 | 230,586.71 |
| UTRERA LOPEZ CESAR | CAMPANERO | 01/04/2008 | 2 | 2 | 76,121.89 | 20,299.20 | 22,836.57 | 10,149.60 | - | - | - | 79,172.68 | 24,950.00 | 233,529.94 | 2,709.60 | - | 2,709.60 | 230,820.34 |
| VAZQUEZ ANZURES ISRAEL | BARRENDERO | 23/07/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,400.00 | 233,634.31 | 2,859.60 | - | 2,859.60 | 230,774.71 |
| RINCON VALLEJO CARLOS ARIEL | VACIADOR | 01/08/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| CASTELLANOS BARRIOS LEANDRO | VACIADOR | 01/10/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| ALVARADO MENDOZA ILDEFONSO | VACIADOR | 01/04/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| ESQUIVEL SIMON RICARDO | VACIADOR | 01/04/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| GOMEZ MORALES JULIO CESAR | VACIADOR | 16/07/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| GASCA MORALES JESUS ANTONIO | VACIADOR | 01/09/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| VICTOR CORTES NAHUM | VACIADOR | 01/11/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 32,723.80 | 233,741.41 | 3,126.00 | - | 3,126.00 | 230,615.41 |
| VELAZCO LOPEZ LUIS ANGEL | BARRENDERO | 01/06/2015 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,500.00 | 233,841.91 | 2,859.60 | - | 2,859.60 | 230,982.31 |
| LUNA CONTRERAS ROBERTO DE JESUS | VACIADOR | 16/04/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,273.80 | 234,291.41 | 3,126.00 | - | 3,126.00 | 231,165.41 |
| BARRAGAN CRUZ FRANCISCO FERNANDO | VACIADOR | 01/09/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,273.80 | 234,291.41 | 3,126.00 | - | 3,126.00 | 231,165.41 |
| PACHECO ROMERO JOSE EDUARDO | VACIADOR | 01/05/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,273.80 | 234,291.41 | 3,126.00 | - | 3,126.00 | 231,165.41 |
| FIGUEROA GUERRERO JOSE ISRAEL | VACIADOR | 16/06/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,273.80 | 234,291.41 | 3,126.00 | - | 3,126.00 | 231,165.41 |
| MORALES ESPINOZA ABEL | VACIADOR | 16/10/2019 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,273.80 | 234,291.41 | 3,126.00 | - | 3,126.00 | 231,165.41 |
| GASCA MORALES JUAN CARLOS | VACIADOR | 16/01/2020 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,273.80 | 234,291.41 | 3,126.00 | - | 3,126.00 | 231,165.41 |
| VAZQUEZ RINCON ARTURO | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 234,341.41 | 3,126.00 | - | 3,126.00 | 231,215.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ACOSTA GUEVARA JESUS MANUEL | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 234,341.41 | 3,126.00 | - | 3,126.00 | 231,215.41 |
| SILVESTRE ROMERO MOISES | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 234,341.41 | 3,126.00 | - | 3,126.00 | 231,215.41 |
| NAVARRETE ORTEGA NOE | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 234,341.41 | 3,126.00 | - | 3,126.00 | 231,215.41 |
| PARRA CERVANTES IRVIN ALBERTO | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 234,341.41 | 3,126.00 | - | 3,126.00 | 231,215.41 |
| VELA RODRIGUEZ ISRAEL | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 234,341.41 | 3,126.00 | - | 3,126.00 | 231,215.41 |
| SANCHEZ MUÑOZ PEDRO ANTONIO | BARRENDERO | 01/06/2015 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,100.00 | 234,441.91 | 2,859.60 | - | 2,859.60 | 231,582.31 |
| GONZALEZ GUZMAN JORGE ROBERTO | BARRENDERO | 15/10/2002 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 22,929.00 | 234,746.91 | 2,859.60 | - | 2,859.60 | 231,887.31 |
| GARCIA GABINO JAIME | BARRENDERO | 16/11/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 22,929.00 | 234,746.91 | 2,859.60 | - | 2,859.60 | 231,887.31 |
| CRUZ LARA ENRIQUE | JUBILADO SLP | 16/07/2011 | 2 | 2 | 77,497.56 | 20,666.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 234,831.17 | 2,859.60 | - | 2,859.60 | 231,971.57 |
| VALLADARES YEPEZ JORGE MIGUEL | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| RODRIGUEZ SANCHEZ ISAI | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| PORRAS JIMENEZ VICTOR MOISES | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| JIMENEZ MARTINEZ JORGE ALEXIS | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| AGUILAR GUATZOZON FRANCISCO | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| ISIDRO SILVERIO FERMIN | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| HERNANDEZ VARILLA IRVING ISAAC | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| SEGURA HERNANDEZ CESAR ROSALIO | VACIADOR | 16/07/2016 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 234,891.41 | 3,126.00 | - | 3,126.00 | 231,765.41 |
| TOLEDO MARTINEZ CALIXTO | JUBILADO SLP | 16/07/2000 | 2 | 2 | 84,235.54 | 12,033.60 | 17,549.07 | - | - | - | - | 102,219.88 | 19,034.00 | 235,072.09 | 3,591.60 | - | 3,591.60 | 231,480.49 |
| CORDOBA RAMIREZ ANDRES | JUBILADO SLP | 16/03/2001 | 2 | 2 | 84,235.54 | 12,033.60 | 17,549.07 | - | - | - | - | 102,219.88 | 19,034.00 | 235,072.09 | 3,591.60 | - | 3,591.60 | 231,480.49 |
| NICOLAS MALDONADO HERMELINDO | JUBILADO SLP | 16/05/2001 | 2 | 2 | 84,235.54 | 12,033.60 | 17,549.07 | - | - | - | - | 102,219.88 | 19,034.00 | 235,072.09 | 3,591.60 | - | 3,591.60 | 231,480.49 |
| ROMERO HERNANDEZ ABEL | JUBILADO SLP | 16/01/2003 | 2 | 2 | 84,235.54 | 12,033.60 | 17,549.07 | - | - | - | - | 102,219.88 | 19,034.00 | 235,072.09 | 3,591.60 | - | 3,591.60 | 231,480.49 |
| GUZMAN MARTINEZ JULIAN | BARRENDERO | 01/06/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 23,479.00 | 235,296.91 | 2,859.60 | - | 2,859.60 | 232,437.31 |
| BAXZI AULE ANDRES | INCAPACITADO PERMANENTE SLP | 16/05/2006 | 2 | 2 | 84,234.15 | 12,835.20 | 17,548.78 | - | - | - | - | 102,219.88 | 18,484.00 | 235,322.01 | 3,591.60 | - | 3,591.60 | 231,730.41 |
| CINTURA PEÑA FELICIANO | PISADOR | 02/03/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,400.00 | 235,479.91 | 2,859.60 | - | 2,859.60 | 232,620.31 |
| CARMONA CARLOS | BARRENDERO | 16/02/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,400.00 | 235,479.91 | 2,859.60 | - | 2,859.60 | 232,620.31 |
| URBINA GARCIA DAVID | BARRENDERO | 14/03/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,400.00 | 235,479.91 | 2,859.60 | - | 2,859.60 | 232,620.31 |
| HERNANDEZ VIDAL MIGUEL ANGEL | BARRENDERO | 01/09/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,400.00 | 235,479.91 | 2,859.60 | - | 2,859.60 | 232,620.31 |
| USCANGA CRUZ HERMENEGILDO | BARRENDERO | 16/01/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,400.00 | 235,479.91 | 2,859.60 | - | 2,859.60 | 232,620.31 |
| MENDEZ RODRIGUEZ JOSE MANUEL | VACIADOR | 16/02/2018 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,273.80 | 235,491.41 | 3,126.00 | - | 3,126.00 | 232,365.41 |
| REYES TAMAYO ANALI | AUXILIAR DEL REGISTRO CIVIL | 01/02/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 25,720.00 | 235,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 215,310.41 |
| GALVAN TORRES FATIMA | AUXILIAR DE CONTABILIDAD | 01/12/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 25,720.00 | 235,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 215,310.41 |
| USCANGA ROMAN CRUZ MARIA | AUXILIAR DE LA DIRECCION DE CULT | 01/07/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 25,720.00 | 235,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 215,310.41 |
| HERNANDEZ MENDEZ ARMANDO | BARRENDERO | 01/05/1996 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,400.00 | 235,848.31 | 2,859.60 | - | 2,859.60 | 232,988.71 |
| GOMEZ AMEZCUA JUAN | PISADOR | 03/04/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| GUATZOZON XOCHITL ISRAEL | BARRENDERO | 14/07/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| PERFECTO FELICIANO FRANCISCO | BARRENDERO | 16/09/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| RODRIGUEZ RUIZ JOSE LUIS | BARRENDERO | 16/09/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| RAMON JUAREZ CRISTIAN ARMANDO | PISADOR | 16/03/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| MOLINA PANTOJA DANILO | PISADOR | 16/04/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| RAMON ALBA SAMY DAVIS | PISADOR | 01/07/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| PINEDA COLAR CARLOS | BARRENDERO | 15/11/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 24,950.00 | 236,029.91 | 2,859.60 | - | 2,859.60 | 233,170.31 |
| VELAZQUEZ GARCIA ANDREA | AUXILIAR OPERATIVO | 16/05/2017 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 34,884.00 | 236,031.91 | 3,696.00 | - | 3,696.00 | 232,335.91 |
| YEPEZ SALAZAR CARLOS ENRIQUE | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 78,420.28 | 25,434.00 | 236,350.41 | 3,126.00 | - | 3,126.00 | 233,224.41 |
| MOLINA GUEVARA RODOLFO | COORDINADOR | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 147,495.88 | - | 236,995.88 | 1,767.60 | - | 1,767.60 | 235,228.28 |
| BARRIOS BAXIN JAVIER | VACIADOR | 01/05/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| VILLEGAS GARCIA RODOLFO | VACIADOR | 01/03/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| JUAN HERNANDEZ EUSEBIO RAFAEL | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| GARCIA RUIZ SILVERIO | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| HERNANDEZ AREVALO MIGUEL | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| MENDEZ SILVA VICTOR MANUEL | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| AMBROSIO REYES LUIS FERNANDO | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| GONZALEZ CANO TEMERT SEBASTIAN | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,884.00 | 237,000.41 | 3,126.00 | - | 3,126.00 | 233,874.41 |
| VAZQUEZ SERRANO JOSE ISABEL | JUBILADO SLP | 16/04/2012 | 2 | 2 | 77,497.56 | 22,880.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 237,045.17 | 2,859.60 | - | 2,859.60 | 234,185.57 |
| CARMONA MUÑOZ JUAN CARLOS | VACIADOR | 01/02/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| AMALFI MENDOZA ANTONIO | VACIADOR | 27/09/2005 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| PADILLA SANTIAGO FREDY | VACIADOR | 02/12/2005 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| RUIZ AGUSTIN | VACIADOR | 06/02/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| HERNANDEZ RODRIGUEZ PROSPERO | VACIADOR | 22/03/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| ARZOLA VAZQUEZ GABRIEL | VACIADOR | 04/07/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| ARMAS CASTRO ANGEL | VACIADOR | 01/10/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 237,278.41 | 3,126.00 | - | 3,126.00 | 234,152.41 |
| RAMIREZ OLIVARES FERNANDO | VACIADOR | 16/03/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| MENDEZ SILVA ISMAEL | VACIADOR | 01/05/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| MENDEZ SILVA EMILIO | VACIADOR | 01/09/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| IZAMAN MONTOYA FABIAN | VACIADOR | 17/10/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| RANGEL PEREZ MIGUEL ANGEL | VACIADOR | 16/05/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| POOT BARRALES LUIS REY | VACIADOR | 16/05/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| GUADALUPE RODRIGUEZ JUAN SALVADOR | VACIADOR | 01/06/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| ACOSTA HERNANDEZ JULIAN | VACIADOR | 16/06/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| LARA ARCOS JORGE ALBERTO | VACIADOR | 01/04/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| SANTIAGO CARLOS JAVIER | VACIADOR | 16/08/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| CORDOBA HERNANDEZ LUIS FERNANDO | VACIADOR | 01/10/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| XOLO MOTO ABIMAEL | VACIADOR | 01/12/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 237,300.41 | 3,126.00 | - | 3,126.00 | 234,174.41 |
| MENDEZ MORENO MOISES | VACIADOR | 16/03/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| MORENO CASTRO ADRIAN NEMESIO | VACIADOR | 01/11/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| YEPEZ HERNANDEZ EDUARDO IVAN | VACIADOR | 01/11/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| GARCIA GONZALEZ GUILLERMO | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| ROMERO LOPEZ JOSE ANGEL | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| RAMIREZ OLIVARES ARMANDO | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| LORANCA HERNANDEZ FERNANDO DE JESUS | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| MORALES GUZMAN RODOLFO LEON | VACIADOR | 01/09/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,434.00 | 237,550.41 | 3,126.00 | - | 3,126.00 | 234,424.41 |
| MARTINEZ SILVA DAVID | VACIADOR | 18/04/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| TEMIZ MARTINEZ JOSE ALBERTO | VACIADOR | 21/02/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| ALDANA UTRERA RICARDO | VACIADOR | 25/02/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| HERNANDEZ PEREZ PANUNCIO | VACIADOR | 02/02/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| MURILLO CORTES ERIK MANUEL | VACIADOR | 01/02/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| CRUZ VARGAS FREDY NOE | VACIADOR | 20/11/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| LARA GARCIA MIGUEL ANGEL | VACIADOR | 10/03/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| DOMINGUEZ LARA OMAR | VACIADOR | 01/05/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| GALLARDO GUATZOZON PEDRO | VACIADOR | 09/09/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 237,828.41 | 3,126.00 | - | 3,126.00 | 234,702.41 |
| TLAXCALTECO HERNANDEZ CELSO | VACIADOR | 16/05/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| LAGUNES CINTURA ALI OMAR | VACIADOR | 01/05/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| RODRIGUEZ NIEVES JOAQUIN MOISES | VACIADOR | 16/03/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VILLEGAS RAMIREZ OSCAR ISAAC | VACIADOR | 16/06/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| URBINA CRUZ JUAN ANTONIO | VACIADOR | 03/01/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| HERNANDEZ CORDOBA ABEL | VACIADOR | 16/07/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| PERFECTO ALTAMIRANO LEONARDO | VACIADOR | 01/11/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| YEPEZ CAZARIN OSCAR DE JESUS | VACIADOR | 01/05/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| ENRIQUEZ JAHIN JESUS ALFREDO | VACIADOR | 01/11/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| ORTIZ CASTILLEJOS AARON | VACIADOR | 01/11/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| PACHECO DELFIN ANDRES | VACIADOR | 16/11/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| DOMINGUEZ HERNANDEZ PEDRO | VACIADOR | 01/11/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| PORRAS NICOLAS HUMBERTO MOISES | VACIADOR | 01/02/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 237,850.41 | 3,126.00 | - | 3,126.00 | 234,724.41 |
| RISSO PEDRO | BARRENDERO | 01/04/1992 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| GONZALEZ ROMAN JUAN GABRIEL | PISADOR | 16/02/1995 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| VELAZQUEZ ANDALON FEDERICO | PISADOR | 01/01/1993 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| SOLIS ACOSTA GILBERTO | PISADOR | 16/01/1992 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| URBINA GARCIA JUAN MANUEL | BARRENDERO | 16/05/1994 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| CRUZ LARA MARCELINO | PISADOR | 01/09/1994 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| ACOSTA MORALES JOSE LUIS | BARRENDERO | 16/03/1995 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 24,950.00 | 237,874.31 | 2,859.60 | - | 2,859.60 | 235,014.71 |
| MEDINA PALOMINO JULIO CESAR | VACIADOR | 30/09/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,400.00 | 238,039.21 | 3,126.00 | - | 3,126.00 | 234,913.21 |
| CASTILLO MENCHACA HERMILO | VACIADOR | 19/08/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 238,062.41 | 3,126.00 | - | 3,126.00 | 234,936.41 |
| RAMIREZ PALACIOS MARIO | VACIADOR | 12/10/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 238,062.41 | 3,126.00 | - | 3,126.00 | 234,936.41 |
| AGUILAR TORRES ALEJO ANTONIO | VACIADOR | 01/09/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 238,062.41 | 3,126.00 | - | 3,126.00 | 234,936.41 |
| CARMONA CAMARERO JESUS | VACIADOR | 16/05/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,184.00 | 238,062.41 | 3,126.00 | - | 3,126.00 | 234,936.41 |
| GONZALEZ CISNEROS JOSE | JUBILADO SLP | 16/08/2013 | 2 | 2 | 77,497.56 | 24,356.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 238,521.17 | 2,859.60 | - | 2,859.60 | 235,661.57 |
| CARMONA CONTRERAS PLACIDO | VACIADOR | 25/01/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 238,589.21 | 3,126.00 | - | 3,126.00 | 235,463.21 |
| RIOS RICARTE JOSE LUIS | VACIADOR | 17/08/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 238,612.41 | 3,126.00 | - | 3,126.00 | 235,486.41 |
| ROMERO PALMERO ADAN | VACIADOR | 25/10/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 238,612.41 | 3,126.00 | - | 3,126.00 | 235,486.41 |
| ROSAS BLANCO JAVIER | VACIADOR | 22/01/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 238,612.41 | 3,126.00 | - | 3,126.00 | 235,486.41 |
| CATANA GARCIA FILOMENO | VACIADOR | 04/05/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 25,734.00 | 238,612.41 | 3,126.00 | - | 3,126.00 | 235,486.41 |
| CALLES HERRERA OSCAR URIEL | AUXILIAR DEL REGISTRO CIVIL | 01/12/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 20,920.00 | 238,892.91 | 6,000.00 | 14,196.00 | 20,196.00 | 218,696.91 |
| GONZALEZ QUIROZ JOSE ALBERTO | VACIADOR | 16/07/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 10,660.80 | - | - | - | 78,420.28 | 25,434.00 | 239,015.61 | 3,126.00 | - | 3,126.00 | 235,889.61 |
| CARMONA MENDIOLA PEDRO | BODEGUERO | 16/01/1996 | 2 | 2 | 78,943.03 | 24,058.80 | 23,682.91 | 7,894.80 | - | - | - | 79,502.68 | 24,950.00 | 239,032.22 | 3,016.80 | - | 3,016.80 | 236,015.42 |
| ESCANDON VICTORIA LUIS ANTONIO | AUXILIAR DEL DEPARTAMENTO DE S | 16/05/2016 | 3 | 2 | 83,348.75 | - | 24,958.32 | - | - | - | - | 109,944.28 | 20,920.00 | 239,171.35 | 6,000.00 | 14,196.00 | 20,196.00 | 218,975.35 |
| USCANGA PACHECO JULIO | JUBILADO SLP | 16/05/2015 | 2 | 2 | 77,497.56 | 25,094.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,259.17 | 2,859.60 | - | 2,859.60 | 236,399.57 |
| MARTINEZ JIMENEZ AGRIPINO | BARRENDERO | 01/06/2002 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 27,629.00 | 239,446.91 | 2,859.60 | - | 2,859.60 | 236,587.31 |
| ZARATE VIDAL JUAN | BARRENDERO | 01/04/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 27,629.00 | 239,446.91 | 2,859.60 | - | 2,859.60 | 236,587.31 |
| VALENCIA GARCIA JOSE LUIS | JUBILADO SLP | 01/12/2018 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 18,484.00 | 239,447.17 | 2,859.60 | - | 2,859.60 | 236,587.57 |
| PAVON CUETO ARACELI | AUXILIAR DE BIBLIOTECA | 01/07/2017 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 21,570.00 | 239,542.91 | 6,000.00 | 14,196.00 | 20,196.00 | 219,346.91 |
| SERNA AGUIRRE JONATHAN | AUXILIAR DEL REGISTRO CIVIL | 16/11/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,919.88 | 20,920.00 | 239,568.51 | 6,000.00 | 14,871.60 | 20,871.60 | 218,696.91 |
| HERNANDEZ ZAMORA MARTHA MARIA | BARRENDERO | 01/01/2018 | 2 | 2 | 77,497.56 | - | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 41,680.10 | 239,843.21 | 2,859.60 | - | 2,859.60 | 236,983.61 |
| RUZ OLVERA GRACIELA | AUXILIAR DE LA DIRECCION DE EDUC | 01/08/2018 | 3 | 2 | 67,599.76 | - | 24,015.37 | - | - | - | - | 122,544.28 | 25,720.00 | 239,879.41 | 6,000.00 | 14,196.00 | 20,196.00 | 219,683.41 |
| PEREZ LIZAMAS VICTOR ALFONSO | VACIADOR | 16/11/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,400.00 | 239,943.61 | 3,126.00 | - | 3,126.00 | 236,817.61 |
| ORTIZ RAMIREZ SANTIAGO | VACIADOR | 16/01/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,400.00 | 239,943.61 | 3,126.00 | - | 3,126.00 | 236,817.61 |
| JUAN ALTAMIRANO ARTURO | BARRENDERO | 16/09/2002 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| FERNANDEZ CONTRERAS DANIEL | BARRENDERO | 01/01/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| HERNANDEZ CERVANTES JOSE LUIS | BARRENDERO | 01/01/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| MENDOZA ARANA VICTOR JAVIER | PISADOR | 01/02/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GUZMAN MARTINEZ MARGARITO | PISADOR | 01/03/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| CONTRERAS RAMIREZ DAVID | BARRENDERO | 16/04/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| VAZQUEZ HUERTA PORFIRIO | BARRENDERO | 16/05/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| SALAZAR LEYVA JOSE LUIS | BARRENDERO | 01/06/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| ROMERO LLANO ANGEL | BARRENDERO | 16/07/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| GONZALEZ ROMAN DAVID | BARRENDERO | 16/10/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| MORALES GUERRERO ARTURO | PISADOR | 06/02/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| FELIPE NATIVIDAD ELISEO | BARRENDERO | 20/03/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| MORALES GUERRERO RAUL | BARRENDERO | 20/04/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| GUTIERREZ PIOQUINTO SERGIO | BARRENDERO | 01/04/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| LAGUNES LARA ALEJANDRO | BARRENDERO | 08/06/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| HERNANDEZ REYES DAVID | PISADOR | 15/06/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| MORALES GREGORIO | PISADOR | 01/07/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 28,179.00 | 239,996.91 | 2,859.60 | - | 2,859.60 | 237,137.31 |
| GARCIA MONTIEL MARIO | JUBILADO SLP | 01/10/2015 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,997.17 | 2,859.60 | - | 2,859.60 | 237,137.57 |
| FLORES CATARINA ALBERTO | JUBILADO SLP | 01/03/2016 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,997.17 | 2,859.60 | - | 2,859.60 | 237,137.57 |
| REBOLLEDO SANCHEZ CRESCENCIO | JUBILADO SLP | 16/07/2018 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,997.17 | 2,859.60 | - | 2,859.60 | 237,137.57 |
| GONZALEZ UTRERA SERGIO | JUBILADO SLP | 16/10/2018 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,997.17 | 2,859.60 | - | 2,859.60 | 237,137.57 |
| GONZALEZ ROJAS GILBERTO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,997.17 | 2,859.60 | - | 2,859.60 | 237,137.57 |
| CAMPECHANO HERNANDEZ BARTOLO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 77,497.56 | 25,832.40 | 16,145.33 | - | - | - | - | 101,487.88 | 19,034.00 | 239,997.17 | 2,859.60 | - | 2,859.60 | 237,137.57 |
| CRUZ LARA EMILIO | VACIADOR | 16/01/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| PALACIOS ORTEGA MARCOS | VACIADOR | 16/02/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| CAMACHO SANCHEZ MARCELINO | VACIADOR | 01/06/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| RUIZ PEREZ SERGIO | VACIADOR | 16/06/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| MARCOS MARTINEZ GUILLERMO | VACIADOR | 01/02/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| MUÑOZ MARTINEZ SILVERIO | VACIADOR | 01/02/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| REYES MENDOZA ANTONIO | VACIADOR | 01/09/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| CRISPIN ALCALA SILVANO | VACIADOR | 16/04/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 240,493.61 | 3,126.00 | - | 3,126.00 | 237,367.61 |
| GALLARDO BARRERA ARTURO | GANCHERO | 01/02/1993 | 2 | 2 | 78,943.03 | 25,562.40 | 23,682.91 | 7,894.80 | - | - | - | 79,502.68 | 24,950.00 | 240,535.82 | 3,016.80 | - | 3,016.80 | 237,519.02 |
| VAZQUEZ CHAMA ALFONSO | AUXILIAR OPERATIVO | 16/01/2016 | 2 | 2 | 85,195.40 | - | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,877.30 | 240,706.01 | 3,696.00 | - | 3,696.00 | 237,010.01 |
| CABAÑAS CRUZ DANIEL | AUXILIAR OPERATIVO | 16/04/2016 | 2 | 2 | 85,195.40 | - | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,877.30 | 240,706.01 | 3,696.00 | - | 3,696.00 | 237,010.01 |
| RUIZ SOLIS JOSE | VACIADOR | 01/01/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,400.00 | 240,704.41 | 3,126.00 | - | 3,126.00 | 237,578.41 |
| RODRIGUEZ ARBALLO JESUS MANUEL | VACIADOR | 07/03/2002 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,400.00 | 240,704.41 | 3,126.00 | - | 3,126.00 | 237,578.41 |
| GIL RAYMUNDO | VACIADOR | 01/08/1996 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 240,874.01 | 3,126.00 | - | 3,126.00 | 237,748.01 |
| LARA MURILLO CARLOS | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 163,620.28 | - | 241,121.93 | 4,800.00 | - | 4,800.00 | 236,321.93 |
| SALAS DIAZ ECKHARD | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 163,620.28 | - | 241,121.93 | 4,800.00 | - | 4,800.00 | 236,321.93 |
| ANDRADE CAMACHO ANGEL | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 163,620.28 | - | 241,121.93 | 4,800.00 | - | 4,800.00 | 236,321.93 |
| VAZQUEZ PEREZ GELACIO | AUXILIAR OPERATIVO | 16/01/2016 | 2 | 2 | 85,195.40 | - | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,427.30 | 241,256.01 | 3,696.00 | - | 3,696.00 | 237,560.01 |
| FUENTES OCHOA JUAN CARLOS | VACIADOR | 04/04/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 241,254.41 | 3,126.00 | - | 3,126.00 | 238,128.41 |
| FUENTES GALINDO MARIO VICENTE | VACIADOR | 01/03/2002 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 241,254.41 | 3,126.00 | - | 3,126.00 | 238,128.41 |
| CARRASQUEDO ROJAS MARIO | VACIADOR | 11/11/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 241,254.41 | 3,126.00 | - | 3,126.00 | 238,128.41 |
| LUGO MARTINEZ RAFAEL | VACIADOR | 12/09/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 241,254.41 | 3,126.00 | - | 3,126.00 | 238,128.41 |
| CAMPOS BAEZ ALVARO | JUBILADO SLP | 01/09/2015 | 2 | 2 | 78,468.14 | 26,156.40 | 16,347.53 | - | - | - | - | 101,593.48 | 19,034.00 | 241,599.55 | 2,965.20 | - | 2,965.20 | 238,634.35 |
| HERNANDEZ BARRIOS DIANA | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,666.00 | - | - | 164,616.28 | - | 242,116.93 | 4,800.00 | - | 4,800.00 | 237,316.93 |
| TEMIZ BUSTAMANTE FELIX | JUBILADO SLP | 01/07/2010 | 2 | 2 | 83,610.70 | 19,906.80 | 17,418.90 | - | - | - | - | 102,152.68 | 19,034.00 | 242,123.08 | 3,524.40 | - | 3,524.40 | 238,598.68 |
| RANGEL RODRIGUEZ MIGUEL ANGEL | JUBILADO SLP | 01/04/2020 | 2 | 2 | 78,943.03 | 26,314.80 | 16,446.47 | - | - | - | - | 101,645.08 | 19,034.00 | 242,383.38 | 3,016.80 | - | 3,016.80 | 239,366.58 |
| LEO CARDENAS NICASIO | VACIADOR | 16/02/1995 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 242,396.81 | 3,126.00 | - | 3,126.00 | 239,270.81 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| HERNANDEZ JUAREZ DAVID | VACIADOR | 16/03/1995 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 242,396.81 | 3,126.00 | - | 3,126.00 | 239,270.81 |
| FERNANDEZ TEOBA ANDRES OLEGARIO | VACIADOR | 01/01/1991 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 242,396.81 | 3,126.00 | - | 3,126.00 | 239,270.81 |
| GARCIA TEMIX RICARDO | VACIADOR | 16/07/1995 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 242,396.81 | 3,126.00 | - | 3,126.00 | 239,270.81 |
| SANCHEZ CARVAJAL JOAQUIN ALBERTO | VACIADOR | 16/11/1993 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 24,950.00 | 242,396.81 | 3,126.00 | - | 3,126.00 | 239,270.81 |
| NARANJO MALAGA CECILIO | BODEGUERO | 16/04/2003 | 2 | 2 | 78,943.03 | 21,802.80 | 23,682.91 | 10,525.20 | - | - | - | 79,502.68 | 28,239.00 | 242,695.62 | 3,016.80 | - | 3,016.80 | 239,678.82 |
| PALACIOS CASTRO MARIA DOLORES | BARRENDERO | 19/05/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| OREA PEREZ ROSA MARIA | BARRENDERO | 12/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| XOLO ZAPO MARGARITA | BARRENDERO | 16/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| HERNANDEZ JIMENEZ MARBELLA | BARRENDERO | 04/01/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| FLORES VARGAS CLAUDIA | BARRENDERO | 18/09/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| GARCES ANDRADE PATRICIA | BARRENDERO | 25/01/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| NAVARRO VAZQUEZ FELICITAS | BARRENDERO | 16/09/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| MATA CRUZ MARIA PETRA | BARRENDERO | 16/06/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| BALDERAS DOMINGUEZ RUBICELIA | BARRENDERO | 11/07/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| HERRERA MEDINA ADRIANA | BARRENDERO | 06/10/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| VELAZQUEZ ESQUIVEL DALIA | BARRENDERO | 29/07/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| GUEVARA APARICIO MARIANA | BARRENDERO | 29/07/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| USCANGA CRUZ JUANA | BARRENDERO | 09/11/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| SEVILLA MORENO CELENE | BARRENDERO | 09/09/2009 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 242,896.31 | 2,859.60 | - | 2,859.60 | 240,036.71 |
| VAZQUEZ PEREZ ERASMO | AUXILIAR OPERATIVO | 01/12/2018 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 33,277.30 | 242,945.21 | 3,696.00 | - | 3,696.00 | 239,249.21 |
| MORALES GARCIA FLORENTINO | VACIADOR | 02/01/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,400.00 | 242,989.21 | 3,126.00 | - | 3,126.00 | 239,863.21 |
| HERNANDEZ BERNARDO JOSE BRAULIO | VACIADOR | 16/03/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 243,539.21 | 3,126.00 | - | 3,126.00 | 240,413.21 |
| ZAVALETA DIEGO JOSE MIGUEL | VACIADOR | 13/02/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 24,950.00 | 243,539.21 | 3,126.00 | - | 3,126.00 | 240,413.21 |
| MARTINEZ LUNA MARIA ZORAIDA | BARRENDERO | 17/10/2003 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 243,634.31 | 2,859.60 | - | 2,859.60 | 240,774.71 |
| TOLEDO GONZALEZ MARIA DEL ROSARIO | BARRENDERO | 09/08/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 243,634.31 | 2,859.60 | - | 2,859.60 | 240,774.71 |
| DE LA CRUZ MARTINEZ MINERVA | BARRENDERO | 24/01/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 79,333.48 | 34,400.00 | 243,634.31 | 2,859.60 | - | 2,859.60 | 240,774.71 |
| ALFONSO GUILLEN MARIA GUILLERMINA | AUXILIAR DEL REGISTRO CIVIL | 16/04/2016 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 25,720.00 | 243,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 223,496.91 |
| SILVA LARA MARIA AURORA | AUXILIAR DEL REGISTRO CIVIL | 01/07/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 25,720.00 | 243,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 223,496.91 |
| TIRADO VIVANCO ANA LILIA | AUXILIAR ADMINISTRATIVO DEL DEP | 01/10/2017 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 25,720.00 | 243,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 223,496.91 |
| HERNANDEZ CANSECO LIZETH | AUXILIAR DE COMPRAS | 01/07/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 25,720.00 | 243,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 223,496.91 |
| JIMENEZ RODRIGUEZ JESSICA BEATRIZ | AUXILIAR DE OBRAS PUBLICAS | 01/02/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 128,244.28 | 25,720.00 | 243,692.91 | 6,000.00 | 14,196.00 | 20,196.00 | 223,496.91 |
| PESTAÑA HERNANDEZ RAMON | AUXILIAR OPERATIVO | 16/08/2015 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,427.30 | 244,095.21 | 3,696.00 | - | 3,696.00 | 240,399.21 |
| PADILLA GUTIERREZ ADAN | AUXILIAR OPERATIVO | 16/07/2016 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,427.30 | 244,095.21 | 3,696.00 | - | 3,696.00 | 240,399.21 |
| BARRERA GARCIA JESSICA | VACIADOR | 01/06/2017 | 2 | 2 | 79,954.56 | - | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 41,939.80 | 244,157.41 | 3,126.00 | - | 3,126.00 | 241,031.41 |
| RONZON AMARO DONACIANO | VACIADOR | 16/05/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 28,281.00 | 244,585.41 | 3,126.00 | - | 3,126.00 | 241,459.41 |
| XOLO LUNA JUAN DANIEL | VACIADOR | 01/02/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 28,281.00 | 244,585.41 | 3,126.00 | - | 3,126.00 | 241,459.41 |
| GUTIERREZ MATA ANTONIO DE JESUS | VACIADOR | 15/06/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 28,281.00 | 244,585.41 | 3,126.00 | - | 3,126.00 | 241,459.41 |
| ESQUIVEL RODRIGUEZ BLANCA AZUCENA | BARRENDERO | 04/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 245,479.91 | 2,859.60 | - | 2,859.60 | 242,620.31 |
| SANCHEZ SARMIENTO ALICIA | INCAPACITADO PERMANENTE SLP | 01/09/2013 | 2 | 2 | 77,497.56 | 22,142.40 | 16,145.33 | - | - | - | - | 101,487.88 | 28,484.00 | 245,757.17 | 2,859.60 | - | 2,859.60 | 242,897.57 |
| AGUILAR LUNA IRVING | CAMPANERO | 01/11/2013 | 2 | 2 | 76,121.89 | 19,574.40 | 22,836.57 | 7,611.60 | - | - | - | 86,784.28 | 32,984.50 | 245,913.24 | 2,709.60 | - | 2,709.60 | 243,203.64 |
| RODRIGUEZ CRUZ JORGE LUIS | AUXILIAR OPERATIVO | 01/04/2011 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 245,949.91 | 3,696.00 | - | 3,696.00 | 242,253.91 |
| LEAL PIZARRO VICTOR MIGUEL | AUXILIAR OPERATIVO | 01/04/2014 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 245,949.91 | 3,696.00 | - | 3,696.00 | 242,253.91 |
| BLANCO LEON DANIEL | CAMPANERO | 16/05/2010 | 2 | 2 | 76,121.89 | 20,299.20 | 22,836.57 | 7,611.60 | - | - | - | 86,784.28 | 32,434.50 | 246,088.04 | 2,709.60 | - | 2,709.60 | 243,378.44 |
| TAPIA CUITLAHUAC | AUXILIAR OPERATIVO | 08/05/2007 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,184.00 | 246,211.11 | 3,696.00 | - | 3,696.00 | 242,515.11 |
| HERNANDEZ LANDA ZENAIDA | BARRENDERO | 01/01/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| MARTINEZ VALLEJO MONICA | BARRENDERO | 04/05/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| ZAPOT CUATZOZON SILVIA | BARRENDERO | 04/04/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| ESPINOSA SARABIA MODESTA | BARRENDERO | 01/01/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| ROLDAN ANTELES ALBERTA | BARRENDERO | 22/05/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| DOMINGO SANTIAGO MARIA MERCEDES | BARRENDERO | 20/05/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| DIAZ GUTIERREZ MARTHA DEL CARMEN | BARRENDERO | 25/01/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| MORALES MENDEZ ROSAURA | BARRENDERO | 16/07/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 246,217.91 | 2,859.60 | - | 2,859.60 | 243,358.31 |
| BAEZ DIAZ LEYDI LILIANA | VACIADOR | 01/05/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 79,620.28 | 34,100.00 | 246,216.41 | 3,126.00 | - | 3,126.00 | 243,090.41 |
| ROSADO VAZQUEZ EMILIO | AUXILIAR OPERATIVO | 12/10/2005 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 246,761.11 | 3,696.00 | - | 3,696.00 | 243,065.11 |
| MENDOZA RAMIREZ MISAEL | AUXILIAR OPERATIVO | 04/05/2010 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 246,761.11 | 3,696.00 | - | 3,696.00 | 243,065.11 |
| MIRANDA ANDRES CRESCENCIANO | JUBILADO SLP | 16/01/1992 | 2 | 2 | 91,892.18 | 10,502.40 | 19,144.20 | - | - | - | - | 106,254.28 | 19,034.00 | 246,827.06 | 7,626.00 | - | 7,626.00 | 239,201.06 |
| SOBRINO RODRIGUEZ MANUEL | JUBILADO SLP | 16/08/2013 | 2 | 2 | 78,468.14 | 31,387.20 | 16,347.53 | - | - | - | - | 101,593.48 | 19,034.00 | 246,830.35 | 2,965.20 | - | 2,965.20 | 243,865.15 |
| GRAJALES FERNANDEZ CARLOS OMAR | AUXILIAR DE LA DIRECCION DE CULT | 16/05/2017 | 3 | 2 | 67,599.76 | - | 24,109.70 | - | - | - | - | 134,859.28 | 20,920.00 | 247,488.74 | 6,000.00 | 14,196.00 | 20,196.00 | 227,292.74 |
| SANTOS USCANGA MARIO | AUXILIAR DE LA DIRECCION DE EDUC | 01/05/2016 | 3 | 2 | 67,599.76 | - | 26,283.88 | - | - | - | - | 130,120.03 | 23,570.00 | 247,573.67 | 6,000.00 | 14,196.00 | 20,196.00 | 227,377.67 |
| ZEPEDA CARRERA MARIA FAVIOLA | JUBILADO SLP | 16/08/2013 | 2 | 2 | 77,497.56 | 24,356.40 | 16,145.33 | - | - | - | - | 101,487.88 | 28,484.00 | 247,971.17 | 2,859.60 | - | 2,859.60 | 245,111.57 |
| GARCIA REYES CLEMENCIA | SECRETARIA | 01/01/1995 | 3 | 2 | 149,726.40 | - | 14,556.73 | - | - | - | - | 83,270.68 | 500.00 | 248,053.81 | 24,000.00 | 31,442.40 | 55,442.40 | 192,611.41 |
| SANCHEZ RODRIGUEZ FRANCISCO ANTONIO | BARRENDERO | 16/04/2012 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| HERNANDEZ HERNANDEZ ANTONIO | BARRENDERO | 16/03/2011 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| FERNANDEZ SANTIAGO ALFREDO | BARRENDERO | 01/05/2013 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| GONZALEZ DIAZ JOSE ALBERTO | BARRENDERO | 01/05/2013 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| DE LOS RIOS TOLEDO FERNANDO | BARRENDERO | 16/08/2013 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| CRUZ CAMPECHANO FERNANDO | BARRENDERO | 01/09/2013 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| MORALES CRUZ MARTIN ARMANDO | BARRENDERO | 16/07/2012 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| PALACIOS ORTEGA JONATHAN | BARRENDERO | 01/01/2015 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| POXTAN SANDOVAL YONI ARMANDO | BARRENDERO | 16/05/2015 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 248,088.01 | 2,859.60 | - | 2,859.60 | 245,228.41 |
| GONZALEZ CANSECO ANGELINA | AUXILIAR DE LA DIRECCION DE TURI | 01/05/2016 | 3 | 2 | 67,599.76 | - | 24,109.70 | - | - | - | - | 134,859.28 | 21,570.00 | 248,138.74 | 6,000.00 | 14,196.00 | 20,196.00 | 227,942.74 |
| ESQUIVEL ANDALON MARIA BLASINA | BARRENDERO | 15/07/1998 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 248,431.91 | 2,859.60 | - | 2,859.60 | 245,572.31 |
| SALTOS AVENDAÑO MINERVA | BARRENDERO | 19/11/1999 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 248,431.91 | 2,859.60 | - | 2,859.60 | 245,572.31 |
| RUIZ ZAVALETA JOSE JUAN | BARRENDERO | 01/06/2012 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 248,638.01 | 2,859.60 | - | 2,859.60 | 245,778.41 |
| DOMINGUEZ DELGADO JUAN CARLOS | PISADOR | 01/07/2012 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 248,638.01 | 2,859.60 | - | 2,859.60 | 245,778.41 |
| ENRIQUEZ JAHIN LUIS ENRIQUE | BARRENDERO | 09/08/2010 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 248,638.01 | 2,859.60 | - | 2,859.60 | 245,778.41 |
| LAGUNES GOMEZ FERNANDO | BARRENDERO | 16/10/2014 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 248,638.01 | 2,859.60 | - | 2,859.60 | 245,778.41 |
| POXTAN SANDOVAL WILDIAM | BARRENDERO | 16/05/2015 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 248,638.01 | 2,859.60 | - | 2,859.60 | 245,778.41 |
| UTRERA RAMIREZ ROBERTO | BARRENDERO | 16/03/2014 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 248,638.01 | 2,859.60 | - | 2,859.60 | 245,778.41 |
| LEON SERRANO SILVERIO | AUXILIAR OPERATIVO | 16/02/2006 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,184.00 | 249,050.31 | 3,696.00 | - | 3,696.00 | 245,354.31 |
| LEON SERRANO MANUEL | AUXILIAR OPERATIVO | 03/04/2006 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,184.00 | 249,050.31 | 3,696.00 | - | 3,696.00 | 245,354.31 |
| TOLEDO TEMIX JORGE ALBERTO | AUXILIAR OPERATIVO | 22/01/2004 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 24,584.00 | 249,262.71 | 3,696.00 | - | 3,696.00 | 245,566.71 |
| RICARTE YEPEZ LUIS MARIANO | BARRENDERO | 08/07/2009 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 249,376.01 | 2,859.60 | - | 2,859.60 | 246,516.41 |
| CORTES PEÑA PABLO | BARRENDERO | 03/02/2009 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 249,376.01 | 2,859.60 | - | 2,859.60 | 246,516.41 |
| RODRIGUEZ LOPEZ FELIX | PISADOR | 01/09/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 249,376.01 | 2,859.60 | - | 2,859.60 | 246,516.41 |
| RAMIREZ ORTEGA MARIO IVAN | BARRENDERO | 08/07/2009 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 249,376.01 | 2,859.60 | - | 2,859.60 | 246,516.41 |
| HERNANDEZ TECORRAL ISIDRO | PISADOR | 19/01/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 249,376.01 | 2,859.60 | - | 2,859.60 | 246,516.41 |
| OSORIO RIVERA JUAN CARLOS | BARRENDERO | 01/07/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 249,376.01 | 2,859.60 | - | 2,859.60 | 246,516.41 |
| REYES CHOLO GABRIEL | AUXILIAR OPERATIVO | 14/09/2005 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| VILLEGAS LOPEZ ISAAC | AUXILIAR OPERATIVO | 10/10/2005 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| ALVARADO MONTERROSA ILDEFONSO | AUXILIAR OPERATIVO | 21/11/2005 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| VAZQUEZ HUERTA JOSE ROBERTO | AUXILIAR OPERATIVO | 16/01/2006 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| SEGOVIA ALDUCIN ALFONSO | AUXILIAR OPERATIVO | 16/02/2006 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| CRUZ VILLEGAS OMAR | AUXILIAR OPERATIVO | 14/07/2006 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| MARTINEZ CRUZ ARTURO | AUXILIAR OPERATIVO | 14/03/2007 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| MENDEZ VILLEGAS CESAR | AUXILIAR OPERATIVO | 14/03/2007 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| HERNANDEZ SANCHEZ FERNANDO | AUXILIAR OPERATIVO | 01/07/2007 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| GARCIA ALVARIO EUSTACIO | AUXILIAR OPERATIVO | 01/12/2007 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| AGUSTIN MARCOS ARTURO | AUXILIAR OPERATIVO | 16/01/2008 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| ANDRADE ZAMUDIO LUIS | AUXILIAR OPERATIVO | 16/02/2008 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| TORRES FERRER JUAN DE DIOS | AUXILIAR OPERATIVO | 16/06/2006 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 249,600.31 | 3,696.00 | - | 3,696.00 | 245,904.31 |
| MENDOZA SANCHEZ SALVADOR | COORDINADOR | 15/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,500.00 | - | - | 158,163.88 | - | 249,663.88 | 1,767.60 | - | 1,767.60 | 247,896.28 |
| PEREZ CARRANZA MARCOS TULIO | AUXILIAR DEL REGISTRO CIVIL | 01/07/2018 | 3 | 2 | 67,599.76 | - | 24,015.37 | - | - | - | - | 134,544.28 | 23,570.00 | 249,729.41 | 6,000.00 | 14,196.00 | 20,196.00 | 229,533.41 |
| ALVAREZ TIRADO IRMIN ANSELMO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 13,417.00 | - | - | 170,628.28 | - | 249,879.93 | 4,800.00 | - | 4,800.00 | 245,079.93 |
| RUIZ URBINA NORBERTO | CAMPANERO | 22/03/2002 | 2 | 2 | 76,121.89 | 21,024.00 | 22,836.57 | 10,149.60 | - | - | - | 86,784.28 | 32,984.50 | 249,900.84 | 2,709.60 | - | 2,709.60 | 247,191.24 |
| ACOSTA VELAZQUEZ EVELIA | BARRENDERO | 06/04/1995 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 10,333.20 | - | - | - | 79,333.48 | 34,400.00 | 249,907.91 | 2,859.60 | - | 2,859.60 | 247,048.31 |
| MENDEZ ORTIZ JUAN CARLOS | AUXILIAR OPERATIVO | 01/03/1996 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 250,007.11 | 3,696.00 | - | 3,696.00 | 246,311.11 |
| ENRIQUEZ RUIZ MARIO | AUXILIAR OPERATIVO | 01/08/1996 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 250,007.11 | 3,696.00 | - | 3,696.00 | 246,311.11 |
| RODRIGUEZ RODRIGUEZ ESTEBAN | AUXILIAR OPERATIVO | 16/01/1996 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 250,007.11 | 3,696.00 | - | 3,696.00 | 246,311.11 |
| IZAMAN LARA MARIO | JUBILADO SLP | 01/03/2016 | 2 | 2 | 83,610.70 | 27,870.00 | 17,418.90 | - | - | - | - | 102,152.68 | 19,034.00 | 250,086.28 | 3,524.40 | - | 3,524.40 | 246,561.88 |
| CUEVAS MARTINEZ JOSE MARTIN | JUBILADO SLP | 01/03/2016 | 2 | 2 | 83,610.70 | 27,870.00 | 17,418.90 | - | - | - | - | 102,152.68 | 19,034.00 | 250,086.28 | 3,524.40 | - | 3,524.40 | 246,561.88 |
| LASTRO MENDEZ JUAN CARLOS | JUBILADO SLP | 16/02/2017 | 2 | 2 | 83,610.70 | 27,870.00 | 17,418.90 | - | - | - | - | 102,152.68 | 19,034.00 | 250,086.28 | 3,524.40 | - | 3,524.40 | 246,561.88 |
| KAGERER GARCIA PAULINA | COORDINADOR | 16/05/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,500.00 | - | - | 158,163.88 | 500.00 | 250,163.88 | 1,767.60 | - | 1,767.60 | 248,396.28 |
| RAMIREZ LARA FRANCISCO | PISADOR | 16/03/1998 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 31,109.10 | 250,307.01 | 2,859.60 | - | 2,859.60 | 247,447.41 |
| TORRES SERNA MARILYN ALICIA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 13,417.00 | - | - | 170,628.28 | 500.00 | 250,379.93 | 4,800.00 | - | 4,800.00 | 245,579.93 |
| CRUZ ASCENCIO GABINO | AUXILIAR OPERATIVO | 02/03/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 25,734.00 | 250,412.71 | 3,696.00 | - | 3,696.00 | 246,716.71 |
| BENITEZ GARCIA FELIPE | AUXILIAR ADMINISTRATIVO | 01/04/2019 | 2 | 3 | 180,000.00 | - | 17,500.00 | - | - | - | - | 52,967.08 | - | 250,467.08 | 25,138.80 | - | 25,138.80 | 225,328.28 |
| DIAZ MENDOZA JOSEFINA | VACIADOR | 21/01/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 79,620.28 | 34,400.00 | 250,704.41 | 3,126.00 | - | 3,126.00 | 247,578.41 |
| ESTRADA GUIZAMAN LUIS ALBERTO | BARRENDERO | 16/03/2000 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 31,659.10 | 250,857.01 | 2,859.60 | - | 2,859.60 | 247,997.41 |
| DOMINGUEZ RIVADENEYRA HERMELINDA | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,667.00 | - | - | 160,587.88 | - | 251,254.88 | 1,767.60 | - | 1,767.60 | 249,487.28 |
| MONTIEL DOMINGUEZ BERENICE | AUXILIAR OPERATIVO | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,667.00 | - | - | 160,587.88 | - | 251,254.88 | 1,767.60 | - | 1,767.60 | 249,487.28 |
| LOPEZ LOPEZ OMAR FRANCISCO | PISADOR | 01/07/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,580.10 | 251,409.61 | 2,859.60 | - | 2,859.60 | 248,550.01 |
| PEREZ NANDEZ JULIAN | BARRENDERO | 01/07/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,580.10 | 251,409.61 | 2,859.60 | - | 2,859.60 | 248,550.01 |
| ACOSTA OLIVARES RUBEN | AUXILIAR OPERATIVO | 16/04/1995 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| XOLO ZAPO DAVID | AUXILIAR OPERATIVO | 15/08/1993 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| MENDEZ MELO NEMORIO | AUXILIAR OPERATIVO | 16/01/1995 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| CHIGO ANGEL FELIPE | AUXILIAR OPERATIVO | 01/01/1993 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| TOLEDO TIBURCIO RAFAEL | AUXILIAR OPERATIVO | 01/01/1991 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| ARRIETA BORBONIO JOSE LUIS | AUXILIAR OPERATIVO | 01/06/1993 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| MORA MORA SERGIO | AUXILIAR OPERATIVO | 01/08/1993 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| LAGUNES RODRIGUEZ OMAR | AUXILIAR OPERATIVO | 16/10/1990 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| VIDAÑA USCANGA ALEJANDRO | AUXILIAR OPERATIVO | 16/09/1993 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| GONZALEZ TRONCOSO BERNARDO | AUXILIAR OPERATIVO | 16/01/1994 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| CRUZ RAMIREZ PEDRO | AUXILIAR OPERATIVO | 01/04/1995 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| REYES TRINIDAD ANGEL ENRIQUE | AUXILIAR OPERATIVO | 01/01/1991 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| MARTINEZ GARCIA RICARDO | AUXILIAR OPERATIVO | 01/06/1995 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| GARCIA ACOSTA LORENZO | AUXILIAR OPERATIVO | 01/06/1992 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 25,734.00 | 251,629.51 | 3,696.00 | - | 3,696.00 | 247,933.51 |
| FERNANDEZ HUERTA VICTOR ALFREDO | BARRENDERO | 01/07/1998 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 251,778.01 | 2,859.60 | - | 2,859.60 | 248,918.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| MARQUEZ LEON CARLOS | PISADOR | 02/02/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 33,130.10 | 251,959.61 | 2,859.60 | - | 2,859.60 | 249,100.01 |
| LOPEZ MENDEZ OSCAR | BARRENDERO | 02/02/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 33,130.10 | 251,959.61 | 2,859.60 | - | 2,859.60 | 249,100.01 |
| MARQUEZ LEON VICTOR | BARRENDERO | 01/05/2010 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 33,130.10 | 251,959.61 | 2,859.60 | - | 2,859.60 | 249,100.01 |
| UTRERA PEREZ BARTOLO | JUBILADO SLP | 01/01/1990 | 2 | 2 | 97,183.30 | 8,515.20 | 20,246.52 | - | - | - | - | 107,101.48 | 19,034.00 | 252,080.50 | 8,473.20 | - | 8,473.20 | 243,607.30 |
| FLORES ZURITA ALEJANDRO | BARRENDERO | 01/04/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 32,580.10 | 252,147.61 | 2,859.60 | - | 2,859.60 | 249,288.01 |
| RODRIGUEZ SANCHEZ ALAN | VACIADOR | 16/07/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 86,415.88 | 33,273.80 | 252,185.81 | 3,126.00 | - | 3,126.00 | 249,059.81 |
| LOPEZ GARCIA SILVESTRE | PISADOR | 02/01/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 33,130.10 | 252,697.61 | 2,859.60 | - | 2,859.60 | 249,838.01 |
| SANCHEZ RAYON EMILIANO | JUBILADO SLP | 16/08/2018 | 2 | 2 | 85,195.40 | 28,398.00 | 17,749.04 | - | - | - | - | 102,324.28 | 19,034.00 | 252,700.73 | 3,696.00 | - | 3,696.00 | 249,004.73 |
| PERFECTO CASIANO BERNARDO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 85,195.40 | 28,398.00 | 17,749.04 | - | - | - | - | 102,324.28 | 19,034.00 | 252,700.73 | 3,696.00 | - | 3,696.00 | 249,004.73 |
| SALDAÑA SEVILLA JULIO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 85,195.40 | 28,398.00 | 17,749.04 | - | - | - | - | 102,324.28 | 19,034.00 | 252,700.73 | 3,696.00 | - | 3,696.00 | 249,004.73 |
| MORA REYES DOMINGO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 85,195.40 | 28,398.00 | 17,749.04 | - | - | - | - | 102,324.28 | 19,034.00 | 252,700.73 | 3,696.00 | - | 3,696.00 | 249,004.73 |
| PEREZ VAZQUEZ NOEMI | VACIADOR | 17/03/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 252,951.81 | 3,126.00 | - | 3,126.00 | 249,825.81 |
| VELAZCO LOPEZ GABRIEL | VACIADOR | 16/01/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 252,951.81 | 3,126.00 | - | 3,126.00 | 249,825.81 |
| HERMIDA HERNANDEZ VASTI ABIHAIL | AUXILIAR DE PARTICIPACION CIUDAD | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| FENTANES MURILLO CLAUDIA ISABEL | AUXILIAR DE GOBERNACION | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| RAMIREZ AMADOR CINTHIA MARGARITA | AUXILIAR DE EGRESOS DE LA TESOR | 01/09/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| MELCHOR MELCHOR MARIANA JOSEPH | AUXILIAR DE CATASTRO | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| GIJON VARELA LETICIA | AUXILIAR DE GOBERNACION | 01/09/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| CASTRO CARVAJAL TERESA ELISA | AUXILIAR DE EDUCACION Y CULTUR | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| DE LA CRUZ HERNANDEZ CECILIA NARCISA | AUXILIAR DE DESARROLLO URBANO | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 21,570.00 | 253,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 223,625.05 |
| GARCIA ZARATE FELICIANO | BARRENDERO | 01/07/1991 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 32,580.10 | 253,254.01 | 2,859.60 | - | 2,859.60 | 250,394.41 |
| ANTONIO PERALTA WILBERT | AUXILIAR OPERATIVO | 01/07/2002 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 28,734.00 | 253,412.71 | 3,696.00 | - | 3,696.00 | 249,716.71 |
| ORTIZ LOPEZ CLEMENTINA | JUBILADO SLP | 01/04/2020 | 2 | 2 | 79,954.56 | 26,652.00 | 16,657.20 | - | - | - | - | 101,754.28 | 28,484.00 | 253,502.04 | 3,126.00 | - | 3,126.00 | 250,376.04 |
| MORALES CORTEZ ESTEBAN CECILIO | VACIADOR | 16/09/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 253,501.81 | 3,126.00 | - | 3,126.00 | 250,375.81 |
| DOMINGUEZ VELASCO JOSE ALFREDO | VACIADOR | 09/08/2010 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 253,501.81 | 3,126.00 | - | 3,126.00 | 250,375.81 |
| MENDEZ MARTINEZ JUAN CARLOS | VACIADOR | 16/05/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 253,501.81 | 3,126.00 | - | 3,126.00 | 250,375.81 |
| PEREZ GARCIA OSCAR | VACIADOR | 16/05/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,429.80 | 253,541.81 | 3,126.00 | - | 3,126.00 | 250,415.81 |
| RAMOS TORRES YENI | AUXILIAR OPERATIVO | 01/07/2016 | 2 | 2 | 85,195.40 | - | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 43,877.30 | 253,545.21 | 3,696.00 | - | 3,696.00 | 249,849.21 |
| LOPEZ JACOME DANIELA | COORD.DE ODONTOLOGIA | 16/04/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,803.00 | - | - | 161,283.88 | 500.00 | 253,586.88 | 1,767.60 | - | 1,767.60 | 251,819.28 |
| MARTINEZ GONZALEZ QUIRINO | VACIADOR | 01/10/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 253,713.81 | 3,126.00 | - | 3,126.00 | 250,587.81 |
| SERRANO JOAQUIN WALDO | VACIADOR | 23/09/2005 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 253,713.81 | 3,126.00 | - | 3,126.00 | 250,587.81 |
| ISLAS SALAZAR ENRIQUE | VACIADOR | 06/01/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 253,713.81 | 3,126.00 | - | 3,126.00 | 250,587.81 |
| FUENTES GRANDA JOSE LUIS | VACIADOR | 01/06/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| MAZABA CHACHA JOSE MANUEL | VACIADOR | 01/04/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| CAZARIN LOPEZ HERMILO | VACIADOR | 01/05/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| CASTILLO MENDEZ ALEJANDRO | VACIADOR | 16/10/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| TECA ISLAS ANTONIO | VACIADOR | 16/04/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| VAZQUEZ GUERRERO PORFIRIO | VACIADOR | 01/11/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| GONZALEZ ROMAN ROBERTO | VACIADOR | 05/02/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| ESTRADA RIOS JESUS | VACIADOR | 01/05/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| TORRES CORDOVA GABINO | VACIADOR | 16/05/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,623.80 | 253,735.81 | 3,126.00 | - | 3,126.00 | 250,609.81 |
| CRUZ LARA DELFINO | PISADOR | 16/09/1990 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 253,804.01 | 2,859.60 | - | 2,859.60 | 250,944.41 |
| MARTINEZ VIDAL DEMECIO | PISADOR | 16/02/1992 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 253,804.01 | 2,859.60 | - | 2,859.60 | 250,944.41 |
| ITURBE RAMIREZ RAFAEL | BARRENDERO | 16/02/1992 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 253,804.01 | 2,859.60 | - | 2,859.60 | 250,944.41 |
| HERNANDEZ CRUZ FLORENCIO | BARRENDERO | 16/10/1994 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 253,804.01 | 2,859.60 | - | 2,859.60 | 250,944.41 |
| PONCE MEJIA ANDRES | BARRENDERO | 20/09/1991 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 33,130.10 | 253,804.01 | 2,859.60 | - | 2,859.60 | 250,944.41 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| BAUTISTA BACXI JESUS EMIGDIO | AUXILIAR OPERATIVO | 01/07/2003 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 29,284.00 | 253,962.71 | 3,696.00 | - | 3,696.00 | 250,266.71 |
| CASTILLO CRUZ RAMON LEONARDO | VACIADOR | 04/07/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| ZAVALA VILLANUEVA ESTEBAN | VACIADOR | 14/01/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| PEÑA ROSAS ELIEZER | VACIADOR | 08/03/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| ROSAS GUZMAN ANDRES | VACIADOR | 03/10/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| MORALES GONZALEZ OSCAR | VACIADOR | 19/01/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| GARCIA MARIN FELIPE | VACIADOR | 24/09/2005 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| RAMOS PARRA TEOFILO | VACIADOR | 15/02/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| HERNANDEZ SANCHEZ HECTOR | VACIADOR | 08/07/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| LIBREROS CARMONA ISRAEL | VACIADOR | 04/05/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 254,263.81 | 3,126.00 | - | 3,126.00 | 251,137.81 |
| MOJICA GUZMAN CARLOS | VACIADOR | 01/12/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| GUEVARA AMEZCUA JOSE JAIR | VACIADOR | 01/07/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| ESQUIVEL UTRERA MARTIN CESAR | VACIADOR | 01/09/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| PEREZ CASTILLEJOS ANTONIO | VACIADOR | 01/09/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| SUAREZ LOPEZ ARMANDO | VACIADOR | 16/08/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| VILLEGAS GIRON TEOFILO | VACIADOR | 16/08/2011 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| LAMA ORTEGA LUIS ALFONSO | VACIADOR | 16/09/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| MALDONADO LUIS ANGEL | VACIADOR | 16/10/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| CHAVEZ REYES JOB | VACIADOR | 17/03/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| HEREDIA LOEZA JOSE MANUEL | VACIADOR | 01/07/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| CASTILLO RANGEL ELEUTERIO | VACIADOR | 16/04/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| MENDOZA ESPINOZA JOSIMAR | VACIADOR | 16/09/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| SAAVEDRA MENDEZ CLAUDIO | VACIADOR | 01/01/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| SALINAS CANO EDUARDO | VACIADOR | 22/01/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| GUZMAN BARRIOS LUCIO | VACIADOR | 25/01/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| VELAZQUEZ MORALES JONHATAN MICHEL | VACIADOR | 01/05/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| ALVIZAR JUAREZ ADOLFO | VACIADOR | 16/03/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| TENORIO CAGAL RODRIGO | VACIADOR | 01/06/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 34,173.80 | 254,285.81 | 3,126.00 | - | 3,126.00 | 251,159.81 |
| SOLANO BARRIOS ALBERTO | VACIADOR | 22/01/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 254,474.61 | 3,126.00 | - | 3,126.00 | 251,348.61 |
| CRUZ ADAN | VACIADOR | 23/06/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 254,474.61 | 3,126.00 | - | 3,126.00 | 251,348.61 |
| VELA REYES HEDIN DE JESUS | VACIADOR | 27/06/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 254,474.61 | 3,126.00 | - | 3,126.00 | 251,348.61 |
| LUGO SEGURA JOSE ROBERTO | VACIADOR | 06/05/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 32,839.80 | 254,474.61 | 3,126.00 | - | 3,126.00 | 251,348.61 |
| FERNANDEZ PERALTA FRANCISCO | SECRETARIO TECNICO | 01/01/2001 | 2 | 3 | 178,225.20 | - | 17,327.45 | - | 582.00 | - | - | 58,575.88 | - | 254,710.53 | 24,759.60 | - | 24,759.60 | 229,950.93 |
| PEREZ RICARTE ANA JESTENY | AUXILIAR DE LA BIBLIOTECA VENUST | 16/04/2008 | 3 | 2 | 93,352.00 | - | 20,242.37 | - | - | - | - | 119,552.68 | 21,570.00 | 254,717.05 | 10,200.00 | 19,604.40 | 29,804.40 | 224,912.65 |
| HERNANDEZ PEÑA HERIBERTO | ANALISTA | 16/03/2001 | 3 | 2 | 162,000.00 | - | 15,750.00 | - | - | - | - | 77,028.28 | - | 254,778.28 | 24,000.00 | 25,200.00 | 49,200.00 | 205,578.28 |
| CAZARIN RUBIO ADRIAN | VACIADOR | 16/06/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,323.80 | 254,901.01 | 3,126.00 | - | 3,126.00 | 251,775.01 |
| GARCIA AGUSTIN MARGARITO | PISADOR | 01/05/1999 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 35,809.10 | 255,007.01 | 2,859.60 | - | 2,859.60 | 252,147.41 |
| ACEVEDO REYES JAVIER | VACIADOR | 16/01/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 255,024.61 | 3,126.00 | - | 3,126.00 | 251,898.61 |
| MONTERO GAMBOA OSCAR | VACIADOR | 16/01/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 255,024.61 | 3,126.00 | - | 3,126.00 | 251,898.61 |
| PEREZ CRUZ CESAR JOSAFAT | AUXILIAR DE CATASTRO | 01/07/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| AVILA OTERO FRANCISCO JOSE | AUXILIAR DE BIBLIOTECA | 16/09/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| GONZALEZ RAMOS JUAN CARLOS | AUXILIAR DE TENENCIA DE LA TIERR | 16/07/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| RISSO PALACIOS PEDRO | PISADOR | 01/02/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 35,809.10 | 255,376.61 | 2,859.60 | - | 2,859.60 | 252,517.01 |
| MARISCAL GONZALEZ ROGELIO | BARRENDERO | 01/03/2002 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 35,809.10 | 255,376.61 | 2,859.60 | - | 2,859.60 | 252,517.01 |
| GARCIA ALVARIO DARIO | VACIADOR | 16/03/2015 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 255,451.01 | 3,126.00 | - | 3,126.00 | 252,325.01 |
| MORA ORTIZ DAVID | VACIADOR | 01/11/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 10,660.80 | - | - | - | 86,415.88 | 33,873.80 | 255,451.01 | 3,126.00 | - | 3,126.00 | 252,325.01 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| VELAZCO GONZALEZ GABRIEL | BARRENDERO | 01/09/1998 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| GUERRERO HERNANDEZ ENRIQUE | BARRENDERO | 16/01/1999 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| UTRERA PALACIOS JUAN | BARRENDERO | 01/04/1999 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| PEREZ CASTILLEJOS EUSEBIO | BARRENDERO | 16/05/1999 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| PERFECTO JOSE ISIDRO | BARRENDERO | 16/05/1999 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| ZARATE MONTIEL CARLOS | BARRENDERO | 01/01/2000 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| ZARATE VIDAL GUILLERMO | PISADOR | 16/01/2000 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 255,557.01 | 2,859.60 | - | 2,859.60 | 252,697.41 |
| CASTILLEJOS COUTIÑO PABLO | PISADOR | 01/08/2000 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 255,926.61 | 2,859.60 | - | 2,859.60 | 253,067.01 |
| VICENTE MEDINA JOSE LUIS | BARRENDERO | 16/01/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 255,926.61 | 2,859.60 | - | 2,859.60 | 253,067.01 |
| VALLEJO HERNANDEZ ROBERTO | BARRENDERO | 01/09/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 255,926.61 | 2,859.60 | - | 2,859.60 | 253,067.01 |
| FLORES ORTEGA JOSE LUIS | BARRENDERO | 16/09/2001 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 255,926.61 | 2,859.60 | - | 2,859.60 | 253,067.01 |
| LOPEZ CONTRERAS JOSE NOE | BARRENDERO | 16/01/2002 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 255,926.61 | 2,859.60 | - | 2,859.60 | 253,067.01 |
| RODRIGUEZ ROSADO AMADO | BARRENDERO | 01/04/2002 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 255,926.61 | 2,859.60 | - | 2,859.60 | 253,067.01 |
| PEREA ROJAS JULIO | VACIADOR | 16/09/2013 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,273.80 | 256,051.01 | 3,126.00 | - | 3,126.00 | 252,925.01 |
| RIVERA VERA FRANCISCO ARTURO | COORDINADOR | 01/01/2014 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| GRAJALES VALLEJO ALBERTO | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| VELAZQUEZ ESQUIVEL GRACIELA | AUXILIAR OPERATIVO | 23/09/2005 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 8,520.00 | - | - | - | 79,034.68 | 35,184.00 | 256,211.11 | 3,696.00 | - | 3,696.00 | 252,515.11 |
| CORDOBA MORALES ANDRES | VACIADOR | 16/08/2000 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,020.80 | 256,320.81 | 3,126.00 | - | 3,126.00 | 253,194.81 |
| LOPEZ ALMENDRA OLEGARIO | VACIADOR | 01/10/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,020.80 | 256,320.81 | 3,126.00 | - | 3,126.00 | 253,194.81 |
| COLORADO PEREZ FELIPE | VACIADOR | 01/04/2002 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,020.80 | 256,320.81 | 3,126.00 | - | 3,126.00 | 253,194.81 |
| VILLA HERNANDEZ JUAN CARLOS | VACIADOR | 05/10/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 256,379.01 | 3,126.00 | - | 3,126.00 | 253,253.01 |
| ROJAS VARGAS ENRIQUE | VACIADOR | 23/10/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 256,379.01 | 3,126.00 | - | 3,126.00 | 253,253.01 |
| MUÑOZ TABAL RAFAEL | VACIADOR | 25/05/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 256,379.01 | 3,126.00 | - | 3,126.00 | 253,253.01 |
| MARTINEZ GONZALEZ JOSE MANUEL | VACIADOR | 25/04/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 256,379.01 | 3,126.00 | - | 3,126.00 | 253,253.01 |
| LARA MORENO ANGEL | VACIADOR | 16/11/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 256,379.01 | 3,126.00 | - | 3,126.00 | 253,253.01 |
| PITA MORA MARIA ISABEL | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | 500.00 | 256,619.28 | 4,800.00 | - | 4,800.00 | 251,819.28 |
| REYES RAMOS CYNTHIA GUADALUPE | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | 500.00 | 256,619.28 | 4,800.00 | - | 4,800.00 | 251,819.28 |
| LOPEZ CANDELARIA ADALBERTO | VACIADOR | 25/02/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| PEREZ CHAVEZ GUILLERMO | VACIADOR | 08/05/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| GONZALEZ TOLEDO OMAR | VACIADOR | 01/11/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| VILLA PIMENTEL PEDRO BERNARDO | VACIADOR | 12/04/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| RODRIGUEZ CABAÑAS ALFONSO | VACIADOR | 04/08/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| LOPEZ MARIN FLAVIO ARMANDO | VACIADOR | 24/04/2007 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| TOLEDO CAMPECHANO RICARDO | VACIADOR | 01/02/2008 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| PACHECO DURAN MIGUEL ANGEL | VACIADOR | 11/02/2009 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| UTRERA PALACIOS CRISPIN | VACIADOR | 18/01/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| MENDOZA AQUINO GUSTAVO | VACIADOR | 01/05/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| CORDOVA RAMOS JORGE | VACIADOR | 01/05/2010 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 256,929.01 | 3,126.00 | - | 3,126.00 | 253,803.01 |
| GONZALEZ CORDOVA JUAN CARLOS | BARRENDERO | 16/11/1992 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 36,359.10 | 257,033.01 | 2,859.60 | - | 2,859.60 | 254,173.41 |
| RODRIGUEZ AGUSTIN ROBERTO | VACIADOR | 28/09/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 257,139.81 | 3,126.00 | - | 3,126.00 | 254,013.81 |
| PEREZ COLLADO MANUEL | VACIADOR | 20/02/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 257,139.81 | 3,126.00 | - | 3,126.00 | 254,013.81 |
| CORDOVA RAMOS MARCOS ARTURO | VACIADOR | 30/04/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 257,139.81 | 3,126.00 | - | 3,126.00 | 254,013.81 |
| CASTILLO LEON CESAR | VACIADOR | 01/06/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 257,139.81 | 3,126.00 | - | 3,126.00 | 254,013.81 |
| GONZALEZ RODRIGUEZ DANIELA YASIRET | AUXILIAR DE GOBERNACION | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| VAZQUEZ JIMENEZ BIANCA | AUXILIAR DE PARTICIPACION CIUDAD | 01/06/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| REYES FERNANDEZ MARIA DE JESUS | AUXILIAR DE BIBLIOTECA | 16/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| DE LA CRUZ PEREZ LIZBETH | AUXILIAR DE EDUCACION | 01/08/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| ESCANDON VICTORIA DIANA VANESSA | AUXILIAR DE GOBERNACION | 01/06/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| NUÑEZ RODRIGUEZ KARINA | AUXILIAR DE CATASTRO | 01/01/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| MENDOZA HERNANDEZ DULCE XIOMARA | AUXILIAR DE OBRAS PUBLICAS | 01/09/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| RAMIREZ LOPEZ MARBELLA | AUXILIAR DE PARTICIPACION CIUDAD | 01/06/2013 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| RODRIGUEZ GOMEZ ILSE | AUXILIAR DE BIBLIOTECA | 01/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| SILVA CORONADO ANGELY VERONICA | AUXILIAR DE LA DIRECCION DE CULT | 01/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| GONZALEZ SOSA MARTHA ALICIA | AUXILIAR DE LA DIRECCION DE CULT | 01/07/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| MONTIEL MALAGA ANTONIO | VACIADOR | 03/07/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 257,309.41 | 3,126.00 | - | 3,126.00 | 254,183.41 |
| PALACIOS MARTINEZ JUAN ANTONIO | VACIADOR | 15/04/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| MARQUEZ ZENTENO ERIC | VACIADOR | 09/08/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| MARTINEZ CORDOVA FELIX | VACIADOR | 02/03/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| VELASCO LOPEZ MARIANO | VACIADOR | 25/07/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| ALVAREZ HERNANDEZ RICARDO | VACIADOR | 02/06/2005 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| FLORES MEDINA DANTE | VACIADOR | 18/06/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| MARCO TRUJILLO LUIS MIGUEL | VACIADOR | 14/05/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| DIAZ MORALES MARCO POLO | VACIADOR | 25/02/2003 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 257,689.81 | 3,126.00 | - | 3,126.00 | 254,563.81 |
| GONZALEZ CASTILLO NEYRA YENIRETH | AUXILIAR DE INGRESOS DE LA TESO | 16/04/2016 | 3 | 2 | 67,599.76 | - | 26,392.59 | - | - | - | - | 142,483.04 | 21,570.00 | 258,045.38 | 6,000.00 | 14,196.00 | 20,196.00 | 237,849.38 |
| CANO ATILANO LAURA NATALIA | BARRENDERO | 01/06/2011 | 2 | 2 | 77,497.56 | 19,928.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,088.01 | 2,859.60 | - | 2,859.60 | 255,228.41 |
| GONZALEZ ROSAS JUAN PABLO | BARRENDERO | 01/05/2000 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 258,140.61 | 2,859.60 | - | 2,859.60 | 255,281.01 |
| MENDOZA OLMEDO IGNACIO | BARRENDERO | 01/05/2000 | 2 | 2 | 77,497.56 | 23,618.40 | 23,249.27 | 10,333.20 | - | - | - | 87,083.08 | 36,359.10 | 258,140.61 | 2,859.60 | - | 2,859.60 | 255,281.01 |
| LOBATO CHIGO MARIO | BODEGUERO | 16/06/1998 | 2 | 2 | 78,943.03 | 24,058.80 | 23,682.91 | 7,894.80 | - | - | - | 87,397.48 | 36,572.40 | 258,549.42 | 3,016.80 | - | 3,016.80 | 255,532.62 |
| LANDA LAGUNES MONICA | BARRENDERO | 21/09/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| DE LA CRUZ MARTINEZ MARIA CRUZ | BARRENDERO | 05/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| MERLIN PEREZ BLASINA | BARRENDERO | 04/07/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| MARTINEZ RUIZ ROCIO | BARRENDERO | 05/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| PEREZ LAGUNES MARIA DEL CARMEN | BARRENDERO | 10/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| SOLIS GONZALEZ MARIA LUISA | BARRENDERO | 30/08/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| ARGUELLO QUEZADA MARIA ESTEHER | BARRENDERO | 19/10/2005 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| SANTIAGO SANTIAGO MARIA LUISA | BARRENDERO | 16/02/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| SOTERO JIMENEZ JOSEFINA | BARRENDERO | 03/05/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| GARCIA YGNACIA | BARRENDERO | 27/02/2007 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| TREJO YAÑEZ JUANA | BARRENDERO | 01/02/2008 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| LÓPEZ MENDOZA MARIA DEL CARMEN | PISADOR | 23/10/2006 | 2 | 2 | 77,497.56 | 20,666.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 258,826.01 | 2,859.60 | - | 2,859.60 | 255,966.41 |
| MOTTA TAPIA LETICIA GUADALUPE | AUXILIAR DE BIBLIOTECA | 01/06/2006 | 3 | 2 | 93,352.00 | - | 20,242.37 | - | - | - | - | 119,552.68 | 25,720.00 | 258,867.05 | 10,200.00 | 19,604.40 | 29,804.40 | 229,062.65 |
| PERFECTO JOSE HILARINO | GANCHERO | 06/02/2001 | 2 | 2 | 78,943.03 | 21,802.80 | 23,682.91 | 10,525.20 | - | - | - | 87,397.48 | 36,572.40 | 258,923.82 | 3,016.80 | - | 3,016.80 | 255,907.02 |
| CHAVEZ VICTOR ANTONIO | VACIADOR | 01/04/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 259,424.61 | 3,126.00 | - | 3,126.00 | 256,298.61 |
| RAMIREZ HERNANDEZ ESPERANZA | BARRENDERO | 19/05/2004 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 259,564.01 | 2,859.60 | - | 2,859.60 | 256,704.41 |
| CORDOBA NIETO SOCORRO | BARRENDERO | 26/01/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 259,564.01 | 2,859.60 | - | 2,859.60 | 256,704.41 |
| MONTALVO SANTIAGO ARELI | BARRENDERO | 03/02/2005 | 2 | 2 | 77,497.56 | 21,404.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 259,564.01 | 2,859.60 | - | 2,859.60 | 256,704.41 |
| CAMACHO UTRERA CRISTINO | VACIADOR | 01/06/1990 | 2 | 2 | 79,954.56 | 26,652.00 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 33,389.80 | 259,594.21 | 3,126.00 | - | 3,126.00 | 256,468.21 |
| VAZQUEZ HERRERA MARTIN CALIXTO | ANALISTA | 01/01/2005 | 3 | 2 | 149,760.00 | - | 14,560.00 | - | - | - | - | 95,277.88 | - | 259,597.88 | 24,000.00 | 31,449.60 | 55,449.60 | 204,148.28 |
| MARTINEZ PALMA ANTONIA | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 79,034.68 | 35,184.00 | 259,862.71 | 3,696.00 | - | 3,696.00 | 256,166.71 |
| ORTEGA AYALA JOSE RUFINO | VACIADOR | 01/04/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| SANCHEZ MARIN JORGE | VACIADOR | 17/04/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| GOMEZ ALARCON JOSE FRANCISCO | VACIADOR | 06/06/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GONZALEZ VALLE RAYMUNDO | VACIADOR | 01/05/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| VELASCO SANCHEZ LUIS NORBERTO | VACIADOR | 31/07/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| DUCOYNG ORTIZ JUAN JOSE | VACIADOR | 16/07/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| XOLO ZAPO MARGARITO | VACIADOR | 01/06/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| REGALAO DOMINGUEZ EMILIO | VACIADOR | 01/09/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| ARPIDEZ LARA CARLOS | VACIADOR | 22/07/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 259,974.61 | 3,126.00 | - | 3,126.00 | 256,848.61 |
| RODRIGUEZ CASTILLO MARGARITO | BODEGUERO | 01/11/1993 | 2 | 2 | 78,943.03 | 25,562.40 | 23,682.91 | 7,894.80 | - | - | - | 87,397.48 | 36,572.40 | 260,053.02 | 3,016.80 | - | 3,016.80 | 257,036.22 |
| MORENO HERRERA MANUELITO | VACIADOR | 16/05/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 36,170.80 | 260,090.41 | 3,126.00 | - | 3,126.00 | 256,964.41 |
| COLORADO OSORIO ENRIQUE HILARIO | VACIADOR | 01/11/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 36,170.80 | 260,470.81 | 3,126.00 | - | 3,126.00 | 257,344.81 |
| PAVON ENRIQUEZ MAURO | VACIADOR | 16/05/1997 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 36,720.80 | 260,640.41 | 3,126.00 | - | 3,126.00 | 257,514.41 |
| PEDRO FELICIANO ALBERTO | VACIADOR | 01/05/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 36,720.80 | 260,640.41 | 3,126.00 | - | 3,126.00 | 257,514.41 |
| ACOSTA GONZALEZ JONATHAN | VACIADOR | 01/01/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 36,720.80 | 260,640.41 | 3,126.00 | - | 3,126.00 | 257,514.41 |
| RUIZ SOLIS JAVIER | VACIADOR | 03/05/1995 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 32,839.80 | 260,947.41 | 3,126.00 | - | 3,126.00 | 257,821.41 |
| HUBERT ALONSO ALBERTO | VACIADOR | 01/11/2000 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 36,720.80 | 261,020.81 | 3,126.00 | - | 3,126.00 | 257,894.81 |
| LOPEZ BARRIENTOS JOSE LUIS | VACIADOR | 16/09/2001 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 36,720.80 | 261,020.81 | 3,126.00 | - | 3,126.00 | 257,894.81 |
| LOPEZ ESPINOZA DAVID | VACIADOR | 01/05/1994 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 261,497.41 | 3,126.00 | - | 3,126.00 | 258,371.41 |
| BAUTISTA LOPEZ JORGE ALBERTO | VACIADOR | 02/01/1995 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 261,497.41 | 3,126.00 | - | 3,126.00 | 258,371.41 |
| SAUCEDO ANDRES FERNANDO | VACIADOR | 15/03/1992 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 33,389.80 | 261,497.41 | 3,126.00 | - | 3,126.00 | 258,371.41 |
| GUEVARA APARICIO ROSALIA | BODEGUERO | 29/07/2008 | 2 | 2 | 78,943.03 | 21,051.60 | 23,682.91 | 7,894.80 | - | - | - | 87,397.48 | 42,733.40 | 261,703.22 | 3,016.80 | - | 3,016.80 | 258,686.42 |
| IBARRA CRUZ MIRIAM | VACIADOR | 16/07/2014 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 42,539.80 | 262,651.81 | 3,126.00 | - | 3,126.00 | 259,525.81 |
| VELEZ HERNANDEZ JUAN FERNANDO | VACIADOR | 16/06/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 36,170.80 | 262,755.61 | 3,126.00 | - | 3,126.00 | 259,629.61 |
| PONCE RODRIGUEZ LUIS ANGEL | AUXILIAR OPERATIVO | 16/04/2012 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,177.30 | 262,913.21 | 3,696.00 | - | 3,696.00 | 259,217.21 |
| MARICHE CALLEJA VENANCIO | AUXILIAR OPERATIVO | 16/01/2015 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,177.30 | 262,913.21 | 3,696.00 | - | 3,696.00 | 259,217.21 |
| VARGAS SORIANO DELFINA ROSARIO | VACIADOR | 01/09/2012 | 2 | 2 | 79,954.56 | 20,559.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 42,839.80 | 262,951.81 | 3,126.00 | - | 3,126.00 | 259,825.81 |
| DIEGO PEREZ MARIA | BARRENDERO | 12/01/1992 | 2 | 2 | 77,497.56 | 25,094.40 | 23,249.27 | 7,749.60 | - | - | - | 87,083.08 | 42,580.10 | 263,254.01 | 2,859.60 | - | 2,859.60 | 260,394.41 |
| GARCIA VILLANUEVA LUIS MANUEL | VACIADOR | 16/07/2000 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 36,720.80 | 263,305.61 | 3,126.00 | - | 3,126.00 | 260,179.61 |
| NAVARRETE ORTEGA ABEL | AUXILIAR OPERATIVO | 16/08/2011 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 263,463.21 | 3,696.00 | - | 3,696.00 | 259,767.21 |
| ROBLES SILVA TONY | AUXILIAR OPERATIVO | 01/11/2014 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 263,463.21 | 3,696.00 | - | 3,696.00 | 259,767.21 |
| CAMACHO UTRERA ISAAC ISRAEL | AUXILIAR OPERATIVO | 16/04/2015 | 2 | 2 | 85,195.40 | 21,907.20 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 263,463.21 | 3,696.00 | - | 3,696.00 | 259,767.21 |
| GRAJALES VEYTIA ELEANA | AUXILIAR DE LA BIBLIOTECA VENUST | 01/05/2000 | 3 | 2 | 97,214.92 | - | 20,242.37 | - | - | - | - | 120,363.88 | 25,720.00 | 263,541.17 | 10,200.00 | 20,415.60 | 30,615.60 | 232,925.57 |
| YEPEZ MENDEZ MARIA ESTHER | VACIADOR | 04/10/2006 | 2 | 2 | 79,954.56 | 21,321.60 | 23,986.37 | 7,995.60 | - | - | - | 87,615.88 | 42,839.80 | 263,713.81 | 3,126.00 | - | 3,126.00 | 260,587.81 |
| RAMOS MOGUEL WILBERT | AUXILIAR OPERATIVO | 03/10/2008 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,177.30 | 263,724.41 | 3,696.00 | - | 3,696.00 | 260,028.41 |
| PUCHETA CRUZ LUIS ALBERTO | AUXILIAR DEL REGISTRO CIVIL | 11/07/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 131,281.48 | 20,920.00 | 264,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 234,975.05 |
| MONTIEL MALAGA SAMUEL | AUXILIAR OPERATIVO | 01/01/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 265,086.81 | 3,696.00 | - | 3,696.00 | 261,390.81 |
| FERNANDEZ HUERTA OSCAR | COORDINADOR | 01/02/2011 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,803.00 | - | - | 173,355.88 | - | 265,158.88 | 1,767.60 | - | 1,767.60 | 263,391.28 |
| RODRIGUEZ VAZQUEZ TITO | AUXILIAR OPERATIVO | 16/03/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 33,027.30 | 266,226.01 | 3,696.00 | - | 3,696.00 | 262,530.01 |
| GUTIERREZ CABAGNES LUCERO | AUXILIAR DEL REGISTRO CIVIL | 01/02/2015 | 3 | 2 | 98,302.55 | - | 21,613.97 | - | - | - | - | 120,591.88 | 25,720.00 | 266,228.41 | 10,200.00 | 20,643.60 | 30,843.60 | 235,384.81 |
| RUIZ PASTRANA BERNABE | AUXILIAR OPERATIVO | 16/01/1997 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,577.30 | 266,370.41 | 3,696.00 | - | 3,696.00 | 262,674.41 |
| UTRERA CUEVAS CRISPIN | AUXILIAR OPERATIVO | 01/07/1998 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,577.30 | 266,370.41 | 3,696.00 | - | 3,696.00 | 262,674.41 |
| ROBLES PERALTA DAVID | AUXILIAR OPERATIVO | 01/05/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,577.30 | 266,370.41 | 3,696.00 | - | 3,696.00 | 262,674.41 |
| BAUTISTA GARCIA JOSE ASUNCION | AUXILIAR OPERATIVO | 01/05/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,577.30 | 266,370.41 | 3,696.00 | - | 3,696.00 | 262,674.41 |
| FLORES RODRIGUEZ JOSE TIMOTEO | AUXILIAR OPERATIVO | 16/05/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 33,577.30 | 266,370.41 | 3,696.00 | - | 3,696.00 | 262,674.41 |
| ARZABA HERNANDEZ ALLAN ANTONIO | COORD DE INFORMACION Y ESTADIS | 15/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 14,000.00 | - | - | 173,595.88 | - | 266,595.88 | 1,767.60 | - | 1,767.60 | 264,828.28 |
| HERNANDEZ MENDEZ ELDA ADARELI | COBRADOR "F" DE LA TESORERIA MU | 01/09/2014 | 3 | 2 | 95,785.01 | - | 22,946.93 | - | - | - | - | 126,362.68 | 21,570.00 | 266,664.62 | 10,200.00 | 20,114.40 | 30,314.40 | 236,350.22 |
| RUIZ ROBINSON DAFNE ALEJANDRA | SECRETARIA PARTICULAR | 01/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 14,000.00 | - | - | 173,595.88 | 500.00 | 267,095.88 | 1,767.60 | - | 1,767.60 | 265,328.28 |
| CORDOVA SANCHEZ ALFONSO | AUXILIAR OPERATIVO | 19/01/2010 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 267,113.61 | 3,696.00 | - | 3,696.00 | 263,417.61 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| SOLANO JOSE ANGEL GABRIEL | AUXILIAR OPERATIVO | 16/03/2010 | 2 | 2 | 85,195.40 | 22,718.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 267,113.61 | 3,696.00 | - | 3,696.00 | 263,417.61 |
| ZAVALA VILLANUEVA CRISTINA ALEJANDRA | VACIADOR | 01/09/2000 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 267,139.81 | 3,126.00 | - | 3,126.00 | 264,013.81 |
| SOLIS GARCIA YSAIAS | VACIADOR | 07/10/2000 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 267,139.81 | 3,126.00 | - | 3,126.00 | 264,013.81 |
| AGUILERA CONTRERAS REYNA | VACIADOR | 03/03/2004 | 2 | 2 | 79,954.56 | 22,082.40 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 267,139.81 | 3,126.00 | - | 3,126.00 | 264,013.81 |
| MORENO ARTIGAS JOSE RAMON RENE | AUXILIAR OPERATIVO | 16/01/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,177.30 | 267,376.01 | 3,696.00 | - | 3,696.00 | 263,680.01 |
| LOPEZ SUAREZ MARCELO | AUXILIAR OPERATIVO | 09/08/2004 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,177.30 | 267,376.01 | 3,696.00 | - | 3,696.00 | 263,680.01 |
| MARTINEZ DOMINGUEZ IGNACIO | AUXILIAR OPERATIVO | 16/08/2002 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,177.30 | 267,376.01 | 3,696.00 | - | 3,696.00 | 263,680.01 |
| CAMPOS GARCIA JUAN CARLOS | AUXILIAR OPERATIVO | 02/02/2004 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 267,926.01 | 3,696.00 | - | 3,696.00 | 264,230.01 |
| ZAVALA VILLANUEVA ROBERTO | AUXILIAR OPERATIVO | 10/02/2005 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 267,926.01 | 3,696.00 | - | 3,696.00 | 264,230.01 |
| GUTIERREZ MOSCOSO ANDRES | AUXILIAR OPERATIVO | 02/06/2005 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 267,926.01 | 3,696.00 | - | 3,696.00 | 264,230.01 |
| ESCOBAR MONTOYA LILIANI DEL CARMEN | COORDINADOR | 07/04/1998 | 3 | 2 | 156,000.00 | - | 15,166.67 | - | - | - | - | 96,588.28 | 500.00 | 268,254.95 | 24,000.00 | 32,760.00 | 56,760.00 | 211,494.95 |
| QUIROZ ARJONA GABRIELA | AUXILIAR DE CATASTRO | 01/05/2011 | 3 | 2 | 92,064.40 | - | 22,890.75 | - | - | - | - | 128,125.80 | 25,720.00 | 268,800.95 | 10,200.00 | 19,333.20 | 29,533.20 | 239,267.75 |
| VAZQUEZ MARISCAL GEOVANNY | COORDINADOR | 01/02/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 13,343.00 | - | - | 176,739.88 | - | 269,082.88 | 1,767.60 | - | 1,767.60 | 267,315.28 |
| MORAN MENDOZA JUVENCIO | AUXILIAR OPERATIVO | 01/01/1993 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 269,142.81 | 3,696.00 | - | 3,696.00 | 265,446.81 |
| SEVILLA MORENO PABLO | AUXILIAR OPERATIVO | 01/07/1991 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 269,142.81 | 3,696.00 | - | 3,696.00 | 265,446.81 |
| UTRERA PALACIOS JOAQUIN | AUXILIAR OPERATIVO | 16/07/1991 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 269,142.81 | 3,696.00 | - | 3,696.00 | 265,446.81 |
| ROSAS LLINAS SALVADOR | AUXILIAR OPERATIVO | 01/09/1992 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 269,142.81 | 3,696.00 | - | 3,696.00 | 265,446.81 |
| UTRERA CASTILLO CESAR | AUXILIAR OPERATIVO | 15/05/2000 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 33,577.30 | 269,209.61 | 3,696.00 | - | 3,696.00 | 265,513.61 |
| HERNANDEZ CRUZ ELIZABETH | AUXILIAR DE GOBERNACION | 01/03/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 131,281.48 | 25,720.00 | 269,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 239,775.05 |
| PEREZ NORMA | AUXILIAR DE TENENCIA DE LA TIERR | 01/01/2011 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 131,281.48 | 25,720.00 | 269,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 239,775.05 |
| ENRIQUEZ HUITZITL DIANA LAURA | AUXILIAR DE TENENCIA DE LA TIERR | 01/08/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 131,281.48 | 25,720.00 | 269,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 239,775.05 |
| ROJANO ZEFERINO ROSA LUZ | AUXILIAR DEL REGISTRO CIVIL | 01/03/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 131,281.48 | 25,720.00 | 269,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 239,775.05 |
| DIAZ MENDEZ MIRTA ANGELICA | AUXILIAR DE INGRESOS DE LA TESO | 01/09/2015 | 3 | 2 | 67,753.48 | - | 29,831.90 | - | - | - | - | 146,047.37 | 25,720.00 | 269,352.75 | 10,200.00 | 14,228.40 | 24,428.40 | 244,924.35 |
| PEREZ AMADOR MARTHA | VACIADOR | 30/09/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 269,424.61 | 3,126.00 | - | 3,126.00 | 266,298.61 |
| ENRIQUEZ VERA RAQUEL | VACIADOR | 01/07/1998 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 269,424.61 | 3,126.00 | - | 3,126.00 | 266,298.61 |
| SOLANO BARRIOS ALICIA | VACIADOR | 01/02/1999 | 2 | 2 | 79,954.56 | 24,367.20 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 269,424.61 | 3,126.00 | - | 3,126.00 | 266,298.61 |
| SANTIAGO VILLEGAS JOSE PABLO | AUXILIAR OPERATIVO | 01/01/1990 | 2 | 2 | 85,195.40 | 28,398.00 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 34,727.30 | 269,954.01 | 3,696.00 | - | 3,696.00 | 266,258.01 |
| NIEVA RIVERA SANDY ELIZABETH | COORDINADOR ADMINISTRATIVO | 16/11/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 15,167.00 | - | - | 188,628.28 | 500.00 | 270,129.93 | 4,800.00 | - | 4,800.00 | 265,329.93 |
| ORTEGA ENRIQUEZ PEDRO | AUXILIAR OPERATIVO | 16/07/1998 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 270,359.61 | 3,696.00 | - | 3,696.00 | 266,663.61 |
| FUENTES RAMON TOMAS | AUXILIAR OPERATIVO | 16/06/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 270,359.61 | 3,696.00 | - | 3,696.00 | 266,663.61 |
| MAYO REYES LEON | AUXILIAR OPERATIVO | 16/07/1998 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 270,359.61 | 3,696.00 | - | 3,696.00 | 266,663.61 |
| RUIZ URBINA ROMAN | AUXILIAR OPERATIVO | 15/08/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 270,359.61 | 3,696.00 | - | 3,696.00 | 266,663.61 |
| PEÑA BARRADAS ABIGAIL | AUXILIAR DE EDUCACION | 01/09/2015 | 3 | 2 | 67,599.76 | - | 31,060.58 | - | - | - | - | 150,271.88 | 21,570.00 | 270,502.22 | 10,200.00 | 14,196.00 | 24,396.00 | 246,106.22 |
| DELGADO DOMINGUEZ LUCIA | AUXILIAR DE COMPRAS | 23/01/2006 | 3 | 2 | 93,352.00 | - | 20,242.37 | - | - | - | - | 131,552.68 | 25,720.00 | 270,867.05 | 10,200.00 | 19,604.40 | 29,804.40 | 241,062.65 |
| MARTINEZ CHANS SUSANA | VACIADOR | 01/10/1994 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 270,947.41 | 3,126.00 | - | 3,126.00 | 267,821.41 |
| CRUZ DOMINGUEZ NARCISA | VACIADOR | 16/09/1994 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 270,947.41 | 3,126.00 | - | 3,126.00 | 267,821.41 |
| QUEVEDO CABRERA EMILIA | VACIADOR | 04/10/1992 | 2 | 2 | 79,954.56 | 25,890.00 | 23,986.37 | 10,660.80 | - | - | - | 87,615.88 | 42,839.80 | 270,947.41 | 3,126.00 | - | 3,126.00 | 267,821.41 |
| CAMPECHANO CASTRO FRANCISCO | AUXILIAR OPERATIVO | 01/04/1997 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| GARCIA SANDOVAL CANDIDO | AUXILIAR OPERATIVO | 16/03/1998 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| LOPEZ JIMENEZ MAURICIO | AUXILIAR OPERATIVO | 02/02/1998 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| ACOSTA GONZALEZ SAUL | AUXILIAR OPERATIVO | 01/03/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| ALVAREZ CORTES PEDRO | AUXILIAR OPERATIVO | 01/05/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| REYES TRINIDAD JOSE LUIS | AUXILIAR OPERATIVO | 16/06/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| TENORIO SOSME RUFINO | AUXILIAR OPERATIVO | 01/03/2000 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 271,070.41 | 3,696.00 | - | 3,696.00 | 267,374.41 |
| SUAREZ VAZQUEZ JORGE | AUXILIAR OPERATIVO | 02/01/1995 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,177.30 | 271,432.01 | 3,696.00 | - | 3,696.00 | 267,736.01 |
| MENDEZ MURGUIA RODOLFO | AUXILIAR OPERATIVO | 01/09/2000 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 271,476.01 | 3,696.00 | - | 3,696.00 | 267,780.01 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| RODRIGUEZ VAZQUEZ SERGIO | AUXILIAR OPERATIVO | 01/04/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 271,476.01 | 3,696.00 | - | 3,696.00 | 267,780.01 |
| CORTES VARELA RAFAEL | AUXILIAR OPERATIVO | 16/04/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 271,476.01 | 3,696.00 | - | 3,696.00 | 267,780.01 |
| COLORADO HERNANDEZ CARLOS | AUXILIAR OPERATIVO | 16/07/2001 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 271,476.01 | 3,696.00 | - | 3,696.00 | 267,780.01 |
| LOPEZ MENDEZ RUTILO | AUXILIAR OPERATIVO | 01/01/2002 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 271,476.01 | 3,696.00 | - | 3,696.00 | 267,780.01 |
| SANCHEZ ROQUES IVAN | AUXILIAR OPERATIVO | 01/02/2002 | 2 | 2 | 85,195.40 | 23,530.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 271,476.01 | 3,696.00 | - | 3,696.00 | 267,780.01 |
| TEJEDA TAIBO HECTOR ANTONIO | SECRETARIO DE SALA DE EDILES | 02/05/2007 | 3 | 2 | 106,327.38 | - | 23,518.24 | - | - | - | - | 121,101.88 | 20,920.00 | 271,867.50 | 10,200.00 | 21,153.60 | 31,353.60 | 240,513.90 |
| MARTINEZ DENEGRI ANA CRISTINA | AUXILIAR DE LA SECRETARIA DEL H. | 01/09/2014 | 3 | 2 | 105,174.88 | - | 23,124.98 | - | - | - | - | 122,035.48 | 21,570.00 | 271,905.34 | 10,200.00 | 22,087.20 | 32,287.20 | 239,618.14 |
| MARCIAL SALEM ARTURO | AUXILIAR OPERATIVO | 16/08/1992 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 271,982.01 | 3,696.00 | - | 3,696.00 | 268,286.01 |
| SALCEDO PIÑA HERMINIO | AUXILIAR OPERATIVO | 28/06/1992 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 271,982.01 | 3,696.00 | - | 3,696.00 | 268,286.01 |
| RUIZ URBINA GABINO | AUXILIAR OPERATIVO | 01/05/1994 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 34,727.30 | 271,982.01 | 3,696.00 | - | 3,696.00 | 268,286.01 |
| CHAVEZ RAMON | COORDINADOR | 01/04/1987 | 3 | 2 | 140,196.48 | - | 17,500.00 | - | - | - | - | 114,472.60 | - | 272,169.08 | 30,000.00 | 16,840.80 | 46,840.80 | 225,328.28 |
| DUARTE DIAZ JULIAN | AUXILIAR OPERATIVO | 04/10/1992 | 2 | 2 | 85,195.40 | 27,586.80 | 25,558.62 | 8,520.00 | - | - | - | 87,554.68 | 38,277.30 | 272,692.81 | 3,696.00 | - | 3,696.00 | 268,996.81 |
| RUIZ NARVAEZ RICARDO RAMON | ENFERMERO MUNICIPAL | 16/01/1992 | 3 | 2 | 107,817.38 | - | 21,870.69 | - | - | - | - | 122,589.88 | 20,920.00 | 273,197.95 | 10,200.00 | 22,641.60 | 32,841.60 | 240,356.35 |
| URBINA GARCIA DANIEL | AUXILIAR OPERATIVO | 01/05/2000 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 38,277.30 | 273,909.61 | 3,696.00 | - | 3,696.00 | 270,213.61 |
| GUADARRAMA MOLINA JORGE | AUXILIAR | 01/01/2018 | 2 | 2 | 100,800.00 | - | 30,184.00 | - | - | - | - | 122,124.28 | 20,920.00 | 274,028.28 | 10,200.00 | 22,176.00 | 32,376.00 | 241,652.28 |
| NUÑEZ RODRIGUEZ PEDRO | INSPECTOR DE REGLAMENTOS MUN | 01/04/2006 | 3 | 2 | 108,509.43 | - | 23,904.41 | - | - | - | - | 121,781.08 | 20,920.00 | 275,114.92 | 10,200.00 | 21,832.80 | 32,032.80 | 243,082.12 |
| AVILA OTERO ROBERTO MIGUEL | ENCARGADO DE BIBLIOTECA "CARLO | 21/01/1993 | 3 | 2 | 108,579.73 | - | 22,025.34 | - | - | - | - | 122,749.48 | 23,570.00 | 276,924.55 | 10,200.00 | 22,801.20 | 33,001.20 | 243,923.35 |
| ORTIZ SOLIS REMIGIO | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| SALINAS SANCHEZ MANUEL DE JESUS | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| ROSAS ROSAS JOSE LUIS | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| GARCIA CARRILLO OSCAR | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| PILOTO AGUILAR CLAUDIA | COORDINADOR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| DELFIN BARON IVONNE | ENCARGADO DE BIBLIOTECA "JULIO | 16/04/1995 | 3 | 2 | 107,881.49 | - | 21,883.70 | - | - | - | - | 122,603.08 | 25,720.00 | 278,088.27 | 10,200.00 | 22,654.80 | 32,854.80 | 245,233.47 |
| LASO LEDESMA AMANDA | COPISTA DE BIBLIOTECA | 16/04/1995 | 3 | 2 | 107,881.73 | - | 21,883.74 | - | - | - | - | 122,603.08 | 25,720.00 | 278,088.56 | 10,200.00 | 22,654.80 | 32,854.80 | 245,233.76 |
| RAMIREZ VALEN REGINA | ESCRIBIENTE "C" DEL REGISTRO CIV | 16/01/2013 | 3 | 2 | 98,302.55 | - | 21,613.97 | - | - | - | - | 132,591.88 | 25,720.00 | 278,228.41 | 10,200.00 | 20,643.60 | 30,843.60 | 247,384.81 |
| TRIANA CANO ERIKA | ESCRIBIENTE "B" DEL REGISTRO CIVI | 01/09/2014 | 3 | 2 | 98,302.55 | - | 21,613.97 | - | - | - | - | 132,591.88 | 25,720.00 | 278,228.41 | 10,200.00 | 20,643.60 | 30,843.60 | 247,384.81 |
| USCANGA MEDINA ALMA PATRICIA | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | 500.00 | 278,278.68 | 1,376.40 | - | 1,376.40 | 276,902.28 |
| MENDIOLA VALENCIA RUBI | JEFE DE AREA | 01/03/2011 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | 500.00 | 278,278.68 | 1,376.40 | - | 1,376.40 | 276,902.28 |
| ISLAS MORENO MARLA KESIA | COORDINADORA ADMINISTRATIVA | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | 500.00 | 278,278.68 | 1,376.40 | - | 1,376.40 | 276,902.28 |
| HERNANDEZ TORAL ROSA ISELA | ENCARGADO DE ACCION CIVICA Y C | 26/10/1992 | 3 | 2 | 108,133.95 | - | 21,934.90 | - | - | - | - | 122,655.88 | 25,720.00 | 278,444.73 | 10,200.00 | 22,707.60 | 32,907.60 | 245,537.13 |
| LEMUS SOLIS MIGUEL ANGEL | TECNICO "A" DEL DEPARTAMENTO D | 01/11/2007 | 3 | 2 | 100,713.81 | - | 21,838.69 | - | - | - | - | 133,098.28 | 23,570.00 | 279,220.78 | 10,200.00 | 21,150.00 | 31,350.00 | 247,870.78 |
| BRAVO GUTIERREZ YOLANDA | AUXILIAR DE BIBLIOTECA VENISTIAN | 01/01/2001 | 3 | 2 | 95,283.52 | - | 24,402.10 | - | - | - | - | 133,849.78 | 25,720.00 | 279,255.40 | 10,200.00 | 20,010.00 | 30,210.00 | 249,045.40 |
| VIVANCO CARVAJAL AGUSTIN CESAR | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,517.00 | - | - | 188,804.68 | - | 279,371.68 | 1,376.40 | - | 1,376.40 | 277,995.28 |
| LOPEZ ESPINOZA ROSA MARIA | AUXILIAR OPERATIVO | 01/07/1996 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 44,177.30 | 279,809.61 | 3,696.00 | - | 3,696.00 | 276,113.61 |
| ORTEGA ENRIQUEZ MARIA ESTELA | AUXILIAR OPERATIVO | 15/10/1999 | 2 | 2 | 85,195.40 | 25,964.40 | 25,558.62 | 11,359.20 | - | - | - | 87,554.68 | 44,177.30 | 279,809.61 | 3,696.00 | - | 3,696.00 | 276,113.61 |
| CHAVEZ VALENZUELA ISRAEL | AYUDANTE ELECTRICISTA DE PRIME | 01/01/2011 | 3 | 2 | 110,781.06 | - | 25,172.32 | - | - | - | - | 121,662.28 | 23,570.00 | 281,185.66 | 10,800.00 | 21,114.00 | 31,914.00 | 249,271.66 |
| ELOS LABORDE GILDARDO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 16,192.00 | - | - | 199,176.28 | - | 281,202.93 | 4,800.00 | - | 4,800.00 | 276,402.93 |
| GONZALEZ VITAL ESTEBAN | COORDINADOR OPERATIVO | 01/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 15,842.00 | - | - | 195,576.28 | - | 281,202.93 | 4,800.00 | - | 4,800.00 | 276,402.93 |
| VELA CABALLERO MARIA GUADALUPE | INSPECTOR DE REGLAMENTOS MUN | 02/05/2007 | 3 | 2 | 101,080.82 | - | 21,918.26 | - | - | - | - | 133,175.08 | 25,720.00 | 281,894.17 | 10,200.00 | 21,226.80 | 31,426.80 | 250,467.37 |
| SOSA CAMPILLO GUSTAVO | JEFE DE MANTENIMIENTO | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 16,217.00 | - | - | 199,428.28 | - | 282,795.28 | 4,800.00 | - | 4,800.00 | 277,995.28 |
| GUZMAN DIAZ PEON VIRIDIANA | COBRADOR "A" DE LA TESORERIA M | U 01/05/2010 | 3 | 2 | 112,562.84 | - | 24,408.03 | - | - | - | - | 124,499.08 | 21,570.00 | 283,039.95 | 11,113.20 | 23,637.60 | 34,750.80 | 248,289.15 |
| BARRIOS GUTIERREZ GIULIANA | COORDINADOR | 15/06/2004 | 3 | 2 | 180,000.00 | - | 17,500.00 | - | - | - | - | 85,548.28 | 500.00 | 283,548.28 | 30,000.00 | 27,720.00 | 57,720.00 | 225,828.28 |
| NUÑEZ ALFARO CRISTHYAN GILBERTO | AUXILIAR DE BIBLIOTECA | 01/08/2014 | 3 | 2 | 92,064.40 | - | 24,109.70 | - | - | - | - | 144,196.48 | 23,570.00 | 283,940.58 | 10,200.00 | 19,333.20 | 29,533.20 | 254,407.38 |
| PAVON CUETO REYNA | AUXILIAR DE CATASTRO | 01/04/2012 | 3 | 2 | 92,064.40 | - | 27,184.99 | - | - | - | - | 143,860.89 | 21,570.00 | 284,680.28 | 11,594.40 | 19,333.20 | 30,927.60 | 253,752.68 |
| MONTES DE OCA LOPEZ CRISTINA | AUXILIAR DE LA SALA DE EDILES | 16/06/2017 | 3 | 2 | 111,131.75 | - | 33,277.79 | - | - | - | - | 114,744.28 | 25,720.00 | 284,873.82 | 10,800.00 | 14,196.00 | 24,996.00 | 259,877.82 |
| ESPINOSA ROJAS JOSE ALEJANDRO | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 168,000.00 | - | 16,333.33 | 14,000.40 | - | - | - | 87,108.28 | - | 285,442.01 | 24,000.00 | 35,280.00 | 59,280.00 | 226,162.01 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| SANTANA MENDEZ ELIAS NATANAEL | AUXILIAR DE CATASTRO | 16/05/2012 | 3 | 2 | 92,064.40 | - | 24,777.25 | - | - | - | - | 146,425.80 | 23,570.00 | 286,837.45 | 10,200.00 | 19,333.20 | 29,533.20 | 257,304.25 |
| GUTIERREZ HARO CLEMENCIA | ESCRIBIENTE "B" DE BIBLIOTECA | 16/03/1992 | 3 | 2 | 116,009.56 | - | 23,532.47 | - | - | - | - | 125,841.88 | 21,570.00 | 286,953.91 | 11,731.20 | 24,362.40 | 36,093.60 | 250,860.31 |
| MARTINEZ RODRIGUEZ ROGELIO | COORDINADOR | 01/01/2011 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 197,444.68 | - | 287,870.68 | 1,376.40 | - | 1,376.40 | 286,494.28 |
| PADILLA MAYORGA NESTOR ENRIQUE | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 197,444.68 | - | 287,870.68 | 1,376.40 | - | 1,376.40 | 286,494.28 |
| PADILLA NIETO GENARO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 197,444.68 | - | 287,870.68 | 1,376.40 | - | 1,376.40 | 286,494.28 |
| CANTERO BIXANO MARIA DE LOS ANGELES | ESCRIBIENTE "B" DEL REGISTRO CIVI | 18/04/2005 | 3 | 2 | 106,118.61 | - | 22,544.24 | - | - | - | - | 134,233.48 | 25,720.00 | 288,616.33 | 10,200.00 | 22,285.20 | 32,485.20 | 256,131.13 |
| ALDAZABA CAPISTRAN SARA LETICIA | OFICIAL TERCERO DEL REGISTRO CI | 01/08/2004 | 3 | 2 | 113,960.58 | - | 24,210.21 | - | - | - | - | 125,043.88 | 25,720.00 | 288,934.67 | 11,364.00 | 23,931.60 | 35,295.60 | 253,639.07 |
| BERLIN ORTIZ JULIO ARMANDO | AUXILIAR DE BIBLIOTECA | 16/07/2011 | 3 | 2 | 92,064.40 | - | 25,298.49 | - | - | - | - | 148,166.49 | 23,570.00 | 289,099.38 | 10,200.00 | 19,333.20 | 29,533.20 | 259,566.18 |
| AGUILAR PANAMA GABRIEL | CHOFER | 01/01/2014 | 2 | 2 | 107,496.40 | 27,642.00 | 32,248.92 | 10,749.60 | - | - | - | 85,729.48 | 25,734.00 | 289,600.40 | 10,204.80 | - | 10,204.80 | 279,395.60 |
| VAZQUEZ MARTHA EUGENIA | AUXILIAR DE LA PRESIDENCIA | 16/01/1999 | 3 | 2 | 115,049.84 | - | 23,956.02 | - | - | - | - | 125,467.48 | 25,720.00 | 290,193.34 | 11,558.40 | 24,160.80 | 35,719.20 | 254,474.14 |
| TORRES ROSAS ELDA GUADALUPE | AUXILIAR DE INGRESOS DE LA TESO | 16/01/2011 | 3 | 2 | 106,848.48 | - | 23,492.97 | - | - | - | - | 134,385.88 | 25,720.00 | 290,447.33 | 10,200.00 | 22,437.60 | 32,637.60 | 257,809.73 |
| LORENZO GUZMAN JUAN CARLOS | AUXILIAR DE TURISMO | 01/01/1998 | 3 | 2 | 118,162.04 | - | 26,514.87 | - | - | - | - | 122,280.28 | 23,570.00 | 290,527.19 | 12,116.40 | 20,415.60 | 32,532.00 | 257,995.19 |
| GRAJALES FERNANDEZ BRENDA ISABEL | AUXILIAR DE GOBERNACION | 16/05/2012 | 3 | 2 | 92,064.40 | - | 26,189.56 | - | - | - | - | 151,742.23 | 21,570.00 | 291,566.19 | 10,800.00 | 19,333.20 | 30,133.20 | 261,432.99 |
| MORA SANCHEZ LOURDES SILVANA | AUXILIAR DE EDUCACION | 16/08/2012 | 3 | 2 | 92,064.40 | - | 26,189.56 | - | - | - | - | 151,742.23 | 21,570.00 | 291,566.19 | 10,800.00 | 19,333.20 | 30,133.20 | 261,432.99 |
| FIGAROLA AVILA HORACIO | ESCRIBIENTE "A" DEL REGISTRO CIVI | 01/06/2006 | 3 | 2 | 111,056.50 | - | 24,081.40 | - | - | - | - | 135,870.28 | 20,920.00 | 291,928.18 | 10,800.00 | 23,322.00 | 34,122.00 | 257,806.18 |
| PEREZ VELAZQUEZ GRACIELA | COBRADOR "A" DE LA TESORERIA M | U 15/05/2008 | 3 | 2 | 118,272.15 | - | 25,646.03 | - | - | - | - | 126,721.48 | 21,570.00 | 292,209.66 | 12,135.60 | 24,837.60 | 36,973.20 | 255,236.46 |
| AGUILAR MORGAS MARIO ANTONIO | AUXILIAR DE ALUMBRADO PUBLICO | 01/02/2004 | 3 | 2 | 117,441.79 | - | 24,949.76 | - | - | - | - | 126,397.48 | 23,570.00 | 292,359.03 | 11,986.80 | 24,662.40 | 36,649.20 | 255,709.83 |
| BARRADAS PEREGRINA ALEJANDRO | COORDINADOR DESARROLLO Y PRO | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| GORDILLO MENDOZA MARTHA MARCELA | JEFE DE AREA | 01/08/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | 500.00 | 293,428.88 | 1,767.60 | - | 1,767.60 | 291,661.28 |
| ORTIZ HUERTA VIRGINIA GUADALUPE | AUXILIAR DE GOBERNACION | 01/06/1992 | 3 | 2 | 117,754.99 | - | 23,886.52 | - | - | - | - | 126,519.88 | 25,720.00 | 293,881.39 | 12,043.20 | 24,728.40 | 36,771.60 | 257,109.79 |
| PALMA HUERTA ELIZABETH | AUXILIAR DEL REGISTRO CIVIL | 17/09/2009 | 3 | 2 | 105,666.31 | - | 27,521.43 | - | - | - | - | 135,160.48 | 25,720.00 | 294,068.22 | 12,192.00 | 20,305.20 | 32,497.20 | 261,571.02 |
| PEREZ MORALES MARIA DE LA PAZ | AUXILIAR DE INGRESOS DE LA TESO | 16/06/2015 | 3 | 2 | 119,847.40 | - | 28,561.84 | - | - | - | - | 121,500.28 | 25,720.00 | 295,629.52 | 12,418.80 | 19,333.20 | 31,752.00 | 263,877.52 |
| COLORADO ALFONSO LORENA | AUXILIAR DE LA DIRECCION DE CULT | 01/02/2018 | 3 | 2 | 119,069.87 | - | 35,654.81 | - | - | - | - | 116,223.88 | 25,720.00 | 296,668.57 | 12,279.60 | 14,196.00 | 26,475.60 | 270,192.97 |
| CAMACHO BUENAVENTURA LUCAS | JUBILADO SLP | 01/04/2000 | 2 | 2 | 123,687.65 | 17,670.00 | 25,768.26 | - | - | - | - | 111,738.28 | 19,034.00 | 297,898.19 | 13,110.00 | - | 13,110.00 | 284,788.19 |
| CRUZ TELLO JOSE LUIS | JUBILADO SLP | 01/02/2002 | 2 | 2 | 123,687.65 | 17,670.00 | 25,768.26 | - | - | - | - | 111,738.28 | 19,034.00 | 297,898.19 | 13,110.00 | - | 13,110.00 | 284,788.19 |
| GONZALEZ LARA GREGORIO | JUBILADO SLP | 01/07/2003 | 2 | 2 | 123,687.65 | 17,670.00 | 25,768.26 | - | - | - | - | 111,738.28 | 19,034.00 | 297,898.19 | 13,110.00 | - | 13,110.00 | 284,788.19 |
| GARCIA SOSA MINERVA | AUXILIAR DE PARTICIPACION CIUDAD | 01/02/2008 | 3 | 2 | 93,352.00 | - | 26,544.76 | - | - | - | - | 153,841.60 | 25,720.00 | 299,458.35 | 11,442.00 | 19,604.40 | 31,046.40 | 268,411.95 |
| YEPEZ PEREZ CLAUDIO FRANCISCO | CHOFER | 01/09/2002 | 2 | 2 | 107,496.40 | 29,689.20 | 32,248.92 | 14,332.80 | - | - | - | 85,729.48 | 30,213.00 | 299,709.80 | 10,204.80 | - | 10,204.80 | 289,505.00 |
| GARCIA AGUILAR CLAUDIA MARIA | AUXILIAR ADMINISTRATIVO | 23/08/1991 | 3 | 2 | 180,000.00 | - | 17,500.00 | - | - | - | - | 102,588.28 | - | 300,088.28 | 30,000.00 | 32,760.00 | 62,760.00 | 237,328.28 |
| RAMIREZ VALEN MARIA DEL CARMEN | OFICIAL SEGUNDO DE LA SECRETAR | 01/05/2006 | 3 | 2 | 113,319.74 | - | 24,572.16 | - | - | - | - | 136,794.28 | 25,720.00 | 300,406.18 | 11,248.80 | 23,797.20 | 35,046.00 | 265,360.18 |
| SOLIS HUERTA MARIA LUISA | AUXILIAR DE ASEO "N" DE INTENDEN | 16/07/1986 | 3 | 2 | 123,589.24 | - | 23,986.73 | - | - | - | - | 128,791.48 | 25,720.00 | 302,087.45 | 13,089.60 | 25,953.60 | 39,043.20 | 263,044.25 |
| ORTEGA DIAZ ROGELIO | SUBPROCURADOR | 01/02/2018 | 2 | 3 | 72,622.80 | - | 7,060.55 | - | 17,176.00 | - | - | 206,328.28 | - | 303,187.63 | 1,836.00 | - | 1,836.00 | 301,351.63 |
| REYES COLORADO RAUL NEFTALI | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| VALLEJO LOPEZ JUAN ALEJANDRO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| ALEMAN NIETO ANDRES | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| TORRES MIRON MARIA VIVIANA | COORDINADOR | 01/04/2011 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | 500.00 | 304,491.28 | 2,652.00 | - | 2,652.00 | 301,839.28 |
| SOBREVALS MELO ALINA | JEFE DE DEPARTAMENTO | 01/01/2014 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | 500.00 | 304,491.28 | 2,652.00 | - | 2,652.00 | 301,839.28 |
| PALACIOS VARELA MARIA DEL CARMEN | ESCRIBIENTE "A" DEL REGISTRO CIVI | 01/12/2000 | 3 | 2 | 116,594.77 | - | 24,769.82 | - | - | - | - | 138,068.68 | 25,720.00 | 305,153.27 | 11,835.60 | 24,484.80 | 36,320.40 | 268,832.87 |
| SAN JUAN REYES CLAUDIA | COORDINADOR | 01/08/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 18,052.00 | - | - | 218,304.28 | 500.00 | 306,640.93 | 4,800.00 | - | 4,800.00 | 301,840.93 |
| LOPEZ MARTINEZ JUAN CARLOS | AUXILIAR DE LA DIRECCION DE GOB | 01/02/2014 | 3 | 2 | 128,650.64 | - | 31,197.92 | - | - | - | - | 123,252.28 | 23,570.00 | 306,670.84 | 14,170.80 | 19,333.20 | 33,504.00 | 273,166.84 |
| MORALES UTRERA MERCEDES | SECRETARIO TECNICO | 01/01/2001 | 3 | 2 | 190,214.40 | - | 18,493.07 | - | - | - | - | 97,773.88 | 500.00 | 306,981.35 | 30,000.00 | 39,945.60 | 69,945.60 | 237,035.75 |
| VERGARA CANO JANET ARLETT | AUXILIAR DE LA SECRETARIA DEL H. | 01/06/2004 | 3 | 2 | 125,726.89 | - | 26,709.90 | - | - | - | - | 129,696.28 | 25,720.00 | 307,853.07 | 13,545.60 | 26,402.40 | 39,948.00 | 267,905.07 |
| GUAZO GONZALEZ JOSE MANUEL | COORDINADOR DE SUPERVISION | 17/06/2019 | 2 | 3 | 203,687.88 | - | 19,802.99 | 27,158.40 | - | - | - | 58,026.28 | - | 308,675.55 | 30,198.00 | - | 30,198.00 | 278,477.55 |
| USCANGA DORIA LIZZETTE | JEFE DE AREA | 01/08/2014 | 3 | 2 | 192,000.00 | - | 18,666.67 | - | - | - | - | 98,148.28 | - | 308,814.95 | 30,000.00 | 40,320.00 | 70,320.00 | 238,494.95 |
| CUBILLO MARTINEZ RAFAEL AUGUSTO JORGE | AUXILIAR DEL DEPARTAMENTO JURI | 01/03/2004 | 3 | 2 | 108,739.88 | - | 26,968.42 | - | - | - | - | 150,240.88 | 23,570.00 | 309,519.19 | 12,742.80 | 22,834.80 | 35,577.60 | 273,941.59 |
| VILLEGAS HERRERA TOMASA | VIUDA PENSIONADA SLP | 16/07/2017 | 2 | 2 | 209,238.62 | - | 43,591.38 | - | - | - | - | 19,200.00 | 10,784.00 | 282,814.00 | - | - | - | 282,814.00 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| GALINDO VALENCIA ELIA MONICA | SECRETARIA MECANOGRAFA DE LA | 16/04/1995 | 3 | 2 | 128,894.69 | - | 26,648.29 | - | - | - | - | 129,947.08 | 25,720.00 | 311,210.07 | 14,222.40 | 25,976.40 | 40,198.80 | 271,011.27 |
| PEREZ GONZALEZ VIOLETA ANGELICA | AUXILIAR DE EDUCACION | 16/10/2010 | 3 | 2 | 130,304.51 | - | 31,693.16 | - | - | - | - | 123,605.08 | 25,720.00 | 311,322.76 | 14,523.60 | 19,333.20 | 33,856.80 | 277,465.96 |
| OLMOS PEREZ BLANCA LILIANA | AUXILIAR DE INGRESOS DE LA TESO | 02/05/2007 | 3 | 2 | 120,457.96 | - | 26,119.98 | - | - | - | - | 139,572.28 | 25,720.00 | 311,870.22 | 12,528.00 | 25,296.00 | 37,824.00 | 274,046.22 |
| HERRERA PORTILLA MARIA DE LOS ANGELES | ENCARGADA DE LA BIBLIOTECA DEL | 18/03/1990 | 3 | 2 | 131,232.26 | - | 25,470.13 | - | - | - | - | 132,029.08 | 25,720.00 | 314,451.47 | 14,721.60 | 27,559.20 | 42,280.80 | 272,170.67 |
| GUTIERREZ VAZQUEZ MARIA TERESA | ESCRIBIENTE "A" DE SALA DE EDILES | 15/03/2005 | 3 | 2 | 127,265.36 | - | 30,983.35 | - | - | - | - | 136,391.52 | 25,720.00 | 320,360.23 | 15,591.60 | 23,011.20 | 38,602.80 | 281,757.43 |
| SANCHEZ EFRAIN | CHOFER | 16/01/1998 | 2 | 2 | 107,496.40 | 32,761.20 | 32,248.92 | 10,749.60 | - | - | - | 96,479.08 | 41,559.80 | 321,295.00 | 10,204.80 | - | 10,204.80 | 311,090.20 |
| PALACIOS GUERRA ROSALINDA | VIUDA PENSIONADA SLP | 14/02/2017 | 2 | 2 | 219,700.53 | - | 45,770.94 | - | - | - | - | 19,200.00 | 10,784.00 | 295,455.47 | - | - | - | 295,455.47 |
| RAMIREZ BECERRA JUANA | VIUDA PENSIONADA SLP | 01/01/2019 | 2 | 2 | 219,700.53 | - | 45,770.94 | - | - | - | - | 19,200.00 | 10,784.00 | 295,455.47 | - | - | - | 295,455.47 |
| RODRIGUEZ RAMOS MARIA CLAUDIA | VIUDA PENSIONADA SLP | 16/05/2020 | 2 | 2 | 219,700.53 | - | 45,770.94 | - | - | - | - | 19,200.00 | 10,784.00 | 295,455.47 | - | - | - | 295,455.47 |
| CASTRO CRUZ FELIX | CHOFER | 02/01/1992 | 2 | 2 | 107,496.40 | 34,808.40 | 32,248.92 | 10,749.60 | - | - | - | 96,479.08 | 41,559.80 | 323,342.20 | 10,204.80 | - | 10,204.80 | 313,137.40 |
| LOPEZ FIGUEROA RAQUEL SAMANTHA | AUXILIAR DE LA DIRECCION DE PATR | 09/01/2009 | 3 | 2 | 134,964.84 | - | 29,265.66 | - | - | - | - | 133,610.68 | 25,720.00 | 323,561.18 | 15,519.60 | 28,342.80 | 43,862.40 | 279,698.78 |
| RODRIGUEZ VERGARA MARIA DEL CARMEN | AUXILIAR DE EDUCACION | 01/11/2011 | 3 | 2 | 141,152.74 | - | 34,941.60 | - | - | - | - | 125,922.28 | 21,570.00 | 323,586.62 | 16,840.80 | 19,333.20 | 36,174.00 | 287,412.62 |
| LARA CASTRO YOLANDA | VIUDA PENSIONADA SLP | 01/09/2012 | 2 | 2 | 220,197.10 | - | 45,874.40 | - | - | - | - | 19,200.00 | 10,784.00 | 296,055.50 | - | - | - | 296,055.50 |
| HERNANDEZ CASTILLO HILDEBERTA | VIUDA PENSIONADA SLP | 01/04/2019 | 2 | 2 | 220,197.10 | - | 45,874.40 | - | - | - | - | 19,200.00 | 10,784.00 | 296,055.50 | - | - | - | 296,055.50 |
| ORTEGA ROSA MARIA GUADALUPE | VIUDA PENSIONADA SLP | 01/01/2010 | 2 | 2 | 220,197.22 | - | 45,874.42 | - | - | - | - | 19,200.00 | 10,784.00 | 296,055.64 | - | - | - | 296,055.64 |
| HERNANDEZ ORTIZ JOAQUINA | TELEFONISTA DEL CONMUTADOR DE | 02/07/1990 | 3 | 2 | 137,213.96 | - | 26,631.08 | - | - | - | - | 134,562.28 | 25,720.00 | 324,127.32 | 15,999.60 | 28,814.40 | 44,814.00 | 279,313.32 |
| GARCIA GUTIERREZ OSCAR DANIEL | PEON DE JARDINES | 15/06/2002 | 3 | 2 | 118,562.16 | - | 31,744.55 | - | - | - | - | 153,234.29 | 20,920.00 | 324,461.00 | 16,692.00 | 24,897.60 | 41,589.60 | 282,871.40 |
| JIMENEZ ALDANA JANET ARIANNA | AUXILIAR DEL DEPARTAMENTO DE D | 01/09/2008 | 3 | 2 | 135,773.81 | - | 29,441.06 | - | - | - | - | 133,952.68 | 25,720.00 | 324,887.56 | 15,692.40 | 28,512.00 | 44,204.40 | 280,683.16 |
| ALFONSO GUILLEN MARIA LUISA | AUXILIAR DE LA DIRECCION DE EJEC | 16/05/2010 | 3 | 2 | 97,631.90 | - | 34,496.09 | - | - | - | - | 171,803.59 | 21,570.00 | 325,501.58 | 17,050.80 | 20,503.20 | 37,554.00 | 287,947.58 |
| MENDEZ FERNANDEZ KARLA | AUXILIAR ADMINISTRATIVO DE LA CO | 16/05/2012 | 3 | 2 | 129,360.29 | - | 28,442.69 | - | - | - | - | 143,235.88 | 25,720.00 | 326,758.86 | 14,322.00 | 27,165.60 | 41,487.60 | 285,271.26 |
| HERNANDEZ MARTINEZ MOISES | JUBILADO SLP | 01/04/2000 | 2 | 2 | 142,615.62 | 20,373.60 | 29,711.59 | - | - | - | - | 115,781.08 | 19,034.00 | 327,515.89 | 17,152.80 | - | 17,152.80 | 310,363.09 |
| SEVILLA FAUSTINO | JUBILADO SLP | 01/04/2000 | 2 | 2 | 142,615.62 | 20,373.60 | 29,711.59 | - | - | - | - | 115,781.08 | 19,034.00 | 327,515.89 | 17,152.80 | - | 17,152.80 | 310,363.09 |
| VALENZUELA ROJAS ENRIQUE | GUARDIAN CEMENTERIO MUNICIPAL | 01/06/1969 | 3 | 2 | 142,800.42 | - | 27,715.32 | - | - | - | - | 136,928.68 | 23,570.00 | 331,014.42 | 17,192.40 | 29,988.00 | 47,180.40 | 283,834.02 |
| DIAZ ACOSTA ALMA ENEIDA | DIRECTOR DE BIBLIOTECA | 01/06/1990 | 3 | 2 | 144,416.05 | - | 28,028.90 | - | - | - | - | 137,613.88 | 21,570.00 | 331,628.83 | 17,538.00 | 30,327.60 | 47,865.60 | 283,763.23 |
| BLANCO REYES ALEJANDRA | AUXILIAR DE GOBERNACION | 16/07/2012 | 3 | 2 | 92,064.40 | - | 35,763.59 | - | - | - | - | 178,342.46 | 25,720.00 | 331,890.44 | 17,427.60 | 19,333.20 | 36,760.80 | 295,129.64 |
| HERRERA VIVEROS AMELIA VERONICA | OFICIAL SEGUNDO DEL REGISTRO C | 16/06/1989 | 3 | 2 | 134,847.35 | - | 26,171.75 | - | - | - | - | 145,560.28 | 25,720.00 | 332,299.39 | 15,494.40 | 28,317.60 | 43,812.00 | 288,487.39 |
| BRAVO HERNANDEZ MIRTALA | OFICIAL SEGUNDO DEGOBERNACIO | 11/06/1990 | 3 | 2 | 138,308.05 | - | 26,843.42 | - | - | - | - | 147,026.68 | 21,570.00 | 333,748.15 | 16,233.60 | 29,044.80 | 45,278.40 | 288,469.75 |
| ESCOBAR MORALES MIRNA | ESCRIBIENTE "A" DEL REGISTRO CIVI | 01/06/1996 | 3 | 2 | 136,497.83 | - | 30,323.56 | - | - | - | - | 141,881.08 | 25,720.00 | 334,422.48 | 15,846.00 | 24,286.80 | 40,132.80 | 294,289.68 |
| AGUILAR BAUTISTA ANGEL OSWALDO | ENCARGADO DE LA HEMEROTECA | 01/04/1992 | 3 | 2 | 151,568.42 | - | 30,745.57 | - | - | - | - | 140,642.68 | 23,570.00 | 346,526.68 | 19,065.60 | 31,828.80 | 50,894.40 | 295,632.28 |
| NUÑEZ GOMEZ SOLEDAD | AUXILIAR DE LA SALA DE EDILES | 17/09/2002 | 3 | 2 | 140,146.15 | - | 33,953.91 | - | - | - | - | 152,749.16 | 21,570.00 | 348,419.22 | 19,608.00 | 29,431.20 | 49,039.20 | 299,380.02 |
| LOPEZ MEZA MIRIAM YANET | SECRETARIA | 16/04/2016 | 2 | 2 | 138,205.87 | - | 41,461.76 | 13,820.40 | - | - | - | 105,811.48 | 49,472.20 | 348,771.71 | 16,210.80 | - | 16,210.80 | 332,560.91 |
| GONZALEZ LOBATO ARLETTE DEL CARMEN | AUXILIAR DE CONTADOR DE LA TESO | 02/05/2001 | 3 | 2 | 153,702.12 | - | 32,653.05 | - | - | - | - | 141,547.48 | 21,570.00 | 349,472.65 | 19,521.60 | 32,277.60 | 51,799.20 | 297,673.45 |
| AGUILAR LAGUNES RUBEN | SUB-DIRECTOR | 01/06/2019 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | 15,750.00 | - | - | 202,273.48 | - | 349,688.83 | 12,445.20 | - | 12,445.20 | 337,243.63 |
| GIRON CASTELLANOS FLORIDALVA | AUXILIAR DE LA DIRECCION DE GOB | 01/01/2004 | 3 | 2 | 152,665.83 | - | 32,432.89 | - | - | - | - | 141,108.28 | 25,720.00 | 351,927.00 | 19,299.60 | 32,060.40 | 51,360.00 | 300,567.00 |
| FERNANDEZ PEGUEROS BEATRIZ ADRIANA | AUXILIAR ADMINISTRATIVO | 01/01/2011 | 3 | 2 | 222,000.00 | - | 21,583.33 | - | - | - | - | 108,558.28 | 500.00 | 352,641.61 | 34,110.00 | 46,620.00 | 80,730.00 | 271,911.61 |
| HERNANDEZ PORTILLA OFELIA | ENCARGADO DE BODEGA DE ALUMB | 22/04/1993 | 3 | 2 | 150,190.12 | - | 35,334.37 | - | - | - | - | 141,475.48 | 25,720.00 | 352,719.97 | 18,771.60 | 20,955.60 | 39,727.20 | 312,992.77 |
| CRUZ LOPEZ ELOISA | VIUDA PENSIONADA SLP | 16/01/2007 | 2 | 2 | 244,853.78 | - | 51,011.21 | - | - | - | - | 19,200.00 | 10,784.00 | 325,848.99 | - | - | - | 325,848.99 |
| REYES RODRIGUEZ LETICIA | AUXILIAR DE LA PRESIDENCIA MUNIC | 01/06/1991 | 3 | 2 | 155,106.02 | - | 31,463.16 | - | - | - | - | 142,142.68 | 25,720.00 | 354,431.86 | 19,821.60 | 32,572.80 | 52,394.40 | 302,037.46 |
| AVILA OTERO SALOME ALEJANDRA | SECRETARIA DE BIBLIOTECAS, MUSE | 16/04/1990 | 3 | 2 | 156,211.91 | - | 30,318.28 | - | - | - | - | 142,610.68 | 25,720.00 | 354,860.88 | 20,058.00 | 32,804.40 | 52,862.40 | 301,998.48 |
| DOMINGUEZ PEREZ GUADALUPE RAQUEL | JEFE DE SUB-SECCION DE PADRONE | 01/09/2002 | 3 | 2 | 154,594.46 | - | 32,842.60 | - | - | - | - | 141,925.48 | 25,720.00 | 355,082.55 | 19,712.40 | 32,464.80 | 52,177.20 | 302,905.35 |
| CORONADO OSORIO MARIA DE LOS ANGELES | JEFE DE SUB-SECCION DE JUICIOS Y | 01/03/2004 | 3 | 2 | 147,266.42 | - | 31,285.83 | - | - | - | - | 150,821.08 | 25,720.00 | 355,093.33 | 18,146.40 | 30,926.40 | 49,072.80 | 306,020.53 |
| AGUILAR HERRERA MARIO | ELECTRICISTA DE TERCERA DE LA D | 07/09/1987 | 3 | 2 | 158,207.18 | - | 30,705.54 | - | - | - | - | 143,455.48 | 23,570.00 | 355,938.20 | 20,484.00 | 33,223.20 | 53,707.20 | 302,231.00 |
| PEÑA ESTUDILLO HAYDEE MARITZA | AUXILIAR DE TENENCIA DE LA TIERR | 01/01/2018 | 3 | 2 | 158,759.87 | - | 47,539.76 | - | - | - | - | 124,545.88 | 25,720.00 | 356,565.52 | 20,601.60 | 14,196.00 | 34,797.60 | 321,767.92 |
| IZQUIERDO HERNANDEZ NATIVIDAD | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | 500.00 | 356,681.88 | 7,323.60 | - | 7,323.60 | 349,358.28 |
| HAMSHO DIAZ MARIA EUGENIA AURORA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | 500.00 | 356,681.88 | 7,323.60 | - | 7,323.60 | 349,358.28 |
| TEMIX CHACHA TERESA | VIUDA PENSIONADA SLP | 01/08/2013 | 2 | 2 | 248,999.81 | - | 51,874.96 | - | - | - | - | 19,200.00 | 10,784.00 | 330,858.77 | - | - | - | 330,858.77 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| BALDERAS GONZALEZ MARIA DE JESUS | JEFE DE AREA | 01/01/2014 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 22,517.00 | - | - | 260,804.68 | 500.00 | 358,871.68 | 1,376.40 | - | 1,376.40 | 357,495.28 |
| ACOSTA GARCIA PETRA | VIUDA PENSIONADA SLP | 16/05/2020 | 2 | 2 | 249,562.15 | - | 51,992.12 | - | - | - | - | 19,200.00 | 10,784.00 | 331,538.27 | - | - | - | 331,538.27 |
| AVILA ENCALADA WILMA NOEMI | AUXILIAR DE EGRESOS DE LA TESOR | 01/03/2004 | 3 | 2 | 150,367.84 | - | 31,944.71 | - | - | - | - | 152,133.88 | 25,720.00 | 360,166.43 | 18,808.80 | 31,576.80 | 50,385.60 | 309,780.83 |
| TEJERO CAMPERO MARIANO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 21,796.00 | - | - | 263,480.68 | - | 360,326.68 | 1,376.40 | - | 1,376.40 | 358,950.28 |
| MENDEZ FERNANDEZ MARTHA | AUXILIAR DE LA SALA DE EDILES | 16/05/1993 | 3 | 2 | 153,267.72 | - | 33,274.13 | - | - | - | - | 150,214.49 | 25,720.00 | 362,476.34 | 20,986.80 | 32,186.40 | 53,173.20 | 309,303.14 |
| GONZALEZ MIJANGOS LAURA | AUXILIAR ADMINISTRATIVO | 26/01/1998 | 3 | 2 | 240,000.00 | - | 23,333.33 | - | - | - | - | 100,068.28 | 500.00 | 363,901.61 | 42,000.00 | 30,240.00 | 72,240.00 | 291,661.61 |
| MORALES MARTINEZ MARIA ELENA | SECRETARIA | 16/01/1990 | 2 | 2 | 138,205.87 | 46,069.20 | 41,461.76 | 13,820.40 | - | - | - | 91,991.08 | 35,184.00 | 366,732.31 | 16,210.80 | - | 16,210.80 | 350,521.51 |
| LEYVA RIVERA OLIVIA | VACIADOR | 08/09/2006 | 2 | 2 | 140,180.04 | 21,321.60 | 42,054.02 | 7,995.60 | - | - | - | 105,945.88 | 49,981.20 | 367,478.34 | 16,633.20 | - | 16,633.20 | 350,845.14 |
| LAGUNES CARMONA SOPHIA ESTHER | AUXILIAR DE LA SECRETARIA DEL H. | 19/08/1993 | 3 | 2 | 143,160.11 | - | 33,220.70 | - | - | - | - | 166,024.76 | 25,720.00 | 368,125.57 | 20,251.20 | 30,063.60 | 50,314.80 | 317,810.77 |
| ONTIVEROS GONZALEZ ELISEO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 250,527.88 | - | 368,973.88 | 7,323.60 | - | 7,323.60 | 361,650.28 |
| RIOS FLORES LUCIA | ESCRIBIENTE "C" DEL REGISTRO CIV | 16/04/1990 | 3 | 2 | 159,193.17 | - | 30,896.91 | - | - | - | - | 155,873.08 | 25,720.00 | 371,683.16 | 20,694.00 | 33,430.80 | 54,124.80 | 317,558.36 |
| RODRIGUEZ VAZQUEZ HERMELINDA | ADMINISTRADOR DEL MERCADO LAN | 02/05/1996 | 3 | 2 | 157,814.15 | - | 32,860.53 | - | - | - | - | 155,288.68 | 25,720.00 | 371,683.37 | 20,400.00 | 33,140.40 | 53,540.40 | 318,142.97 |
| HERNANDEZ GONZALEZ JUAN ALBERTO | AUXILIAR DE FOMENTO DEPORTIVO | 01/01/2018 | 3 | 2 | 171,989.87 | - | 51,501.41 | - | - | - | - | 127,371.88 | 20,920.00 | 371,783.17 | 23,427.60 | 14,196.00 | 37,623.60 | 334,159.57 |
| BRAVO JUARISTIC JESUS ARTURO | JEFE DE SUB-SECCION CUARTA DE L | 01/11/1995 | 3 | 2 | 161,049.44 | - | 33,534.20 | - | - | - | - | 156,660.28 | 20,920.00 | 372,163.93 | 21,091.20 | 33,820.80 | 54,912.00 | 317,251.93 |
| REYES RAMIREZ BLANCA ESTELA | AUXILIAR DE LA DIRECCION DE EGRE | 16/04/1995 | 3 | 2 | 166,527.16 | - | 33,779.94 | - | - | - | - | 146,979.88 | 25,720.00 | 373,006.98 | 22,261.20 | 34,970.40 | 57,231.60 | 315,775.38 |
| LARA TIBURCIO CRISTIAN MIGUEL | AUXILIAR DE LA DIRECCION DE SIST | 16/01/2015 | 3 | 2 | 168,851.17 | - | 37,125.60 | - | - | - | - | 147,963.88 | 20,920.00 | 374,860.65 | 22,756.80 | 35,458.80 | 58,215.60 | 316,645.05 |
| HERNANDEZ YEPEZ CESAR | TECNICO "B" DE LA TESORERIA MUNI | 01/02/1992 | 3 | 2 | 173,635.84 | - | 35,221.93 | - | - | - | - | 149,990.68 | 23,570.00 | 382,418.45 | 23,779.20 | 36,463.20 | 60,242.40 | 322,176.05 |
| MORALES BALLESTEROS MARIA MERCED | AUXILIAR DE PARTICIPACION CIUDAD | 22/01/2008 | 3 | 2 | 177,718.32 | - | 45,505.40 | - | - | - | - | 134,004.28 | 25,720.00 | 382,948.00 | 24,651.60 | 19,604.40 | 44,256.00 | 338,692.00 |
| RICARTE BRAVO ISABEL | AUXILIAR DE BIBLIOTECA | 01/08/1987 | 3 | 2 | 173,690.58 | - | 33,710.62 | - | - | - | - | 150,014.68 | 25,720.00 | 383,135.88 | 23,791.20 | 36,475.20 | 60,266.40 | 322,869.48 |
| ROJAS LARA MARIA DOLORES | SECRETARIA | 01/01/2001 | 2 | 2 | 138,205.87 | 38,170.80 | 41,461.76 | 13,820.40 | - | - | - | 105,811.48 | 49,772.20 | 387,242.51 | 16,210.80 | - | 16,210.80 | 371,031.71 |
| GUTIERREZ ROJANO ANGELICA MARIA | ESCRIBIENTE "C" DEL REGISTRO CIV | 04/07/1987 | 3 | 2 | 171,572.36 | - | 33,299.52 | - | - | - | - | 161,117.08 | 21,570.00 | 387,558.97 | 23,338.80 | 36,030.00 | 59,368.80 | 328,190.17 |
| REYES HERNANDEZ ANGELA | SUPERVISOR DE LA SALA DE EDILES | 16/09/1994 | 3 | 2 | 132,674.43 | - | 38,969.32 | - | - | - | - | 191,321.69 | 25,720.00 | 388,685.44 | 23,379.60 | 27,100.80 | 50,480.40 | 338,205.04 |
| HERNANDEZ ALVAREZ MARTIN DE JESUS | TAQUIGRAFO DE SALA DE EDILES | 16/08/1993 | 3 | 2 | 182,623.76 | - | 41,297.53 | - | - | - | - | 144,553.48 | 23,570.00 | 392,044.78 | 25,699.20 | 29,106.00 | 54,805.20 | 337,239.58 |
| GONZALEZ CARABARIN SANDRA | AUXILIAR DE GOBERNACION | 05/04/2001 | 3 | 2 | 188,494.54 | - | 48,153.89 | - | - | - | - | 136,711.48 | 25,720.00 | 399,079.91 | 26,953.20 | 20,010.00 | 46,963.20 | 352,116.71 |
| RODRIGUEZ TORRES GUADALUPE | AUXILIAR DE GOBERNACION | 01/01/2001 | 3 | 2 | 188,494.54 | - | 48,153.89 | - | - | - | - | 136,711.48 | 25,720.00 | 399,079.91 | 26,953.20 | 20,010.00 | 46,963.20 | 352,116.71 |
| TAPIA OLIVEROS GLORIA | AUXILIAR DE LA SALA DE EDILES | 01/01/1994 | 3 | 2 | 184,872.84 | - | 37,501.35 | - | - | - | - | 154,751.08 | 25,720.00 | 402,845.27 | 26,179.20 | 38,823.60 | 65,002.80 | 337,842.47 |
| HERNANDEZ ANGELICA | AUXILIAR DE TENENCIA DE LA TIERR | 01/12/2019 | 2 | 2 | 176,400.00 | - | 52,822.00 | - | - | - | - | 152,925.88 | 25,720.00 | 407,867.88 | 24,369.60 | 38,808.00 | 63,177.60 | 344,690.28 |
| BELMONT MARTINEZ ABIGAIL SAMANTHA | ESCRIBIENTE "2DA" | 01/12/2000 | 3 | 2 | 165,994.40 | - | 43,583.92 | - | - | - | - | 180,471.28 | 25,720.00 | 415,769.60 | 28,081.20 | 34,858.80 | 62,940.00 | 352,829.60 |
| HUERTA PEREZ FRAGA MARIA JOSE | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 28,154.00 | - | - | 322,212.28 | 500.00 | 418,016.28 | 4,800.00 | - | 4,800.00 | 413,216.28 |
| AGUIRRE RANERO MARCOS AGUSTIN | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| CERECEDO DESCHAMPS JOSE LUIS | MEDICO | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| BALTAZAR SANTIAGO PEDRO | AUXILIAR DE GOBERNACION | 01/01/1993 | 3 | 2 | 194,609.15 | - | 52,502.73 | - | - | - | - | 154,636.48 | 23,570.00 | 425,318.36 | 31,017.60 | 20,955.60 | 51,973.20 | 373,345.16 |
| BRAVO INCLAN DULCE CAROLINA | INSPECTOR DE REGLAMENTOS MUN | 01/01/1995 | 3 | 2 | 185,024.49 | - | 43,385.16 | - | - | - | - | 178,535.86 | 25,720.00 | 432,665.51 | 30,386.40 | 38,854.80 | 69,241.20 | 363,424.31 |
| GALINDO CARBAJAL PEDRO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 290,843.08 | - | 432,830.08 | 10,294.80 | - | 10,294.80 | 422,535.28 |
| INURRETA SOLANA GUILLERMO JOSE | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 290,843.08 | - | 432,830.08 | 10,294.80 | - | 10,294.80 | 422,535.28 |
| ZAMUDIO MORALES NAYELI | TECNICO OPERATIVO "B" | 16/09/2015 | 2 | 2 | 219,700.53 | - | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 24,884.00 | 442,541.77 | 33,618.00 | - | 33,618.00 | 408,923.77 |
| SANDOVAL CASTILLO MARIA ELENA | AUXILIAR DE COMPRAS DE LA TESOR | 01/11/1995 | 3 | 2 | 216,492.55 | - | 50,652.94 | - | - | - | - | 155,312.68 | 21,570.00 | 444,028.17 | 32,932.80 | 32,631.60 | 65,564.40 | 378,463.77 |
| GIL GARCIA CARLOS ALBERTO | ADMINISTRADOR DEL MERCADO UNI | 01/02/1989 | 3 | 2 | 214,724.71 | - | 41,674.71 | - | - | - | - | 167,396.68 | 23,570.00 | 447,366.10 | 32,556.00 | 45,092.40 | 77,648.40 | 369,717.70 |
| MARTINEZ VIDAL WENCESLAO | JUBILADO SLP | 16/05/2004 | 2 | 2 | 220,197.10 | 31,456.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 448,915.38 | 33,724.80 | - | 33,724.80 | 415,190.58 |
| SANCHEZ VAZQUEZ IGNACIO IRINEO | JUBILADO SLP | 16/05/2004 | 2 | 2 | 220,197.10 | 31,456.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 448,915.38 | 33,724.80 | - | 33,724.80 | 415,190.58 |
| GONZALEZ CASTILLO ARMANDO | JUBILADO SLP | 01/07/2005 | 2 | 2 | 220,197.10 | 31,456.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 448,915.38 | 33,724.80 | - | 33,724.80 | 415,190.58 |
| MENDEZ RAMIREZ MOISES | JUBILADO SLP | 01/12/2005 | 2 | 2 | 220,197.10 | 31,456.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 448,915.38 | 33,724.80 | - | 33,724.80 | 415,190.58 |
| SANDOVAL CHOLO MANUEL | JUBILADO SLP | 01/12/2005 | 2 | 2 | 220,197.10 | 31,456.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 448,915.38 | 33,724.80 | - | 33,724.80 | 415,190.58 |
| SANCHEZ PARRA JAIME DE JESUS | TECNICO OPERATIVO "B" | 16/01/2018 | 2 | 2 | 219,700.53 | - | 65,910.16 | 29,293.20 | - | - | - | 110,077.48 | 24,284.00 | 449,265.37 | 33,618.00 | - | 33,618.00 | 415,647.37 |
| SERRANO SORIANO MARTIN | AUXILIAR DE ASEO "J" | 16/03/1986 | 3 | 2 | 211,436.87 | - | 41,036.58 | - | - | - | - | 178,003.48 | 23,570.00 | 454,046.93 | 31,854.00 | 44,401.20 | 76,255.20 | 377,791.73 |
| GOMEZ CAMAS CHRISTIAN ALBERTO | AUXILIAR DE PARTICIPACION CIUDAD | 01/01/2011 | 3 | 2 | 208,432.07 | - | 59,247.76 | 5,632.80 | - | - | - | 158,278.18 | 23,570.00 | 455,160.82 | 34,178.40 | 19,333.20 | 53,511.60 | 401,649.22 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| **Clave** | **Denominación** | **Clave** | **Denominación** |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| COLORADO ALFONSO SONIA | SECRETARIA EJECUTIVA | 01/04/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 30,779.00 | - | - | 346,179.88 | 500.00 | 456,458.88 | 1,767.60 | - | 1,767.60 | 454,691.28 |
| ACOSTA OLIVARES JOEL EFRAIN | JUBILADO SLP | 16/04/2006 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| REYES ENRIQUEZ MOISES | JUBILADO SLP | 16/03/2007 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| RAMIREZ RAMIREZ JAVIER | JUBILADO SLP | 16/03/2007 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| UTRERA HERNANDEZ ROBERTO | JUBILADO SLP | 16/01/2008 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| CRUZ LOPEZ RICARDO | JUBILADO SLP | 16/01/2008 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| ROLON MONZALVO PEDRO | JUBILADO SLP | 16/01/2008 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| MARTINEZ DOMINGUEZ MIZAEL | JUBILADO SLP | 16/04/2008 | 2 | 2 | 220,197.10 | 39,844.80 | 45,874.40 | - | - | - | - | 132,353.08 | 19,034.00 | 457,303.38 | 33,724.80 | - | 33,724.80 | 423,578.58 |
| ALMEIDA DELGADO NORA DEL ROSARIO | AUXILIAR DE LA DIRECCION DE EDUC | 01/06/2017 | 3 | 2 | 208,372.50 | - | 62,395.99 | - | - | - | - | 164,705.08 | 25,720.00 | 461,193.57 | 31,198.80 | 43,758.00 | 74,956.80 | 386,236.77 |
| NERI GONZALEZ HILDA | SUPERVISOR DE LA SALA DE EDILES | 01/02/1991 | 3 | 2 | 223,159.34 | - | 48,081.00 | - | - | - | - | 164,852.68 | 25,720.00 | 461,813.03 | 34,357.20 | 40,747.20 | 75,104.40 | 386,708.63 |
| TREJO PAGES VIOLETA GUADALUPE | AUXILIAR DE LA DIRECCION DE EDUC | 01/06/2017 | 3 | 2 | 208,372.50 | - | 64,282.49 | - | - | - | - | 172,351.48 | 21,570.00 | 466,576.47 | 32,545.20 | 43,758.00 | 76,303.20 | 390,273.27 |
| YEPEZ RODRIGUEZ ENRIQUE | JUBILADO SLP | 16/11/2009 | 2 | 2 | 219,700.53 | 50,217.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 466,969.35 | 33,618.00 | - | 33,618.00 | 433,351.35 |
| VELAZQUEZ CONTRERAS ISIDRO | JUBILADO SLP | 01/02/2010 | 2 | 2 | 219,700.53 | 50,217.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 466,969.35 | 33,618.00 | - | 33,618.00 | 433,351.35 |
| CANO MARIN EVA | COBRADOR "G" DE LA TESORERIA M | 16/07/1989 | 3 | 2 | 227,069.85 | - | 44,070.71 | - | - | - | - | 172,625.08 | 25,720.00 | 469,485.64 | 35,192.40 | 47,684.40 | 82,876.80 | 386,608.84 |
| GUIZAMAN MENDEZ SERGIO | JUBILADO SLP | 16/10/2010 | 2 | 2 | 219,700.53 | 54,402.00 | 45,770.94 | - | - | - | - | 132,246.28 | 18,484.00 | 470,603.75 | 33,618.00 | - | 33,618.00 | 436,985.75 |
| FONT CANO JACQUELINE | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 329,064.28 | - | 471,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 425,453.28 |
| AQUINO SANTIAGO BLANCA LUCRECIA | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 329,064.28 | - | 471,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 425,453.28 |
| CARDENAS AZAMAR ALMA JAHAYRA | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 329,064.28 | - | 471,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 425,453.28 |
| PARRA RODRIGUEZ ESTEBAN | JUBILADO SLP | 16/10/2010 | 2 | 2 | 219,700.53 | 54,402.00 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 471,153.75 | 33,618.00 | - | 33,618.00 | 437,535.75 |
| GARCIA REGINO MIGUEL | JUBILADO SLP | 01/11/2010 | 2 | 2 | 219,700.53 | 54,402.00 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 471,153.75 | 33,618.00 | - | 33,618.00 | 437,535.75 |
| MENDOZA RAMIREZ SAUL | JUBILADO SLP | 01/09/2011 | 2 | 2 | 219,700.53 | 58,586.40 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 475,338.15 | 33,618.00 | - | 33,618.00 | 441,720.15 |
| ACOSTA OLIVARES DAVID ALBERTO | JUBILADO SLP | 01/09/2011 | 2 | 2 | 219,700.53 | 58,586.40 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 475,338.15 | 33,618.00 | - | 33,618.00 | 441,720.15 |
| LEON PEREZ SILVERIO MANUEL | JUBILADO SLP | 01/09/2011 | 2 | 2 | 219,700.53 | 58,586.40 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 475,338.15 | 33,618.00 | - | 33,618.00 | 441,720.15 |
| LOPEZ JIMENEZ JAVIER | JUBILADO SLP | 01/07/2012 | 2 | 2 | 219,700.53 | 64,863.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 481,615.35 | 33,618.00 | - | 33,618.00 | 447,997.35 |
| TENORIO RAMON PASIANO | JUBILADO SLP | 01/07/2012 | 2 | 2 | 219,700.53 | 64,863.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 481,615.35 | 33,618.00 | - | 33,618.00 | 447,997.35 |
| UTRERA GIL LEONCIO | JUBILADO SLP | 01/07/2012 | 2 | 2 | 219,700.53 | 64,863.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 481,615.35 | 33,618.00 | - | 33,618.00 | 447,997.35 |
| FERNANDEZ GUTIERREZ GUADALUPE | AUXILIAR DE LA DIRECCION DE GOB | 01/09/1992 | 3 | 2 | 148,880.60 | - | 57,964.37 | - | - | - | - | 252,027.17 | 25,720.00 | 484,592.14 | 38,295.60 | 31,264.80 | 69,560.40 | 415,031.74 |
| LOBATO PEDRO | JUBILADO SLP | 16/08/2013 | 2 | 2 | 219,700.53 | 69,049.20 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 485,800.95 | 33,618.00 | - | 33,618.00 | 452,182.95 |
| YEPEZ RODRIGUEZ FERNANDO | JUBILADO SLP | 01/03/2014 | 2 | 2 | 219,700.53 | 69,049.20 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 485,800.95 | 33,618.00 | - | 33,618.00 | 452,182.95 |
| CASTILLO MARIN LUIS ANGEL | ANALISTA DE LA DIRECCION DE REC | 22/02/2008 | 3 | 2 | 235,811.39 | - | 51,133.13 | - | - | - | - | 176,328.28 | 23,570.00 | 486,842.80 | 37,059.60 | 49,520.40 | 86,580.00 | 400,262.80 |
| LOPEZ BERISTAIN IGNACIO | COORDINADOR GENERAL DE ALBER | 01/01/2018 | 2 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 321,656.68 | - | 487,150.68 | 13,604.40 | - | 13,604.40 | 473,546.28 |
| RODRIGUEZ MURILLO MARIA GUADALUPE | AUXILIAR DE LA DIRECCION JURIDIC | 01/01/2001 | 3 | 2 | 237,423.56 | - | 52,584.03 | - | - | - | - | 171,834.28 | 25,720.00 | 487,561.87 | 37,404.00 | 44,682.00 | 82,086.00 | 405,475.87 |
| SUAREZ RAMIREZ VERONICA | JUBILADO SLP | 01/04/2014 | 2 | 2 | 219,700.53 | 62,772.00 | 45,770.94 | - | - | - | - | 132,246.28 | 28,484.00 | 488,973.75 | 33,618.00 | - | 33,618.00 | 455,355.75 |
| GRIJALVA FLORES AURELIANO | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| URBINA GARCIA JESUS | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| RICARTE CORTES LUIS MARIANO | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| GARCIA SANDOVAL JOSE LUIS | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| CHAGA SANDOVAL JUAN JOSE | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| CRUZ PADILLA JOEL | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| DOMINGUEZ VILLEGAS RAFAEL | JUBILADO SLP | 16/09/2015 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| ESQUIVEL UTRERA JUAN ANGEL | JUBILADO SLP | 01/06/2017 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| GARCIA DECIANO JUAN | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| MORALES GUERRERO MARTIN | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| VAZQUEZ GARCIA ALBERTO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| VILLEGAS HERNANDEZ VICTOR CIRILO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 73,233.60 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 489,985.35 | 33,618.00 | - | 33,618.00 | 456,367.35 |
| BAXZI MATA ALEJANDRINO | JUBILADO SLP | 16/05/2004 | 2 | 2 | 249,562.15 | 35,652.00 | 51,992.12 | - | - | - | - | 138,632.68 | 19,034.00 | 494,872.95 | 40,004.40 | - | 40,004.40 | 454,868.55 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| UTRERA HERNANDEZ BENEDICTO | JUBILADO SLP | 01/09/2005 | 2 | 2 | 249,562.15 | 35,652.00 | 51,992.12 | - | - | - | - | 138,632.68 | 19,034.00 | 494,872.95 | 40,004.40 | - | 40,004.40 | 454,868.55 |
| CASTRO CRUZ EMILIO | JUBILADO SLP | 16/04/2008 | 2 | 2 | 249,562.15 | 45,158.40 | 51,992.12 | - | - | - | - | 138,632.68 | 19,034.00 | 504,379.35 | 40,004.40 | - | 40,004.40 | 464,374.95 |
| DENEGRI GONZALEZ MARIA CRISTINA | ANALISTA DE DEPARTAMENTO DE EG | 01/02/2005 | 3 | 2 | 246,565.93 | - | 52,381.39 | - | - | - | - | 180,884.68 | 25,720.00 | 505,552.00 | 39,357.60 | 51,778.80 | 91,136.40 | 414,415.60 |
| DOMINGUEZ MALDONADO IBIS | SUBPROCURADOR | 01/06/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 36,321.00 | - | - | 406,212.28 | - | 508,367.93 | 4,800.00 | - | 4,800.00 | 503,567.93 |
| MORALES CALDELAS CONCEPCION | AUXILIAR ADMINISTRATIVO DEL DEP | 01/04/1991 | 3 | 2 | 234,144.49 | - | 50,150.49 | - | - | - | - | 198,379.56 | 25,720.00 | 508,394.54 | 38,596.80 | 49,170.00 | 87,766.80 | 420,627.74 |
| AGUILAR GALLARDO SILVESTRE | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 92,065.20 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 508,816.95 | 33,618.00 | - | 33,618.00 | 475,198.95 |
| PORRAS MARTINEZ MOISES | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 92,065.20 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 508,816.95 | 33,618.00 | - | 33,618.00 | 475,198.95 |
| HINOJOSA BAXZI ADRIANA | TECNICO OPERATIVO "B" | 01/04/2014 | 2 | 2 | 219,700.53 | 56,494.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 35,184.00 | 509,336.57 | 33,618.00 | - | 33,618.00 | 475,718.57 |
| MENDOZA NAVARRETE ROSA ADRIANA | ASESOR ESPECIALIZADO | 16/03/2017 | 2 | 2 | 254,672.33 | - | 76,401.70 | 25,467.60 | - | - | - | 117,956.68 | 34,884.00 | 509,382.32 | 41,205.60 | - | 41,205.60 | 468,176.72 |
| GARCIA ESTRADA JUAN ENRIQUE | TECNICO OPERATIVO "B" | 16/05/1996 | 2 | 2 | 219,700.53 | 66,956.40 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,184.00 | 509,798.17 | 33,618.00 | - | 33,618.00 | 476,180.17 |
| MERALES LIRA PEDRO | TECNICO OPERATIVO "B" | 16/09/1995 | 2 | 2 | 219,700.53 | 66,956.40 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 510,348.17 | 33,618.00 | - | 33,618.00 | 476,730.17 |
| BAUTISTA CRUZ LUIS ALBERTO | TECNICO OPERATIVO "B" | 16/01/1997 | 2 | 2 | 219,700.53 | 66,956.40 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 510,348.17 | 33,618.00 | - | 33,618.00 | 476,730.17 |
| GONZALEZ BAZI ROGELIO | TECNICO OPERATIVO "B" | 01/07/2005 | 2 | 2 | 219,700.53 | 60,679.20 | 65,910.16 | 29,293.20 | - | - | - | 110,077.48 | 25,184.00 | 510,844.57 | 33,618.00 | - | 33,618.00 | 477,226.57 |
| HERNANDEZ HERNANDEZ RICARDO | JUBILADO SLP | 01/04/2020 | 2 | 2 | 219,700.53 | 94,158.00 | 45,770.94 | - | - | - | - | 132,246.28 | 19,034.00 | 510,909.75 | 33,618.00 | - | 33,618.00 | 477,291.75 |
| LEON PEREZ ELIAS | TECNICO OPERATIVO "B" | 16/08/1988 | 2 | 2 | 219,700.53 | 73,233.60 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 21,034.00 | 511,925.37 | 33,618.00 | - | 33,618.00 | 478,307.37 |
| MORALES MORALES RAUL | TECNICO OPERATIVO "B" | 16/10/1994 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| COVARRUBIAS MORENO MARCOS | TECNICO OPERATIVO "B" | 01/03/1995 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| MATA CRUZ JUAN | TECNICO OPERATIVO "B" | 16/10/1990 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| MENDEZ MELO SANTIAGO | TECNICO OPERATIVO "B" | 01/06/1991 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| CASTRO CRUZ CEVERIANO | TECNICO OPERATIVO "B" | 01/01/1991 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| TOLEDO TIBURCIO MARIO | TECNICO OPERATIVO "B" | 01/01/1992 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| ESQUIVEL UTRERA FRANCISCO | TECNICO OPERATIVO "B" | 15/12/1994 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 514,532.57 | 33,618.00 | - | 33,618.00 | 480,914.57 |
| MARTINEZ GONZALEZ LAURA ERNESTINA | AUXILIAR DEL REGISTRO CIVIL | 08/08/2005 | 3 | 2 | 145,036.70 | - | 63,922.58 | - | - | - | - | 281,575.52 | 25,720.00 | 516,254.81 | 40,926.00 | 30,457.20 | 71,383.20 | 444,871.61 |
| ORIHUELA SEDANO LEONARDO ENRIQUE | TECNICO OPERATIVO "B" | 16/08/1988 | 2 | 2 | 219,700.53 | 73,233.60 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 516,625.37 | 33,618.00 | - | 33,618.00 | 483,007.37 |
| MENDEZ GRIJALVA CLAUDIO | TECNICO OPERATIVO "B" | 01/01/1989 | 2 | 2 | 219,700.53 | 73,233.60 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 516,625.37 | 33,618.00 | - | 33,618.00 | 483,007.37 |
| REBOLLEDO FLORES GENARO | TECNICO OPERATIVO "B" | 16/09/1989 | 2 | 2 | 219,700.53 | 73,233.60 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 516,625.37 | 33,618.00 | - | 33,618.00 | 483,007.37 |
| ESPINOZA CALLES MACARIO | TECNICO OPERATIVO "B" | 01/04/1988 | 2 | 2 | 219,700.53 | 73,233.60 | 65,910.16 | 21,969.60 | - | - | - | 110,077.48 | 25,734.00 | 516,625.37 | 33,618.00 | - | 33,618.00 | 483,007.37 |
| GONZALEZ RODRIGUEZ CORNELIO | TECNICO OPERATIVO "B" | 16/05/2004 | 2 | 2 | 219,700.53 | 60,679.20 | 65,910.16 | 29,293.20 | - | - | - | 110,077.48 | 34,888.00 | 520,548.57 | 33,618.00 | - | 33,618.00 | 486,930.57 |
| MENDEZ GONZALEZ LEONORA | ESCRIBIENTE "B" DEL REGISTRO CIVI | 02/05/2001 | 3 | 2 | 270,975.09 | - | 70,921.65 | - | - | - | - | 159,458.68 | 25,720.00 | 527,075.42 | 45,040.80 | 24,669.60 | 69,710.40 | 457,365.02 |
| VAZQUEZ REYES XOCHITL GUADALUPE | AYUDANTE DE SUB-SECCION DE LA T | 15/01/2001 | 3 | 2 | 275,971.73 | - | 71,952.96 | - | - | - | - | 161,755.48 | 21,570.00 | 531,250.18 | 46,215.60 | 25,791.60 | 72,007.20 | 459,242.98 |
| RODRIGUEZ RAMOS YESENIA | ANALISTA DEL DEPARTAMENTO DE R | 01/11/2003 | 3 | 2 | 255,738.91 | - | 54,330.11 | - | - | - | - | 196,909.48 | 25,720.00 | 532,698.50 | 41,456.40 | 53,704.80 | 95,161.20 | 437,537.30 |
| ZAMORA GARRIDO GERARDO MANUEL | DIRECTOR | 01/01/2018 | 3 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 373,632.28 | - | 539,126.28 | 24,000.00 | 25,200.00 | 49,200.00 | 489,926.28 |
| TAMEZ RIVERA ROMAN | AUXILIAR DE MANTENIMIENTO URBA | 01/02/2011 | 3 | 2 | 275,329.76 | - | 75,120.16 | 9,013.20 | - | - | - | 156,345.88 | 23,570.00 | 539,379.00 | 46,064.40 | 19,333.20 | 65,397.60 | 473,981.40 |
| PONTIGO MALPICA EDUARDO | DIRECTOR DE LA BIBLIOTECA VENUS | 16/05/1989 | 3 | 2 | 272,655.91 | - | 52,918.25 | - | - | - | - | 192,441.88 | 23,570.00 | 541,586.04 | 45,435.60 | 57,258.00 | 102,693.60 | 438,892.44 |
| GOMEZ PEREZ ROSA MARIA | SECRETARIA DE OBRAS PUBLICAS | 01/06/1983 | 3 | 2 | 265,745.42 | - | 51,577.02 | - | - | - | - | 201,365.08 | 25,720.00 | 544,407.52 | 43,810.80 | 55,806.00 | 99,616.80 | 444,790.72 |
| MARTINEZ LOPEZ VICTOR | TECNICO OPERATIVO "B" | 16/01/2014 | 2 | 2 | 219,700.53 | 56,494.80 | 65,910.16 | 21,969.60 | - | - | - | 132,047.08 | 48,924.10 | 545,046.27 | 33,618.00 | - | 33,618.00 | 511,428.27 |
| VALERA LIMON JOSE ANTONIO | DIRECTOR DE BIBLIOTECAS | 01/09/1986 | 3 | 2 | 275,199.82 | - | 53,411.98 | - | - | - | - | 193,574.68 | 23,570.00 | 545,756.48 | 46,034.40 | 57,792.00 | 103,826.40 | 441,930.08 |
| VAZQUEZ RODRIGUEZ CHRISTIAN DE JESUS | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 30,489.00 | - | - | 401,064.28 | - | 550,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 504,453.28 |
| GOMEZ GARCIA NORMA ALEJANDRA | TECNICO OPERATIVO "A" | 16/01/2019 | 2 | 2 | 248,999.81 | - | 74,699.94 | 24,900.00 | - | - | - | 141,480.28 | 60,567.30 | 550,647.34 | 39,877.20 | - | 39,877.20 | 510,770.14 |
| BALDERAS ACOSTA DENISSE | SUBDIRECTOR ASISTENCIA SOCIAL | 01/01/2018 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | 30,954.00 | - | - | 363,661.48 | 500.00 | 553,115.48 | 17,449.20 | - | 17,449.20 | 535,666.28 |
| SOLIS OCHOA LUCERO | TECNICO OPERATIVO "A" | 01/10/2013 | 2 | 2 | 248,999.81 | 64,028.40 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,184.00 | 554,392.44 | 39,877.20 | - | 39,877.20 | 514,515.24 |
| TOLEDO TEMIX ANGEL CALIXTO | TECNICO OPERATIVO "A" | 16/07/2013 | 2 | 2 | 248,999.81 | 64,028.40 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,184.00 | 554,392.44 | 39,877.20 | - | 39,877.20 | 514,515.24 |
| SOLANO GIL JOSE DIDIER | TECNICO OPERATIVO "A" | 16/06/2012 | 2 | 2 | 248,999.81 | 64,028.40 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,184.00 | 554,392.44 | 39,877.20 | - | 39,877.20 | 514,515.24 |
| ORTEGA CRUZ ANGEL | TECNICO OPERATIVO "A" | 01/01/2011 | 2 | 2 | 248,999.81 | 64,028.40 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,734.00 | 554,942.44 | 39,877.20 | - | 39,877.20 | 515,065.24 |
| GARCIA VICTORIO MANUEL | TECNICO OPERATIVO "B" | 16/09/1989 | 2 | 2 | 219,700.53 | 73,233.60 | 65,910.16 | 21,969.60 | - | - | - | 132,047.08 | 44,224.10 | 557,085.07 | 33,618.00 | - | 33,618.00 | 523,467.07 |
| RAMON ALBA ARMANDO | TECNICO OPERATIVO "B" | 01/07/1991 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 132,047.08 | 48,924.10 | 559,692.27 | 33,618.00 | - | 33,618.00 | 526,074.27 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DESARROLLO SOCIAL

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| OREA GODINEZ MARGARITA | ANALISTA | 01/02/1989 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | - | - | - | 32,628.28 | - | 73,186.88 | 4,800.00 | - | 4,800.00 | 68,386.88 |
| LIRA JIMENEZ ROSALIA | TECNICO OPERATIVO "A" | 01/01/2011 | 2 | 2 | 248,999.81 | 64,028.40 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 35,184.00 | 564,392.44 | 39,877.20 | - | 39,877.20 | 524,515.24 |
| MENDEZ MARICHI JOAQUIN | TECNICO OPERATIVO "B" | 16/10/1996 | 2 | 2 | 219,700.53 | 66,956.40 | 65,910.16 | 21,969.60 | - | - | - | 132,047.08 | 58,078.10 | 564,661.87 | 33,618.00 | - | 33,618.00 | 531,043.87 |
| ORTIZ PEREZ JOSE ROBERTO | TECNICO OPERATIVO "B" | 16/06/1997 | 2 | 2 | 219,700.53 | 66,956.40 | 65,910.16 | 21,969.60 | - | - | - | 132,047.08 | 58,078.10 | 564,661.87 | 33,618.00 | - | 33,618.00 | 531,043.87 |
| UTRERA CUEVAS VICTORIA | ASESOR ESPECIALIZADO | 01/05/2011 | 2 | 2 | 254,672.33 | 65,487.60 | 76,401.70 | 25,467.60 | - | - | - | 117,956.68 | 25,184.00 | 565,169.92 | 41,205.60 | - | 41,205.60 | 523,964.32 |
| BAXZI GARCIA LUZ DEL CARMEN | ASESOR ESPECIALIZADO | 01/05/2011 | 2 | 2 | 254,672.33 | 65,487.60 | 76,401.70 | 25,467.60 | - | - | - | 117,956.68 | 25,184.00 | 565,169.92 | 41,205.60 | - | 41,205.60 | 523,964.32 |
| OROZCO PEREZ GERMAN EVELIO | TECNICO OPERATIVO "B" | 16/03/2001 | 2 | 2 | 219,700.53 | 60,679.20 | 65,910.16 | 29,293.20 | - | - | - | 132,047.08 | 58,078.10 | 565,708.27 | 33,618.00 | - | 33,618.00 | 532,090.27 |
| GARCIA ESTRADA VICTOR HUGO | TECNICO OPERATIVO "A" | 16/09/1993 | 2 | 2 | 248,999.81 | 80,628.00 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,184.00 | 570,992.04 | 39,877.20 | - | 39,877.20 | 531,114.84 |
| TOLEDO GONZALEZ MARTIN RICARDO | TECNICO OPERATIVO "A" | 16/05/1994 | 2 | 2 | 248,999.81 | 80,628.00 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,734.00 | 571,542.04 | 39,877.20 | - | 39,877.20 | 531,664.84 |
| LOPEZ JIMENEZ ANTONIO | TECNICO OPERATIVO "A" | 16/01/1992 | 2 | 2 | 248,999.81 | 80,628.00 | 74,699.94 | 24,900.00 | - | - | - | 116,580.28 | 25,734.00 | 571,542.04 | 39,877.20 | - | 39,877.20 | 531,664.84 |
| GONZALEZ GARCIA JOSE LUIS | TECNICO OPERATIVO "A" | 15/01/2005 | 2 | 2 | 248,999.81 | 68,772.00 | 74,699.94 | 33,200.40 | - | - | - | 116,580.28 | 35,559.00 | 577,811.44 | 39,877.20 | - | 39,877.20 | 537,934.24 |
| CUEVAS CORTES LAURA | TECNICO OPERATIVO "B" | 26/03/1991 | 2 | 2 | 219,700.53 | 71,140.80 | 65,910.16 | 21,969.60 | - | - | - | 132,047.08 | 67,528.10 | 578,296.27 | 33,618.00 | - | 33,618.00 | 544,678.27 |
| LIRA ESCOBAR SERGIO | OFICIAL MAYOR REGISTRO CIVIL | 01/02/2019 | 2 | 3 | 162,000.00 | - | 15,750.00 | - | 30,917.00 | - | - | 379,122.28 | - | 587,789.28 | 21,294.00 | - | 21,294.00 | 566,495.28 |
| HERRERA DIAZ YAMILETH | DIRECTOR GENERAL | 01/01/2018 | 3 | 3 | 144,000.00 | - | 14,000.00 | - | 30,953.00 | - | - | 417,720.28 | - | 606,673.28 | 24,000.00 | 28,800.00 | 52,800.00 | 553,873.28 |
| BAXI VARO MARIA ELENA | ASESOR ESPECIALIZADO | 16/01/2012 | 2 | 2 | 254,672.33 | 65,487.60 | 76,401.70 | 25,467.60 | - | - | - | 143,424.28 | 52,066.50 | 617,520.02 | 41,205.60 | - | 41,205.60 | 576,314.42 |
| TOACHE ABREU RICARDO ALBERTO | DIRECTOR | 30/01/2017 | 3 | 3 | 144,000.00 | - | 14,000.00 | - | 30,953.00 | - | - | 429,720.28 | - | 618,673.28 | 24,000.00 | 28,800.00 | 52,800.00 | 565,873.28 |
| HERNANDEZ AGUIRRE JORGE | TECNICO OPERATIVO "A" | 01/07/1991 | 2 | 2 | 248,999.81 | 80,628.00 | 74,699.94 | 24,900.00 | - | - | - | 141,480.28 | 52,017.30 | 622,725.34 | 39,877.20 | - | 39,877.20 | 582,848.14 |
| GARCIA PEÑA PABLO | TECNICO OPERATIVO "A" | 19/01/2000 | 2 | 2 | 248,999.81 | 75,885.60 | 74,699.94 | 33,200.40 | - | - | - | 141,480.28 | 52,017.30 | 626,283.34 | 39,877.20 | - | 39,877.20 | 586,406.14 |
| HERNANDEZ TORAL FILIBERTA | ESCRIBIENTE "C" DEL REGISTRO CIV | 01/01/1986 | 3 | 2 | 316,087.22 | - | 61,347.59 | - | - | - | - | 223,777.48 | 25,720.00 | 626,932.29 | 55,651.20 | 66,378.00 | 122,029.20 | 504,903.09 |
| GUTIERREZ CABAGNES MARTHA | AUXILIAR ADMINISTRATIVO DEL DEP | 29/07/1986 | 3 | 2 | 242,478.96 | - | 75,349.86 | - | - | - | - | 295,695.77 | 25,720.00 | 639,244.59 | 60,556.80 | 50,920.80 | 111,477.60 | 527,766.99 |
| BAXZI GARCIA JUAN LUIS | ASESOR ESPECIALIZADO | 01/04/2000 | 2 | 2 | 254,672.33 | 77,614.80 | 76,401.70 | 25,467.60 | - | - | - | 143,424.28 | 63,227.50 | 640,808.22 | 41,205.60 | - | 41,205.60 | 599,602.62 |
| SUAREZ RAMIREZ MARIA DE LOURDES | ASESOR ESPECIALIZADO | 01/04/1998 | 2 | 2 | 254,672.33 | 77,614.80 | 76,401.70 | 25,467.60 | - | - | - | 143,424.28 | 72,677.50 | 650,258.22 | 41,205.60 | - | 41,205.60 | 609,052.62 |
| MARTINEZ GUERRERO MARIA ESTHER | ARCHIVISTA DEL REGISTRO CIVIL | 16/04/1980 | 3 | 2 | 325,068.25 | - | 65,498.34 | - | - | - | - | 237,707.52 | 25,720.00 | 653,994.11 | 59,654.40 | 68,264.40 | 127,918.80 | 526,075.31 |
| BAEZ GARCIA MARIA DE LOURDES YOLANDA | AUXILIAR DEL JURIDICO | 01/01/2008 | 3 | 2 | 345,893.61 | - | 88,034.20 | - | - | - | - | 207,972.72 | 25,720.00 | 667,620.53 | 64,552.80 | 45,631.20 | 110,184.00 | 557,436.53 |
| CHIQUITO ROJAS VICTOR HUGO | TECNICO OPERATIVO "B" | 09/01/1985 | 2 | 2 | 329,550.73 | 92,065.20 | 98,865.22 | 21,969.60 | - | - | - | 135,276.28 | 25,734.00 | 703,461.03 | 58,816.80 | - | 58,816.80 | 644,644.23 |
| VELAZQUEZ LOPEZ ADRIAN | AUXILIAR ADMINISTRATIVO DE LA DI | 01/10/1996 | 3 | 2 | 356,362.57 | - | 82,522.33 | - | - | - | - | 264,024.88 | 20,920.00 | 723,829.78 | 71,658.00 | 74,835.60 | 146,493.60 | 577,336.18 |
| LOYA ROMERO GERARDO | DIRECTOR | 01/01/2018 | 3 | 3 | 180,000.00 | - | 17,500.00 | - | 38,372.00 | - | - | 505,908.28 | - | 741,780.28 | 24,000.00 | 36,000.00 | 60,000.00 | 681,780.28 |
| PEREZ RAMIREZ GABRIELA | AUXILIAR DE GOBERNACION | 16/02/2011 | 3 | 2 | 416,913.82 | - | 117,516.72 | - | - | - | - | 190,005.88 | 25,720.00 | 750,156.42 | 80,924.40 | 19,333.20 | 100,257.60 | 649,898.82 |
| GOMEZ FERNANDEZ ALEJANDRINA | AUXILIAR ADMINISTRATIVO DE LA SE | 01/10/1986 | 3 | 2 | 399,419.66 | - | 84,362.89 | - | - | - | - | 247,665.88 | 21,570.00 | 753,018.43 | 75,676.80 | 70,240.80 | 145,917.60 | 607,100.83 |
| BAXZI MATA MACARIO | ASESOR ESPECIALIZADO | 16/05/1987 | 2 | 2 | 382,008.44 | 84,890.40 | 114,602.53 | 25,467.60 | - | - | - | 147,906.28 | 25,734.00 | 780,609.25 | 71,155.20 | - | 71,155.20 | 709,454.05 |
| TORRES SANCHEZ JUAN CARLOS | DIRECTOR | 01/01/2018 | 3 | 3 | 198,000.00 | - | 19,250.00 | - | 42,082.00 | - | - | 578,523.88 | - | 837,855.88 | 28,983.60 | 39,600.00 | 68,583.60 | 769,272.28 |
| HERNANDEZ ROJAS DAVID EZEQUIEL | AUXILIAR DE TENENCIA DE LA TIERR | 01/05/2008 | 3 | 2 | 341,972.05 | - | 134,543.97 | - | - | - | - | 340,814.84 | 23,570.00 | 840,900.86 | 98,370.00 | 19,604.40 | 117,974.40 | 722,926.46 |
| VENEROSO BURGOS OLGA | ARCHIVISTA DEL DEPARTAMENTO D | 16/03/1993 | 3 | 2 | 282,260.21 | - | 115,046.96 | - | - | - | - | 440,442.70 | 25,720.00 | 863,469.86 | 98,426.40 | 59,275.20 | 157,701.60 | 705,768.26 |
| GARCIA MOLOHUA SILVIA IVETH | ASESOR DEL DEPARTAMENTO JURID | 01/09/2019 | 2 | 2 | 453,591.56 | - | 135,825.47 | - | - | - | - | 281,466.28 | 21,570.00 | 892,453.31 | 91,928.40 | 99,789.60 | 191,718.00 | 700,735.31 |
| PEREZ REBOLLEDO FLAVIO | JEFE DE PROCESAMIENTO DE DATO | 23/10/1973 | 3 | 2 | 637,061.68 | - | 123,643.70 | - | - | - | - | 370,500.28 | 23,570.00 | 1,154,775.66 | 146,968.80 | 133,783.20 | 280,752.00 | 874,023.66 |
| BAXZI MATA ANTONINO | ESPECIALISTA TECNICO | 01/02/1967 | 2 | 2 | 646,503.35 | 180,610.80 | 193,951.01 | 43,100.40 | - | - | - | 292,671.88 | 93,975.70 | 1,450,813.15 | 149,802.00 | - | 149,802.00 | 1,301,011.15 |
| AUDIRAC MURILLO ELENA DEL CARMEN | COORDINADOR ADMINISTRATIVO DE | 01/01/2008 | 3 | 2 | 920,808.00 | - | 199,667.16 | - | - | - | - | 518,627.08 | 25,720.00 | 1,664,822.24 | 235,509.60 | 193,369.20 | 428,878.80 | 1,235,943.44 |
| | | | | | | | | | | | | | | | | | - | |
| 2475 E | MPLEADOS | TOTAL DEPENDENCIA | | | 202,999,317.89 | 18,348,811.20 | 40,455,841.97 | 9,746,310.00 | 3,887,959.00 | 0.00 | 0.00 | 197,145,323.09 | 32,119,524.20 | 504,703,087.36 | 16,204,360.80 | 6,632,647.20 | 22,837,008.00 | 481,866,079.36 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MONTOYA MUÑOZ ALEJANDRO | AUXILIAR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| CORDOBA ACOSTA ROGELIO | JARDINERO | 01/07/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| VARGAS MOLINAR ANGELICA PATRIC | AUXILIAR DE ASEO | 20/03/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | - | - | - | 32,628.28 | - | 98,462.93 | 4,800.00 | - | 4,800.00 | 93,662.93 |
| ALCANTARA VELAZQUEZ AMERICA | AUXILIAR ADMINISTRATIVO "A" | 01/01/1995 | 3 | 2 | 51,408.00 | - | 4,998.00 | - | - | - | - | 43,423.48 | 500.00 | 100,329.48 | 4,800.00 | 10,795.20 | 15,595.20 | 84,734.28 |
| GOMEZ ARMINDA | JARDINERO | 16/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 101,595.93 | 4,800.00 | - | 4,800.00 | 96,795.93 |
| RAMIREZ MOTA ANSELMO | AUX.DE MANTENIMIENTO | 16/09/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GARCIA MARTINEZ ANDRES JESUS | AYUDANTE | 01/05/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| BLANCO UTRERA DAVID | AYUDANTE | 01/04/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| MULLER OTTOMAR SIGFRIT | JARDINERO | 12/04/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GONZALEZ CAMPOS JUAN ARTURO | JARDINERO | 16/02/1990 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ORTELA ALTO MAURICIO | JARDINERO | 16/06/1988 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| SOLIS JUAN LUIS | JARDINERO | 01/09/1984 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GUERRA MATEO LORENZO | JARDINERO | 01/12/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| URRIETA MARIN PEDRO CELESTINO | JARDINERO | 16/02/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| CRUZ GARCIA MARTIN DANIEL | JARDINERO | 13/06/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| JIMENEZ OSORIO LUIS ANTONIO | JARDINERO | 01/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| PUCHETA ANOTA JOSE ANTONIO | JARDINERO | 01/01/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| HERNANDEZ REYES FLORENTINO | JARDINERO | 16/01/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| SANCHEZ MORALES PEDRO | JARDINERO | 16/07/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| RAMIREZ HERRERA JOSE FELIPE | JARDINERO | 02/05/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GONZALEZ HERNANDEZ JULIO | JARDINERO | 01/07/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| HERNANDEZ TETELPA JOSE LUIS | MOTOSIERRISTA | 17/05/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GARCIA MONTEJO ANDRES DE JESUS | AUXILIAR GENERAL | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| VERGARA MOJICA JULIO CESAR | AYUDANTE | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GUZMAN ORTEGA ABRAHAM DAVID | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| RODRIGUEZ LOPEZ JUAN CARLOS | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| LOPEZ HERNANDEZ AGUSTIN | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| CORDOBA ACOSTA ANGEL | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| CASAS UTRERA BENIGNO | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ARREZOLA CERVANTES CECILIO | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ABUNDEZ RAMIREZ MAVILO | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ARELLANO VALDEZ JAVIER | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| PONCE PAREDES CARLOS | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| AVENDAÑO GARCIA JESUS | JARDINERO | 01/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| SERRANO GOMEZ ARMANDO | AYUDANTE | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 232.00 | - | - | 35,016.28 | - | 105,044.78 | 4,800.00 | - | 4,800.00 | 100,244.78 |
| ARRIETA PINEDA GABRIEL | AUXILIAR OPERATIVO | 16/04/1985 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | - | - | - | 32,628.28 | - | 105,043.63 | 4,800.00 | - | 4,800.00 | 100,243.63 |
| CARRILLO RIVERA SAMUEL | AYUDANTE | 12/02/2010 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | - | - | - | 32,628.28 | - | 105,043.63 | 4,800.00 | - | 4,800.00 | 100,243.63 |
| DOMINGUEZ MOLINA LORENZO DE JESUS | AYUDANTE | 01/05/2019 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | - | - | - | 32,628.28 | - | 105,043.63 | 4,800.00 | - | 4,800.00 | 100,243.63 |
| CASTILLO CASTRO JOSE MANUEL | JARDINERO | 01/01/2001 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | - | - | - | 32,628.28 | - | 105,043.63 | 4,800.00 | - | 4,800.00 | 100,243.63 |
| CAZARIN MARTINEZ CHRISTIAN | JARDINERO | 28/01/2019 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | - | - | - | 32,628.28 | - | 105,043.63 | 4,800.00 | - | 4,800.00 | 100,243.63 |
| NIEVES IBÁÑEZ BENJAMÍN | AUX.DE MANTENIMIENTO | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| GOMEZ CANO JESUS | AYUDANTE | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| CASAS AVENDAÑO FACUNDO | AYUDANTE | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GRIJALVA GONZALEZ LUIS ANGEL | AYUDANTE | 16/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ROMERO LOPEZ LUIS EDUARDO | AYUDANTE | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| VELA HERMIDA EDUARDO YAIR | ENCARGADO EQUIPO COMPUTO | 01/09/2012 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| LAYNA HIDALGO ANTONIO | INTENDENTE | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| PONCE LÓPEZ JOSÉ MARCIAL | JARDINERO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| MARTINEZ ANOTA SABINO | JARDINERO | 01/02/2005 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| MONTOYA CARRILLO YAHIR | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| PELAYO JUAREZ ALIVEY ANTONIO | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ZAVALETA LOPEZ ISMAEL DE JESUS | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GONZALEZ VAZQUEZ JESUS EDUARDO | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| ANDRADE MELENDEZ ENRIQUE | JARDINERO | 16/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| BAUTISTA MORA JUAN | JARDINERO | 16/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| HERNANDEZ MORTEO JUAN | JARDINERO | 16/09/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| MARTINEZ ZUÑIGA EMILIO ENOS | JARDINERO | 02/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| GARCIA GOMEZ LUIS ANTONIO | JARDINERO | 02/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| CORRO ORTIZ JOSE LUIS | JARDINERO | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | - | 105,045.93 | 4,800.00 | - | 4,800.00 | 100,245.93 |
| TORRES VARGAS JAVIER | JARDINERO | 01/07/2005 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 1,167.00 | - | - | 44,628.28 | - | 105,045.28 | 4,800.00 | - | 4,800.00 | 100,245.28 |
| BAXZI VASQUEZ LUIS FERNANDO | AYUDANTE | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | - | 105,071.78 | 4,800.00 | - | 4,800.00 | 100,271.78 |
| MENDOZA RAMOS JORGE DANIEL | AYUDANTE | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | - | 105,071.78 | 4,800.00 | - | 4,800.00 | 100,271.78 |
| GUERRERO ORNELAS GUSTAVO ALFONSO | AYUDANTE | 16/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | - | 105,071.78 | 4,800.00 | - | 4,800.00 | 100,271.78 |
| CORDOBA JAILLET MAURICIO | JARDINERO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | - | 105,071.78 | 4,800.00 | - | 4,800.00 | 100,271.78 |
| LORENZO CALIX JULIO CESAR | JARDINERO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | - | 105,071.78 | 4,800.00 | - | 4,800.00 | 100,271.78 |
| MARTINEZ MARCIAL FERNANDO | JARDINERO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | - | 105,071.78 | 4,800.00 | - | 4,800.00 | 100,271.78 |
| GARCIA GUTIERREZ ALFONSO | OPERADOR | 13/02/2008 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| CASTILLO MARTINEZ DIEGO | VELADOR | 06/04/2000 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| SANCHEZ ABAD ANGEL | CHOFER | 21/06/2004 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| LICONA PARRA ARMANDO | JARDINERO | 06/01/2016 | 2 | 3 | 60,000.00 | - | 5,833.33 | 8,000.40 | - | - | - | 31,328.68 | - | 105,162.41 | 3,000.00 | - | 3,000.00 | 102,162.41 |
| RENDON ALCANTARA VIRGINIA | CABO DE CUADRILLA | 02/10/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| VILLA HERNANDEZ YADIRA | JARDINERO | 12/04/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| BADILLO LOPEZ RAQUEL | JARDINERO | 03/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| MORENO SILVA MARTHA | JARDINERO | 01/10/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| BAUTISTA ZAMORA MARIA TERESA | JARDINERO | 01/02/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| PEREZ DOMINGUEZ SOFIA | JARDINERO | 01/01/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| ESCALANTE GRIJALVA MARIA AURORA | JARDINERO | 01/02/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| CORDOBA CAMPOS ANA MARIA | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| JIMENEZ HERNANDEZ THELMIS | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| GALINDO RIVERA IRENE | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| VASQUEZ SANTIAGO BALBINA JUANA | JARDINERO | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| FUENTES MERINO MARIA DOLORES | JARDINERO | 28/03/2013 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 1,750.00 | - | - | 50,628.28 | 500.00 | 105,543.63 | 4,800.00 | - | 4,800.00 | 100,743.63 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| BALA RUIZ SANGRILA MARIANA | JARDINERO | 05/04/2013 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | - | - | - | 32,628.28 | 500.00 | 105,543.63 | 4,800.00 | - | 4,800.00 | 100,743.63 |
| CAHUN HERNANDEZ BEATRIZ | AUXILIAR ADMINISTRATIVO | 16/02/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 583.00 | - | - | 38,628.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| CONTRERAS ABARCA JOSEFINA DEL ROCIO | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| OLAN PINEDO ELENA MONSERRATH | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| MATIAS CRUZ SOLEDAD | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| VAZQUEZ FUENTES AMALFIN DEYANIRA | JARDINERO | 16/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| BAEZ VICENTE LILIANA | JARDINERO | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| NIEVES PALACIO CARLOS | JARDINERO | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| MARIN MORALES DAYRA ASIEL | JARDINERO | 16/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| ARROYO PEREZ DULCE OLIVIA | JARDINERO | 16/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| SANCHEZ PUCH LIZBETH ABIGAIL | JARDINERO | 16/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| WONG ROBLEDO SANDRA LUZ | JARDINERO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| MONTOYA ANDARACA MARIA DEL ROCIO | JARDINERO | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| DOMINGUEZ ALVAREZ MAYRA RUBI | JARDINERO | 02/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 233.00 | - | - | 35,028.28 | 500.00 | 105,545.93 | 4,800.00 | - | 4,800.00 | 100,745.93 |
| VILLA URBANO MIRIAM | JARDINERO | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | 500.00 | 105,571.78 | 4,800.00 | - | 4,800.00 | 100,771.78 |
| OJEDA LAGUNES FLOR SUGEHI | JARDINERO | 16/10/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | 500.00 | 105,571.78 | 4,800.00 | - | 4,800.00 | 100,771.78 |
| AMAYA BAIZABAL MONICA | JARDINERO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | 500.00 | 105,571.78 | 4,800.00 | - | 4,800.00 | 100,771.78 |
| CHAVEZ HERNANDEZ ARELY | JARDINERO | 01/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 235.00 | - | - | 35,040.28 | 500.00 | 105,571.78 | 4,800.00 | - | 4,800.00 | 100,771.78 |
| DURAN CARVAJAL ANABEL | JARDINERO | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 237.00 | - | - | 35,064.28 | 500.00 | 105,629.38 | 4,800.00 | - | 4,800.00 | 100,829.38 |
| FERNANDEZ BRAVO ANSELMO | JARDINERO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 875.00 | - | - | 41,628.28 | - | 108,337.93 | 4,800.00 | - | 4,800.00 | 103,537.93 |
| MORAS CARRERA JORGE ALBERTO | AUXILIAR | 16/02/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ LAGUNES CARLOS | AYUDANTE | 12/10/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CONRADO VALENZUELA CRISTHIAN DE JESUS | AYUDANTE | 16/01/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LOPEZ PULIDO RAMIRO | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| SUAREZ MORENO CARLOS ARTURO | CABO DE CUADRILLA | 01/10/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VERGARA CONTRERAS JULIO | CABO DE CUADRILLA | 11/09/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| REBOLLEDO ZAVALA FELIX MARTIN | CABO DE CUADRILLA | 01/07/1995 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CORTES RODRIGUEZ MANUEL | CABO DE CUADRILLA | 01/04/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| DOMINGUEZ BERISTAIN VERONICA | AYUDANTE | 16/07/2018 | 2 | 3 | 47,998.80 | - | 4,666.55 | - | 2,333.00 | - | - | 56,628.28 | - | 111,626.63 | 4,800.00 | - | 4,800.00 | 106,826.63 |
| GARCIA ROMERO JUAN MANUEL | AYUDANTE | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 1,750.00 | - | - | 50,628.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| MUÑOZ VALERIO GUMERCINDO | AYUDANTE | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 1,750.00 | - | - | 50,628.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| ANTONIO CRUZ ALEJANDRO | AYUDANTE | 02/05/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 1,750.00 | - | - | 50,628.28 | - | 111,628.28 | 4,800.00 | - | 4,800.00 | 106,828.28 |
| SANTIAGO MARTINEZ RUBEN | VIGILANTE | 16/05/2018 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,407.00 | - | - | 67,668.28 | - | 111,633.88 | 4,800.00 | - | 4,800.00 | 106,833.88 |
| IBARRA MENDEZ BETHSAIDA | AUXILIAR | 15/02/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LOPEZ MACFU LILIAN BEATRIZ | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| AGUIRRE CRUZ JUAN MANUEL | AUXILIAR ADMINISTRATIVO | 25/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA HUESCA LEOPOLDO | AYUDANTE | 03/08/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ARENAS ROSAS GILBERTO | AYUDANTE | 01/09/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MORALES MENDOZA ELIAS | AYUDANTE | 30/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| HERNANDEZ ZAVALA ANDRES | AYUDANTE | 30/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MEZA VERA NOEL | AYUDANTE | 16/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 1,166.00 | - | - | 44,616.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| PELAYO RAMIREZ ANTONIO | AYUDANTE | 16/11/2018 | 2 | 3 | 60,012.00 | - | 5,834.50 | - | 1,166.00 | - | - | 44,616.28 | - | 111,628.78 | 4,800.00 | - | 4,800.00 | 106,828.78 |
| GALLEGOS CALDERON PERLA | AUXILIAR | 15/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ZARATE CABRERA ANGELA EDITH | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| REYES GIL CARLOS | AUXILIAR | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| REYES MIRON LEONARDO | AYUDANTE | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CALDELAS QUINTERO RAUL | AYUDANTE | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MARTINEZ ANDRADE ROLANDO | AYUDANTE | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| GARCIA BALBUENA FULGENCIO | AYUDANTE | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ALVARADO SANCHEZ SAMUEL | AYUDANTE | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MONTERO PULIDO LUIS ADRIAN | AYUDANTE | 01/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RAMIREZ RAMIREZ EUGENIO | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MUÑOZ RIVERA ALONSO | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| LOPEZ ESTRADA OSCAR | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| FERNANDEZ BURGOS JOSE GUILLERMO | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VALDEZ RIVAS JESUS | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| MONTALVO CAMACHO CARLOS ALBERTO | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VICTORIO MURILLO OSCAR FERNANDO | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| ANTONIO LAINAS AGUSTIN | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| RONZON RUIZ IGNACIO | AYUDANTE | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CAMARERO CAMARERO LUIS DAVID | AYUDANTE | 02/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| REYES PALACIOS GILBERTO | AYUDANTE | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| VERA CORTES SERGIO ALBERTO | AYUDANTE | 16/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CAMARA VERA JESUS MARTIN | CABO DE CUADRILLA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| AHUJA GARCIA LUIS GUSTAVO | CABO DE CUADRILLA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CORTES MONTERO MARIO | CABO DE CUADRILLA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| CORTES MONTERO MANOLO | CABO DE CUADRILLA | 01/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| REAL SANTIAGO CARLOS | VELADOR | 04/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | - | 111,629.93 | 4,800.00 | - | 4,800.00 | 106,829.93 |
| JIMENEZ CASTRO MIGUEL ANGEL | CABO DE CUADRILLA | 01/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 817.00 | - | - | 41,028.28 | - | 111,673.38 | 4,800.00 | - | 4,800.00 | 106,873.38 |
| RODRIGUEZ RAMOS JUAN JOEL | AUXILIAR | 01/10/1992 | 3 | 2 | 55,036.56 | - | 5,350.78 | 7,338.00 | - | - | - | 44,185.48 | - | 111,910.82 | 4,800.00 | 11,557.20 | 16,357.20 | 95,553.62 |
| JUAREZ ACEVEDO ULISES | JARDINERO | 27/06/2004 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 30,828.28 | - | 112,044.55 | 3,000.00 | - | 3,000.00 | 109,044.55 |
| MORALES GUEVARA OLIVIA RUBI | CABO DE CUADRILLA | 16/01/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| FERNANDEZ AGUILAR CECILIA | AUXILIAR ADMINISTRATIVO | 01/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 817.00 | - | - | 41,028.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| HERNANDEZ ROSAS MARGARITA ALEJANDRA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| GARCIA DEL VALLE ELIZABETH | AUXILIAR | 17/03/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,167.00 | - | - | 44,628.28 | 500.00 | 112,129.93 | 4,800.00 | - | 4,800.00 | 107,329.93 |
| ANTELE VELASCO SAMUEL | AYUDANTE | 01/04/2011 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CASTRO REYES GABINO | AYUDANTE | 01/01/2014 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| LINARES REYES MERCEDES | JARDINERO | 01/07/2009 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| ROJAS ALVAREZ FELIPE | AYUDANTE | 16/05/2000 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| LAGUNES GARCIA PEDRO | JARDINERO | 13/07/2000 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| LAGUNES GARCIA PABLO | JARDINERO | 13/07/2000 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| HERRERA GUILLEN ESTEBAN | JARDINERO | 16/08/2001 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| SANCHEZ ARANO RAYMUNDO | JARDINERO | 24/09/2002 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| LOPEZ RENDON ADAN | JARDINERO | 11/11/2002 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| OSORIO PALACIOS FIDEL | AYUDANTE | 01/02/2005 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| GALVAN CAZARIN LUCIO ANDRES | VELADOR | 08/03/2006 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| MARTINEZ PENA JOSE MARTIN | VELADOR | 01/07/2009 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| OSORIO PAVON ESTEBAN | CABO DE CUADRILLA | 01/07/2009 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| VELASCO CRUZ PEDRO | JARDINERO | 01/07/2009 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| AGUSTIN DOMINGO MIGUEL | JARDINERO | 19/01/2010 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| LOPEZ RENDON JESUS ARMANDO | CABO DE CUADRILLA | 16/05/2013 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| ARRIOJAS DIAZ LUCIANO | JARDINERO | 01/02/2015 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| HERNANDEZ MARTINEZ ESTEBAN | JARDINERO | 16/06/2015 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| LARA BARRAGAN LUIS FERNANDO | JARDINERO | 01/05/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| HERNANDEZ MALDONADO LEONEL | JARDINERO | 16/05/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| BAZAN GONZALEZ ROBERTO | JARDINERO | 16/05/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CASTELLANOS SOSA ALVARO | JARDINERO | 01/08/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| ZAMUDIO GARCIA GABRIEL | JARDINERO | 01/10/2015 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| PERALTA JIMENEZ EDUARDO JAVIER | JARDINERO | 01/02/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| VERANZA ACA TEODORO | JARDINERO | 01/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CARMONA PALMEROS JOSE LUIS | JARDINERO | 03/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| FUENTES RAMON VICENTE | JARDINERO | 02/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| RIVERA MORA SERGIO | JARDINERO | 03/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| ORTELA ARELLANO JUAN DE DIOS | JARDINERO | 06/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| PAVON GOMEZ TITO | JARDINERO | 07/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| MIXTEGA FISCAL MIGUEL | JARDINERO | 07/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| GARCIA MALDONADO AMADO | JARDINERO | 01/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| RAMIREZ CARMONA NAHUM SEBASTIAN | JARDINERO | 01/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CEBALLOS CHAPARRO EDGAR DE JESUS | JARDINERO | 02/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| SARMIENTO LOPEZ JOSUE | JARDINERO | 06/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| HERNANDEZ GONZALEZ MARTIN | JARDINERO | 07/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CARRETO SANCHEZ JOSE ALFREDO | JARDINERO | 07/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| LOPEZ CONDE CARLOS ROBERTO | JARDINERO | 01/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| ZARATE RAMIREZ ELISEO | JARDINERO | 01/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| TRUJILLO LIMON JUAN | JARDINERO | 16/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CASTELLANOS SOSA PEDRO | JARDINERO | 09/09/1999 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| ALVAREZ ISLA BERNARDO | CABO DE CUADRILLA | 20/01/2004 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | - | 112,594.15 | 3,000.00 | - | 3,000.00 | 109,594.15 |
| CISNEROS GUTIERREZ TOMAS | VIGILANTE | 01/02/1998 | 2 | 3 | 36,964.80 | - | 3,593.80 | - | 3,500.00 | - | - | 68,628.28 | - | 112,686.88 | 4,800.00 | - | 4,800.00 | 107,886.88 |
| MONTALVO HERNANDEZ MARIANA | JARDINERO | 30/09/2000 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| FLORES GONZALEZ ANGELINA | JARDINERO | 16/08/2001 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| CHACHA DOSAL ROSARIO | AUXILIAR DE ASEO | 01/09/2001 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| FICACHE MENDEZ LUCINA INES | JARDINERO | 01/02/2003 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| GRIJALVA FLORES MARIA ISABEL | CABO DE CUADRILLA | 01/02/2005 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| MONTALVO SANDOVAL MARIA OFELIA | JARDINERO | 01/08/2005 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| GRIJALVA FLORES ROSALIA | JARDINERO | 03/08/2004 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| AVILA CASTILLO MADAI | JARDINERO | 12/02/2007 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| ALEJANDRE MORALES LEONICIA | CABO DE CUADRILLA | 16/05/2011 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| CALDERON PEREZ LETICIA | JARDINERO | 01/06/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| GALICIA HERNANDEZ MARIA DE LA CONCEPCION | JARDINERO | 01/07/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| COTO ROJAS MARIA JUDITH | JARDINERO | 01/07/2016 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| FERNANDEZ SANCHEZ ROCIO | JARDINERO | 01/10/2015 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| JIMENEZ LOPEZ LOURDES | JARDINERO | 03/02/2018 | 2 | 3 | 66,000.00 | - | 6,416.67 | 8,799.60 | - | - | - | 31,377.88 | 500.00 | 113,094.15 | 3,000.00 | - | 3,000.00 | 110,094.15 |
| ARCOS MUÑOZ RACIEL | AYUDANTE | 01/06/2010 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 2,333.00 | - | - | 56,628.28 | - | 118,211.28 | 4,800.00 | - | 4,800.00 | 113,411.28 |
| MENDOZA SUAREZ RAFAEL NICOLAS | AYUDANTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| CHAGALA MENDOZA ISRAEL | AYUDANTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| CABRERA MATA JOSE | AYUDANTE | 01/04/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| GONZALEZ CAMPOS DANIEL | MOTOSIERRISTA | 16/08/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 1,750.00 | - | - | 50,628.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| ORTIZ GARCIA MARIANO | AYUDANTE | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,400.00 | - | - | 47,028.28 | - | 118,212.93 | 4,800.00 | - | 4,800.00 | 113,412.93 |
| DE LA O LOPEZ HUGO | AYUDANTE | 16/03/2018 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | 1,167.00 | - | - | 44,628.28 | - | 118,210.63 | 4,800.00 | - | 4,800.00 | 113,410.63 |
| CRUZ ABRAJAN ENRIQUE RAYMUNDO | JARDINERO | 18/09/2002 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| GONZALEZ CRUZ RICARDO | CABO DE CUADRILLA | 01/05/2011 | 2 | 3 | 72,000.00 | - | 7,000.00 | 9,600.00 | - | - | - | 31,428.28 | - | 120,028.28 | 3,000.00 | - | 3,000.00 | 117,028.28 |
| TORRECILLA ACEVEDO NORBERTO | AUXILIAR JURIDICO | 15/01/1992 | 3 | 2 | 71,174.40 | - | 6,919.73 | - | - | - | - | 42,535.48 | - | 120,629.61 | 4,800.00 | 9,907.20 | 14,707.20 | 105,922.41 |
| MENDEZ GALLARDO JULIO | MECANICO | 16/03/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| DELFIN PARRA DANIELA DAYANET | SECRETARIA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| JACOME RODRIGUEZ ELSA EDITH | SECRETARIA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MARTINEZ ANDRADE YEDID | SUB-COORDINADOR | 01/01/2014 | 2 | 3 | 67,201.20 | - | 6,533.45 | - | 1,633.00 | - | - | 49,428.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| RAMOS RIBOT DOMINGO | AUXILIAR ADMINISTRATIVO | 16/02/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| CRUZ CRUZ MARCELINO | AYUDANTE | 16/02/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| VALDES VALERIO MARIA ELENA | AUXILIAR ADMINISTRATIVO | 17/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| SANZ DELGADO ANDREA LISSETTE | AUXILIAR ADMINISTRATIVO | 17/09/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| ESPINOZA LARA GRISELDA | SECRETARIA | 16/04/2013 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| MARTINEZ MATEOS ARGENIS | AUXILIAR | 02/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| AGUIRRE FERNANDEZ MIGUEL ANGEL | OPERADOR | 01/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| TAPIA RAMIREZ SANTIAGO | OPERADOR | 01/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| SALAZAR MENDEZ ALAN EDUARDO | AUXILIAR ADMINISTRATIVO | 16/02/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 1,987.00 | - | - | 53,064.28 | - | 124,879.38 | 4,800.00 | - | 4,800.00 | 120,079.38 |
| CASTAÑEDA RODRIGUEZ PATRICIA | TELEFONISTA DEL CONMUTADOR | 01/05/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 56,628.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| VERA MARTINEZ NATALIE CARMEN | AUXILIAR DE MANTENIMIENTO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| GUEVARA ROMERO CINTHYA | JARDINERO | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | 500.00 | 125,295.93 | 4,800.00 | - | 4,800.00 | 120,495.93 |
| RIVERA VERA VALERIA DEL ROSARIO | SECRETARIA ADMINSTRATIVA | 06/03/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 1,987.00 | - | - | 53,064.28 | 500.00 | 125,379.38 | 4,800.00 | - | 4,800.00 | 120,579.38 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| FLORES ORTIZ BARTOLA | SECRETARIA | 19/03/1990 | 3 | 2 | 71,380.80 | - | 6,939.80 | - | - | - | - | 47,618.68 | 500.00 | 126,439.28 | 4,800.00 | 14,990.40 | 19,790.40 | 106,648.88 |
| RAMIREZ SIGUENZA FERNANDO | AYUDANTE | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 3,150.00 | - | - | 65,028.28 | - | 127,428.28 | 4,800.00 | - | 4,800.00 | 122,628.28 |
| REGUEIRA GODOY RICHARD | AYUDANTE | 16/04/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 3,150.00 | - | - | 65,028.28 | - | 127,428.28 | 4,800.00 | - | 4,800.00 | 122,628.28 |
| PEREZ HERNANDEZ FRANCISCO | AYUDANTE | 01/06/2018 | 2 | 3 | 54,000.00 | - | 5,250.00 | - | 3,150.00 | - | - | 65,028.28 | - | 127,428.28 | 4,800.00 | - | 4,800.00 | 122,628.28 |
| RODRIGUEZ UTRERA FELIX | AYUDANTE | 30/08/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,567.00 | - | - | 59,028.28 | - | 127,429.93 | 4,800.00 | - | 4,800.00 | 122,629.93 |
| DIAZ PAREDES CIRO | AYUDANTE | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 2,217.00 | - | - | 55,428.28 | - | 127,429.93 | 4,800.00 | - | 4,800.00 | 122,629.93 |
| OCHOA PAREDES GUSTAVO FRANCISCO | AYUDANTE | 16/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 2,217.00 | - | - | 55,428.28 | - | 127,429.93 | 4,800.00 | - | 4,800.00 | 122,629.93 |
| SAENZ RODRIGUEZ VICTOR RAMON | CABO "A" | 16/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 2,217.00 | - | - | 55,428.28 | - | 127,429.93 | 4,800.00 | - | 4,800.00 | 122,629.93 |
| ZAPATA SANTOS JONATHAN | AYUDANTE | 16/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 2,216.00 | - | - | 55,416.28 | - | 127,428.78 | 4,800.00 | - | 4,800.00 | 122,628.78 |
| ISLAS PULIDO SUSANA LOURDES | SECRETARIA | 16/07/2001 | 3 | 2 | 74,400.00 | - | 7,233.33 | - | - | - | - | 48,252.28 | - | 129,885.61 | 4,800.00 | 15,624.00 | 20,424.00 | 109,461.61 |
| FLORES TORRES JAVIER | FONTANERO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AGUILAR CORIA LUIS | AUX.OPERATIVO | 08/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| RODON HERMIDA ANGEL ALBERTO | AUXILIAR ADMINISTRATIVO | 16/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PAVON PAVON SERGIO | JARDINERO | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MARQUEZ GONZALEZ OSCAR | JARDINERO | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SEQUEDA FLORES ANGEL ANTONIO | JEFE DE CUADRILLA | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ALEMAN MOLINA JESUS GERARDO | OPERATIVO | 16/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| LECHUGA MONTOYA ISAAC | BODEGUERO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ VAZQUEZ MISAEL | AUXILIAR ADMINISTRATIVO | 16/01/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| IGLESIAS RODRIGUEZ VIVIANA MARISOL | INSPECTOR | 01/09/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GALLARDO PEREZ VIVIANA | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DIAZ DELGADO YOUSSEF YAIR | ANALISTA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| OLVERA SANCHEZ GERARDO | ASISTENTE | 26/03/1984 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| SASTRE OCAÑA ISMAEL | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ONTIVEROS HINDMAN MIGUEL ANGEL | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GAMBOA AMADOR ARTURO VITO | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ESPINOSA COBOS FRANCISCO | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| BRISEÑO HEREDIA SANTO NICOLAS | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GARCIA BELLO LUIS ANTONIO | INSPECTOR | 01/09/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GARNICA SANCHEZ JUAN FRANCISCO | AUXILIAR | 16/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| OROZCO BAEZ EDGAR ALBERTO | SUPERVISOR DE OBRAS PUBLICAS | 16/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CASTRO VALERIO ORLANDO | VELADOR | 16/10/2016 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CASTILLO REYES VIANEY | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MELO ALFONSO NIDIA CLAUDIA | RECEPCIONISTA | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| OLVERA PAREDES LORENA DEL CARMEN | ANALISTA | 01/02/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| GARCIA VELASCO LUZ ABRIL | ANALISTA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CRUZ ESPINOZA SUREY YANET | ASISTENTE | 01/07/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| CALLEJAS COLORADO ELOISA | ASISTENTE | 16/01/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| ACOSTA HERRERA THALIA LIZETH | ASISTENTE | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| MENDOZA TALAVERA AMPARO | ASISTENTE | 15/01/1993 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| DARTIZ OBANDO BETEL | ANALISTA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| LUNA GAZCON MONICA DINORAH | ANALISTA | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| PALOMEQUE LOPEZ MARIAAGUSTINA | AUXILIAR DE ASEO | 01/05/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,593.00 | - | - | 69,588.28 | - | 139,015.93 | 4,800.00 | - | 4,800.00 | 134,215.93 |
| DIAZ BLANCO GUSTAVO | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 3 | 2 | 84,000.00 | - | 8,166.67 | - | - | - | - | 50,268.28 | - | 142,434.95 | 4,800.00 | 17,640.00 | 22,440.00 | 119,994.95 |
| DÍAZ GONZÁLEZ JOSÉ CRUZ | OPERADOR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CARDENAS ACOSTA MIGUEL ANGEL | INSPECTOR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| NAVA ZARATE VICTOR HUGO | AUXILIAR | 01/09/2003 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 51,168.28 | - | 156,501.61 | 12,000.00 | 11,340.00 | 23,340.00 | 133,161.61 |
| NOCHEBUENA VERGARA MARIA ISABEL | ASISTENTE | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,367.00 | - | - | 87,828.28 | 500.00 | 159,529.93 | 4,800.00 | - | 4,800.00 | 154,729.93 |
| VIGIL MEJIA ALEJANDRO | SUPERVISOR | 01/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| MONTESINOS RIVAS NARCISO DE JESUS | AUXILIAR | 01/07/2006 | 2 | 3 | 81,910.80 | - | 7,963.55 | - | 3,703.00 | - | - | 69,255.88 | - | 162,833.23 | 3,339.60 | - | 3,339.60 | 159,493.63 |
| HERNANDEZ MONTERUBIO JORGE ARMANDO | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CABRERA MARTINEZ JOSE FERNANDO | FOTOGRAFO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GONZAGA VALDEZ ESTEBAN | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PAEZ MADARIAGA JAIME | CABO DE CUADRILLA | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GARCIA CASTILLO MAGNOLIA | JEFE DE PROYECTOS | 16/03/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| BRAVO SANCHEZ PALAS ANAHI | JEFE DE PROYECTOS | 01/03/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ESPINOSA SANCHEZ ANA IRASEMA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANCHEZ PEREZ PATRICIA | SUPERVISOR | 21/01/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GONZALEZ VARGAS MARILYN MONSERRATH | SUPERVISOR | 16/01/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SOSA PEREZ CATALINA DEL CARMEN | SUPERVISOR | 01/02/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CRUZ GUTIERREZ MARISELA | SUPERVISOR | 02/05/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| VAZQUEZ GARCIA LUCERO DEL CARMEN | SUPERVISOR | 01/04/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ABAD MORALES MARIA ELENA | SUPERVISOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| SANTOS ESCRIBANO ARELY CELINA | SUPERVISOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| TEJEDA PRIETO PERLA DEL CARMEN | SUPERVISOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GONZALEZ HERNANDEZ MARTHA ILEANA | SUPERVISOR | 16/10/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PARDO VENEGAS BEATRIZ JESUS | TOPOGRAFO | 01/03/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| REBOLLEDO FOMPEROSA JOSE | JEFE DE PROYECTOS | 08/03/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MEDINA LUIS OMAR | JEFE DE PROYECTOS | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PULIDO ROMERO VICTOR GABRIEL | JEFE DE PROYECTOS | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| NUÑEZ PEREZ FRANCISCO JOSE | JEFE DE PROYECTOS | 22/09/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PARRA CAMARILLO JESUS | JEFE DE PROYECTOS | 22/02/2007 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MORALES GOMEZ CARLOS | SUPERVISOR | 16/08/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| ZURITA ROGEL PABLO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RAMIREZ MARTINEZ JOSE ANTONIO | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| VEGA HERRERA CESAR | SUPERVISOR | 16/07/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| PINOS FUENTES JORGE ALFREDO | SUPERVISOR | 01/10/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RUIZ CORAL CARLOS LUIS | SUPERVISOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MARTINEZ GARCIA RAYMUNDO | SUPERVISOR | 01/04/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CARRANZA PIO CIRIACO | TOPOGRAFO | 01/09/1989 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CAZARIN ROJAS JOAQUIN | TOPOGRAFO | 01/03/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MENDEZ CRUZ VICTOR HUGO | TOPOGRAFO | 01/03/2006 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| HERNANDEZ DOMINGUEZ JUAN CARLOS | TOPOGRAFO | 01/03/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RICARDEZ ROMERO CARLOS DE JESUS | TOPOGRAFO | 02/05/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| VAZQUEZ CRUZ STEPHANIE ANAHI | COORDINADOR | 25/05/2015 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| OLIVARES GARCIA JAIR DARIO | SUPERVISOR | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| OROPEZA MORALES ARTURO | ANALISTA | 16/03/2009 | 2 | 3 | 65,998.80 | - | 6,416.55 | - | 5,250.00 | - | - | 86,628.28 | - | 164,293.63 | 4,800.00 | - | 4,800.00 | 159,493.63 |
| ESCALONA ESCOBAR ARTURO | ANALISTA | 06/02/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GONZALEZ MARTINEZ JOSE DAVID | ASISTENTE | 14/05/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CANO PARRA MARIA DE LOS ANGELES | SECRETARIA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GRAJALES GONE OSCAR ARMANDO | ARQUITECTO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MARTINEZ BRAVO JORGE LUIS | SUPERVISOR | 01/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CONTRERAS VALDIVIA EDGAR | SUPERVISOR | 01/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| GOMEZ MARTINEZ DAVID ARTURO | SUPERVISOR | 01/01/2014 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| CARVAJAL GUATZOZON JUAN CARLOS | AUX.DE MANTENIMIENTO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,835.00 | - | - | 92,640.28 | - | 164,309.93 | 4,800.00 | - | 4,800.00 | 159,509.93 |
| SALAZAR MENDEZ JOSE ANTONIO | SUPERVISOR | 02/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 5,495.00 | - | - | 89,148.28 | - | 164,558.28 | 4,800.00 | - | 4,800.00 | 159,758.28 |
| PULIDO VALDERRABANO LISBET YANET | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| MALDONADO RIZO CAROLINA SHEREZADA | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| URIBE CABRERA ROSALIA | AUXILIAR | 01/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| JIMENEZ PALAGOT MARIA MAGDALENA | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| MONTOYA VELA ALBA | AUXILIAR ADMINISTRATIVO | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 89,028.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| LOPEZ GONZALEZ MARTHA TERESA DE JES | ASISTENTE | 11/02/2010 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | 500.00 | 164,795.93 | 4,800.00 | - | 4,800.00 | 159,995.93 |
| RUIZ MARQUEZ RAUL | AUXILIAR | 06/05/2014 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | - | 165,321.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,161.61 |
| HERNANDEZ ESCALANTE FABIAN | AUXILIAR | 01/06/2016 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | - | 165,321.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,161.61 |
| TEJEDA SEVERINO PORFIRIO | AUXILIAR | 01/03/2014 | 3 | 2 | 96,000.00 | - | 9,333.33 | - | - | - | - | 59,988.28 | - | 165,321.61 | 12,000.00 | 20,160.00 | 32,160.00 | 133,161.61 |
| LARA MARTINEZ LIZBETH | AUXILIAR | 01/03/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 6,417.00 | - | - | 98,628.28 | 500.00 | 171,379.93 | 4,800.00 | - | 4,800.00 | 166,579.93 |
| RAMIREZ VAZQUEZ CLAUDIO | JEFE DE PROYECTOS | 01/01/2001 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | - | 171,938.83 | 12,445.20 | - | 12,445.20 | 159,493.63 |
| PEREZ ESPINOSA RICARDO | SUPERVISOR | 01/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,835.00 | - | - | 89,607.88 | - | 174,442.88 | 1,767.60 | - | 1,767.60 | 172,675.28 |
| CAMPILLO LOPEZ LORENA ISABEL | JEFE DE AREA | 01/04/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| HERNANDEZ HERMIDA CONCEPCION | SUPERVISOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| MARQUEZ VIDAÑA EDGAR DE JESUS | OPERADOR | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,650.00 | - | - | 101,028.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| CRUZ RIVERA TOMAS GAUDENCIO | OPERADOR | 15/06/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,650.00 | - | - | 101,028.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| SALDAÑA MORAN MAXIMINO ROBERTO | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 3 | 2 | 108,000.00 | - | 10,500.00 | - | - | - | - | 62,508.28 | - | 181,008.28 | 12,000.00 | 22,680.00 | 34,680.00 | 146,328.28 |
| ESPINOSA SANCHEZ ESPERANZA | AUXILIAR | 01/08/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,583.00 | - | - | 110,628.28 | 500.00 | 184,545.93 | 4,800.00 | - | 4,800.00 | 179,745.93 |
| AGUILAR CORIA PEDRO FRANCISCO | ELECTRICISTA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| RUIZ ANELL SUSANA ALEJANDRA | SUPERVISOR | 01/11/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| TORRES RODRIGUEZ LUIS ALFREDO | ENLACEELECTRONICO | 16/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CARCAMO REYES LUIS IVAN | ENLACEELECTRONICO | 16/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| SALAZAR ALEMAN CARLOS | PROYECTISTA | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| ALVAREZ PEDROZA URIEL DE JESUS | PROYECTISTA | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| GUTIERREZ FRANCISCO GILBERTO | SUPERVISOR | 16/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| GUTIERREZ PATRACA JOHN BYRON | SUPERVISOR | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| MENDOZA GARCIA YNES GRACIELA | AUXILIAR ADMINISTRATIVO | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | 500.00 | 188,095.88 | 1,767.60 | - | 1,767.60 | 186,328.28 |
| CARMONA ROMERO RONNY | JEFE DE CUADRILLA | 15/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| CORDOBA HERNANDEZ ESTEPHANY | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| GUZMAN MORENO LUZ ESTHER | SECRETARIA | 01/01/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| ZARATE CABRERA MARISOL | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| GONZALEZ FREYRE VICENTE | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| ALEMAN NIETO FREDDY | JEFE DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| VICENTE CAMACHO ADRIAN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| OCAMPO RODRIGUEZ JUAN CARLOS | JEFE DE AREA | 01/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| MARTINEZ GORDILLO VICTOR | JEFE DE AREA | 06/04/2002 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| MARTINEZ CAMPOS JOSE ANDRES | JEFE DE PROYECTOS | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| VALDES MENDEZ NOEMI | ASISTENTE | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| BARRAGAN RAMIREZ GUADALUPE | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| GONZALEZ GARCIA JANET DEL SOCORRO | ANALISTA | 19/05/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| MUÑOZ ROMERO TITA DEL ROSARIO | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| ARDINES BELLO ERIKA MARIA | AUXILIAR | 01/05/2013 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| ALFARO REYES EDUARDO | AUXILIAR OPERATIVO | 16/02/2005 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 62,268.28 | - | 193,934.95 | 16,800.00 | 17,640.00 | 34,440.00 | 159,494.95 |
| SALDAÑA GONZALEZ JUAN CARLOS | AUXILIAR | 01/01/2011 | 3 | 2 | 120,000.00 | - | 11,666.67 | - | - | - | - | 69,828.28 | - | 201,494.95 | 16,800.00 | 25,200.00 | 42,000.00 | 159,494.95 |
| RODRIGUEZ LOPEZ MANUEL ALEJANDRO | INSPECTOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| LOPEZ AVALOS LUIS ALBERTO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| VARGAS GRAJALES ROSIO | JEFE DE AREA | 15/07/1991 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| COBOS MARQUEZ MIRIAM DEL ROSAR | ASISTENTE | 26/05/1999 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| VIVEROS ZORRILLA CRISTIAN | AUXILIAR DE VEHICULOS | 01/09/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| RAMIREZ HERRERA JORGE ALEJANDRO | AUXILIAR DE OBRAS PUBLICAS | 01/07/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| FONSECA REYES RICARDO ALBERTO DE JESUS | AUXILIAR | 01/07/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 20,920.00 | 219,382.01 | 6,000.00 | 14,871.60 | 20,871.60 | 198,510.41 |
| SANDOVAL CASTILLO JOSE | AUXILIAR | 01/07/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 110,619.88 | 20,920.00 | 219,382.01 | 6,000.00 | 14,871.60 | 20,871.60 | 198,510.41 |
| HERNANDEZ BONILLA EULOGIO FERNANDO | AUXILIAR DE PARQUES Y JARDINES | 01/08/2018 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 20,920.00 | 221,981.01 | 6,000.00 | 14,196.00 | 20,196.00 | 201,785.01 |
| HERNANDEZ HERNANDEZ EDY | PEON DE PARQUES Y JARDINES | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 23,570.00 | 224,631.01 | 6,000.00 | 14,196.00 | 20,196.00 | 204,435.01 |
| PERIAN ESCAMILLA ANTONIO | AUXILIAR DE PARQUES Y JARDINES | 01/10/2016 | 3 | 2 | 67,599.76 | - | 20,996.97 | - | - | - | - | 112,464.28 | 23,570.00 | 224,631.01 | 6,000.00 | 14,196.00 | 20,196.00 | 204,435.01 |
| AHUET ROMERO ELIDA | AUXILIAR ADMINISTRATIVO | 01/08/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| ROSAS MARTINEZ LIBIA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| TORRES GORETZKA ALEXIS ADRIANA | SUBCOMITE OBRAS | 16/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| NAJERA BAEZ PAOLA | SUPERVISOR | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| MATA HERNANDEZ MARIA ENEDINA OLIMPI | SUPERVISOR | 01/10/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| SANTIAGO CARRILLO JOSE | COORDINADOR DE BACHEO | 16/01/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| LOYO CABADA SALVADOR | JEFE DE AREA | 01/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| RAMOS VELAZQUEZ JUAN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| MIRANDA GONZALEZ JUAN ANGEL | SUPERVISOR | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| ANDRADE HERNANDEZ ALEXIS | SUPERVISOR | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| ROJAS GUZMAN JOSE JONATHAN | SUPERVISOR | 16/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| PARRA PEREZ SERGIO | SUPERVISORDE OBRASPUBLICAS | 01/07/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| GALLEGOS CANO CEISA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 73,198.80 | - | 7,116.55 | - | 10,383.00 | - | - | 136,526.68 | - | 227,225.03 | 1,898.40 | - | 1,898.40 | 225,326.63 |
| ALMANZA RIOS GONZALO | AUXILIAR DE LA SALA DE EDILES | 01/02/2018 | 3 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 109,944.28 | 20,920.00 | 227,719.61 | 6,000.00 | 14,196.00 | 20,196.00 | 207,523.61 |
| ORTEGON GOMEZ GUILLERMO | AUXILIAR DE GOBERNACION | 01/11/2015 | 3 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 109,944.28 | 20,920.00 | 227,719.61 | 6,000.00 | 14,196.00 | 20,196.00 | 207,523.61 |
| PACHECO DIAZ JESUS ARMANDO | AUXILIAR DE GOBERNACION | 16/07/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 109,944.28 | 20,920.00 | 227,719.61 | 6,000.00 | 14,196.00 | 20,196.00 | 207,523.61 |
| ENRIQUEZ HUITZITL OSCAR ANDRES | AUXILIAR | 01/06/2019 | 2 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 110,619.88 | 20,920.00 | 228,395.21 | 6,000.00 | 14,871.60 | 20,871.60 | 207,523.61 |
| TEJEDA YUNES ANA GRACIELA | AUXILIAR | 01/01/2018 | 2 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 110,619.88 | 21,570.00 | 229,045.21 | 6,000.00 | 14,871.60 | 20,871.60 | 208,173.61 |
| DIAZ GARCIA MARTIN EDGARDO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 67,201.20 | - | 6,533.45 | - | 10,967.00 | - | - | 145,428.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ROMERO ESTRADA ALEJANDRA | AUXILIAR ADMINISTRATIVO | 03/10/2003 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| MORALES COTERA RITA ILSYS | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| GUEVARA DELFIN FLOR NAYELLI | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| AQUINO HERNANDEZ MARICRUZ | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| GARCIA PEREZ MARIA DEL CARMEN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ESTRADA GOMEZ JOSE ALEJANDRO DE JE | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| AVITIA HERRERA JOSE MANUEL | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ZAMUDIO USCANGA LUIS IVAN | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| ROMERO PARRA GERSON | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| FLORES OCAÑA FRANCISCO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| VILLANUEVA NAVARRETE JOSE RAFAEL | JEFE DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| CRUZ CALLEJA MIGUEL ANGEL | SUPERVISOR | 16/08/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| VAZQUEZ ANAYA FRANCISCO JAVIER | SUPERVISORDE OBRASPUBLICAS | 02/07/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| LARA NOLASCO ANA LUISA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 11,317.00 | - | - | 149,028.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| MONTAÑO MALDONADO LUIS ANTONIO | AUXILIAR DE LA DIRECCION DE GOBERNACION | 18/07/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | 9,013.20 | - | - | - | 109,944.28 | 23,570.00 | 230,369.61 | 6,000.00 | 14,196.00 | 20,196.00 | 210,173.61 |
| COTO COTO SONIA | AUXILIAR | 01/03/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | - | - | - | - | 116,919.88 | 25,720.00 | 232,368.51 | 6,000.00 | 14,871.60 | 20,871.60 | 211,496.91 |
| VERA RODRIGUEZ JOSE ISIDRO | AUXILIAR | 01/08/2019 | 2 | 2 | 67,599.76 | - | 24,015.37 | - | - | - | - | 123,219.88 | 20,920.00 | 235,755.01 | 6,000.00 | 14,871.60 | 20,871.60 | 214,883.41 |
| MUÑIZ MONTIEL JOSE AUSENCIO | AUXILIAR DE PATRIMONIO MUNICIPAL | 01/08/2018 | 3 | 2 | 67,599.76 | - | 22,128.87 | 9,013.20 | - | - | - | 116,244.28 | 23,570.00 | 238,556.11 | 6,000.00 | 14,196.00 | 20,196.00 | 218,360.11 |
| RIVERA LUNA JUAN | PEON DE PARQUES Y JARDINES | 01/05/2016 | 3 | 2 | 67,599.76 | - | 24,864.30 | - | - | - | - | 125,379.28 | 20,920.00 | 238,763.34 | 6,000.00 | 14,196.00 | 20,196.00 | 218,567.34 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| HERNANDEZ DELFIN OMAR | ASESOR | 01/01/2014 | 3 | 2 | 144,000.00 | - | 14,000.00 | - | - | - | - | 82,068.28 | - | 240,068.28 | 24,000.00 | 30,240.00 | 54,240.00 | 185,828.28 |
| MENDOZA DELFIN FRANCISCO DANIEL | JEFE DE AREA | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,667.00 | - | - | 149,595.88 | - | 240,262.88 | 1,767.60 | - | 1,767.60 | 238,495.28 |
| MARTINEZ GONZALEZ LORENA | AUXILIAR DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/08/2018 | 3 | 2 | 67,599.76 | - | 24,109.70 | - | - | - | - | 122,859.28 | 25,720.00 | 240,288.74 | 6,000.00 | 14,196.00 | 20,196.00 | 220,092.74 |
| HERNANDEZ MENDEZ CATIA | AUXILIAR | 01/06/2019 | 2 | 2 | 67,599.76 | - | 22,128.87 | 9,013.20 | - | - | - | 116,919.88 | 25,720.00 | 241,381.71 | 6,000.00 | 14,871.60 | 20,871.60 | 220,510.11 |
| GUEVARA MORALES SONIA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 12,833.00 | - | - | 164,628.28 | 500.00 | 243,795.93 | 4,800.00 | - | 4,800.00 | 238,995.93 |
| SALAS BALDERAS MITZI AMEYALLI | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 13,417.00 | - | - | 170,628.28 | - | 249,879.93 | 4,800.00 | - | 4,800.00 | 245,079.93 |
| ACEVEDO DIAZ JOSE RAFAEL | PEON DE PARQUES Y JARDINES | 01/01/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 20,920.00 | 252,508.25 | 10,200.00 | 19,333.20 | 29,533.20 | 222,975.05 |
| BEJARANO CHAVEZ TOMAS | COORDINADOR | 28/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,803.00 | - | - | 161,283.88 | - | 253,086.88 | 1,767.60 | - | 1,767.60 | 251,319.28 |
| MARTINEZ VASQUEZ ELEAZAR | SUPERVISOR | 16/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 12,833.00 | - | - | 161,595.88 | - | 253,428.88 | 1,767.60 | - | 1,767.60 | 251,661.28 |
| AGUILAR DELFIN LUIS ALBERTO | AUXILIARDE INTENDENCIA | 16/05/2012 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| BRAVO GUTIERREZ GILBERTO ANTONIO | COORDINADOR | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| CRODA RUEDA IRAIS | AUXILIAR | 01/09/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 14,000.00 | - | - | 176,628.28 | - | 256,462.93 | 4,800.00 | - | 4,800.00 | 251,662.93 |
| RAMIREZ RAMOS LUCERO | AUXILIAR DEL DEPARTAMENTO DE PARTICIPACION CIUDADANA | 01/05/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 25,720.00 | 257,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 227,775.05 |
| MONTOR MORA LUIS ANGEL | AUXILIARDE INTENDENCIA | 16/07/2012 | 3 | 2 | 92,064.40 | - | 20,996.97 | - | - | - | - | 121,801.48 | 23,570.00 | 258,432.85 | 10,200.00 | 19,333.20 | 29,533.20 | 228,899.65 |
| LOPEZ SANCHEZ ISAAC | AUXILIAR DE PARQUES Y JARDINES | 16/11/2009 | 3 | 2 | 93,352.00 | - | 20,996.97 | - | - | - | - | 122,072.68 | 23,570.00 | 259,991.65 | 10,200.00 | 19,604.40 | 29,804.40 | 230,187.25 |
| VAZQUEZ HERRERA JESUS ALBERTO | AUXILIAR DE GOBERNACION | 01/09/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | 9,013.20 | - | - | - | 119,281.48 | 20,920.00 | 261,521.45 | 10,200.00 | 19,333.20 | 29,533.20 | 231,988.25 |
| SANTIAGO ROMERO JESSICASALOME | AUXILIAR DE TURISMO | 01/07/2014 | 3 | 2 | 92,064.40 | - | 22,223.20 | - | - | - | - | 125,896.48 | 25,720.00 | 265,904.08 | 10,200.00 | 19,333.20 | 29,533.20 | 236,370.88 |
| BALCAZAR ARROYO JULIA ISABEL | AUXILIAR DE LA SALA DE EDILES | 16/01/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | 9,013.20 | - | - | - | 119,281.48 | 25,720.00 | 266,321.45 | 10,200.00 | 19,333.20 | 29,533.20 | 236,788.25 |
| HERNANDEZ ALVAREZ ESMERALDA | AUXILIAR DE LA SALA DE EDILES | 16/05/2008 | 3 | 2 | 93,352.00 | - | 20,242.37 | 9,013.20 | - | - | - | 119,552.68 | 25,720.00 | 267,880.25 | 10,200.00 | 19,604.40 | 29,804.40 | 238,075.85 |
| LOPEZ LUNA JESUS MANUEL | PEON DE PARQUES Y JARDINES | 01/05/2011 | 3 | 2 | 99,470.18 | - | 22,625.29 | - | - | - | - | 123,356.68 | 23,570.00 | 269,022.15 | 10,200.00 | 20,888.40 | 31,088.40 | 237,933.75 |
| MUÑOZ AGUILAR JORGE | AUXILIAR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 15,167.00 | - | - | 188,628.28 | - | 269,629.93 | 4,800.00 | - | 4,800.00 | 264,829.93 |
| PABLO CAMACHO FERNANDO ESTEBAN | SUPERVISOR | 16/01/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 15,167.00 | - | - | 188,628.28 | - | 269,629.93 | 4,800.00 | - | 4,800.00 | 264,829.93 |
| BALCAZAR GONZALEZ MAXIMINO | PEON DE JARDINES | 16/03/1996 | 3 | 2 | 105,034.94 | - | 22,625.29 | - | - | - | - | 124,525.48 | 20,920.00 | 273,105.71 | 10,200.00 | 22,057.20 | 32,257.20 | 240,848.51 |
| GONZALEZ ESCAMILLA OSCAR IVAN | PEON DE JARDINES | 16/11/2003 | 3 | 2 | 102,948.14 | - | 22,625.29 | - | - | - | - | 124,087.48 | 23,570.00 | 273,230.91 | 10,200.00 | 21,619.20 | 31,819.20 | 241,411.71 |
| ROJANO MARTINEZ RAYMUNDO JULIO | ESCRIBIENTE "C" DEL REGISTRO CIVIL | 01/09/2011 | 3 | 2 | 98,552.62 | - | 21,668.95 | 9,648.00 | - | - | - | 120,644.68 | 23,570.00 | 274,084.25 | 10,200.00 | 20,696.40 | 30,896.40 | 243,187.85 |
| MARTINEZ CAMPOS RICARDO | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| TEPEPA GONZALEZ JORGE | COORDINADOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| LARIOS MIRANDA ANGEL JULIAN | COORDINADOR | 01/05/2016 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| CORRO BRAVO DAVID | COORDINADOR OPERATIVO | 25/01/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 15,026.00 | - | - | 184,143.88 | - | 278,169.88 | 1,767.60 | - | 1,767.60 | 276,402.28 |
| PEREZ LUNA JUAN JOSE | COORDINADOR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 15,026.00 | - | - | 184,143.88 | - | 278,169.88 | 1,767.60 | - | 1,767.60 | 276,402.28 |
| AGUILAR GARCIA ELIZABETH | AUXILIAR DE DEPARTAMENTO DE ESTADISTICA Y EXTRANJERIA | 01/05/2010 | 3 | 2 | 107,759.44 | - | 23,366.46 | - | - | - | - | 122,577.88 | 25,720.00 | 279,423.78 | 10,200.00 | 22,629.60 | 32,829.60 | 246,594.18 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| MENA HERMIDA KARLA | COORDINADOR | 16/01/2014 | 2 | 3 | 84,002.40 | - | 8,166.90 | - | 13,859.00 | - | - | 173,942.68 | - | 279,970.98 | 3,566.40 | - | 3,566.40 | 276,404.58 |
| COBOS OLMOS ANGEL | PEON DE JARDINES | 01/11/2004 | 3 | 2 | 102,948.14 | - | 24,606.11 | - | - | - | - | 131,529.28 | 20,920.00 | 280,003.53 | 11,026.80 | 21,619.20 | 32,646.00 | 247,357.53 |
| MUÑOZ MARINI GERARDO ITZAMNA | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 16,192.00 | - | - | 199,176.28 | - | 281,202.93 | 4,800.00 | - | 4,800.00 | 276,402.93 |
| CORREA JAUREGUI ANDREA | COORDINADOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 16,192.00 | - | - | 199,176.28 | - | 281,202.93 | 4,800.00 | - | 4,800.00 | 276,402.93 |
| VALENZUELA VALERIO ENRIQUE | SEPULTURERO "B" DEL CEMENTERIO MUNICIPAL | 01/04/2003 | 3 | 2 | 110,945.98 | - | 23,569.78 | - | - | - | - | 123,847.48 | 23,570.00 | 281,933.24 | 10,800.00 | 23,299.20 | 34,099.20 | 247,834.04 |
| DOMINGUEZ GONZALEZ ERNESTO | PEON DE PARQUES Y JARDINES | 01/10/1989 | 3 | 2 | 112,686.50 | - | 22,625.29 | - | - | - | - | 127,519.48 | 23,570.00 | 286,401.27 | 11,587.20 | 23,664.00 | 35,251.20 | 251,150.07 |
| AGUILERA GUTIERREZ JOSE LUIS | AUXILIAR DE GOBERNACION | 01/09/2014 | 3 | 2 | 117,264.40 | - | 27,788.37 | - | - | - | - | 121,037.08 | 20,920.00 | 287,009.85 | 11,955.60 | 19,333.20 | 31,288.80 | 255,721.05 |
| LOPEZ PERALTA RAYMUNDO | JEFE DE CUADRILLA DEL DEPARTAMENTO DE PARQUES Y JARDINES | 16/06/1992 | 3 | 2 | 112,595.35 | - | 23,594.50 | - | - | - | - | 127,483.48 | 23,570.00 | 287,243.33 | 11,570.40 | 23,644.80 | 35,215.20 | 252,028.13 |
| DIAZ VARGAS AUGUSTO | COORDINADOR CUENCAS HIDRAULICA | 16/06/2020 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | - | 292,928.88 | 1,767.60 | - | 1,767.60 | 291,161.28 |
| HERNANDEZ OJEDA MARIA GUADALUPE | JEFE DE SECCION ADMINISTRATIVA | 01/06/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 16,333.00 | - | - | 197,595.88 | 500.00 | 293,428.88 | 1,767.60 | - | 1,767.60 | 291,661.28 |
| CANCINO FARIAS JOSE ROBERTO | AUXILIAR DE LA JUNTA DE CONCILIACION | 01/01/2005 | 3 | 2 | 121,719.95 | - | 28,158.62 | - | - | - | - | 122,511.88 | 23,570.00 | 295,960.46 | 12,753.60 | 20,010.00 | 32,763.60 | 263,196.86 |
| FERNANDEZ MARTINEZ GLORIA MARIA | AUXILIARDE PRESIDENCIA | 01/02/2005 | 3 | 2 | 124,170.02 | - | 28,892.27 | - | - | - | - | 122,971.48 | 21,570.00 | 297,603.78 | 13,213.20 | 20,010.00 | 33,223.20 | 264,380.58 |
| COVARRUBIAS GONZALEZ IRWING DE JESUS | AUXILIAR DE CATASTRO | 16/07/2012 | 3 | 2 | 92,064.40 | - | 27,977.02 | 9,013.20 | - | - | - | 146,979.88 | 23,570.00 | 299,604.50 | 12,068.40 | 19,333.20 | 31,401.60 | 268,202.90 |
| HERNANDEZ BELTRAN ELIZABETH | ESCRIBIENTE "B" DEL REGISTRO CIVIL | 01/09/2014 | 3 | 2 | 123,502.55 | - | 29,159.97 | - | - | - | - | 123,465.88 | 25,720.00 | 301,848.41 | 13,074.00 | 20,643.60 | 33,717.60 | 268,130.81 |
| GARCIA GONZALEZ ENRIQUE | JEFE DE CUADRILLA DEL DEPARTAMENTO DE PARQUES Y JARDINES | 01/10/1991 | 3 | 2 | 115,919.66 | - | 24,268.84 | 10,470.00 | - | - | - | 128,777.08 | 23,570.00 | 303,005.59 | 12,165.60 | 24,343.20 | 36,508.80 | 266,496.79 |
| GONZALEZ VALLE ADRIANA JOSEFINA | COORDINADOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 17,235.00 | - | - | 206,871.88 | - | 303,106.88 | 1,767.60 | - | 1,767.60 | 301,339.28 |
| SANTACRUZ HERNANDEZ JESUS ROMAN | COORDINADOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 17,235.00 | - | - | 206,871.88 | - | 303,106.88 | 1,767.60 | - | 1,767.60 | 301,339.28 |
| MENA GALICIA JOSE AMILCAR | COORDINADOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 17,235.00 | - | - | 206,871.88 | - | 303,106.88 | 1,767.60 | - | 1,767.60 | 301,339.28 |
| MUÑIZ SUSUNAGA GUADALUPE | COORDINADOR | 01/01/2014 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| CERECEDO DESCHAMPS HECTOR LUIS | COORDINADOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| MENA ALVAREZ ROMAN ULISES | COORDINADOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| LOPEZ MENDEZ JORGE | COORDINADOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | - | 303,991.28 | 2,652.00 | - | 2,652.00 | 301,339.28 |
| ARROYO ARRIOLA MARILUZ ADRIANA | COORDINADOR | 01/01/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 18,052.00 | - | - | 218,304.28 | - | 306,140.93 | 4,800.00 | - | 4,800.00 | 301,340.93 |
| FIGUEROA RIVADENEYRA RAUL | AYUDANTE ELECTRICISTA DE PRIMERA DE LA DIRECCION DE ALUMBRADO | 01/07/2007 | 3 | 2 | 119,888.24 | - | 25,996.46 | 11,575.20 | - | - | - | 127,350.28 | 23,570.00 | 308,380.18 | 12,426.00 | 25,176.00 | 37,602.00 | 270,778.18 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CHAVEZ VALENZUELA CHRISTIAN | AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 01/08/2013 | 3 | 2 | 126,566.72 | - | 30,573.90 | 9,013.20 | - | - | - | 122,807.08 | 23,570.00 | 312,530.91 | 13,725.60 | 19,333.20 | 33,058.80 | 279,472.11 |
| HERNANDEZ HERNANDEZ EULOGIO | PEON DE PARQUES Y JARDINES | 16/10/2001 | 3 | 2 | 102,948.14 | - | 30,757.80 | - | - | - | - | 156,065.35 | 23,570.00 | 313,341.29 | 15,019.20 | 21,619.20 | 36,638.40 | 276,702.89 |
| REYES GOMEZ NOE DAVID | ELECTRICISTA DE LA DIRECCION DE ALUMBRADO PUBLICO | 01/01/2001 | 3 | 2 | 133,404.05 | - | 28,340.85 | - | - | - | - | 132,949.48 | 23,570.00 | 318,264.39 | 15,186.00 | 28,015.20 | 43,201.20 | 275,063.19 |
| ROSAS OSORIO GERMAN | PEON DE PARQUES Y JARDINES | 19/06/1986 | 3 | 2 | 133,123.51 | - | 26,591.80 | - | - | - | - | 135,888.28 | 23,570.00 | 319,173.59 | 15,663.60 | 27,956.40 | 43,620.00 | 275,553.59 |
| TREJO CASTILLO JOSE TEODORO | JEFE DEL DEPARTAMENTO DE PARQUES Y JARDINES | 01/01/1989 | 3 | 2 | 129,440.68 | - | 25,877.01 | 11,186.40 | - | - | - | 134,328.28 | 20,920.00 | 321,752.37 | 14,877.60 | 27,182.40 | 42,060.00 | 279,692.37 |
| MARCIAL MEJIA JUAN CARLOS | VELADOR DEL MERCADO VIRGILIO URIBE | 01/12/2000 | 3 | 2 | 102,948.14 | - | 30,757.80 | 9,738.00 | - | - | - | 156,065.35 | 23,570.00 | 323,079.29 | 15,019.20 | 21,619.20 | 36,638.40 | 286,440.89 |
| RODRIGUEZ SANTOS LEOPOLDO MARGARITO | AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 01/01/2014 | 3 | 2 | 127,261.49 | - | 32,668.45 | 9,013.20 | - | - | - | 130,601.08 | 23,570.00 | 323,114.22 | 15,219.60 | 19,333.20 | 34,552.80 | 288,561.42 |
| COLORADO ALFONSO RICARDO | SUB-DIRECTOR | 01/03/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 20,580.00 | - | - | 241,275.88 | - | 340,855.88 | 1,767.60 | - | 1,767.60 | 339,088.28 |
| SENTIES GONZALEZ BERTHA | COORDINADOR | 01/01/2014 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| PASTRANA FIGUEROA DAVID OSWALDO | COORDINADOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| SANTOS AQUINO RAYMUNDO GERARDO | COORDINADOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 19,180.00 | - | - | 229,367.08 | - | 343,347.08 | 4,258.80 | - | 4,258.80 | 339,088.28 |
| CORTES GARCIA GREGORIO BENITO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 21,630.00 | - | - | 255,108.28 | - | 343,888.28 | 4,800.00 | - | 4,800.00 | 339,088.28 |
| CANO LARA MARIA ISABEL | COBRADOR "A" DE LA TESORERIA MUNICIPAL | 16/08/2004 | 3 | 2 | 148,051.96 | - | 31,452.71 | - | - | - | - | 139,153.48 | 25,720.00 | 344,378.15 | 18,314.40 | 31,090.80 | 49,405.20 | 294,972.95 |
| MOSQUEDA AGUILAR PATRICIA MARIA | COORDINADOR | 15/09/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 21,000.00 | - | - | 245,595.88 | - | 345,595.88 | 1,767.60 | - | 1,767.60 | 343,828.28 |
| RAMIREZ FUENTES ALBERTO CARLOS JOAQUIN | AUXILIAR DE LA DIRECCION DE PLANEACION CATASTRAL | 01/05/2010 | 3 | 2 | 158,052.11 | - | 39,616.46 | - | - | - | - | 129,803.08 | 23,570.00 | 351,041.66 | 20,450.40 | 19,604.40 | 40,054.80 | 310,986.86 |
| PRIETO ZAMUDIO VICTOR MANUEL | AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 01/06/2017 | 3 | 2 | 145,914.17 | - | 43,693.19 | - | - | - | - | 138,248.68 | 23,570.00 | 351,426.05 | 17,858.40 | 30,642.00 | 48,500.40 | 302,925.65 |
| GALINDO CARVAJAL MARIO MANUEL | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| DOMINGUEZ MONTERO ROSA MAYTE | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| SANCHEZ SILVA ARTURO | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| BARCENAS PAZOS JOSE FRANCISCO JAVIE | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| GUZMAN HERNANDEZ ERWIN EVENCIO | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| ORTIZ VILLARREAL FRANCISCO JAVIER | COORDINADOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| CUEVAS DOMINGUEZ JESUS | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 19,696.00 | - | - | 237,735.88 | - | 356,181.88 | 7,323.60 | - | 7,323.60 | 348,858.28 |
| PADILLA LARA VICTORIA EUGENIA | NOTIFICADOR DE LA TESORERIA MUNICIPAL | 16/04/2013 | 3 | 2 | 99,866.72 | - | 39,999.80 | - | - | - | - | 191,863.99 | 25,720.00 | 357,450.52 | 20,892.00 | 20,972.40 | 41,864.40 | 315,586.12 |
| CRUZ ARAGON ELIZABETH | SECRETARIA MECANOGRAFA "A" DE LA SALA DE EDILES | 15/10/1991 | 3 | 2 | 151,042.66 | - | 30,638.91 | 13,642.80 | - | - | - | 140,419.48 | 25,720.00 | 361,463.85 | 18,952.80 | 31,718.40 | 50,671.20 | 310,792.65 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| ALAVES CANO EUNICE ADRIANA | AUXILIAR DE GOBERNACION | 23/05/2011 | 3 | 2 | 168,376.42 | - | 43,093.59 | - | - | - | - | 131,737.48 | 25,720.00 | 368,927.49 | 22,656.00 | 19,333.20 | 41,989.20 | 326,938.29 |
| JUAREZ TRUJILLO ALFREDO | AYUDANTE ARCHIVISTA DEL DEPARTAMENTO DE LA SECRETARIA DEL H. AYUNTAMIENTO | 16/09/1993 | 3 | 2 | 158,821.31 | - | 32,216.81 | 14,344.80 | - | - | - | 143,715.88 | 23,570.00 | 372,668.80 | 20,614.80 | 33,352.80 | 53,967.60 | 318,701.20 |
| LOPEZ PERALTA BENITO | JEFE DE PARQUES Y JARDINES | 16/04/1980 | 3 | 2 | 139,723.70 | - | 36,837.23 | - | - | - | - | 175,016.05 | 23,570.00 | 375,146.98 | 23,468.40 | 29,342.40 | 52,810.80 | 322,336.18 |
| VICTORIA LANDEROS MIREYA PATRICIA | AYUDANTE DE SUBSECCION DE LA TESORERIA MUNICIPAL | 16/04/1995 | 3 | 2 | 169,661.39 | - | 34,415.72 | - | - | - | - | 148,308.28 | 25,720.00 | 378,105.39 | 22,930.80 | 35,629.20 | 58,560.00 | 319,545.39 |
| BROISSIN CRUZ JACQUELINE | AUXILIAR DE LA SALA DE EDILES | 02/02/1997 | 3 | 2 | 173,190.22 | - | 36,062.18 | - | - | - | - | 149,802.28 | 25,720.00 | 384,774.68 | 23,684.40 | 36,369.60 | 60,054.00 | 324,720.68 |
| RUZ BELLO DANIELA GUADALUPE | SECRETARIA DE LA OFICINA DE TURISMO | 01/05/2009 | 3 | 2 | 178,186.07 | - | 38,637.71 | - | - | - | - | 151,919.08 | 21,570.00 | 390,312.86 | 24,751.20 | 37,419.60 | 62,170.80 | 328,142.06 |
| MUÑOZ DIAZ RAFAEL | AUXILIAR DE BIBLIOTECA | 01/04/2006 | 3 | 2 | 149,132.66 | - | 45,243.29 | - | - | - | - | 191,915.26 | 20,920.00 | 407,211.21 | 27,751.20 | 31,317.60 | 59,068.80 | 348,142.41 |
| AGUIRRE ZEPEDA CLAUDIA | AUXILIAR DE OBRAS PUBLICAS | 16/02/2011 | 3 | 2 | 198,397.43 | - | 52,083.21 | - | - | - | - | 138,150.28 | 25,720.00 | 414,350.93 | 29,068.80 | 19,333.20 | 48,402.00 | 365,948.93 |
| CRUZ HERRERA MARIO | SUB-DIRECTOR | 01/01/2014 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 23,487.00 | - | - | 279,707.08 | - | 421,694.08 | 10,294.80 | - | 10,294.80 | 411,399.28 |
| OLIVARES VILLALVAZO MARTHA ARACELI | AUXILIAR DE LA PRESIDENCIA MUNICIPAL | 01/07/2002 | 3 | 2 | 189,155.70 | - | 42,602.08 | 15,265.20 | - | - | - | 150,731.08 | 25,720.00 | 423,474.06 | 27,094.80 | 33,888.00 | 60,982.80 | 362,491.26 |
| GARCIA NIETO ORLANDO | SUB-DIRECTOR | 01/10/2019 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 26,250.00 | - | - | 305,151.88 | - | 430,151.88 | 7,323.60 | - | 7,323.60 | 422,828.28 |
| GONZALEZ LAGUNES PLACIDO | AYUDANTE DE ELECTRICISTA DE SEGUNDA DE LA DIRECCION DE ALUMBRADO | 01/06/1979 | 3 | 2 | 199,567.70 | - | 38,732.98 | 17,246.40 | - | - | - | 160,975.48 | 23,570.00 | 440,092.56 | 29,318.40 | 41,908.80 | 71,227.20 | 368,865.36 |
| RIVERA LUNA MANUEL | PEON DE JARDINES | 16/01/2002 | 3 | 2 | 102,948.14 | - | 56,798.10 | - | - | - | - | 261,603.40 | 20,920.00 | 442,269.64 | 33,595.20 | 21,619.20 | 55,214.40 | 387,055.24 |
| NUÑEZ ORTIZ JESUS ISRAEL | JEFE DE SUB-SECCION SEGUNDA DE LA TESORERIA MUNICIPAL | 16/01/1992 | 3 | 2 | 202,447.11 | - | 41,066.28 | 18,285.60 | - | - | - | 162,194.68 | 20,920.00 | 444,913.67 | 29,932.80 | 42,513.60 | 72,446.40 | 372,467.27 |
| DAPA GARCIA MARTHA PATRICIA | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 23,489.00 | - | - | 329,064.28 | - | 471,053.28 | 24,000.00 | 21,600.00 | 45,600.00 | 425,453.28 |
| DIAZ ORTIZ JOSE HUMBERTO | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 73,198.80 | - | 7,116.55 | - | 32,377.00 | - | - | 362,750.68 | - | 475,443.03 | 1,898.40 | - | 1,898.40 | 473,544.63 |
| LOPEZ CABALLERO MARIA CRUZ | AYUDANTE DE OBRAS PUBLICAS | 21/08/1989 | 3 | 2 | 237,112.07 | - | 51,279.56 | - | - | - | - | 166,395.88 | 25,720.00 | 480,507.52 | 37,338.00 | 39,309.60 | 76,647.60 | 403,859.92 |
| GONZALEZ LOPEZ CLAUDIA MONICA | AUXILIAR DE ALUMBRADO PUBLICO | 01/01/2014 | 3 | 2 | 243,255.32 | - | 65,515.65 | - | - | - | - | 147,731.08 | 25,720.00 | 482,222.06 | 38,649.60 | 19,333.20 | 57,982.80 | 424,239.26 |
| SALAZAR Y HERNANDEZ HECTOR | COORD.TECNICO | 15/08/2019 | 2 | 3 | 126,000.00 | - | 12,250.00 | - | 28,583.00 | - | - | 335,432.68 | - | 502,265.68 | 13,604.40 | - | 13,604.40 | 488,661.28 |
| TIBURCIO AUDIRAC ELENA PAULINA | AUXILIAR | 01/07/2014 | 3 | 2 | 239,487.80 | - | 70,835.05 | - | - | - | - | 173,311.64 | 25,720.00 | 509,354.49 | 42,698.40 | 19,333.20 | 62,031.60 | 447,322.89 |
| AGUILAR PASTRANA ALVARO | AUXILIAR DE OBRAS PUBLICAS | 01/06/1993 | 3 | 2 | 253,383.34 | - | 51,398.67 | - | - | - | - | 183,861.88 | 23,570.00 | 512,213.89 | 40,903.20 | 53,210.40 | 94,113.60 | 418,100.29 |
| BELTRAN CALDERON DIEGO | AUXILIAR DE LA SALA DE EDILES | 01/02/2008 | 3 | 2 | 262,002.11 | - | 70,743.71 | 9,013.20 | - | - | - | 152,282.68 | 23,570.00 | 517,611.71 | 42,930.00 | 19,604.40 | 62,534.40 | 455,077.31 |
| GONZALEZ GIRON ANGEL FRANCISCO | DIRECTOR | 01/01/2018 | 3 | 3 | 126,000.00 | - | 12,250.00 | - | 27,244.00 | - | - | 373,632.28 | - | 539,126.28 | 24,000.00 | 25,200.00 | 49,200.00 | 489,926.28 |
| BARCENAS PAZOS MARIA TERESA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 144,000.00 | - | 14,000.00 | - | 30,954.00 | - | - | 363,661.48 | - | 552,615.48 | 17,449.20 | - | 17,449.20 | 535,166.28 |
| ARELLANO HERRERA JOSE LUIS | AUXILIAR DE BIBLIOTECA VENUSTIANO CARRANZA | 01/12/1993 | 3 | 2 | 251,573.09 | - | 62,404.48 | - | - | - | - | 221,421.80 | 23,570.00 | 558,969.37 | 48,344.40 | 49,880.40 | 98,224.80 | 460,744.57 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## DIRECCIÓN DE OBRAS PUBLICAS

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CARVAJAL LUNA ELIZABETH | AUXILIAR ADMINISTRATIVO DE LA SINDICATURA UNICA | 08/06/2000 | 3 | 2 | 268,798.41 | - | 55,970.00 | 24,921.60 | - | - | - | 190,724.68 | 25,720.00 | 566,134.69 | 44,528.40 | 56,448.00 | 100,976.40 | 465,158.29 |
| CASTRO CALLES CRISTINA | AUXILIAR DE LA SECRETARIA MUNICIPAL | 01/09/1988 | 3 | 2 | 359,875.39 | - | 69,846.19 | - | - | - | - | 231,271.48 | 21,570.00 | 682,563.06 | 65,949.60 | 75,573.60 | 141,523.20 | 541,039.86 |
| HERNANDEZ BRECHT JOSE ALBERTO | AUXILIAR DE LA DIRECCION DE EGRESOS DE LA TESORERIA MUNICIPAL | 01/01/2001 | 3 | 2 | 367,520.35 | - | 81,758.19 | 34,765.20 | - | - | - | 249,858.86 | 23,570.00 | 757,472.60 | 70,639.20 | 77,179.20 | 147,818.40 | 609,654.20 |
| SANCHEZ CASILLAS EVELYN MAYELI | AUXILIAR DE CATASTRO | 16/02/2011 | 3 | 2 | 383,464.97 | - | 124,139.59 | - | - | - | - | 252,207.88 | 25,720.00 | 785,532.45 | 87,560.40 | 19,333.20 | 106,893.60 | 678,638.85 |
| CAMPA PEREZ LUIS ROMAN | DIRECTOR DE OBRAS PUBLICAS | 01/01/2018 | 3 | 3 | 198,000.00 | - | 19,250.00 | - | 42,082.00 | - | - | 554,991.88 | - | 814,323.88 | 28,983.60 | 39,600.00 | 68,583.60 | 745,740.28 |
| SULVARAN GARCIA ANA MARIO | OFICIAL PRIMERO "A" DE LA SECRETARIA DEL H. AYUNTAMIENTO | 01/01/1989 | 3 | 2 | 488,388.02 | - | 94,788.47 | 42,206.40 | - | - | - | 294,677.08 | 25,720.00 | 945,779.98 | 102,367.20 | 102,561.60 | 204,928.80 | 740,851.18 |
| **541 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **41,205,323.87** | **0.00** | **5,630,982.76** | **928,610.40** | **2,081,746.00** | **0.00** | **0.00** | **48,062,752.45** | **1,892,480.00** | **99,801,895.48** | **3,693,043.20** | **2,345,336.40** | **6,038,379.60** | **93,763,515.88** |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CONTRERAS JACOME ROSA INES | CAJERO (INCAPACITADO PROVISIONAL) | 01/05/2008 | 2 | 3 | 60,000.00 | - | 5,833.33 | - | - | - | - | 32,628.28 | 500.00 | 98,961.61 | 4,800.00 | - | 4,800.00 | 94,161.6 |
| RUIZ RAMON JUAN CARLOS | AUXILIAR ADMINISTRATIVO | 04/01/2019 | 2 | 3 | 63,720.00 | - | 6,195.00 | - | 1,995.00 | - | - | 53,148.28 | - | 125,058.28 | 4,800.00 | - | 4,800.00 | 120,258.2 |
| HERNANDEZ CHAVEZ VICTOR BARDOMIANO | CAJERO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,752.28 | - | 127,519.93 | 4,800.00 | - | 4,800.00 | 122,719.9 |
| SANTAMARIA FLORES MARIA AGUEDA | CAJERO | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,752.28 | 500.00 | 128,019.93 | 4,800.00 | - | 4,800.00 | 123,219.9 |
| LOZANO PEREZ SUSANA | CAJERO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,752.28 | 500.00 | 128,019.93 | 4,800.00 | - | 4,800.00 | 123,219.9 |
| HERNANDEZ LOPEZ YAZMIN MARGARITA | CAJERO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,752.28 | 500.00 | 128,019.93 | 4,800.00 | - | 4,800.00 | 123,219.9 |
| PEREZ PENA JAZMIN | CAJERO | 02/05/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 55,752.28 | 500.00 | 128,019.93 | 4,800.00 | - | 4,800.00 | 123,219.9 |
| HERNANDEZ LOPEZ ADA IVETTE | CAJERO | 16/01/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 59,832.28 | 500.00 | 128,499.93 | 4,800.00 | - | 4,800.00 | 123,699.9 |
| CAMPOMANES MUÑOZ FRANCISCO AUGUSTO | RECAUDADOR | 01/01/2017 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 1,167.00 | - | - | 55,191.88 | - | 135,358.88 | 1,767.60 | - | 1,767.60 | 133,591.2 |
| VILLEGAS NIEVES LIZBETH | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| NIEVES ROSAS GUADALUPE | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| SEELBACH SANCHEZ MARIA DEL CARMEN GUA | AUXILIAR ADMINISTRATIVO | 07/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| RAMIREZ GUTIERREZ LIZETTE DEL CARMEN | AUXILIAR ADMINISTRATIVO | 16/06/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| GARCIA CORRO EVELYN MARIANA | AUXILIAR ADMINISTRATIVO | 01/03/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| GALVAN AVILA SILVIA MONSERRAT | AUXILIAR ADMINISTRATIVO | 01/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| DEL MORAL ROMERO ELISA | AUXILIAR ADMINISTRATIVO | 16/03/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| GARCIA ORTEGA ELIZABETH | AUXILIAR ADMINISTRATIVO | 16/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| RAMIREZ HERNANDEZ CARMEN SUSANA | AUXILIAR ADMINISTRATIVO | 16/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| CRUZ LOPEZ CRISTHIAN YANET | AUXILIAR ADMINISTRATIVO | 23/06/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| CORREA REYES ALMA GABRIELA | AUXILIAR ADMINISTRATIVO | 23/06/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| POLITO ROBLES YARELY DE JESUS | AUXILIAR TECNICO | 01/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| LARA CONTRERAS PETRA ESTELA | COORDINADOR | 16/06/2015 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| ORTIZ AQUINO JUAN CARLOS | AUXILIAR | 01/05/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| DIAZ GARCIA VICTOR | AUXILIAR ADMINISTRATIVO | 03/10/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| GARCIA MEZA VICTOR HUGO | AUXILIAR ADMINISTRATIVO | 01/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| BAIZABAL TAPIA NAZARIO | AUXILIAR TECNICO | 01/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| LOPEZ HERNANDEZ HECTOR RAFAEL | AUXILIAR TECNICO | 01/05/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| RIVAS SERAPIO NALLELY | AUX. DEL DEPTO. JURIDICO | 17/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| DIAZ TERESA DE JESUS | AUXILIAR | 01/10/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| SANCHEZ MARTINEZ CITLALLI | AUXILIAR | 01/04/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| BEREZOWSKY VILLASEÑOR ALEJANDRA | AUXILIAR ADMINISTRATIVO | 01/07/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |
| TOSTADO SILVA ELIA ANDREA | AUXILIAR ADMINISTRATIVO | 06/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.9 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| RUIZ OSORNO SERGIO ALFREDO | AUXILIAR | 16/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| DECIANO GARCIA LEONARDO | AUXILIAR TECNICO | 22/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| AVENDAÑO LORDMENDEZ IVAN | AUXILIAR TECNICO | 27/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| ANZURES CHALCHI JOSIMAR | AUXILIAR TECNICO | 27/05/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| PEREZ NAVA MIGUEL ANGEL | TOPOGRAFO | 01/07/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| MEJIA MERINO RICARDA GUADALUPE | AUXILIAR ADMINISTRATIVO | 11/07/2005 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 68,628.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| VILLA HERNANDEZ FRIDA ESMERALDA | AUXILIAR ADMINISTRATIVO | 05/03/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| CASTILLO GARCÍA ALEJANDRO | AUXILIAR | 16/02/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| HERNANDEZ ACOSTA MARIELA | AUX. CONTABLE DEL DEPTO.DE CON | 01/02/2020 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | 500.00 | 138,462.93 | 4,800.00 | - | 4,800.00 | 133,662.93 |
| REA PEREZ JESUS IGNACIO | RECAUDADOR | 01/01/2017 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 71,832.28 | - | 139,999.93 | 4,800.00 | - | 4,800.00 | 135,199.93 |
| VIVEROS RUBI ALICIA | CAJERO | 26/05/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 71,832.28 | 500.00 | 140,499.93 | 4,800.00 | - | 4,800.00 | 135,699.93 |
| CALDERON SORIANO EUNICE ADRIANA | RECAUDADOR | 01/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 71,832.28 | 500.00 | 140,499.93 | 4,800.00 | - | 4,800.00 | 135,699.93 |
| ACOSTA DOMINGUEZ ELIZABETH LILIANA | RECAUDADOR | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 71,832.28 | 500.00 | 140,499.93 | 4,800.00 | - | 4,800.00 | 135,699.93 |
| PEREZ DIAZ ESMERALDA | RECAUDADOR | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 2,333.00 | - | - | 71,832.28 | 500.00 | 140,499.93 | 4,800.00 | - | 4,800.00 | 135,699.93 |
| OLIVARES GONZALEZ JOSE MARTIN | AUXILIAR | 16/06/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 69,348.28 | - | 142,282.93 | 4,800.00 | - | 4,800.00 | 137,482.93 |
| PEREZ VELA SOFIA | AUXILIAR | 16/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 73,428.28 | - | 142,762.93 | 4,800.00 | - | 4,800.00 | 137,962.93 |
| ALVAREZ GUTIERREZ ANA LILIA | AUXILIAR TECNICO | 01/05/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 73,428.28 | - | 142,762.93 | 4,800.00 | - | 4,800.00 | 137,962.93 |
| TETELPA GARCIA RICARDO | AUXILIAR ADMINISTRATIVO | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 73,428.28 | - | 142,762.93 | 4,800.00 | - | 4,800.00 | 137,962.93 |
| ROSAS CAZARES ALBERTO ENRIQUE | NOTIFICADOR | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 80,628.28 | - | 149,962.93 | 4,800.00 | - | 4,800.00 | 145,162.93 |
| BECERRA VARGAS OCTAVIO | NOTIFICADOR | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 80,628.28 | - | 149,962.93 | 4,800.00 | - | 4,800.00 | 145,162.93 |
| ESCALERA MALPICA MALENY YATZEL | AUXILIAR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 80,628.28 | 500.00 | 150,462.93 | 4,800.00 | - | 4,800.00 | 145,662.93 |
| MANUEL COLORADO EVELIN LILIANA | AUXILIAR ADMINISTRATIVO | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 80,628.28 | 500.00 | 150,462.93 | 4,800.00 | - | 4,800.00 | 145,662.93 |
| VERDALET SOSA BLANCA ESTELA | NOTIFICADOR | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 80,628.28 | 500.00 | 150,462.93 | 4,800.00 | - | 4,800.00 | 145,662.93 |
| AVILA SANCHEZ MARISOL | AUXILIAR | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| LAGUNES RUIZ MAYELI | AUXILIAR DE CONTADOR | 01/03/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | 500.00 | 151,629.93 | 4,800.00 | - | 4,800.00 | 146,829.93 |
| AGUIRRE JIMENEZ ALEJANDRO | RECAUDADOR | 08/12/2009 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 85,428.28 | - | 154,762.93 | 4,800.00 | - | 4,800.00 | 149,962.93 |
| ORTEGA DOMINGUEZ CARMELA | RECAUDADOR | 01/06/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 3,500.00 | - | - | 85,428.28 | 500.00 | 155,262.93 | 4,800.00 | - | 4,800.00 | 150,462.93 |
| SANCHEZ HEREDIA MARIA FERNANDA | ANALISTA | 01/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,666.00 | - | - | 77,583.88 | - | 161,249.88 | 1,767.60 | - | 1,767.60 | 159,482.28 |
| PATRICIO GUERRERO HUGO LEONARDO | JEFE DE BRIGADA | 16/04/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| MARTINEZ SOSA ROSA MARIA | ANALISTA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 92,628.28 | - | 164,295.93 | 4,800.00 | - | 4,800.00 | 159,495.93 |
| RAMOS MARTINEZ JOSEFINA | RECAUDADOR | 01/01/1998 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,643.00 | - | - | 98,760.28 | 500.00 | 169,737.93 | 4,800.00 | - | 4,800.00 | 164,937.93 |
| CORNELIO GOMEZ ADELAIDA | RECAUDADOR | 01/02/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,643.00 | - | - | 98,760.28 | 500.00 | 169,737.93 | 4,800.00 | - | 4,800.00 | 164,937.93 |
| HERNANDEZ CARMONA MARTHA PATRICIA | JEFE DE BRIGADA | 01/06/1992 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 5,483.00 | - | - | 96,552.28 | - | 171,819.93 | 4,800.00 | - | 4,800.00 | 167,019.93 |
| GALVAN AVILA MONICA GUILLERMINA | JEFE DE BRIGADA | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 100,632.28 | - | 172,299.93 | 4,800.00 | - | 4,800.00 | 167,499.93 |
| PEREZ LOPEZ DOMINGO JUAN | JEFE DE BRIGADA | 16/10/1993 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 100,632.28 | - | 172,299.93 | 4,800.00 | - | 4,800.00 | 167,499.93 |
| GARCIA YOBAL ALEJANDRO | JEFE DE BRIGADA | 01/07/2002 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 100,632.28 | - | 172,299.93 | 4,800.00 | - | 4,800.00 | 167,499.93 |
| DIAZ RAMON ALBERTO | JEFE DE BRIGADA | 01/03/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 100,632.28 | - | 172,299.93 | 4,800.00 | - | 4,800.00 | 167,499.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| RAMIREZ CARRERA MARIA DOLORES ELIZAB | ASISTENTE | 01/02/2011 | 2 | 3 | 119,998.80 | - | 11,666.55 | - | - | - | - | 40,273.48 | 500.00 | 172,438.83 | 12,445.20 | - | 12,445.20 | 159,993.63 |
| SALIANO CANO ANAHI | SUPERVISOR | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 104,628.28 | 500.00 | 176,795.93 | 4,800.00 | - | 4,800.00 | 171,995.93 |
| SOLORZANO VARGAS EMMANUEL | AUXILIAR ADMINISTRATIVO | 01/01/2001 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 7,000.00 | - | - | 104,628.28 | - | 177,462.93 | 4,800.00 | - | 4,800.00 | 172,662.93 |
| VELAZQUEZ HERNANDEZ ADRIANA IMELDA | RECAUDADOR | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 5,833.00 | - | - | 112,632.28 | 500.00 | 184,799.93 | 4,800.00 | - | 4,800.00 | 179,999.93 |
| RAMIREZ CONTRERAS ISIDRO AGUSTIN | ANALISTA | 01/06/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| LAGUNES LUNA ILEANA ALEJANDRA | ANALISTA | 16/02/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| GONZALEZ MARTINEZ FABIOLA | AUXILIAR ADMINISTRATIVO | 01/02/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | 500.00 | 188,095.88 | 1,767.60 | - | 1,767.60 | 186,328.28 |
| MORTEO TORAL JOSE | AUXILIAR ADMINISTRATIVO | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| CARMONA RAMIREZ GUSTAVO | AUXILIAR ADMINISTRATIVO | 01/02/2011 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| GIL ABURTO ANGELES OSMARA | ANALISTA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 116,628.28 | 500.00 | 191,129.93 | 4,800.00 | - | 4,800.00 | 186,329.93 |
| VALDIVIA SANCHEZ ANA MARIA | AUXILIAR ADMINISTRATIVO | 01/04/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 8,167.00 | - | - | 128,628.28 | 500.00 | 203,129.93 | 4,800.00 | - | 4,800.00 | 198,329.93 |
| GUTIERREZ ENRIQUEZ MARIA MAGDALENA | JEFE DE AREA | 16/05/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| RODRIGUEZ CUETO JUAN ADOLFO | JEFE DE AREA | 01/01/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| HERNANDEZ MARTINEZ CARLOS ALBERTO | JEFE DE AREA | 16/04/2014 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| ZAMUDIO FONSECA HUGO CESAR | JEFE DE AREA | 16/01/2016 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| MARTINEZ AVELLO ARIANNA | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| PATRACA FUENTES MANUEL | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 128,628.28 | - | 203,795.93 | 4,800.00 | - | 4,800.00 | 198,995.93 |
| LANDERO RUIZ ADRIANA DEL CARMEN | JEFE DE AREA | 01/04/1992 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 141,432.28 | - | 216,599.93 | 4,800.00 | - | 4,800.00 | 211,799.93 |
| HERNANDEZ GONZALEZ ALMA ISABEL | JEFE DE AREA | 01/12/2008 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 9,333.00 | - | - | 141,432.28 | - | 216,599.93 | 4,800.00 | - | 4,800.00 | 211,799.93 |
| VAZQUEZ CHAGALA MIGUEL | ANALISTA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 140,628.28 | - | 216,962.93 | 4,800.00 | - | 4,800.00 | 212,162.93 |
| LOPEZ DE LOS SANTOS ARELYS | ANALISTA | 01/02/2011 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 10,150.00 | - | - | 137,028.28 | 500.00 | 217,462.93 | 4,800.00 | - | 4,800.00 | 212,662.93 |
| FERNANDEZ ORTIZ ALEXANDRO | AUXILIAR DE FOMENTO AGROPECUARIO Y PESQUERO | 01/07/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 20,920.00 | 218,706.41 | 6,000.00 | 14,196.00 | 20,196.00 | 198,510.41 |
| RAMOS MONTESINOS JOSE GUADALUPE | JEFE DE AREA | 01/07/2002 | 2 | 3 | 155,998.80 | - | 15,166.55 | - | - | - | - | 47,840.68 | - | 219,006.03 | 20,012.40 | - | 20,012.40 | 198,993.63 |
| HERNANDEZ CANO JORGE LUIS | AUXILIAR DE OBRAS PUBLICAS | 01/07/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 109,944.28 | 23,570.00 | 221,356.41 | 6,000.00 | 14,196.00 | 20,196.00 | 201,160.41 |
| BRAVO GUTIERREZ BLANCA PATRICIA | AUXILIAR DE LA DIRECCION DE OBRAS PUBLICAS | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 109,944.28 | 21,570.00 | 223,863.61 | 6,000.00 | 14,196.00 | 20,196.00 | 203,667.61 |
| TAGARA LOPEZ JOSE JAVIER | AUXILIAR DEL DEPARTAMENTO DE SERVICIOS GENERALES | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 109,944.28 | 23,570.00 | 225,863.61 | 6,000.00 | 14,196.00 | 20,196.00 | 205,667.61 |
| TAPIA HERNANDEZ MARLEN | AUXILIAR DE LA DIRECCION DE SISTEMAS | 16/05/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 109,944.28 | 25,720.00 | 228,013.61 | 6,000.00 | 14,196.00 | 20,196.00 | 207,817.61 |
| CASTILLO FERAT ANDRES EDUARDO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 152,628.28 | - | 228,962.93 | 4,800.00 | - | 4,800.00 | 224,162.93 |
| OCHOA CARRILLO AURA | JEFE DE AREA | 01/03/2012 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 10,500.00 | - | - | 152,628.28 | 500.00 | 229,462.93 | 4,800.00 | - | 4,800.00 | 224,662.93 |
| LAGUNES LUNA CINTHIA DE JESUS | JEFE DE AREA | 01/01/2018 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 11,667.00 | - | - | 152,628.28 | - | 230,129.93 | 4,800.00 | - | 4,800.00 | 225,329.93 |
| CASANOVA TORRES MIRIAM BETSABE | ANALISTA | 01/06/2008 | 2 | 3 | 168,001.20 | - | 16,333.45 | - | - | - | - | 50,403.88 | 500.00 | 235,238.53 | 22,575.60 | - | 22,575.60 | 212,662.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ARGUMEDO SANCHEZ LIDIA LUISA | AUXILIAR DE LA DIRECCION DE TURISMO | 01/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | - | - | - | - | 121,944.28 | 25,720.00 | 235,506.41 | 6,000.00 | 14,196.00 | 20,196.00 | 215,310.41 |
| TREJO NAVARRETE MARIA DEL SOL | AUXILIAR DE LA DIRECCION DE EDUCACION | 01/08/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 121,944.28 | 21,570.00 | 235,863.61 | 6,000.00 | 14,196.00 | 20,196.00 | 215,667.61 |
| PEREZ VAZQUEZ KAREN LAURA | AUXILIAR DE PATRIMONIO MUNICIPAL | 16/12/2017 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 121,944.28 | 25,720.00 | 240,013.61 | 6,000.00 | 14,196.00 | 20,196.00 | 219,817.61 |
| DOMINGUEZ PEREZ MERCEDES MONSERRAT | AUXILIAR DEL DEPARTAMENTO DE TENENCIA DE LA TIERRA | 16/05/2016 | 3 | 2 | 67,599.76 | - | 20,242.37 | 4,507.20 | - | - | - | 121,944.28 | 25,720.00 | 240,013.61 | 6,000.00 | 14,196.00 | 20,196.00 | 219,817.61 |
| PINEDA ESPINOSA JOSUE ISRAEL | AUXILIAR DE OBRAS PUBLICAS | 01/08/2014 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 119,281.48 | 23,570.00 | 255,158.25 | 10,200.00 | 19,333.20 | 29,533.20 | 225,625.05 |
| ZURITA GONZALEZ MARTHA DEL CARMEN | COORDINADOR | 01/01/2014 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | - | 256,119.28 | 4,800.00 | - | 4,800.00 | 251,319.28 |
| RODRIGUEZ VARGAS BERENICE | COORDINADOR ADMINISTRATIVO | 01/01/2018 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 175,116.28 | 500.00 | 256,619.28 | 4,800.00 | - | 4,800.00 | 251,819.28 |
| TORRES LOPEZ MARTIN DE JESUS | AUXILIAR DEL DEPARTAMENTO DE TENENCIA DE LA TIERRA | 01/04/2016 | 3 | 2 | 87,515.95 | - | 26,206.17 | - | - | - | - | 121,944.28 | 23,570.00 | 259,236.40 | 6,000.00 | 14,196.00 | 20,196.00 | 239,040.40 |
| VELA LOPEZ JORGE IVAN | AUXILIAR DE LA SALA DE EDILES | 24/09/2008 | 3 | 2 | 93,352.00 | - | 20,242.37 | 5,632.80 | - | - | - | 119,552.68 | 23,570.00 | 262,349.85 | 10,200.00 | 19,604.40 | 29,804.40 | 232,545.45 |
| BARRIENTOS BARRADAS JOSE ALEJANDRO | AUXILIAR DE LA DIRECCION DE GOBERNACION | 01/06/2017 | 3 | 2 | 67,599.76 | - | 26,090.52 | 4,507.20 | - | - | - | 141,474.28 | 23,570.00 | 263,241.76 | 6,000.00 | 14,196.00 | 20,196.00 | 243,045.76 |
| GONZALEZ RODRIGUEZ RUBI | AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 01/05/2010 | 3 | 2 | 93,352.00 | - | 20,242.37 | - | - | - | - | 131,552.68 | 21,570.00 | 266,717.05 | 10,200.00 | 19,604.40 | 29,804.40 | 236,912.65 |
| BLANCO REYES LUZ DEL CARMEN | AUXILIAR DE LA SALA DE EDILES | 01/09/2015 | 3 | 2 | 67,599.76 | - | 26,481.97 | 4,507.20 | - | - | - | 142,781.53 | 25,720.00 | 267,090.46 | 6,000.00 | 14,196.00 | 20,196.00 | 246,894.46 |
| CARRILLO LAGUNES ENRIQUE GUILLERMO | SUPERVISOR | 01/01/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 11,667.00 | - | - | 177,591.88 | - | 268,258.88 | 1,767.60 | - | 1,767.60 | 266,491.28 |
| HERNANDEZ JUAREZ ALMA ZORAYDA | AUXILIAR DE LA DIRECCION DE FOMENTO AGROPECUARIO | 01/11/2010 | 3 | 2 | 92,064.40 | - | 20,242.37 | - | - | - | - | 131,281.48 | 25,720.00 | 269,308.25 | 10,200.00 | 19,333.20 | 29,533.20 | 239,775.05 |
| CARVAJAL FERNANDEZ LAURA | AUXILIAR DE COMPRAS | 16/05/2015 | 3 | 2 | 92,064.40 | - | 20,242.37 | 4,507.20 | - | - | - | 131,281.48 | 21,570.00 | 269,665.45 | 10,200.00 | 19,333.20 | 29,533.20 | 240,132.25 |
| MARTINEZ GALICIA GONZALO | AUXILIAR DE INGRESOS | 09/01/2009 | 3 | 2 | 95,209.49 | - | 20,798.59 | 4,507.20 | - | - | - | 131,552.68 | 20,920.00 | 272,987.96 | 10,200.00 | 19,604.40 | 29,804.40 | 243,183.56 |
| ALCOCER ESCOBAR YOLANDA LIZETH | AUXILIAR DE OBRAS PUBLICAS | 16/06/2016 | 3 | 2 | 105,839.87 | - | 31,693.16 | - | - | - | - | 114,144.28 | 21,570.00 | 273,247.32 | 10,200.00 | 14,196.00 | 24,396.00 | 248,851.32 |
| CUELLAR SOSA CARLOS | AUXILIAR DE TURISMO | 01/06/2013 | 3 | 2 | 92,064.40 | - | 22,223.20 | 4,507.20 | - | - | - | 137,896.48 | 20,920.00 | 277,611.28 | 10,200.00 | 19,333.20 | 29,533.20 | 248,078.08 |
| TOSTADO SILVA SAMANTHA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 68,400.00 | - | 6,650.00 | - | 15,376.00 | - | - | 187,352.68 | - | 277,778.68 | 1,376.40 | - | 1,376.40 | 276,402.28 |
| CAMACHO BAXIN JOSE ALBERTO | AUXILIAR DE ASEO | 02/07/2008 | 3 | 2 | 100,713.81 | - | 21,838.69 | - | - | - | - | 133,098.28 | 23,570.00 | 279,220.78 | 10,200.00 | 21,150.00 | 31,350.00 | 247,870.78 |
| RAMIREZ SORIANO DELFINA | COORDINADOR | 01/02/2011 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 16,076.00 | - | - | 197,976.28 | 500.00 | 281,702.28 | 4,800.00 | - | 4,800.00 | 276,902.28 |
| DEMENEGHI MIRANDA MIRIAM | COORDINADOR | 01/02/2011 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 16,076.00 | - | - | 197,976.28 | 500.00 | 281,702.28 | 4,800.00 | - | 4,800.00 | 276,902.28 |
| PEÑA RIVERA JAVIER | SUPERVISOR | 01/04/2008 | 2 | 3 | 61,200.00 | - | 5,950.00 | - | 13,853.00 | - | - | 201,312.28 | - | 282,315.28 | 4,800.00 | - | 4,800.00 | 277,515.28 |
| ACEVEDO MENDIOLA MIGUEL | AUXILIAR DE LA DIRECCION DE CATASTRO | 01/05/2010 | 3 | 2 | 93,352.00 | - | 23,162.18 | 4,507.20 | - | - | - | 141,303.44 | 23,570.00 | 285,894.82 | 10,200.00 | 19,604.40 | 29,804.40 | 256,090.42 |
| RAMON CRUZ SAUL | SECRETARIO MECANOGRAFO DE LA SALA DE EDILES | 01/06/2006 | 3 | 2 | 106,342.84 | - | 23,059.30 | - | - | - | - | 134,280.28 | 23,570.00 | 287,252.42 | 10,200.00 | 22,332.00 | 32,532.00 | 254,720.42 |
| SILVA PENSADO EDGAR | INSPECTOR DE REGLAMENTOS MUNICIPALES | 16/02/2011 | 3 | 2 | 92,064.40 | - | 25,298.49 | - | - | - | - | 148,166.49 | 23,570.00 | 289,099.38 | 10,200.00 | 19,333.20 | 29,533.20 | 259,566.18 |
| PINEDA ESPINOSA ANTONIO DE JESUS | AUXILIAR DE OBRAS PUBLICAS | 14/05/2009 | 3 | 2 | 117,704.17 | - | 25,522.87 | - | - | - | - | 126,500.68 | 20,920.00 | 290,647.72 | 12,034.80 | 24,717.60 | 36,752.40 | 253,895.32 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| SANCHEZ GUTIERREZ RODOLFO | ESCRIBIENTE DE LA TESORERIA MUNICIPAL | 01/05/2011 | 3 | 2 | 106,702.25 | - | 23,460.81 | 5,223.60 | - | - | - | 134,355.88 | 23,570.00 | 293,312.54 | 10,200.00 | 22,407.60 | 32,607.60 | 260,704.94 |
| SUASNAVAR LARA BEATRIZ | AUXILIAR DE BIBLIOTECA | 01/05/2011 | 3 | 2 | 92,064.40 | - | 25,539.25 | 4,507.20 | - | - | - | 148,970.50 | 25,720.00 | 296,801.34 | 10,200.00 | 19,333.20 | 29,533.20 | 267,268.14 |
| MILES GUTIERREZ KEVIN MICHAEL | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/05/2015 | 3 | 2 | 112,070.18 | - | 25,643.69 | 4,869.60 | - | - | - | 133,436.68 | 20,920.00 | 296,940.15 | 10,800.00 | 20,888.40 | 31,688.40 | 265,251.75 |
| AGUIRRE MIRON LUZ DEL CARMEN | AUXILIAR DEL DEPARTAMENTO DE CONTABILIDAD | 01/10/2009 | 3 | 2 | 93,352.00 | - | 27,977.02 | 5,632.80 | - | - | - | 147,481.48 | 25,720.00 | 300,163.30 | 12,298.80 | 19,604.40 | 31,903.20 | 268,260.10 |
| BADILLO GONZALEZ EDGAR RAMON | INSPECTOR DE REGLAMENTOS MUNICIPALES DE SALA DE EDILES | 01/01/2001 | 3 | 2 | 116,594.77 | - | 24,769.82 | - | - | - | - | 138,068.68 | 23,570.00 | 303,003.27 | 11,835.60 | 24,484.80 | 36,320.40 | 266,682.87 |
| HERNANDEZ CRUZ KARINA VIGEE | AUXILIAR DE OBRAS PUBLICAS | 01/02/2011 | 3 | 2 | 92,064.40 | - | 27,808.74 | - | - | - | - | 158,317.12 | 25,720.00 | 303,910.26 | 11,967.60 | 19,333.20 | 31,300.80 | 272,609.46 |
| RIVERA PAGOLA MARYCARMEN | COORDINADOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 16,885.00 | - | - | 204,156.28 | 500.00 | 304,491.28 | 2,652.00 | - | 2,652.00 | 301,839.28 |
| ALCOCER ESCOBAR BIBIANA ELVIRA | AUXILIAR DE TENENCIA DE LA TIERRA | 05/07/2008 | 3 | 2 | 126,072.68 | - | 30,040.40 | - | - | - | - | 122,972.68 | 25,720.00 | 304,805.77 | 13,620.00 | 19,604.40 | 33,224.40 | 271,581.37 |
| HERNANDEZ JARQUIN MIGUEL ANGEL | AUXILIAR | 01/01/2014 | 2 | 2 | 112,664.64 | - | 26,411.00 | 4,507.20 | - | - | - | 137,665.48 | 23,570.00 | 304,818.32 | 11,131.20 | 24,786.00 | 35,917.20 | 268,901.12 |
| QUINTERO RIVERA JOSE MARTIN | AUXILIAR DEL DEPARTAMENTO DE TENENCIA DE LA TIERRA | 16/04/2016 | 3 | 2 | 116,688.10 | - | 36,828.10 | 4,507.20 | - | - | - | 123,225.88 | 23,570.00 | 304,819.28 | 12,981.60 | 14,196.00 | 27,177.60 | 277,641.68 |
| BERLIN SANCHEZ NAYELI MONSERRAT | SECRETARIA DE SALA DE EDILES | 01/05/2011 | 3 | 2 | 92,321.17 | - | 28,135.83 | - | - | - | - | 159,482.52 | 25,720.00 | 305,659.52 | 12,175.20 | 19,387.20 | 31,562.40 | 274,097.12 |
| DURAN CORTES LORENZO | COBRADOR "C" DE LA TESORERIA MUNICIPAL | 01/03/2013 | 3 | 2 | 99,529.37 | - | 27,180.58 | 4,872.00 | - | - | - | 152,286.10 | 23,570.00 | 307,438.04 | 11,947.20 | 20,901.60 | 32,848.80 | 274,589.24 |
| MENDEZ MORA LOURDES | AUXILIAR DE VEHICULOS | 05/02/2010 | 3 | 2 | 93,564.28 | - | 32,005.00 | 4,516.80 | - | - | - | 163,558.47 | 25,720.00 | 319,364.55 | 15,033.60 | 19,648.80 | 34,682.40 | 284,682.15 |
| BRAVO GUTIERREZ JOHNNY | ESCRIBIENTE "1RA" DE GOBERNACION | 01/08/1993 | 3 | 2 | 127,556.57 | - | 25,874.78 | - | - | - | - | 142,471.48 | 23,570.00 | 319,472.83 | 13,936.80 | 26,786.40 | 40,723.20 | 278,749.63 |
| MEZA RODRIGUEZ PEDRO | AUXILIAR DE LA DIRECCION DE GOBERNACION | 16/09/2015 | 3 | 2 | 123,731.75 | - | 38,937.29 | 4,507.20 | - | - | - | 136,709.08 | 23,570.00 | 327,455.32 | 14,464.80 | 14,196.00 | 28,660.80 | 298,794.52 |
| MENDOZA HERNANDEZ ALBERTO EMIR | AUXILIAR DEL DEPARTAMENTO DE DESARROLLO URBANO Y OBRAS PUBLICAS | 01/11/2007 | 3 | 2 | 145,716.67 | - | 31,597.06 | - | - | - | - | 150,163.48 | 23,570.00 | 351,047.21 | 17,815.20 | 30,600.00 | 48,415.20 | 302,632.01 |
| ROJAS ORTEGA MIRNA EDUARDA | INSPECTOR DE REGLAMENTOS MUNICIPALES DE LA SALA DE EDILES | 01/06/1991 | 3 | 2 | 157,161.07 | - | 31,880.04 | 8,871.60 | - | - | - | 143,011.48 | 25,720.00 | 366,644.19 | 20,259.60 | 33,003.60 | 53,263.20 | 313,380.99 |
| ESCOBAR ROQUE ELVIRA | AUXILIAR DE PRESIDENCIA MUNICIPAL | 02/01/1992 | 3 | 2 | 165,219.21 | - | 33,514.62 | - | - | - | - | 146,425.48 | 25,720.00 | 370,879.31 | 21,981.60 | 34,695.60 | 56,677.20 | 314,202.11 |
| GARCIA MARTINEZ DULCE MARIA | AUXILIAR DEL DEPARTAMENTO DE PERSONAL | 25/01/1985 | 3 | 2 | 162,294.90 | - | 31,498.89 | 7,012.80 | - | - | - | 145,187.08 | 25,720.00 | 371,713.67 | 21,356.40 | 34,082.40 | 55,438.80 | 316,274.87 |
| LARA MUÑOZ ANA BERTHA | INGENIERO TOPOGRAFO DE LA OFICINA DE CATASTRO MUNICIPAL | 15/05/2008 | 3 | 2 | 152,253.48 | - | 35,662.89 | - | - | - | - | 163,666.20 | 25,720.00 | 377,302.57 | 21,100.80 | 31,972.80 | 53,073.60 | 324,228.97 |
| GOMEZ MAYO ELBIS DE LOS ANGELES | OFICIAL SEGUNDO DEL REGISTRO CIVIL | 15/12/1988 | 3 | 2 | 167,520.17 | - | 32,513.03 | - | - | - | - | 159,399.88 | 21,570.00 | 381,003.09 | 22,472.40 | 35,179.20 | 57,651.60 | 323,351.49 |
| JIMENEZ ALDANA MOISES | AUXILIAR DE GOBERNACION Y RECLUTAMIENTO(INCAPACITADO PROVISIONAL) | 15/08/2005 | 3 | 2 | 137,664.58 | - | 37,820.78 | 6,645.60 | - | - | - | 179,053.66 | 20,920.00 | 382,104.62 | 21,781.20 | 28,909.20 | 50,690.40 | 331,414.22 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| PEREZ CAMACHO ADRIANA DEL CARMEN | AUXILIAR DE LA SALA DE EDILES | 01/01/1995 | 3 | 2 | 168,733.87 | - | 34,227.56 | 9,525.60 | - | - | - | 147,913.48 | 25,720.00 | 386,120.51 | 22,731.60 | 35,433.60 | 58,165.20 | 327,955.31 |
| SANTIAGO MARTINEZ DIEGO | AUXILIAR DE LA SECRETARIA DE DESARROLLO ADMINISTRATIVO | 01/01/1989 | 3 | 2 | 173,557.60 | - | 33,684.82 | 9,374.40 | - | - | - | 149,958.28 | 23,570.00 | 390,145.10 | 23,762.40 | 36,447.60 | 60,210.00 | 329,935.10 |
| MENDIOLA VILLORIN JUAN FAUSTINO | JEFE DE SUB-SECCION QUINTA DE LA TESORERIA MUNICIPAL | 06/06/1996 | 3 | 2 | 158,096.87 | - | 38,493.73 | 7,328.40 | - | - | - | 166,001.10 | 23,570.00 | 393,490.10 | 24,436.80 | 33,200.40 | 57,637.20 | 335,852.90 |
| GUERRERO ROMERO KARLA PATRICIA | AUXILIAR DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/06/2012 | 3 | 2 | 184,911.02 | - | 48,044.77 | 5,632.80 | - | - | - | 135,269.08 | 25,720.00 | 399,577.68 | 26,187.60 | 19,333.20 | 45,520.80 | 354,056.88 |
| BRAVO JUARISTIC ALBERTO | AYUDANTE SUB-SECCION DE LA TESORERIA MUNICIPAL | 15/10/1991 | 3 | 2 | 180,361.10 | - | 36,586.14 | 8,145.60 | - | - | - | 164,839.48 | 23,570.00 | 413,502.32 | 25,215.60 | 37,875.60 | 63,091.20 | 350,411.12 |
| GONZALEZ PUEBLA JULIO CESAR | AUXILIAR DE LA DIRECCION DE GOBERNACION | 16/01/2012 | 3 | 2 | 188,759.19 | - | 51,083.60 | 4,507.20 | - | - | - | 155,736.28 | 23,570.00 | 423,656.27 | 28,354.80 | 19,333.20 | 47,688.00 | 375,968.27 |
| YEPEZ HERNANDEZ ROXANNA ISABEL | COORDINADOR ADMINISTRATIVO | 16/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 28,000.00 | - | - | 317,595.88 | - | 424,595.88 | 1,767.60 | - | 1,767.60 | 422,828.28 |
| NUÑEZ HERNANDEZ VICTOR ERICK | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 75,600.00 | - | 7,350.00 | - | 27,650.00 | - | - | 314,880.28 | - | 425,480.28 | 2,652.00 | - | 2,652.00 | 422,828.28 |
| LAGUNES HERNANDEZ ELSA ANTONIA | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 86,400.00 | - | 8,400.00 | - | 26,600.00 | - | - | 305,687.08 | - | 427,087.08 | 4,258.80 | - | 4,258.80 | 422,828.28 |
| HERNANDEZ LOPEZ XAVIER | AUXILIAR DE LA SALA DE EDILES | 01/07/2008 | 3 | 2 | 164,848.10 | - | 46,502.41 | - | - | - | - | 201,863.93 | 23,570.00 | 436,784.44 | 29,575.20 | 34,617.60 | 64,192.80 | 372,591.64 |
| HUERTA MARISCAL HUGO DANIEL | AUXILIAR DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 09/12/2009 | 3 | 2 | 134,964.84 | - | 49,531.08 | 6,516.00 | - | - | - | 227,742.62 | 23,570.00 | 442,324.54 | 29,974.80 | 28,342.80 | 58,317.60 | 384,006.94 |
| COVARRUBIAS GONZALEZ JOSE ANTONIO | TECNICO DE LA TESORERIA MUNICIPAL | 01/09/2010 | 3 | 2 | 129,592.96 | - | 54,975.59 | 4,995.60 | - | - | - | 235,989.95 | 23,570.00 | 449,124.11 | 31,698.00 | 21,428.40 | 53,126.40 | 395,997.71 |
| ANTONIO RAMIREZ RUFINA | COBRADOR "E" DE LA TESORERIA MUNICIPAL | 01/02/2008 | 3 | 2 | 105,403.61 | - | 57,826.36 | 5,088.00 | - | - | - | 274,818.45 | 25,720.00 | 468,856.42 | 34,149.60 | 22,135.20 | 56,284.80 | 412,571.62 |
| CRUZ ROSAS SANDRA | AUXILIARDEL DEPARTAMENTO DE CONTABILIDAD | 01/11/1992 | 3 | 2 | 219,982.94 | - | 44,623.43 | 12,418.80 | - | - | - | 169,623.88 | 25,720.00 | 472,369.06 | 33,679.20 | 46,196.40 | 79,875.60 | 392,493.46 |
| CASTILLO MONTERO MARIA YULIANA | AUXILIAR DE LA DIRECCION DE TURISMO | 16/12/2017 | 3 | 2 | 202,799.65 | - | 62,613.73 | - | - | - | - | 181,991.08 | 25,720.00 | 473,124.46 | 31,354.80 | 42,588.00 | 73,942.80 | 399,181.66 |
| GIL ABURTO KRISNA YASHIKI | SUB-DIRECTOR | 01/01/2018 | 2 | 3 | 90,000.00 | - | 8,750.00 | - | 30,917.00 | - | - | 353,151.88 | 500.00 | 483,318.88 | 7,323.60 | - | 7,323.60 | 475,995.28 |
| GARCIA PEGUEROS ANDREA | AUXILIAR DE EGRESOS | 01/01/2014 | 3 | 2 | 243,255.32 | - | 67,402.15 | - | - | - | - | 155,383.48 | 21,570.00 | 487,610.96 | 40,002.00 | 19,333.20 | 59,335.20 | 428,275.76 |
| REYES RAMIREZ AURORA | OPERADOR "A" DEL DEPARTAMENTO DE DATOSDE LA TESORERIA | 16/03/1983 | 3 | 2 | 241,016.75 | - | 46,777.58 | 10,414.80 | - | - | - | 178,533.88 | 21,570.00 | 498,313.01 | 38,172.00 | 50,613.60 | 88,785.60 | 409,527.41 |
| DIAZ PACHECO JOSE ISRAEL | AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE EGRESOS | 02/12/2002 | 3 | 2 | 232,721.95 | - | 56,988.44 | - | - | - | - | 205,799.06 | 23,570.00 | 519,079.45 | 41,972.40 | 48,871.20 | 90,843.60 | 428,235.85 |
| PUCHETA FIGUEROA JOSE LUIS | CAJERO RECAUDADOR DE LA TESORERIA MUNICIPAL | 01/05/1987 | 3 | 2 | 259,887.67 | - | 50,440.14 | - | - | - | - | 198,756.28 | 23,570.00 | 532,654.09 | 42,432.00 | 54,576.00 | 97,008.00 | 435,646.09 |
| CASTRO JIMENEZ JULIAN | SECRETARIO TAQUIMECANOGRAFO DEL DEPARTAMENTO DE OBRAS PUBLICAS | 01/09/1981 | 3 | 2 | 243,158.86 | - | 53,046.38 | - | - | - | - | 215,453.86 | 23,570.00 | 535,229.10 | 43,095.60 | 51,063.60 | 94,159.20 | 441,069.90 |
| YEPEZ LARA JANET | DIRECTOR DE EGRESOS | 01/07/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 22,996.00 | - | - | 341,820.28 | - | 542,566.28 | 24,000.00 | 32,400.00 | 56,400.00 | 486,166.28 |
| BERLIN MARISCAL JANET | AUXILIAR DE INGRESOS DE LA TESORERIA | 01/09/2002 | 3 | 2 | 225,009.64 | - | 60,475.98 | - | - | - | - | 235,510.10 | 25,720.00 | 546,715.71 | 44,184.00 | 47,252.40 | 91,436.40 | 455,279.31 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| VALDES FLORES VIANEY | COBRADOR "F" DE LA TESORERIA MUNICIPAL | 23/01/2001 | 3 | 2 | 277,448.77 | - | 74,790.75 | 4,507.20 | - | - | - | 168,320.68 | 25,720.00 | 550,787.40 | 46,562.40 | 20,010.00 | 66,572.40 | 484,215.00 |
| CARRANZA JUAN MANUEL | AUXILIAR DE ALUMBRADO PUBLICO | 01/05/2013 | 3 | 2 | 176,802.55 | - | 78,043.67 | 4,507.20 | - | - | - | 277,733.00 | 23,570.00 | 560,656.42 | 48,361.20 | 19,333.20 | 67,694.40 | 492,962.02 |
| TEJEDA CRUZ JOSE VICENTE | COBRADOR "C" DE LA TESORERIA MUNICIPAL | 01/09/2002 | 3 | 2 | 280,824.72 | - | 59,659.43 | - | - | - | - | 208,077.88 | 23,570.00 | 572,132.03 | 47,356.80 | 58,972.80 | 106,329.60 | 465,802.43 |
| PEREZ VELAZQUEZ LUIS | AYUDANTE DE SUB-SECCION DE LA TESORERIA MUNICIPAL | 15/06/2005 | 3 | 2 | 189,303.55 | - | 80,946.24 | - | - | - | - | 306,800.42 | 23,570.00 | 600,620.21 | 54,393.60 | 29,217.60 | 83,611.20 | 517,009.01 |
| JIMENEZ ALDANA GONZALO | CAJERO PAGADOR DE LA TESORERIA MUNICIPAL | 16/04/1986 | 3 | 2 | 297,294.31 | - | 57,700.19 | 12,846.00 | - | - | - | 215,411.08 | 23,570.00 | 606,821.58 | 51,230.40 | 62,432.40 | 113,662.80 | 493,158.78 |
| AZPEITIA LILJEHULT ALEJANDRO | AUXILIAR DE COMPRAS | 01/03/2011 | 3 | 2 | 325,502.96 | - | 90,144.25 | - | - | - | - | 178,946.68 | 23,570.00 | 618,163.89 | 57,865.20 | 19,333.20 | 77,198.40 | 540,965.49 |
| REYES PALACIOS TITO | AUXILIAR DE LA SALA DE EDILES | 01/01/1995 | 3 | 2 | 307,945.57 | - | 62,466.58 | 17,384.40 | - | - | - | 208,152.28 | 23,570.00 | 619,518.83 | 53,736.00 | 64,668.00 | 118,404.00 | 501,114.83 |
| DIAZ PEON GARCIA MARIA DE LOS DOLORES | ENCARGADA DE GLOSA DE LA TESORERIA MUNICIPAL | 14/07/1982 | 3 | 2 | 308,058.50 | - | 59,789.34 | 13,311.60 | - | - | - | 220,202.68 | 25,720.00 | 627,082.12 | 53,762.40 | 64,692.00 | 118,454.40 | 508,627.72 |
| RIVERA HUDSON GUADALUPE | ANALISTA DE EDUCACION | 01/10/2011 | 3 | 2 | 175,760.43 | - | 85,425.88 | 8,604.00 | - | - | - | 354,274.67 | 25,720.00 | 649,784.98 | 59,390.40 | 36,909.60 | 96,300.00 | 553,484.98 |
| TORRES GARCIA IVONNE EDITH | AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE CATASTRO MUNICIPAL | 01/07/1993 | 3 | 2 | 326,736.53 | - | 66,278.33 | 14,756.40 | - | - | - | 216,518.68 | 25,720.00 | 650,009.94 | 58,155.60 | 68,614.80 | 126,770.40 | 523,239.54 |
| BAUTISTA TELLEZ LEONARDA VIRGINIA | COORDINADOR ADMINISTRATIVO "A" DE LA TESORERIA MUNICIPAL | 15/05/1979 | 3 | 2 | 326,035.79 | - | 63,278.46 | 14,088.00 | - | - | - | 228,205.48 | 25,720.00 | 657,327.74 | 57,990.00 | 68,467.20 | 126,457.20 | 530,870.54 |
| GALINDO HERRERA GILDA VIANEY | AUXILIAR DE TESORERIA | 20/01/2003 | 2 | 2 | 325,542.97 | - | 89,192.29 | - | - | - | - | 219,242.68 | 25,720.00 | 659,697.94 | 57,874.80 | 71,619.60 | 129,494.40 | 530,203.54 |
| PAVON CUETO AGUSTIN | PEON DE PARQUES Y JARDINES | 01/06/2008 | 3 | 2 | 267,169.04 | - | 77,551.72 | 12,897.60 | - | - | - | 282,927.19 | 23,570.00 | 664,115.56 | 59,554.80 | 56,106.00 | 115,660.80 | 548,454.76 |
| PEÑA BARRADAS ENRIQUE | AUXILIAR DE LA DIRECCION DE DE EJECUCION FISCAL | 01/05/2010 | 3 | 2 | 203,257.10 | - | 85,198.64 | 9,812.40 | - | - | - | 343,183.30 | 23,570.00 | 665,021.45 | 61,414.80 | 42,684.00 | 104,098.80 | 560,922.65 |
| CORREA VELASCO LUIS FERNANDO | DIRECTOR DE CATASTRO | 01/01/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 34,663.00 | - | - | 461,820.28 | - | 674,233.28 | 24,000.00 | 32,400.00 | 56,400.00 | 617,833.28 |
| HERNANDEZ SEVERINO CARMEN | AUXILIAR DE CONTABILIDAD | 01/02/2011 | 3 | 2 | 371,751.89 | - | 103,993.24 | - | - | - | - | 177,824.68 | 25,720.00 | 679,289.81 | 68,743.20 | 19,333.20 | 88,076.40 | 591,213.41 |
| ARGÜELLES JUAREZ MARIO ALFREDO | DIRECTOR | 01/01/2018 | 3 | 3 | 108,000.00 | - | 10,500.00 | - | 49,994.00 | - | - | 601,692.28 | - | 770,186.28 | 24,000.00 | 21,600.00 | 45,600.00 | 724,586.28 |
| HERNANDEZ GUTIERREZ ROSALIA | AUXILIAR DE RECEPCION Y REVISION DE DOCUMENTOS DE LA TESORERIA MUNICIPAL | 06/10/1987 | 3 | 2 | 352,941.37 | - | 70,481.23 | 19,063.20 | - | - | - | 236,356.48 | 25,720.00 | 704,562.28 | 65,875.20 | 74,118.00 | 139,993.20 | 564,569.08 |
| LARA BAQUEIRO FRANCISCO | DIRECTOR | 01/01/2018 | 3 | 3 | 162,000.00 | - | 15,750.00 | - | 34,663.00 | - | - | 493,356.28 | - | 705,769.28 | 24,000.00 | 32,400.00 | 56,400.00 | 649,369.28 |
| PEÑA BARRADAS SAMUEL | AUXILIAR DE LA DIRECCION JURIDICA | 01/05/2008 | 3 | 2 | 257,873.96 | - | 97,041.71 | - | - | - | - | 367,652.50 | 23,570.00 | 746,138.18 | 74,414.40 | 54,153.60 | 128,568.00 | 617,570.18 |
| LOPEZ RIOS ALFONSO | AUXILIAR DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/11/2003 | 3 | 2 | 386,734.43 | - | 82,159.30 | - | - | - | - | 255,229.48 | 23,570.00 | 747,693.22 | 72,266.40 | 81,214.80 | 153,481.20 | 594,212.02 |
| MENDOZA ARJONA DELFINA CONCEPCION | AUXILIAR DE LA SALA DE EDILES | 01/09/1997 | 3 | 2 | 160,984.04 | - | 112,338.47 | 7,462.80 | - | - | - | 481,878.03 | 25,720.00 | 788,383.34 | 83,109.60 | 33,806.40 | 116,916.00 | 671,467.34 |
| VELAZQUEZ LEO GRACIELA | COORDINADOR ADMINISTRATIVO DE LA TESORERIA MUNICIPAL | 01/06/1971 | 3 | 2 | 406,821.50 | - | 78,957.68 | 17,578.80 | - | - | - | 265,077.88 | 25,720.00 | 794,155.86 | 77,896.80 | 85,432.80 | 163,329.60 | 630,826.26 |
| TORRES BENITEZ JOSE ANDRES | AUXILIAR DE EGRESOS | 06/10/2008 | 3 | 2 | 505,008.74 | - | 143,510.69 | - | - | - | - | 216,705.88 | 23,570.00 | 888,795.31 | 107,353.20 | 19,604.40 | 126,957.60 | 761,837.71 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## TESORERIA MUNICIPAL

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| CIMADEVILLA FIGUEIRAS JOSE ANTONIO | AUXILIAR ADMINISTRATIVO DE LA DIRECCION DE INGRESOS | 10/09/2001 | 3 | 2 | 513,810.83 | - | 109,155.87 | - | - | - | - | 319,643.08 | 23,570.00 | 966,179.79 | 109,994.40 | 107,900.40 | 217,894.80 | 748,284.99 |
| RUIZ LAGUNES ROSARIO | TESORERO MUNICIPAL | 01/01/2018 | 3 | 3 | 252,000.00 | - | 24,500.00 | - | 46,538.00 | - | - | 630,245.08 | - | 953,283.08 | 40,576.80 | 50,400.00 | 90,976.80 | 862,306.28 |
| PADILLA LARA AGUSTIN | AUXILIAR DE LA DIRECCION DE INGRESOS DE LA TESORERIA MUNICIPAL | 01/04/2001 | 3 | 2 | 409,142.83 | - | 167,367.26 | - | - | - | - | 615,514.77 | 23,570.00 | 1,215,594.86 | 159,190.80 | 85,920.00 | 245,110.80 | 970,484.06 |
| **199 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **23,098,943.14** | **0.00** | **4,837,901.18** | **366,159.60** | **856,067.00** | **0.00** | **0.00** | **29,334,053.77** | **2,103,990.00** | **60,597,114.69** | **3,367,111.20** | **3,004,218.00** | **6,371,329.20** | **54,225,785.49** |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SERVICIO PUBLICO DE TRANSITO

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| FREGOSO NAJERA IVAN RAUL | AUXILIAR ADMINISTRATIVO | 16/10/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 1,983.00 | - | - | 53,028.28 | - | 124,795.93 | 4,800.00 | - | 4,800.00 | 119,995.93 |
| DIAZ BRAVO KENA | SECRETARIA | 16/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 1,985.00 | - | - | 53,040.28 | - | 124,821.78 | 4,800.00 | - | 4,800.00 | 120,021.78 |
| PARRAGUIRRE SIGUENZA MARIA ESTHER | ADMINISTRATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 3,150.00 | - | - | 65,028.28 | - | 137,962.93 | 4,800.00 | - | 4,800.00 | 133,162.93 |
| GOMEZ VAZQUEZ GUADALUPE | ADMINISTRATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,149.00 | - | - | 65,016.28 | - | 137,961.78 | 4,800.00 | - | 4,800.00 | 133,161.78 |
| BELLO RAMIREZ MARLY | ADMINISTRATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,149.00 | - | - | 65,016.28 | - | 137,961.78 | 4,800.00 | - | 4,800.00 | 133,161.78 |
| LOPEZ DELFIN HUGO ARMANDO | ADMINISTRATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,149.00 | - | - | 65,016.28 | - | 137,961.78 | 4,800.00 | - | 4,800.00 | 133,161.78 |
| LAGUNES MALPICA LUIS JAVIER | ADMINISTRATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,149.00 | - | - | 65,016.28 | - | 137,961.78 | 4,800.00 | - | 4,800.00 | 133,161.78 |
| HERMIDA MALPICA EINER ANTONIO | ADMINISTRATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 3,149.00 | - | - | 65,016.28 | - | 137,961.78 | 4,800.00 | - | 4,800.00 | 133,161.78 |
| ORTIZ DELGADILLO JORGE | ADMINISTRATIVO TRANSITO | 28/02/2019 | 2 | 3 | 63,640.80 | - | 6,187.30 | - | 3,147.00 | - | - | 64,992.28 | - | 137,967.38 | 4,800.00 | - | 4,800.00 | 133,167.38 |
| ZARATE CINTA VIRGINIA FABIOLA | OFICIAL OPERATIVO TRANSITO | 19/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| YELLESCAS LEOS EDITH | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LOPEZ RENDON SILVIA CRISTINA | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| BUSTOS RAMIREZ MARIA DE LA LUZ | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CORTES AHEDO TERESA GABRIELA | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LOZANO ZAMUDIO DANIEL | ADMINISTRATIVO TRANSITO | 20/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ROJAS GAYOSSO ESTEBAN GUADALUPE | OFICIAL OPERATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| BAZAN PINEDA ROBERTO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| DIAZ SOLER MARCELINO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ESPINOSA CASTRO JORGE ENRIQUE | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LASO LOZANO JUAN RAMON | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LOPEZ SANCHEZ GERARDO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MUÑOZ ARELLANO VICTOR MANUEL | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| PRITCHARD MUÑOZ LUIS ROBERTO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ROSALES ARGUELLO JULIO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ROSAS PADILLA DAVID | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| SALAZAR USCANGA MARCO ANTONIO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| SOBRINO SUAREZ FLORENTINO MARTIN | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| TEPOLE LARA JOSE MIGUEL | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| VARGAS CRUZ ANTONIO | OFICIAL OPERATIVO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| JIMENEZ AGUILAR FERNANDO | OFICIAL OPERATIVO TRANSITO | 19/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SERVICIO PUBLICO DE TRANSITO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| MUÑOZ MORAN EDUARDO FERNANDO | OFICIAL OPERATIVO TRANSITO | 19/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| RAMIREZ CORTES DIEGO RAFAEL | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| REYES HERNANDEZ ALBERTO JAVIER | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| BAXIN CHONTAL JOSE ALBERTO | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| VARGAS CRUZ GILBERTO | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| FERMAN HERNANDEZ MARTIN | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| PALLARES NAVA RODOLFO | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MARTINEZ LUNA ERIC ULISES | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| PEREZ CAZARIN JULIO | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MUÑOZ USCANGA ALEJANDRO | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ROMERO VENTURA JOSE MANUEL | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CABRERA SALAZAR JORGE LUIS | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MENDOZA HERNANDEZ NICOLAS | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| TAPIA MORA ADOLFO DE JESUS | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GOMEZ GARCIA JAVIER EZEQUIEL | OFICIAL OPERATIVO TRANSITO | 19/08/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| BURGOS VILLANUEVA ARTURO EDUARDO | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| FUENTES ARANO RAUL | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GUTIERREZ PASTEN JOSE MANUEL | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| HUERTA HERNANDEZ KEVIN | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| LOPEZ LARA HUGO ALBERTO | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MENDEZ GOMEZ ROBERTO | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MENDOZA JUAREZ JUAN DIEGO | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MONTERO MUÑOZ ESTEBAN | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| OLVERA TREJO OSCAR DAVID | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| RICO GUTIERREZ ANGEL ISRAEL | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ROSARIO JAEN RUBEN PANUNCIO | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| VELAZQUEZ RAUL | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| PACHECO HEREDIA VIRGINIA TERESA | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| BRIZCON RAMIREZ VIRIDIANA | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| AGUIRRE NATAREN SABIK ADHARA | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SERVICIO PUBLICO DE TRANSITO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| LOMELI MARTINEZ BERENICE | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| GARCIA TAPIA DIANA | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| BELLO RODRIGUEZ DIANA LIZET | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| MARCIAL VAZQUEZ CRYSTELA | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| LOMBARD CALLEJA TALIA ANAIS | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| ONTIVEROS QUIROZ YAZMIN | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| HERMIDA MARTINEZ JOSE LUIS MOISES | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| MORA RIVERA JOSE MANUEL | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| ESPINOZA CASTAÑEDA JOSE ANGEL | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| CANO AGUILERA IBIS RAFAEL | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| MARTINEZ CRUZ CARLOS DOMINGO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| CAMACHO SANDOVAL ARMANDO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| RAMON CRUZ WILLIBALDO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| VARGAS ROSARIO BYRON FRANCISCO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| SANCHEZ ROSARIO EDWING ARTURO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| RAVELO SALAMANCA JORGE OCTAVIO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| DOMINGUEZ PLATAS BALDEMAR | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| AGUIRRE BARRERA ANGEL ENRIQUE | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| ZUÑIGA GUZMAN JOSE MARIA | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| GONZALEZ FLORES JORGE CARLOS | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| MUÑOZ LARA CARLOS ANTONIO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| QUEVEDO MERIDA MARCOS ANTONIO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| RIVERA MARTINEZ LUIS GERARDO | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| MORA CASTELAN JUAN CARLOS | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| COUTTOLENC LOPEZ ADAN | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| RAMIREZ LUGO VICTOR MANUEL | OFICIAL OPERATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,316.00 | - | - | 77,016.28 | - | 151,128.78 | 4,800.00 | - | 4,800.00 | 146,328.78 |
| ARIAS MERINO JOSE MANUEL | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 60,001.20 | - | 5,833.45 | - | 4,667.00 | - | - | 80,628.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| ORTIZ VICENTE YOSELIN | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| PEÑA CASTILLO ELIA | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| SOLIS GUERRERO REYNA GUADALUPE | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SERVICIO PUBLICO DE TRANSITO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| VILLEGAS VILLEGAS NIDIVEN | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CAMPOS ORTIZ JOSE LUIS | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| CARMONA ANDREY JORGE ALBERTO | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| GALGUERA MORENO RAMON ANTONIO | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| MENDOZA CORTEZ ALFREDO VLADIMIR | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| TORRES LARA MIGUEL ANGEL | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| VELAZQUEZ COVARRUBIAS OSCAR | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| YZACUR RIVERA ANUAR JAMIL | OFICIAL OPERATIVO TRANSITO | 16/11/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 4,317.00 | - | - | 77,028.28 | - | 151,129.93 | 4,800.00 | - | 4,800.00 | 146,329.93 |
| COLLADO BONILLA JAIR DANIEL | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| CORTES LUIS | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| CRUZ HERNANDEZ ALEX FABIAN | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| FLORES RAMIREZ CARLOS ALBERTO | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| GUTIERREZ CARVAJAL ALFREDO | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| LOPEZ BERISTAIN MARIANO | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| LOPEZ CHELIUS MANUEL FERNANDO | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| VASQUEZ RODRIGUEZ JUAN JOSE | OFICIAL OPERATIVO TRANSITO | 25/03/2019 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 4,317.00 | - | - | 77,028.28 | - | 151,141.78 | 4,800.00 | - | 4,800.00 | 146,341.78 |
| COTARDO NAVARRO MANUEL | MEDICO TRANSITO | 26/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| CRUZ CASTELLA JOSE FRANCISCO | MEDICO TRANSITO | 26/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 4,667.00 | - | - | 77,595.88 | - | 161,262.88 | 1,767.60 | - | 1,767.60 | 159,495.28 |
| MEDINA AGUIRRE EDUARDO | PERITO TRANSITO | 26/07/2019 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,250.00 | - | - | 83,595.88 | - | 167,845.88 | 1,767.60 | - | 1,767.60 | 166,078.28 |
| RUIZ MORALES MAURO | PERITO TRANSITO | 01/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,250.00 | - | - | 83,595.88 | - | 167,845.88 | 1,767.60 | - | 1,767.60 | 166,078.28 |
| GRAJEDA HERNANDEZ LUIS ADRIAN | PERITO TRANSITO | 16/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,250.00 | - | - | 83,595.88 | - | 167,845.88 | 1,767.60 | - | 1,767.60 | 166,078.28 |
| AQUINO MATA ANGEL | PERITO TRANSITO | 16/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,250.00 | - | - | 83,595.88 | - | 167,845.88 | 1,767.60 | - | 1,767.60 | 166,078.28 |
| UTRERA GUERRA CARLOS | PERITO TRANSITO | 16/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,250.00 | - | - | 83,595.88 | - | 167,845.88 | 1,767.60 | - | 1,767.60 | 166,078.28 |
| VIVEROS VIVEROS JUAN CARLOS | PERITO TRANSITO | 16/12/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 5,250.00 | - | - | 83,595.88 | - | 167,845.88 | 1,767.60 | - | 1,767.60 | 166,078.28 |
| RODRIGUEZ SILVA JESUS NOEL | PERITO TRANSITO | 03/06/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,067.00 | - | - | 95,028.28 | - | 170,879.93 | 4,800.00 | - | 4,800.00 | 166,079.93 |
| BAEZ DOMINGUEZ ADRIAN | PERITO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,067.00 | - | - | 95,028.28 | - | 170,879.93 | 4,800.00 | - | 4,800.00 | 166,079.93 |
| OCHOA YEPEZ VICTOR MANUEL | PERITO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 6,067.00 | - | - | 95,028.28 | - | 170,879.93 | 4,800.00 | - | 4,800.00 | 166,079.93 |
| LUCIANO RODRIGUEZ DIOGENES | OFICIAL OPERATIVO TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 6,066.00 | - | - | 95,016.28 | - | 170,878.78 | 4,800.00 | - | 4,800.00 | 166,078.78 |
| ARANO GONZALEZ GUILLERMO AGUSTIN | JEFE DE PERITOS TRANSITO | 26/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 7,000.00 | - | - | 101,595.88 | - | 187,595.88 | 1,767.60 | - | 1,767.60 | 185,828.28 |
| GARCIA TAPIA VICTOR ALFONSO | OFICIAL OPERATIVO TRANSITO | 15/02/2019 | 2 | 3 | 63,601.20 | - | 6,183.45 | - | 7,817.00 | - | - | 113,028.28 | - | 190,629.93 | 4,800.00 | - | 4,800.00 | 185,829.93 |
| BRAVO CASTELLANOS JAZMIN | JEFE DE TURNO1 TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 7,817.00 | - | - | 113,028.28 | - | 190,641.78 | 4,800.00 | - | 4,800.00 | 185,841.78 |
| RUIZ CRUZ ELEANT LILIBETH | JEFE DE TURNO2 TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 7,817.00 | - | - | 113,028.28 | - | 190,641.78 | 4,800.00 | - | 4,800.00 | 185,841.78 |
| CEBALLOS NERI ALEJANDRO | JEFE DE TURNO1 TRANSITO | 01/01/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 7,817.00 | - | - | 113,028.28 | - | 190,641.78 | 4,800.00 | - | 4,800.00 | 185,841.78 |

H. AYUNTAMIENTO DE VERACRUZ

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## SERVICIO PUBLICO DE TRANSITO

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ORTIZ KELLOVACK RODOLFO ANTONIO | JEFE DE TURNO3 TRANSITO | 26/11/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 7,817.00 | - | - | 113,028.28 | - | 190,641.78 | 4,800.00 | - | 4,800.00 | 185,841.78 |
| SANTIAGO YEPEZ JOSE LUIS | OFICIAL OPERATIVO TRANSITO | 01/12/2018 | 2 | 3 | 63,612.00 | - | 6,184.50 | - | 7,817.00 | - | - | 113,028.28 | - | 190,641.78 | 4,800.00 | - | 4,800.00 | 185,841.78 |
| VARGAS MENDOZA ANTONIO | JEFE DE SERVICIOS TRANSITO | 26/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 10,500.00 | - | - | 137,595.88 | - | 227,095.88 | 1,767.60 | - | 1,767.60 | 225,328.28 |
| FERNANDEZ CASTELLANOS CARLOS ANDRES | JEFE DE JURIDICO TRANSITO | 26/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 18,666.00 | - | - | 221,583.88 | - | 319,249.88 | 1,767.60 | - | 1,767.60 | 317,482.28 |
| HERNANDEZ VAZQUEZ LUCIO ANTONIO | JEFE DE ADMINISTRATIVO TRANSIT | 26/11/2018 | 2 | 3 | 79,200.00 | - | 7,700.00 | - | 17,966.00 | - | - | 215,660.68 | - | 320,526.68 | 3,044.40 | - | 3,044.40 | 317,482.28 |
| GARCIA CONTRERAS GERMAN | SUB DIRECTOR TRANSITO | 26/11/2018 | 2 | 3 | 72,000.00 | - | 7,000.00 | - | 22,168.00 | - | - | 257,607.88 | - | 358,775.88 | 1,767.60 | - | 1,767.60 | 357,008.28 |
| GARCIA GARCIA ARTURO | DIRECTOR DE TRANSITO | 26/11/2018 | 2 | 3 | 108,000.00 | - | 10,500.00 | - | 36,167.00 | - | - | 410,123.08 | - | 564,790.08 | 10,294.80 | - | 10,294.80 | 554,495.28 |
| **130 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **8,425,908.00** | **0.00** | **819,185.50** | **0.00** | **669,550.00** | **0.00** | **0.00** | **11,095,371.04** | **0.00** | **21,010,014.54** | **591,350.40** | **0.00** | **591,350.40** | **20,418,664.14** |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

H. AYUNTAMIENTO DE VERACRUZ

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## POLICIA MUNICIPAL PREVENTIVA

**C.S.P. = CLAVE DE SERVICIOS PERSONALES**

| Clave | Denominación |
|---|---|
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

**T.P. = CLAVE DE TIPO DE PERSONAL**

| Clave | Denominación |
|---|---|
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| PAUL MICHAEL CUELLAR QUERO | PSICOLOGO | 01/04/2015 | 2 | 3 | 90,986.40 | - | 8,845.90 | - | - | - | - | 35,310.28 | 16,764.00 | 151,906.58 | 7,482.00 | - | 7,482.00 | 144,424.58 |
| ANTONIO DE JESUS ALCANTAR DOMINGUEZ | PSICOLOGO | 01/02/2014 | 2 | 3 | 90,986.40 | - | 8,845.90 | - | - | - | - | 35,310.28 | 16,764.00 | 151,906.58 | 7,482.00 | - | 7,482.00 | 144,424.58 |
| JANET MADRIGAL HERNANDEZ | SUPERVISOR | 01/01/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| HERMELINDA LOPEZ CABRERA | AUXILIAR OPERATIVO | 16/05/2017 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| EUSTOLIA NANCY REYES PALACIOS | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| ANAI YADIRA BUSTAMANTE BAXIN | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| YOLANDA MOLINA POIXTAN | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| ENRIQUETA JACOME ALONSO | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| PAULA AGUILAR MORALES | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| MARIA DEL CARMEN MARTINEZ SALOMON | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| NATALI JACOME BERANZA | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| ISABEL VELASCO CRUZ | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| MARIA ANTONIA BIELMA RAMIREZ | AUXILIAR ADMINISTRATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| ESPERANZA BAXIN MORENCHEL | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| MARIA DE JESUS ESPINOZA HERNANDEZ | AUXILIAR OPERATIVO | 18/08/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| CAROLINA PEREZ MONTES | ANALISTA ADMINISTRATIVO | 01/12/2019 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| CITLALI PEREZ CABRERA | ANALISTA ADMINISTRATIVO | 01/12/2019 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| JESUS EMMANUEL GONZALEZ ACEVEDO | JEFE DE CONSUMO INTERNO | 16/05/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| GUILLERMO CARLIN LAZARO | JEFE DE CONSUMO INTERNO | 16/05/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| ROLANDO MARTINEZ MARTINEZ | AUXILIAR OPERATIVO | 01/01/2014 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| JOSE MANUEL GARCIA XOLO | JEFE DE CONSUMO INTERNO | 16/05/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| JOSE ALBERTO CAMACHO CHAVEZ | JEFE DE CONSUMO INTERNO | 16/05/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| CESAR FRANCISCO GUAJARDO VAZQUEZ | AUXILIAR ADMINISTRATIVO | 02/05/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| CARLOS ALBERTO SOSA SOSA | MEDICO | 15/03/2018 | 2 | 3 | 104,590.80 | - | 10,168.55 | - | - | - | - | 37,512.28 | 16,764.00 | 169,035.63 | 9,684.00 | - | 9,684.00 | 159,351.63 |
| ALONDRA ANAHI CONTRERAS RIVAS | CAPTURISTA | 16/08/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| MARIA LUISA MORA HIGA | CAPTURISTA | 16/08/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| JORGE BAUTISTA FONSECA | JEFE DEPARTAMENTO CONTENCIOSO | 01/02/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| RAFAEL RUIZ HERNANDEZ | JEFE ATENCION A QUEJAS E INFOR | 01/02/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| YZED TZEDEK JUAREZ ZENTENO | ABOGADO | 01/04/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| YAMIL GABRIEL ROMERO PORTELA | CAPTURISTA | 16/08/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| FERNANDO ALONSO RIVERA VERA | CAPTURISTA | 16/08/2019 | 2 | 3 | 133,498.80 | - | 12,979.05 | - | - | - | - | 43,034.68 | 16,764.00 | 206,276.53 | 15,206.40 | - | 15,206.40 | 191,070.13 |
| ZULLY MARLEN LOPEZ ROJAS | ANALISTA ADMINISTRATIVO | 01/08/2019 | 2 | 3 | 148,377.60 | - | 14,425.60 | - | - | - | - | 46,212.28 | 16,764.00 | 225,779.48 | 18,384.00 | - | 18,384.00 | 207,395.48 |
| GRECIA GARCIA HERRERA | SECRETARIA PARTICULAR | 16/03/2019 | 2 | 3 | 163,634.40 | - | 15,908.90 | - | - | - | - | 49,471.48 | 16,764.00 | 245,778.78 | 21,643.20 | - | 21,643.20 | 224,135.58 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## POLICIA MUNICIPAL PREVENTIVA

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| OSCAR NERI OVIEDO | ASISTENTE | 16/04/2018 | 2 | 3 | 178,894.80 | - | 17,392.55 | - | - | - | - | 52,730.68 | 16,764.00 | 265,782.03 | 24,902.40 | - | 24,902.40 | 240,879.63 |
| PEDRO QUINTAL CANO | JEFE DE AREA | 01/01/2018 | 2 | 3 | 178,894.80 | - | 17,392.55 | - | - | - | - | 52,730.68 | 16,764.00 | 265,782.03 | 24,902.40 | - | 24,902.40 | 240,879.63 |
| MARIA DEL ROSARIO IXTEPAN LANDA | JEFATURA | 01/09/2019 | 2 | 3 | 180,259.20 | - | 17,525.20 | - | - | - | - | 53,022.28 | 16,764.00 | 267,570.68 | 25,194.00 | - | 25,194.00 | 242,376.68 |
| SILVIA RAMIREZ MARTINEZ | POLICIA | 16/03/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ENRIQUETA CANO SOSA | POLICIA | 16/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARLENE AGUILAR CORDOBA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JANNET BRINGAS HERNANDEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARIA MAGDALENA CASTILLO CARRERA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| SILVIA VERONICA CONTRERAS MORENO | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ZAIRA MERCEDES CRISTO REYES | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ADRIANA ESPEJO VELAZQUEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| RUBICELA ESTUDILLO LARA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| BRENDA LIZBETH HERRERAHERNANDEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ANAHI LILIANA MARTINEZ REYES | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARIA JUDITH MENDOZA MENDOZA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ANA KAREN SATURNINO RODRIGUEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| WENDY VELEZ GARCIA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARTHA ELENA ZARATE | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| DIANA VIRGINIA ORTIZ HERNANDEZ | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARIANA OFELIA ZARATE | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LUISA JANICE CORDOBA ROMERO | POLICIA | 28/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| DULCE ELENA JIMENEZ ROMAN | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| PATRICIA YOKABEK GARCIA GUTIERREZ | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARIA ANGELICA CONDE CAVADA | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| NAZAHIRET PILAR ORTEGA PEÑA | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ROCIO GUADALUPE SAGAHON REYES | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| CRISTINA HERNANDEZ HERNANDEZ | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| SIBIA VERONICA JIMENEZ CANTORAL | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JUANA VELAZQUEZ RIVAS | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| KARLA ARIANA CORZO MORALES | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ARMANDO MORA MANJARREZ | POLICIA | 01/01/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JUAN ANGEL TAPIA MACIAS | POLICIA | 01/01/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ALEJANDRO SALCEDO ROJAS | POLICIA | 01/01/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE MANUEL SILVA GUERRERO | POLICIA | 01/01/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| SANTIAGO ALTAMIRANO RAMOS | POLICIA | 01/01/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MARIO RAUL MARTINEZ PIÑON | POLICIA | 16/01/2020 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE ANTONIO AVALOS MUÑOZ | POLICIA | 16/01/2020 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LUIS DIAZ MONTERO | POLICIA | 16/01/2020 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE ZEFERINO HUERTA SANCHEZ | POLICIA | 01/02/2020 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| EMMANUEL SANCHEZ HERNANDEZ | POLICIA | 01/02/2020 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MIGUEL ANGEL MARTINEZ ENRIQUEZ | POLICIA | 01/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MANUEL TAXILAGA ESCRIBANO | POLICIA | 16/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## POLICIA MUNICIPAL PREVENTIVA

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| Clave | Denominación |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| Clave | Denominación |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| LUIS DOMINGUEZ LAUREANO | POLICIA | 16/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| SILVERIO CHIGO MARCIAL | POLICIA | 16/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE HEBET HERNANDEZ SALAZAR | POLICIA | 31/10/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ISMAEL TECPILE MARTINEZ | POLICIA | 01/10/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JONATHAN DE JESUS ABSALON DOMINGUEZ | POLICIA | 01/10/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| CARLOS JESUS NIETO MENDOZA | POLICIA | 01/10/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ABRAHAM LEONEL VELAZQUEZ VALDES | POLICIA | 01/10/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LAZARO LOPEZ BENITES | POLICIA | 01/10/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| IVAN GONZALEZ HERNANDEZ | POLICIA | 01/10/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MOISES ACOSTA MAZA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LUIS ENRIQUE ALTAMIRANO GARCIA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ALFREDO ANTONIO GRANIEL | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| SALVADOR LEONEL ARELLANES LOPEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ISIDRO UBALDO BAENA TENORIO | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ADAN BLANCO LEON | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE ERNESTO CARDENAS RODRIGUEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MIGUEL ANGEL CISNEROS FERNANDEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JULIO ENRIQUE CONDE CABADA | POLICIA | 01/03/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| GABRIEL CRUZ PEGUEROS | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE ALEJANDRO GARCIA CRUZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ARMANDO HERNANDEZ HERNANDEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| CARLOS EDUARDO HERNANDEZMENDEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| CARLOS GABRIEL HERNANDEZ MORALES | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| RANFERI HILERIO CLEMENTE | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| FREDDI JIMENEZ REYES | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MIGUEL DE JESUS LOPEZ SEGURA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| NOEL LOPEZ PEREZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| GIOVANNI LUNA PEREZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| YORDI MALDONADO ACUA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JORGE ENRIQUE MARISCAL MUJICA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MANUEL MARTINEZ FLORES | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ARTURO MARTINEZ TELLEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| GUSTAVO MENDEZ PEREA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| GUADALUPE PEÑA RODRIGUEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ISRAEL PEÑA OJEDA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| FRANCISCO JAVIER PONCE RADILLA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| BULMARO RODRIGUEZ GARCIA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LUIS REY SANCHEZ DOMINGUEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| RICARDO SANCHEZ RIVERA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE CARLOS TEPACH GOMEZ | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ROBERTO ISAIAS VARGAS LUNA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## POLICIA MUNICIPAL PREVENTIVA

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Dietas |
| 2 | Sueldo Base al Personal Permanente |
| 3 | Sueldo Base al Personal Eventual |

| T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|
| **Clave** | **Denominación** |
| 1 | Edil |
| 2 | Personal de Confianza |
| 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES ($) | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS ($) | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO ($) | HORAS EXTRAORDINARIAS ($) | COMPENSACIONES ($) | APORTACIONES AL SISTEMA PARA EL RETIRO ($) | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO ($) | PRESTACIONES CONTRACTUALES ($) | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS ($) | TOTAL INGRESO ANUAL BRUTO ($) | ISR ($) | IPE ($) | TOTAL DE DEDUCIONES ($) | TOTAL DE INGRESO NETO ($) |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| ISAAC AMADO VICHE SALDAÑA | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ISRAEL VIVEROS LAGOS | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| ANGEL ALVAREZ RAMON | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| EDGAR JEISON RODRIGUEZ GOMEZ | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| CHRISTOPHER IRVING DIAZ GARCIA | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JESUS ALBERTO SANCHEZ AGUILAR | POLICIA | 01/11/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSE ANTONIO MONTERO CASTILLO | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| JOSUE ROSAS MIGUEL | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| OSCAR PRIETO HERNANDEZ | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LUCIO MANZO JACOME | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| FRANCISCO ALBERTO MARTINEZ ANOTA | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| LUIS DEMETRIO HERNANDEZ VAZQUEZ | POLICIA | 01/12/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | - | - | - | 54,948.28 | 16,764.00 | 279,387.48 | 27,120.00 | - | 27,120.00 | 252,267.48 |
| MONSERRAT MORALES JIMENEZ | JEFA DE REC. MATERIALES | 01/01/2019 | 2 | 3 | 194,155.20 | - | 18,876.20 | - | - | - | - | 55,989.88 | 16,764.00 | 285,785.28 | 28,161.60 | - | 28,161.60 | 257,623.68 |
| BEATRIZ GONZALEZ MORENO | JEFA DE REC. FINANCIEROS | 01/01/2019 | 2 | 3 | 194,155.20 | - | 18,876.20 | - | - | - | - | 55,989.88 | 16,764.00 | 285,785.28 | 28,161.60 | - | 28,161.60 | 257,623.68 |
| RICARDO MARTINEZ HERNANDEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 2,230.00 | - | - | 77,880.28 | 16,764.00 | 304,549.48 | 27,120.00 | - | 27,120.00 | 277,429.48 |
| MIGUEL ANGEL AVILA FLORES | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 2,230.00 | - | - | 77,880.28 | 16,764.00 | 304,549.48 | 27,120.00 | - | 27,120.00 | 277,429.48 |
| EDGAR HERNANDEZ HERNANDEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 2,230.00 | - | - | 77,880.28 | 16,764.00 | 304,549.48 | 27,120.00 | - | 27,120.00 | 277,429.48 |
| ADAN EMMANUEL HERNANDEZ ZARATE | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 2,230.00 | - | - | 77,880.28 | 16,764.00 | 304,549.48 | 27,120.00 | - | 27,120.00 | 277,429.48 |
| CESAR HERRERA MARTINEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 2,230.00 | - | - | 77,880.28 | 16,764.00 | 304,549.48 | 27,120.00 | - | 27,120.00 | 277,429.48 |
| ANTONIO PASCUAL CRUZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 2,230.00 | - | - | 77,880.28 | 16,764.00 | 304,549.48 | 27,120.00 | - | 27,120.00 | 277,429.48 |
| JOSE RODRIGO BERBER MACIAS | COORDINADOR ASUNTOS INTERNOS | 01/02/2019 | 2 | 3 | 209,412.00 | - | 20,359.50 | - | - | - | - | 59,249.08 | 16,764.00 | 305,784.58 | 31,420.80 | - | 31,420.80 | 274,363.78 |
| PRIMITIVO ISIDORO PICHAL | COORDINADOR OPERATIVO | 01/01/2019 | 2 | 3 | 209,412.00 | - | 20,359.50 | - | - | - | - | 59,249.08 | 16,764.00 | 305,784.58 | 31,420.80 | - | 31,420.80 | 274,363.78 |
| DAVID URIEL RIVERA JIMENEZ | COORDINADOR ADMINISTRATIVO | 01/01/2019 | 2 | 3 | 224,672.40 | - | 21,843.15 | - | - | - | - | 62,508.28 | 16,764.00 | 325,787.83 | 34,680.00 | - | 34,680.00 | 291,107.83 |
| IRVING ROJAS CORDOBA | COORDINADOR TECNICO | 01/01/2019 | 2 | 3 | 224,672.40 | - | 21,843.15 | - | - | - | - | 62,508.28 | 16,764.00 | 325,787.83 | 34,680.00 | - | 34,680.00 | 291,107.83 |
| DIANA GUADALUPE URIZA RAMIREZ | POLICIA TERCERO | 01/11/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| MARCOS TAMARIZ ZAMORA | POLICIA TERCERO | 16/05/2019 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| ISMAEL ALBAÑIL OTAPA | POLICIA TERCERO | 01/10/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| IRVING GONZALEZ FERNANDEZ | POLICIA TERCERO | 01/10/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| JORGE LUIS MALERVA VICENCIO | POLICIA TERCERO | 01/10/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| FRANCISCO ARTURO TENORIO IZQUIERDO | POLICIA TERCERO | 01/10/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| LUIS ALBERTO PIMENTEL CAMPOS | POLICIA TERCERO | 01/10/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| ALI MANUEL FERRER CALLEJAS | POLICIA TERCERO | 01/11/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| JAVIER LOPEZ JOACHIN | POLICIA TERCERO | 01/11/2018 | 2 | 3 | 227,124.00 | - | 22,081.50 | - | - | - | - | 63,032.68 | 16,764.00 | 329,002.18 | 35,204.40 | - | 35,204.40 | 293,797.78 |
| EDUARDO GONZALEZ MUÑOZ | POLICIA | 01/08/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 8,063.00 | - | - | 137,880.28 | 16,764.00 | 370,382.48 | 27,120.00 | - | 27,120.00 | 343,262.48 |
| ISRAEL MARTINEZ SANCHEZ | POLICIA | 16/03/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 9,707.00 | - | - | 154,788.28 | 16,764.00 | 388,934.48 | 27,120.00 | - | 27,120.00 | 361,814.48 |
| CARLOS MALDONADO HERNANDEZ | POLICIA | 16/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 9,707.00 | - | - | 154,788.28 | 16,764.00 | 388,934.48 | 27,120.00 | - | 27,120.00 | 361,814.48 |
| VICTOR ADRIAN VAZQUEZ HERNANDEZ | POLICIA | 01/01/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 9,707.00 | - | - | 154,788.28 | 16,764.00 | 388,934.48 | 27,120.00 | - | 27,120.00 | 361,814.48 |
| JOSE DEMETRIO CHAVEZ GARCIA | POLICIA | 01/05/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 9,707.00 | - | - | 154,788.28 | 16,764.00 | 388,934.48 | 27,120.00 | - | 27,120.00 | 361,814.48 |

H. AYUNTAMIENTO DE VERACRUZ, DEL ESTADO DE VERACRUZ DE IGNACIO DE LA LLAVE

# PLANTILLA DE PERSONAL PARA EL EJERCICIO FISCAL 2021
## POLICIA MUNICIPAL PREVENTIVA

| C.S.P. = CLAVE DE SERVICIOS PERSONALES | | T.P. = CLAVE DE TIPO DE PERSONAL | |
|---|---|---|---|
| Clave | Denominación | Clave | Denominación |
| 1 | Dietas | 1 | Edil |
| 2 | Sueldo Base al Personal Permanente | 2 | Personal de Confianza |
| 3 | Sueldo Base al Personal Eventual | 3 | Personal de Base |

**Clave Geográfica:** 030-193

Fecha de elaboración: 09/09/2020

| NOMBRE COMPLETO | PUESTO | FECHA DE INGRESO | T.P. | C.S.P. | IMPORTE DE SERVICIOS PERSONALES | PRIMAS POR AÑOS DE SERVICIOS EFECTIVOS PRESTADOS | PRIMAS DE VACACIONES, DOMINICAL Y GRATIFICACIÓN DE FIN DE AÑO | HORAS EXTRAORDINARIAS | COMPENSACIONES | APORTACIONES AL SISTEMA PARA EL RETIRO | CUOTAS PARA EL FONDO DE AHORRO Y FONDO DE TRABAJO | PRESTACIONES CONTRACTUALES | OTRAS PRESTACIONES SOCIALES Y ECONÓMICAS | TOTAL INGRESO ANUAL BRUTO | ISR | IPE | TOTAL DE DEDUCIONES | TOTAL DE INGRESO NETO |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) | ($) |
| VIRGINIA GUADALUPE TORRES CASTELLANOS | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| ANNA MERCEDES HERNANDEZ CERVANTES | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| JOSE AURELIO MEZA JIMENEZ | POLICIA | 16/02/2019 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| OMAR IVAN TRIANA MATTEOS | POLICIA | 01/11/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| JOEL DIX ALANIS | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| ALBERTO GONZALEZ MARTINEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| JOSE MANUEL GUZMAN RODRIGUEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| FLAVIO HERNANDEZ HERNANDEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| VICTOR MANUEL LARA GUEVARA | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| ERIK URIEL MENDOZA ALEMAN | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| DANIEL VELAZQUEZ HERNANDEZ | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| JUAN ZAVALETA MONTERO | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| GUILLERMO CEBALLOS NERI | POLICIA | 01/12/2018 | 2 | 3 | 189,273.60 | - | 18,401.60 | - | 10,396.00 | - | - | 161,880.28 | 16,764.00 | 396,715.48 | 27,120.00 | - | 27,120.00 | 369,595.48 |
| RAFAEL AGUILAR HERNANDEZ | AUXILIAR ADMINISTRATIVO | 01/10/2019 | 2 | 3 | 285,710.40 | - | 27,777.40 | - | - | - | - | 76,334.68 | 16,764.00 | 406,586.48 | 48,506.40 | - | 48,506.40 | 358,080.08 |
| RODRIGO MARTINEZ CASTILLO | AUXILIAR ADMINISTRATIVO | 01/10/2019 | 2 | 3 | 285,710.40 | - | 27,777.40 | - | - | - | - | 76,334.68 | 16,764.00 | 406,586.48 | 48,506.40 | - | 48,506.40 | 358,080.08 |
| PEDRO ALVAREZ GERMAN | AUXILIAR ADMINISTRATIVO | 01/10/2019 | 2 | 3 | 285,710.40 | - | 27,777.40 | - | - | - | - | 76,334.68 | 16,764.00 | 406,586.48 | 48,506.40 | - | 48,506.40 | 358,080.08 |
| LUZ DEL CARMEN PULIDO HERRERA | PROC. DEL MENOR | 01/01/2018 | 2 | 3 | 428,965.20 | - | 41,704.95 | - | - | - | - | 112,368.28 | 16,764.00 | 599,802.43 | 84,540.00 | - | 84,540.00 | 515,262.43 |
| JORGE MIGUEL RODRIGUEZ RAMIREZ | COMANDANTE | 01/01/2019 | 2 | 3 | 428,965.20 | - | 41,704.95 | - | - | - | - | 112,368.28 | 16,764.00 | 599,802.43 | 84,540.00 | - | 84,540.00 | 515,262.43 |
| LUIS ANTONIO ORTEGA LEDESMA | AUXILIAR ADMINISTRATIVO | 01/10/2019 | 2 | 3 | 442,584.00 | - | 43,029.00 | - | - | - | - | 116,454.28 | 16,764.00 | 618,831.28 | 88,626.00 | - | 88,626.00 | 530,205.28 |
| **173 EMPLEADOS** | **TOTAL DEPENDENCIA** | | | | **31,681,501.20** | **0.00** | **3,080,145.95** | **0.00** | **195,419.00** | **0.00** | **0.00** | **11,328,285.16** | **2,900,172.00** | **49,185,523.31** | **4,503,992.40** | **0.00** | **4,503,992.40** | **44,681,530.91** |

El personal de seguridad pública municipal percibirá las remuneraciones que se determinen en el Tabulador de sueldos y salarios del personal de seguridad pública municipal, el cual se integra en el presente presupuesto de egresos con base en lo establecido en los artículos 115 fracción IV y 127 de la Constitución Política de los Estados Unidos Mexicanos; sin que el total de erogaciones por servicios personales exceda de los montos aprobados en este Presupuesto.

De los 107 Empleados que integran la plantilla de seguridad pública, el 100% son municipales. No se cuenta con policías estatales cuya plantilla sea absorbida presupuestalmente por el Ayuntamiento.

Artículo 26. Para el establecimiento y determinación de criterios que regulen los incrementos salariales, la Tesorería Municipal se sujetará a lo previsto en las normas y lineamientos en materia de administración, remuneraciones y desarrollo del personal, y cualquier otra incidencia que modifique la relación jurídico-laboral entre el Municipio y sus servidores públicos, incluyendo el control y elaboración de la nómina del personal del Gobierno Municipal.

Las Entidades públicas y los sindicatos establecerán conjuntamente los criterios y los períodos para revisar las prestaciones que disfruten los trabajadores. Las condiciones generales de trabajo de cada Entidad pública deberán ser consultadas a la Tesorería Municipal.

El presupuesto de remuneraciones estará en función a la plantilla de personal autorizada y las economías que se generen no estarán sujetas a consideraciones para su ejercicio.

## CAPÍTULO IV
## De la Deuda Pública

Artículo 27. El saldo de la deuda pública del Gobierno del Municipio de Veracruz, del Estado de Veracruz de Ignacio de la Llave es de $280,6490,810.33, con fecha de corte al 31 de agosto de 2020.

| SALDO DE LA DEUDA PÚBLICA | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| No. de crédito (registro SHCP) | Institución bancaria | Fecha de contratación | Tipo de instrumento | Tasa de interés | Plazo de vencimiento | Fuente o garantía de pago | Monto contratado | Destino | Saldo al 31 de diciembre del 2020 |
| A30-0220009 | BANOBRAS | 14/02/2020 | Banca de Desarrollo | 7.29% | 620 días | Aportaciones Federales | $61,999,999.54 | Obra Pública | $33,213,375.58 |
| | Deustche Bank México | 16/12/2008 | Emisiones Bursátiles | 7.45% | 330 meses | Participaciones Federales | $119,688,926.00 | Obra Pública | $137,506,789.62 |
| Otros pasivos circulantes | | | | | | | | | $50,185,415.81 |
| Otros pasivos no circulantes | | | | | | | | | $0.00 |
| Total deuda y otros pasivos al 31 de Agosto de 2020 | | | | | | | | | **220,905,581.01** |

Para el ejercicio fiscal 2021 se establece una asignación presupuestaria para el pago de la deuda pública contratada con la banca privada y/o de desarrollo por la cantidad de $51,537,911.57 la cual será ejercida de la siguiente forma:

| 9000 Deuda Pública | | | | | | |
|---|---|---|---|---|---|---|
| 9100 Amortización de la Deuda Pública | 9200 Intereses de la Deuda Pública | 9300 Comisiones de la Deuda Pública | 9400 Gastos de la Deuda Pública | 9500 Costos por Coberturas | 9600 Apoyos Financieros | 9900 ADEFAS |
| 37,768,775.58 | 12,732,834.72 | 0.00 | 1,036,301.27 | 0.00 | 0.00 | 0.00 |

Artículo 28. De conformidad con la ley de Disciplina Financiera, el monto establecido de deuda pública para contratar durante el ejercicio fiscal 2020 no podrá exceder del 15% del presupuesto total autorizado.

Artículo 29. Las Dependencias y Entidades deberán registrar ante la Tesorería Municipal, todas las operaciones que involucren compromisos financieros con recursos públicos municipales, los cuales solo se podrán erogar si se encuentran autorizados en el presupuesto respectivo.

# TÍTULO SEGUNDO
# DE LOS RECURSOS FEDERALES

## CAPÍTULO ÚNICO
## De los recursos federales transferidos al Municipio

Artículo 30. El Presupuesto de Egresos del Municipio de Veracruz, Ver., se conforma por $462,675,666.49 de gasto propio y $1,648,447,016.18 proveniente de gasto federalizado y/o estatal.

Las ministraciones de recursos federales a que se refiere este artículo, se realizarán de conformidad con las disposiciones aplicables y los calendarios de gasto correspondientes.

Cumplido el plazo a que se refiere el párrafo anterior sin que se haya realizado la aportación de recursos municipales, el Gobierno Municipal, a través de la Tesorería Municipal, en casos debidamente justificados, podrán solicitar a la dependencia o entidad correspondiente una prórroga hasta por el mismo plazo a que se refiere el párrafo anterior.

Artículo 31. Solamente la Tesorería Municipal podrá recibir los recursos federales que las dependencias y entidades federales transfieran al Municipio, salvo en el caso de ministraciones relacionadas con obligaciones del Municipio que estén garantizadas con la afectación de sus participaciones o aportaciones federales, en términos de lo dispuesto en los artículos 9, 50 y 51 de la Ley de Coordinación Fiscal y los casos previstos en las disposiciones legales aplicables.

Artículo 32. Las Dependencias, entidades y organismos autónomos en el ejercicio de los recursos que les sean transferidos a través del Ramo General 33 Aportaciones Federales para Entidades Federativas y Municipios, se sujetarán a las disposiciones en materia de información, rendición de cuentas, transparencia y evaluación establecidas en los artículos 134 de la Constitución Política de los Estados Unidos Mexicanos, 48 y 49, fracción V, de la Ley de Coordinación Fiscal, 85 y 110 de la Ley Federal de Presupuesto y Responsabilidad Hacendaria.

Artículo 33. Los fondos de participaciones que conforman el Ramo 28 que estima recibir el municipio por parte del gobierno federal, así como los fondos que el Estado participe al municipio importan la cantidad de $1,048,343,937.00, y se desglosan a continuación:

| Partida | | Presupuesto aprobado |
|---|---|---|
| **Participaciones Federales (Ramo 28)** | Fondo General de Participaciones | 648,372,360.13 |
| | Fondo de Fomento Municipal | 142,613,329.13 |
| | Impuesto Especial sobre Producción y Servicios | 13,644,230.46 |
| | Fondo de Fiscalización | 38,242,705.13 |
| | Fondo de Compensación | 0.00 |
| | Fondo de Extracción de Hidrocarburos | 4,956,319.17 |
| | Fondo de Compensación del Impuesto sobre Automóviles Nuevos | 1,893,355.44 |
| | El 0.136 por ciento de la RFP | 140,060,456.00 |
| | Incentivos por el Impuesto Sobre Automóviles Nuevos | 5,419,433.61 |
| | Participación en Gasolina y Diésel | 15,053,832.54 |
| | Incentivos a la venta Final de Gasolina y Diesel | 16,826.92 |
| | Otras Participaciones Federales | 38,071,088.47 |
| **Participaciones Estatales** | | 0.00 |
| Total | | **$1,048,343,937.00** |

Artículo 34. Los fondos de aportaciones que conforman el Ramo 33 que estima recibir el municipio, se desglosan a continuación:

| Fondo de aportaciones | Presupuesto aprobado |
|---|---|
| Fondo de Aportaciones para la Infraestructura Social Municipal (FISM) | $154,385,570.47 |
| Fondo de Aportaciones para el Fortalecimiento de los Municipios y de las Demarcaciones Territoriales del Distrito Federal (FAFM) | $417,539,205.53 |
| Total | **$571,924,776.00** |

Artículo 35. La aplicación, destino y distribución presupuestada de los fondos de aportaciones que conforman el Ramo 33 se desglosa a continuación por capítulo del gasto:

| Fondo de aportaciones | Capítulo de gasto | | | | | | | | | Total |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1000 | 2000 | 3000 | 4000 | 5000 | 6000 | 7000 | 8000 | 9000 | |
| Fondo de Aportaciones para la Infraestructura Social Municipal (FISM) | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 119,629,550.27 | 0.00 | 0.00 | 34,756,020.20 | 154,385,570.47 |
| Fondo de Aportaciones para el Fortalecimiento de los Municipios y de las Demarcaciones Territoriales del Distrito Federal (FAFM) | 2,949,573.20 | 4,000,000.00 | 359,392,231.06 | 45,605,700.00 | 0.00 | 0.00 | 0.00 | 0.00 | 5,591,701.27 | 417,539,205.53 |
| Total | **2,949,573.20** | **4,000,000.00** | **359,392,231.06** | **45,605,700.00** | **0.00** | **119,629,550.27** | **0.00** | **0.00** | **40,347,721.47** | **571,924,776.00** |

Artículo 36. El Subsidio para la Seguridad Pública en los Municipios (FORTASEG) que corresponde al Municipio importa $ 2,949,573.20, para el ejercicio fiscal 2021.

# TÍTULO TERCERO
# DE LA DISCIPLINA PRESUPUESTARIA EN EL EJERCICIO DEL GASTO PÚBLICO

## CAPÍTULO I
## Disposiciones generales

Artículo 37. El ejercicio del gasto público deberá sujetarse estrictamente a las disposiciones previstas en los Lineamientos Para el Ejercicio del Gasto emitidos por la Tesorería Municipal y la Contraloría Municipal, en el ámbito de la Administración Pública Municipal. Tratándose del Cabildo y de órganos jurisdiccionales, así como de los entes autónomos, las unidades administrativas competentes emitirán las disposiciones correspondientes.

Artículo 38. La Tesorería Municipal y la Contraloría Municipal, emitirán durante el mes de enero de 2021, las Reglas para la Racionalización del Gasto Público a las que deberán sujetarse las Dependencias y Entidades de la Administración Pública Municipal.

Artículo 39. Las dependencias y entidades, sin exceder sus presupuestos autorizados, responderán de las cargas financieras que se causen por no cubrir oportunamente los adeudos no fiscales contraídos entre sí, las cuales se calcularán a la tasa anual que resulte de sumar 5 puntos porcentuales al promedio de las tasas anuales de rendimiento equivalentes a las de descuento de los Certificados de la Tesorería de la Federación a 28 días, en colocación primaria, emitidos durante el mes inmediato anterior a la fecha del ciclo compensatorio.

Artículo 40. La Tesorería Municipal, analizando los objetivos y la situación de las finanzas públicas, podrá autorizar compensaciones presupuestarias entre dependencias y entidades, y entre estas últimas, correspondientes a sus ingresos y egresos, cuando las mismas cubran obligaciones entre sí derivadas de variaciones respecto de la Ley de Ingresos del Municipio para el Ejercicio Fiscal de 2021 y este Presupuesto de Egresos en los precios y volúmenes de los bienes y servicios adquiridos por las mismas, siempre y cuando el importe del pago con cargo al presupuesto del deudor sea igual al ingreso que se registre en la Ley de Ingresos del Municipio para el Ejercicio Fiscal de 2021 o, en su caso, que dicho importe no pueda cubrirse con ingresos adicionales de la entidad a consecuencia del otorgamiento de subsidios en los precios de los bienes o servicios por parte de la entidad deudora.

## CAPÍTULO II
## De la racionalidad, eficiencia, eficacia, economía, transparencia y honradez en el ejercicio del gasto

Artículo 41. Las dependencias sólo podrán modificar sus estructuras orgánicas y laborales aprobadas para el ejercicio fiscal 2021, previa autorización del Presidente Municipal y de conformidad con las normas aplicables, siempre que cuenten con los recursos presupuestarios suficientes.

Artículo 42. La Tesorería Municipal podrá entregar adelantos de participaciones, previa petición que por escrito haga el titular de la dependencia o entidad al Tesorero, siempre que el primero cuente con la aprobación del Cabildo y del Presidente Municipal. También podrá hacerlo con respecto a las entidades y organismos autónomos, a cuenta de las transferencias presupuestales que les correspondan, previa petición que por escrito le presenten el titular al Tesorero.

La Tesorería Municipal podrá autorizar o negar las peticiones a que se refiere el párrafo anterior, en función de la situación de las finanzas públicas del Gobierno del Municipio y del resultado que arroje el análisis practicado a la capacidad financiera de la dependencia, entidad u organismo solicitante.

Artículo 43. Los viáticos y gastos de traslado para el personal adscrito a las Dependencias deberán ser autorizados por los titulares de las mismas, previa valoración y conveniencia de la comisión que motiva la necesidad de traslado y/o asistencia del o los servidores públicos, debiéndose ajustar al tabulador aprobado por la Tesorería Municipal.

Artículo 44. Se autoriza a la Tesorería Municipal a pagar, con la sola presentación de los comprobantes respectivos, las obligaciones derivadas de servicios prestados a las dependencias por los siguientes conceptos:

I. Arrendamiento, siempre y cuando exista contrato debidamente suscrito;
II. Servicios de correspondencia postal y telegráfica, así como mensajería;
III. Servicio telefónico e Internet;
IV. Suministro de energía eléctrica; y
V. Suministro y servicios de agua.

Artículo 45. Sólo se podrá constituir o incrementar el patrimonio de fideicomisos con recursos públicos y participar en el capital social de las empresas con la autorización del Presidente Municipal emitida por la Tesorería Municipal en los términos de las disposiciones aplicables.

Artículo 46. Tratándose de recursos federales o estatales cuyo destino sea su transmisión al patrimonio fideicomitido, el procedimiento respectivo se realizará por conducto de la oficina o dirección encargada del sector, o en su defecto, a través del fideicomitente.

Artículo 47. En aquellos fideicomisos en los que se involucren recursos públicos municipales, se deberá establecer una subcuenta específica, con el objeto de diferenciarlos del resto de las demás aportaciones. La Tesorería Municipal llevará el registro y control de los fideicomisos en los que participe el Gobierno Municipal.

Los fideicomisos, a través de su Comité Técnico, deberán informar trimestralmente a la Tesorería Municipal, dentro de los treinta días siguientes a cada trimestre, el saldo de la subcuenta a que se refiere el párrafo anterior. Adicionalmente, la Tesorería Municipal podrá solicitarles con la periodicidad que determine y bajo el plazo que establezca, la información jurídica, patrimonial o financiera que requiera, en los términos y condiciones de las disposiciones aplicables. En los contratos respectivos deberá pactarse expresamente tal previsión.

En caso de que exista compromiso de particulares con el Gobierno Municipal para otorgar sumas de recursos al patrimonio del fideicomiso y aquéllos incumplan con la aportación de dichos recursos, con las reglas de operación del fideicomiso o del programa correspondiente, el Gobierno Municipal, por conducto de la Dependencia o Entidad que coordine la operación del fideicomiso, podrá suspender las aportaciones subsecuentes.

Artículo 48. Se prohíbe la celebración de fideicomisos, mandatos o contratos análogos, que tengan como propósito eludir la anualidad de este Presupuesto.

Artículo 49. El Presidente Municipal o el Cabildo, por conducto de la Tesorería Municipal, autorizará la ministración, reducción, suspensión y en su caso, terminación de las transferencias y subsidios que con cargo al Presupuesto se prevén en este acuerdo.

Artículo 50. Los titulares de las entidades a los que se autorice la asignación de transferencias y subsidios con cargo al Presupuesto, serán responsables de su correcta aplicación conforme a lo establecido en este Presupuesto y las demás disposiciones aplicables.

Artículo 51. La Tesorería Municipal podrá emitir durante el ejercicio fiscal, disposiciones sobre la operación, evaluación y ejercicio del gasto relacionado con el otorgamiento y aplicación de las transferencias y subsidios a que se refiere el artículo anterior.

Artículo 52. Las erogaciones por concepto de transferencias y subsidios con cargo al Presupuesto, se sujetarán a los objetivos y las metas de los programas que realizan las entidades y a las necesidades de planeación y administración financiera del Gobierno Municipal, apegándose además a los siguientes criterios:

I. Se requerirá la autorización previa y por escrito de la Tesorería Municipal para otorgar transferencias que pretendan destinarse a inversiones financieras; y,
II. Se considerarán preferenciales las transferencias destinadas a las entidades cuya función esté orientada a: la prestación de servicios públicos, al desarrollo social y a la formación de capital en las ramas y sectores básicos de la economía, la promoción del desarrollo de la ciencia y la tecnología.

Artículo 53. Cuando la Tesorería Municipal disponga durante el ejercicio fiscal de recursos económicos excedentes derivados del superávit presupuestal de los ingresos recaudados respecto de los ingresos estimados, el Presidente Municipal/Cabildo podrá aplicarlos a programas y proyectos a cargo del Gobierno del Municipio, así como para fortalecer las reservas actuariales para el pago de pensiones de los servidores públicos o al saneamiento financiero.

Tratándose de recursos excedentes de origen federal, el destino en que habrán de emplearse será el previsto en la legislación federal aplicable.

Los recursos excedentes derivados de dicho superávit presupuestal se considerarán de ampliación automática.

Artículo 54. La Tesorería Municipal podrá emitir durante el ejercicio fiscal, disposiciones sobre la operación, evaluación y ejercicio del gasto de las economías presupuestarias del ejercicio fiscal.

Artículo 55. En el ejercicio del Presupuesto de Egresos, las Dependencias y Entidades se sujetarán a la calendarización que determine y les dé a conocer la Tesorería Municipal, la cual será congruente con los flujos de ingresos. Asimismo, las Dependencias y Entidades proporcionarán a dicha Tesorería, la información presupuestal y financiera que se les requiera, de conformidad con las disposiciones en vigor.

Si al término de los 90 días estipulados, los subejercicios no hubieran sido subsanados, la Tesorería Municipal informará a la Contraloría Municipal sobre dichos subejercicios, a fin de que ésta proceda en los términos de la ley.

La Contraloría Municipal informará trimestralmente al Cabildo sobre las denuncias y las acciones realizadas en contra de los servidores públicos responsables.

Artículo 56. El Cabildo, los órganos jurisdiccionales, los organismos autónomos, así como las Dependencias y Entidades deberán sujetarse a los montos autorizados en este presupuesto, salvo que se autoricen adecuaciones presupuestales en los términos de este acuerdo y del Código Hacendario de Veracruz de Ignacio de la Llave; por consiguiente, no deberán adquirir compromisos distintos a los estipulados en el presupuesto aprobado.

Artículo 57. En caso de que durante el ejercicio fiscal exista un déficit en el ingreso recaudado previsto en la Ley de Ingresos del Municipio, el Presidente Municipal, por conducto de la Tesorería Municipal, podrá aplicar las siguientes normas de disciplina presupuestaria:

I. La disminución del ingreso recaudado de alguno de los rubros estimados en la Ley de Ingresos del Municipio, podrá compensarse con el incremento que, en su caso, observen otros rubros de ingresos, salvo en el caso en

que éstos últimos tengan un destino específico por disposición expresa de leyes de carácter fiscal o conforme a éstas, se cuente con autorización de la Tesorería Municipal para utilizarse en un fin específico, así como tratándose de ingresos propios de las Entidades;

II. En caso de que no pueda realizarse la compensación para mantener la relación de ingresos y gastos aprobados o ésta resulte insuficiente, se procederá a la reducción de los montos aprobados en el Presupuesto de Egresos destinados a las Dependencias, Entidades y programas, conforme el orden siguiente:
   a) Los gastos de comunicación social;
   b) El gasto administrativo no vinculado directamente a la atención de la población;
   c) El gasto en servicios personales, prioritariamente las erogaciones por concepto de percepciones extraordinarias; y
   d) Los ahorros y economías presupuestarios que se determinen con base en los calendarios de presupuesto autorizados a las dependencias y entidades; y

III. En caso de que los ajustes anteriores no sean factibles o suficientes para compensar la disminución del ingreso recaudado, podrán realizarse ajustes en otros conceptos de gasto, incluidas las transferencias a otros entes públicos y a los organismos autónomos, siempre y cuando se procure no afectar los programas sociales.

En su caso, el Cabildo, los órganos jurisdiccionales y los organismos autónomos deberán emitir sus propias normas de disciplina presupuestaria.

Artículo 58. En apego a lo previsto en el artículo 34 de la Ley de Obras Públicas y Servicios Relacionados con ellas del Estado de Veracruz, las dependencias y entidades, bajo su responsabilidad, podrán contratar obras públicas y servicios, mediante los procedimientos que a continuación se señalan:

I. Licitación pública;
II. Invitación a cuando menos tres personas; o
III. Adjudicación directa.

En los procedimientos de contratación deberán establecerse los mismos requisitos y condiciones para todos los participantes, especialmente por lo que se refiere a tiempo y lugar de entrega, plazos de ejecución, normalización aplicable en términos de la Ley Federal sobre Metrología y Normalización, forma y tiempo de pago, penas convencionales, anticipos y garantías, debiendo las Dependencias y Entidades proporcionar a todos los interesados igual acceso a la información relacionada con dichos procedimientos, a fin de evitar favorecer a algún participante.

Los montos máximos de contratación de obra pública y servicios serán los siguientes:

OBRA PÚBLICA:

| Modalidad de Contratación | En pesos | |
|---|---|---|
| | De | Hasta |
| Adjudicación directa | 0.0 | 901,000.00 |
| Invitación a cuando menos tres personas | 901,001.00 | 7,214,000.00 |
| Licitación Pública | Mayor a 7,214,001.00 | |

SERVICIOS:

| Modalidad de Contratación | En pesos | |
|---|---|---|
| | De | Hasta |
| Adjudicación directa | 0.0 | 449,000.00 |
| Invitación a cuando menos tres personas | 449,001.00 | 5,406,000.00 |
| Licitación Pública | Mayor a 5,406,001.00 | |

Cuando se ejecuten programas en los que se ejerzan asignaciones presupuestales federales, se deberán apegar a la normatividad aplicable o a la que se pacte en los acuerdos o convenios respectivos.

Cuando se aplique la normatividad federal en la contratación de obra pública o servicios relacionados con la misma, financiados con cargo a recursos federales convenidos, se estará al rango que determine dicha normativa, conforme al monto de los recursos recibidos en su totalidad por el Municipio.

Artículo 59. En apego a lo estipulado en la Ley de Adquisiciones, Arrendamientos, Administración y Enajenación de Bienes Muebles del Estado de Veracruz de Ignacio de la Llave y el Reglamento Interior del Comité para las Adquisiciones, Arrendamientos, Administración y Enajenación de los Bienes Muebles y para la Obra Pública y Servicios Relacionados con la Misma del H. Ayuntamiento de Veracruz, las dependencias y entidades podrán convocar, adjudicar o contratar adquisiciones, servicios y arrendamientos solamente cuando se cuente con la autorización global o específica, por parte de la Tesorería Municipal , en su caso, del presupuesto de inversión y de gasto corriente, conforme a los cuales deberán programarse los pagos respectivos.

Las dependencias y las entidades, bajo su responsabilidad, podrán contratar adquisiciones, servicios y arrendamientos, sin sujetarse al procedimiento de licitación pública, en los siguientes casos:

a. La inferior a las 1,203.57 UMAS se hará en adjudicación directa.
b. La que se encuentre entre las 1,203.57 las 96,292.96 UMAS se hará en licitación simplificada.

Artículo 60. Las operaciones de adquisiciones, arrendamientos y contratación de servicios que realicen los organismos autónomos, así como las Dependencias y Entidades, se realizarán con estricto apego a las disposiciones previstas en Ley de Adquisiciones, Arrendamientos, Administración y Enajenación de Bienes Muebles del Estado de Veracruz de Ignacio de la Llave.

Cuando en las operaciones referidas se ejerzan recursos federales, se deberá estar a la normatividad aplicable o a la que se pacte en los convenios o instrumentos jurídicos respectivos.

## CAPÍTULO III
## Sanciones

Artículo 61. Los titulares de los entes públicos, en el ejercicio de sus presupuestos aprobados, sin menoscabo de las responsabilidades y atribuciones que les correspondan, serán directamente responsables de que su aplicación se realice con estricto apego a las leyes correspondientes y a los principios antes mencionados.

El incumplimiento de dichas disposiciones será sancionado en los términos de lo establecido en la Ley de Responsabilidades Administrativas para el Estado de Veracruz de Ignacio de la Llave y demás disposiciones aplicables.

# TÍTULO CUARTO
# DEL PRESUPUESTO BASADO EN RESULTADOS (PbR)

## CAPÍTULO ÚNICO
## Disposiciones generales

Artículo 62. Los programas presupuestarios del municipio que forman parte del presupuesto basado en resultados (**PbR**) ascienden a la cantidad de $2,111,122,682.67 100% del total de programas presupuestarios del municipio y tienen asignados en conjunto para el ejercicio fiscal 2021 un total de $2,111,122,682.67, Su distribución por dependencia y entidad se señala a continuación:

| Eje | Dependencia Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero Renovado | Dirección de Obras Públicas y Desarrollo Urbano | 1 | RENOVANDO EL DESARROLLO URBANO Y LAS OBRAS PÚBLICAS | 1.1 | Emitir autorizaciones y licencias de construcción para Fraccionamientos | $166,134,383.68 |
| | | | | 1.2 | Realizar la actualización al reglamento para construcciones públicas y privadas del Municipio libre de Veracruz | |
| | | | | 1.3 | Impulsar el Ordenamiento territorial y desarrollo urbano | |
| | | | | 1.4 | Realizar la actualización al Reglamento de Imagen Urbana y Anuncios | |
| | | | | 1.5 | Implementar un Sistema de Información Geográfico, para la obtención de las Licencias de Obra en línea | |
| | | | | 1.6 | Realizar la rehabilitación de pavimento | |
| | | | | 1.7 | Implementar un programa de limpieza y mantenimiento de canales | |
| | | | | 1.8 | Realizar la modernización y equipamiento de la Ventanilla Única | |
| | | | | 1.9 | Realizar la pavimentación y repavimentación de vialidades | |
| | | | | 1.10 | Celebrar convenios de coordinación interinstitucional | |
| | | | | 1.11 | Dotar de equipamiento y modernización a las áreas estratégicas de Obras Públicas | |
| | Instituto Municipal de la Vivienda | 2 | RENOVANDO LA VIVIENDA | 2.1 | Impulsar la Vivienda Digna Urbana | $6,910,747.02 |
| | | | | 2.2 | Impulsar la regularización de la tenencia de la tierra | |
| | | | | 2.3 | Realizar la creación de Reservas Territoriales en el Municipio | |

| Eje | Responsable | No. | Programas | | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|---|
| Te Quiero Renovado | Dirección de Medio Ambiente y Bienestar Animal | 3 | RENOVANDO EL MEDIO AMBIENTE Y CUIDADO ANIMAL | | 3.1 | Crear una aplicación para reporte de medio ambiente y protección animal (APP) | $22,502,392.74 |
| | | | | | 3.2 | Crear una campaña de bienestar Animal | |
| | | | | | 3.3 | Crear un cementerio Municipal de Mascotas | |
| | | | | | 3.4 | Crear un centro de salud animal zona sur | |
| | | | | | 3.5 | Impartir pláticas de educación ambiental | |
| | | | | | 3.6 | Realizar un empadronamiento de mascotas | |
| | | | | | 3.7 | Mejorar la normativa ambiental y servicios de capacitación en la materia. | |
| | | | | | 3.8 | Promover la Adopción responsable | |
| | | | | | 3.9 | Impulsar la rehabilitación de vivero municipal | |
| | | | | | 3.10 | Promover el rescate de lagunas | |
| | | | | | 3.11 | Impulsar una reforestación inteligente Veracruz | |
| **Eje** | | | | | 3.12 | Impulsar la renovación de parques en el Municipio | |
| | | | | | 3.13 | Ofertar talleres de fauna silvestre | |
| | | | | | 3.14 | Otorgar visitas guiadas al parque "Viveros" | |
| Te Quiero Renovado | Dirección de Mantenimiento Urbano | 4 | RENOVANDO LA INFRAESTRUCTURA Y EQUIPAMIENTO | | 4.1 | Realizar acciones de mantenimiento menor de albañilería al Municipio | $18,475,428.53 |
| | | | | | 4.2 | Realizar la limpieza general de alcantarillas en el Municipio. | |
| | | | | | 4.3 | Realizar la rehabilitación y/o mantenimiento menor de estructuras metálicas en el Municipio | |
| | | | | | 4.4 | Realizar el mantenimiento de poda, chapeo y limpieza de áreas verdes en el Municipio | |
| | | | | | 4.5 | Realizar el mantenimiento, rehabilitación y supervisión de los sistemas de riego en el Municipio | |
| | | | | | 4.6 | Realizar trabajos de pintura en señalización, guarniciones, de seguridad vial y de embellecimiento del Municipio | |

| Eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| 25 | Dirección de Servicios Públicos Municipales | 5 | RENOVANDO LOS SERVICIOS MUNICIPALES | 5.1 | Impulsar el barrido de calles y avenidas | $665,883.085.42 |
| | | | | 5.2 | Mejorar el servicio de Recolección | |
| | | | | 5.3 | Mantener limpias las playas del Municipio | |
| | | | | 5.4 | Mantener limpias las plazas públicas del Municipio | |
| | | | | 5.5 | Realizar acciones de limpieza, para el despeje de banquetas | |
| | | | | 5.6 | Impulsar campañas de descacharrizaciones | |
| | | | | 5.7 | Realizar operativos especiales de limpieza | |
| | | | | 5.8 | Iluminar los espacios públicos | |
| Te Quiero Renovado | | | | 5.9 | Dar respuesta oportuna al SIRC de alumbrado | |
| | | | | 5.10 | Implementar un programa de Veracruz iluminado | |
| | | | | 5.11 | Dar respuesta oportuna al SIRC de limpia pública | |
| | | | | 5.12 | Dar seguimiento a las acciones emprendidas en el Relleno sanitario del Municipio | |
| | Dirección de Obras Públicas y Desarrollo Urbano | 6 | RENOVANDO EL CENTRO HISTÓRICO | 6.1 | Impulsar la creación, rescate y recuperación de espacios públicos en el perímetro de centro histórico y sus alrededores | $63,124,188.29 |

| Eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero en Marcha | Jefatura de Gabinete | 1 | MARCHANDO CON EFICIENCIA Y EFICACIA | 1.1 | Crear el Sistema de Evaluación del Desempeño | $471,458,889.99 |
| | | | | 1.2 | Implementar la Agenda 2030 Los Objetivos del Desarrollo Sostenible | |
| | | | | 1.3 | Implementar la Guía del Desempeño Municipal | |
| | Dirección de Ingresos | | | 1.4 | Implementar el programa del asombroso predial | |
| | Dirección de Egresos | | | 1.5 | Implementar estrategias para el pago fluido y oportuno | |
| | Dirección de Contabilidad Gubernamental | | | 1.6 | Hacer más eficiente la contabilidad gubernamental | |
| | Dirección de Planeación Catastral | | | 1.7 | Realizar la actualización catastral | |
| | Tesorería Municipal | | | 1.8 | Administrar las finanzas municipales | |
| | Contraloría Municipal | | | 1.9 | Realizar la revisión y validación del desarrollo administrativo | |
| | | | | 1.10 | Vigilar los Comités de Contralorías sociales | |
| | | | | 1.11 | Impulsar la creación de un Código de ética en el servidor público | |
| | | | | 1.12 | Aplicar los procesos de responsabilidad administrativa | |
| | | | | 1.13 | Llevar el seguimiento y atención a auditorias | |
| | Dirección de Administración | | | 1.14 | Impulsar la capacitación y profesionalización de los funcionarios públicos municipales | |
| | | | | 1.15 | Integrar y dar seguimiento al Patrimonio municipal | |
| Te Quiero en Marcha | Dirección de Servicios Generales | 1 | MARCHANDO CON EFICIENCIA Y EFICACIA | 1.16 | Realizar acciones para el Mantenimiento de climas. De las oficinas públicas municipales | |
| | | | | 1.17 | Realizar trabajos de fontanería en las instalaciones públicas municipales. | |
| | | | | 1.18 | Realizar acciones de mantenimiento general de electricidad. En los edificios municipales | |
| | | | | 1.19 | Realizar trabajos de pintura e impermeabilización en edificios municipales | |
| | | | | 1.20 | Realizar acciones para el Mantenimiento general de carpintería. En los edificios municipales | |
| | | | | 1.21 | Realizar acciones para el mantenimiento general con trabajos de albañilería en los edificios municipales | |
| | | | | 1.22 | Realizar trabajos de tabla roca en los edificios municipales | |
| | | | | 1.23 | Realizar trabajos de herrería en los edificios públicos municipales | |
| | | | | 1.24 | Realizar trabajos de limpieza. En los edificios municipales | |
| | | | | 1.25 | Llevar a cabo la Limpieza de candiles propiedad del Municipio | |
| | | | | 1.26 | Implementar un programa de Mi vehículo seguro, para los vehículos del H. Ayuntamiento | |
| | | | | 1.27 | Estar al día con los vehículos oficiales sobre el pago de Derecho vehicular. | |
| | | | | 1.28 | Realizar la rehabilitación vehicular en las unidades del H. Ayuntamiento | |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | | 1.29 | Gestionar apoyos a la ciudadanía | |
| | Comunicación Social e Imagen | | | 1.30 | Realizar la Difusión de las actividades y servicios gubernamentales | |
| | Atención Ciudadana | | | 1.31 | Implementar el programa de Miércoles Ciudadano | |

| Eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero en Marcha | Unidad de Transparencia | 2 | MARCHANDO CON TRANSPARENCIA | 2.1 | Capacitar en Materia de Transparencia, Acceso a la Información, Protección de Datos Personales y Archivos | $61,720,054.32 |
| | Dirección de Innovación, Modernización y Gobierno Abierto | 3 | VERACRUZ TE QUIERO INNOVADOR | 3.1 | Realizar acciones para la reducción de la brecha digital | $22,214,581.08 |
| | | | | 3.2 | Realizar la actualización en materia tecnológica en el Municipio | |
| | | | | 3.3 | Administrar la prestación de servicios de comunicaciones | |
| | | | | 3.4 | Implementar una mejora procedimental | |
| | | | | 3.5 | Impulsar la Modernización digital | |
| | | | | 3.6 | Implementar trámites y servicios digitales | |
| | | | | 3.7 | Realizar proyectos de modernización tecnológica | |
| | Secretaría del H. Ayuntamiento | 4 | VERACRUZ TE QUIERO PARTICIPATIVO | 4.1 | Incentivar la participación ciudadana en actos cívicos | $27,441,754.42 |
| Te Quiero en Marcha | Dirección de Asuntos Legales | 5 | MARCHANDO CON CULTURA JURÍDICA Y DE REGISTRO | 5.1 | Otorgar servicios jurídicos al personal del H. Ayuntamiento | $57,459,379.34 |
| | Registro Civil | | | 5.2 | Realizar el Levantamiento de actas | |
| | | | | 5.3 | Realizar la expedición de copias certificadas | |
| | | | | 5.4 | Otorgar servicios de Defunción | |
| | | | | 5.5 | Realizar acciones para la restauración de actas | |
| | | | | 5.6 | Realizar acciones para la Restauración de Libros de Actas | |
| | | | | 5.7 | Implementar un programa de bodas colectivas | |
| | | | | 5.8 | Realizar un Programa de Asentamientos de Recién Nacidos en Hospitales Regionales del Estado | |
| | | | | 5.9 | Efectuar Asentamientos extemporáneos | |
| | | | | 5.10 | Expedir actas foráneas de Municipios y otros estados | |
| | | | | 5.11 | Implementar un programa de asentamiento universal, oportuno y gratuito. | |
| | | | | 5.12 | Realizar la expedición de la Clave Única del Registro de Población a Recién Nacidos (CURP) | |

| Eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero Trabajando | Jefatura de Gabinete | 1 | TRABAJANDO POR VERACRUZ CIUDAD PORTUARIA | 1.1 | Implementar un Programa Integral de Mejora Regulatoria | $8,132,350.85 |
| | Dirección de Desarrollo Económico y Portuario | | | 1.2 | Realizar acciones de vinculación institucional académica | |
| | | | | 1.3 | Fomentar la capacitación empresarial | |
| | | | | 1.4 | Desarrollar un Foro portuario Veracruz | |
| | | | | 1.5 | Realizar jornadas laborales "Empléate en tu colonia" | |
| | | | | 1.6 | Realizar Ferias de Empleo | |
| | | | | 1.7 | Implementar una retroalimentación laboral | |
| | | | | 1.8 | Realizar el empadronamiento de Empresas | |
| | Dirección de Comercio | 2 | TRABAJANDO POR EL COMERCIO | 2.1 | Otorgar atención a comercio y mercados | $21,702,384.11 |
| | Dirección de Fomento Agropecuario y Desarrollo Rural | 3 | TRABAJANDO POR EL CAMPO | 3.1 | Implementar un Programa de Coordinación Intersectorial para el Fomento Agropecuario, Acuícola y Desarrollo Rural | $6,720,482.69 |
| | | | | 3.2 | Implementar un Programa Capacitación y Extensionismo Agropecuario, Pesca, Acuícola y Desarrollo Rural | |
| | | | | 3.3 | Coadyuvar a la Producción y Productividad Agropecuaria, Acuícola, Pesquera y Desarrollo Rural | |
| | | | | 3.4 | Implementar un Programa Competitividad y Disminución de Riesgos | |
| | | | | 3.5 | Implementar un Programa de Apoyo Administración Operativa de la DFADR. | |
| | Dirección de Turismo y Cultura | 4 | TRABAJANDO POR EL TURISMO | 4.1 | Otorgar Atención Turística | $22,093,079.96 |
| | | | | 4.2 | Apoyar a la Organización de Eventos Turísticos | |
| | | | | 4.3 | Realizar talleres, Conferencias, Cursos de capacitación en materia turística. | |
| | | | | 4.4 | Realizar jornadas de Recreación al turismo | |
| | | | | 4.5 | Realizar la promoción de Municipio en diversos Foros | |
| | | | | 4.6 | Implementar Programas especiales en temporadas vacacionales | |
| | SUPERINTENDENCIA DEL CENTRO HISTÓRICO | 5 | TRABAJANDO POR NUESTRO CENTRO HISTÓRICO | 5.1 | Implementar un programa de Consume en el centro histórico | $9,983,605.77 |
| | | | | 5.2 | Implementar un programa de Visita Centro Histórico | |
| | | | | 5.3 | Implementar un programa de “Yo soy centro histórico”. | |
| | Comité de carnaval | 6 | TRABAJANDO POR NUESTRA IDENTIDAD | 6.1 | Promocionar el Carnaval de Veracruz | $52,777,925.77 |

| Eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero Creciendo | Dirección de Gobernación | 1 | CRECIENDO PARA UN BIENESTAR SOCIAL | 1.1 | Crear Comités de Contraloría Social | $255,282,882.32 |
| | | | | 1.2 | Realizar la certificación de Constancias | |
| | | | | 1.3 | Realizar la elección y ratificación de Jefes de Manzana | |
| | | | | 1.4 | Realizar reuniones Regionales con Jefes de Manzana, Jefes de Cuartel y Ciudadanos en general | |
| | | | | 1.5 | Implementar un programa de capacitación a Jefes de Manzana y de Cuartel | |
| | | | | 1.6 | Implementar un programa de Veracruz te quiero con tu CURP | |
| | | | | 1.7 | Implementar un programa de Veracruz te quiero con tu cartilla | |
| | | | | 1.8 | Difundir el programa de Infórmate, Tramita y Viaja | |
| | | | | 1.9 | Otorgar Asesoría legal al instante a connacionales en el extranjero | |
| | | | | 1.10 | Realizar la difusión e inclusión al amigo extranjero | |
| | | | | 1.11 | Llevar un registro de asociaciones Religiosas | |
| | | | | 1.12 | Impulsar un programa de Gestión en marcha | |
| | | | | 1.13 | Implementar un programa de "Veracruz te escucha" | |
| | | | | 1.14 | Implementar el programa Te Quiero con tu Pasaporte | |
| Te Quiero Creciendo | Dirección de desarrollo Social y Humano | 1 | CRECIENDO PARA UN BIENESTAR SOCIAL | 1.15 | Impulsar un Programa Municipal de Mejoramiento a la Vivienda | |
| | | | | 1.16 | Implementar un Programa de Apoyo a la Alimentario Municipal | |
| | | | | 1.17 | Realizar la Rehabilitación, Equipamiento y Activación a Centros y Módulos de Desarrollo Comunitario | |
| | | | | 1.18 | Implementar un Programa de Coinversión Social | |
| | | | | 1.19 | Implementar un Programa de Empleo Temporal | |
| | | | | 1.20 | Implementar un Programa de Capacitación para el Trabajo | |
| | | | | 1.21 | Otorgar apoyos sociales | |
| | DIF Municipal de Veracruz | | | 1.22 | Coadyuvar con acciones de Asistencia Social | |
| | | | | 1.23 | Coadyuvar a la Integración Social | |
| | | | | 1.24 | Impulsar el Bienestar Social | |
| | | | | 1.25 | Realizar acciones de promoción de la Salud Municipal | |
| | | | | 1.26 | Realizar acciones de Protección Social | |
| | | | | 1.27 | Implementar programas para el SIPINNA | |
| | Dirección de Recreación y Deporte | | | 1.28 | Implementar un Programa de Rehabilitación y Mantenimiento de Unidades Deportivas | |
| | | | | 1.29 | Implementar un Programa de Activación Física | |
| | | | | 1.30 | Generar programas de Capacitación Deportiva | |
| | | | | 1.31 | Realizar Convenios Deportivos | |
| | | | | 1.32 | Realizar Torneos Deportivos | |
| | | | | 1.33 | Realizar acciones de Reconocimiento Deportivo | |

| eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero Creciendo | Dirección de Educación | 2 | CRECIENDO CON CALIDAD EDUCATIVA PARA TODOS | 2.1 | Implementar el Programa Te Quiero Atendido | $29,586,841.86 |
| | | | | 2.2 | Implementar el Programa Te quiero festivo | |
| | | | | 2.3 | Implementar el Programa Te quiero Informado | |
| | | | | 2.4 | Implementar el Programa Te Quiero con Oportunidad | |
| | | | | 2.5 | Implementar el Programa Te Quiero Preparado | |
| | | | | 2.6 | Implementar el Programa Te Quiero Superado | |
| | | | | 2.7 | Implementar el Programa Te Quiero Escuela Verde | |
| | Dirección de Turismo y Cultura | 3 | CRECIENDO CON BASE EN LA RIQUEZA Y DIVERSIDAD CULTURAL | 3.1 | Implementar el Programa La cultura cerca de ti | $6,416,807.20 |
| | | | | 3.2 | Implementar el Programa El Teatro es cultura | |
| | | | | 3.3 | Implementar el Programa La música es cultura | |
| | | | | 3.4 | Implementar el Programa Caminando por la historia | |
| | | | | 3.5 | Implementar un Programa de apoyo permanente para los Recintos | |
| | Dirección de Juventud y Emprendimiento | 4 | CRECIENDO CON OPORTUNIDAD PARA LOS JÓVENES | 4.1 | Crear acciones de atención a la juventud a través de políticas públicas focalizadas | $8,788,279.21 |
| | | | | 4.2 | Desarrollar un Centro del Emprendedor Joven | |
| | Instituto Municipal de la Mujeres de Veracruz | 5 | CRECIENDO CON EQUIDAD DE GENERO | 5.1 | Crear un Programa de Atención a la Violencia de Género | $10,186,862.19 |
| | | | | 5.2 | Crear un Plan Municipal para la Igualdad | |
| | | | | 5.3 | Realizar acciones para coadyuvar en el acceso a la Justicia con Perspectiva De Género | |
| | | | | 5.4 | Realizar acciones de psicología con Perspectiva de Género | |
| | | | | 5.5 | Implementar acciones centradas en mujeres y economía para el desarrollo | |

| Eje | Responsable | No. | Programas | No | Objetivos | Presupuesto 2021 |
|---|---|---|---|---|---|---|
| Te Quiero Tranquilo | Policía Municipal | 1 | TE QUIERO PROTEGIDO | 1.1 | Implementar un programa de protección a la ciudadanía | $51,075,575.26 |
| | Dirección de Movilidad Urbana | 2 | Movilidad urbana | 2.1 | Implementar un programa de Apoyo Vial | $8,160,149.89 |
| | | | | 2.2 | Implementar un programa de Cultura Vial | |
| | | | | 2.3 | Fortalecer la Infraestructura vial | |
| | | | | 2.4 | Implementar un programa de Semaforización | |
| | | | | 2.5 | Implementar un programa de Señalización Vial | |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | | 2.6 | Otorgar Soluciones a la ciudadanía en tema de parquímetros | |
| | Dirección de Protección Civil | 3 | TE QUIERO SEGURO | 3.1 | Implementar estrategias de protección civil en el Municipio | $14,758,232.86 |
| | | | | 3.2 | Asegurar que la política adopte una visión multidimensional con perspectiva de género, mediante la coordinación de las autoridades e instituciones competentes, para favorecer así la consecución de los objetivos | |
| | | | | 3.2 | Fortalecer la capacidad de respuesta de la policía municipal | |
| | Dirección de Tránsito y Vialidad Municipal | 4 | Tránsito Municipal | 4.1 | Impulsar políticas y acciones en materia de vialidad municipal | $22,132,337.90 |

En el **Anexo 1** se presentan las Matrices de Indicadores para Resultados (**MIR**) de los programas presupuestarios del gobierno del municipio que forman parte del presupuesto basado en resultados.

## T R A N S I T O R I O S

ARTÍCULO PRIMERO. El presupuesto de egresos municipal deberá ser publicado en la Gaceta Oficial del Estado de Veracruz de Ignacio de la Llave.

ARTÍCULO SEGUNDO. El presente acuerdo entrará en vigor el día 1º de enero de 2021, previa publicación en la Gaceta Oficial del Estado de Veracruz de Ignacio de la Llave.

ARTÍCULO TERCERO. Las Asociaciones Civiles incluidas en este acuerdo, podrán acceder al recurso presupuestal que se les asigne en el mismo, siempre y cuando se presenten a la Tesorería Municipal, a más a tardar el 31 de enero del 2021 a entregar, o en su caso, a refrendar la siguiente información:

a) acta constitutiva de la institución;
b) constancia de domicilio;
c) documentos de identificación de su representante legal;
d) programa de actividades para el año 2021;
e) estados financieros del ejercicio 2021; y
f) informe de aplicación del subsidio recibido en el ejercicio 2021.

La Tesorería Municipal deberá cerciorarse plenamente de la existencia y funcionalidad de los organismos e instituciones de asistencia precisados en el párrafo anterior. Para tal efecto, podrá retener la aportación de recursos, sea única, inicial o cualquier ministración periódica, hasta en tanto dichos organismos comprueban ante la propia Tesorería su constitución legal, presupuesto y programa de trabajo autorizado por su órgano de administración o similar; así como, la rendición del informe de aplicación del subsidio recibido en el ejercicio 2021, en su caso.

ARTÍCULO CUARTO. En cumplimiento a lo dispuesto por la Ley General de Contabilidad Gubernamental, el Gobierno del Municipio instrumentará los documentos técnico-normativos que emita el Consejo Nacional de Armonización Contable (CONAC), conforme a los criterios y términos establecidos para ese fin.

ARTÍCULO QUINTO. La información financiera y presupuestal adicional a la contenida en el presente acuerdo, así como la demás que se genere durante el ejercicio fiscal, podrá ser consultada en los reportes específicos que para tal efecto difunda la Tesorería Municipal en los medios oficiales, incluyendo los medios electrónicos.

ARTÍCULO SEXTO. El municipio de Veracruz, Ver., elaborará y difundirá a más tardar 30 días naturales siguientes a la promulgación del presente acuerdo, en su respectiva página de internet, el presupuesto ciudadano con base en la información presupuestal contenida en el presente acuerdo, de conformidad con el artículo 62 de la Ley General de Contabilidad Gubernamental y con la Norma para la difusión a la ciudadanía de la Ley de Ingresos y del Presupuesto de Egresos emitida por el Consejo Nacional de Armonización Contable.

Dado en el Ayuntamiento del Municipio de Veracruz, Ver., a los 21 días del mes de Enero del año 2021.

MTRO. FERNANDO YUNES MÁRQUEZ
PRESIDENTE CONSTITUCIONAL DEL MUNICIPIO DE VERACRUZ

LIC. MARÍA REBECA GONZÁLEZ SILVA
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LIC. RICARDO GÓMEZ VALDIVIA
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LIC. PABLO LARA BÁEZ
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LIC. YADIRA TAPIA HERNÁNDEZ
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Anexo 1. Criterios de Disciplina Financiera

# Proyecciones de Egresos – Ley de Disciplina Financiera

**H. Ayuntamiento del Municipio de Veracruz, Veracruz**
**PROYECCIONES DE EGRESOS - LEY DE DISCIPLINA FINANCIERA**

| CONCEPTO | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| **1. Gasto no Etiquetado (1=A+B+C+D+E+F+G+H+I)** | **$1,635,311,382.09** | **$1,798,842,520.30** | **$1,978,726,772.32** | **$2,176,599,449.56** |
| A. Servicios Personales | $1,121,348,455.04 | $1,233,483,300.54 | $1,356,831,630.59 | $1,492,514,793.65 |
| B. Materiales y Suministros | $119,751,521.37 | $131,726,673.51 | $144,899,340.86 | $159,389,274.95 |
| C. Servicios Generales | $323,528,846.01 | $355,881,730.61 | $391,469,903.67 | $430,616,894.04 |
| D. Transferencias, Asignaciones, Subsidios y Otras Ayudas | $49,900,668.30 | $54,890,735.13 | $60,379,808.64 | $66,417,789.50 |
| E. Bienes Muebles, Inmuebles e Intangibles | $0.00 | $0.00 | $0.00 | $0.00 |
| F. Inversión Pública | $4,000,000.00 | $4,400,000.00 | $4,840,000.00 | $5,324,000.00 |
| G. Inversiones Financieras y Otras Provisiones | $0.00 | $0.00 | $0.00 | $0.00 |
| H. Participaciones y Aportaciones | $0.00 | $0.00 | $0.00 | $0.00 |
| I. Deuda Pública | $16,781,891.37 | $18,460,080.51 | $20,306,088.56 | $22,336,697.42 |
| **2. Gasto Etiquetado (2=A+B+C+D+E+F+G+H+I)** | **$601,040,065.95** | **$661,144,072.54** | **$727,258,479.79** | **$799,984,327.76** |
| A. Servicios Personales | $2,949,573.20 | $3,244,530.52 | $3,568,983.57 | $3,925,881.93 |
| B. Materiales y Suministros | $17,358,478.63 | $19,094,326.49 | $21,003,759.14 | $23,104,135.05 |
| C. Servicios Generales | $359,721,153.99 | $395,693,269.39 | $435,262,596.33 | $478,788,855.96 |
| D. Transferencias, Asignaciones, Subsidios y Otras Ayudas | $43,092,000.00 | $47,401,200.00 | $52,141,320.00 | $57,355,452.00 |
| E. Bienes Muebles, Inmuebles e Intangibles | $1,940,000.00 | $2,134,000.00 | $2,347,400.00 | $2,582,140.00 |
| F. Inversión Pública | $140,974,073.84 | $155,071,481.22 | $170,578,629.34 | $187,636,492.27 |
| G. Inversiones Financieras y Otras Provisiones | $0.00 | $0.00 | $0.00 | $0.00 |
| H. Participaciones y Aportaciones | $248,766.09 | $273,642.70 | $301,006.97 | $331,107.67 |
| I. Deuda Pública | $34,756,020.20 | $38,231,622.22 | $42,054,784.44 | $46,260,262.88 |
| **3. Total de Egresos Proyectados (3=1+2)** | **$2,236,351,448.04** | **$2,459,986,592.84** | **$2,705,985,252.11** | **$2,976,583,777.32** |

**H. Ayuntamiento del Municipio de Veracruz, Veracruz**
**RESULTADOS DE EGRESOS - LEY DE DISCIPLINA FINANCIERA**

| CONCEPTO | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|
| **1. Gasto no Etiquetado (1=A+B+C+D+E+F+G+H+I)** | **$1,370,709,558.61** | **$1,402,248,327.53** | **$1,570,440,746.11** | **$1,911,933,165.80** |
| A. Servicios Personales | $940,083,939.09 | $858,622,523.39 | $992,319,350.83 | $1,057,210,825.13 |
| B. Materiales y Suministros | $46,032,788.45 | $116,234,136.93 | $117,366,171.24 | $161,233,602.77 |
| C. Servicios Generales | $290,098,737.73 | $320,036,748.86 | $353,554,941.41 | $368,742,694.99 |
| D. Transferencias, Asignaciones, Subsidios y Otras Ayudas | $18,922,578.48 | $48,854,717.33 | $47,232,551.79 | $162,622,374.91 |
| E. Bienes Muebles, Inmuebles e Intangibles | $894,045.51 | $20,607,574.02 | $12,351,091.85 | $1,500,000.00 |
| F. Inversión Pública | $4,231,830.77 | $12,095,605.37 | $20,728,093.73 | $139,884,598.97 |
| G. Inversiones Financieras y Otras Provisiones | $6,678,088.08 | $9,220,177.76 | $9,124,076.13 | $9,220,177.76 |
| H. Participaciones y Aportaciones | $0.00 | $0.00 | $0.00 | $0.00 |
| I. Deuda Pública | $63,767,550.50 | $16,576,843.87 | $17,764,469.13 | $11,518,891.27 |
| **2. Gasto Etiquetado (2=A+B+C+D+E+F+G+H+I)** | **$608,609,243.11** | **$574,299,702.71** | **$871,304,883.88** | **$621,671,997.60** |
| A. Servicios Personales | $0.00 | $0.00 | $25,686,727.13 | $2,949,573.20 |
| B. Materiales y Suministros | $21,360,066.19 | $3,337,884.68 | $5,891,204.98 | $12,149,611.83 |
| C. Servicios Generales | $272,438,818.08 | $255,598,779.12 | $260,361,427.56 | $332,449,900.22 |
| D. Transferencias, Asignaciones, Subsidios y Otras Ayudas | $18,910,909.60 | $69,078,951.00 | $11,148,750.00 | $53,092,000.00 |
| E. Bienes Muebles, Inmuebles e Intangibles | $9,020,988.27 | $13,124,409.51 | $14,195,564.73 | $15,616,432.09 |
| F. Inversión Pública | $263,865,541.11 | $186,179,592.66 | $479,379,332.98 | $150,671,434.62 |
| G. Inversiones Financieras y Otras Provisiones | $0.00 | $0.00 | $0.00 | $0.00 |
| H. Participaciones y Aportaciones | $103,098.00 | $167,334.74 | $149,926.00 | $345,412.00 |
| I. Deuda Pública | $22,909,821.86 | $46,812,751.00 | $74,491,950.50 | $54,397,633.64 |
| **3. Total del Resultado de Egresos (3=1+2)** | **$1,979,318,801.72** | **$1,976,548,030.24** | **$2,441,745,629.99** | **$2,533,605,163.40** |

1. Los importes corresponden a los egresos totales devengados. 2. Los importes corresponden a los egresos devengados al cierre trimestral más reciente disponible y estimados para el resto del ejercicio.
2. Los importes corresponden a los egresos devengados al cierre trimestral más reciente disponible y estimados para el resto del ejercicio.

**H. Ayuntamiento del Municipio de Veracruz, Veracruz**
**PROYECCIONES DE INGRESOS - LEY DE DISCIPLINA FINANCIERA**

| CONCEPTO | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| **1. Ingresos de Libre Disposición (1=A+B+C+D+E+F+G+H+I+J+K+L)** | **$1,635,311,382.09** | **$1,798,842,520.30** | **$1,978,726,772.35** | **$2,176,599,449.58** |
| A. Impuestos | $276,429,383.87 | $304,072,322.26 | $334,479,554.49 | $367,927,509.94 |
| B. Cuotas y Aportaciones de Seguridad Social | $0.00 | $0.00 | $0.00 | $0.00 |
| C. Contribuciones de Mejoras | $0.00 | $0.00 | $0.00 | $0.00 |
| D. Derechos | $103,171,402.32 | $113,488,542.55 | $124,837,396.81 | $137,321,136.49 |
| E. Productos | $22,432,728.70 | $24,676,001.57 | $27,143,601.73 | $29,857,961.90 |
| F. Aprovechamientos | $60,003,416.79 | $66,003,758.47 | $72,604,134.32 | $79,864,547.75 |
| G. Ingresos por Venta de Bienes y Prestación de Servicios | $0.00 | $0.00 | $0.00 | $0.00 |
| H. Participaciones | $1,172,635,715.60 | $1,289,899,287.16 | $1,418,889,215.88 | $1,560,778,137.47 |
| I. Incentivos Derivados de la Colaboración Fiscal | $638,734.81 | $702,608.29 | $772,869.12 | $850,156.03 |
| J. Transferencias y Asignaciones | $0.00 | $0.00 | $0.00 | $0.00 |
| K. Convenios | $0.00 | $0.00 | $0.00 | $0.00 |
| L. Otros Ingresos de Libre Disposición. | $0.00 | $0.00 | $0.00 | $0.00 |
| **2. Transferencias Federales Etiquetadas (2=A+B+C+D+E)** | **601,040,065.95** | **661,144,072.54** | **727,258,479.80** | **799,984,327.78** |
| A. Aportaciones | 570,474,957.61 | $627,522,453.37 | $690,274,698.71 | $759,302,168.58 |
| B. Convenios | 30,565,108.34 | $33,621,619.17 | $36,983,781.09 | $40,682,159.20 |
| C. Fondos Distintos de Aportaciones | 0.00 | $0.00 | $0.00 | $0.00 |
| D. Transferencias, Asignaciones, Subsidios y Subvenciones, y Pensiones y Jubilaciones | 0.00 | $0.00 | $0.00 | $0.00 |
| E. Otras Transferencias Federales Etiquetadas | 0.00 | $0.00 | $0.00 | $0.00 |
| **3. Ingresos Derivados de Financiamientos (3=A).** | **0.00** | **0.00** | **0.00** | **0.00** |
| A. Ingresos Derivados de Financiamientos | 0.00 | $0.00 | $0.00 | $0.00 |
| **4. Total de Ingresos Proyectados (4=1+2+3)** | **2,236,351,448.04** | **2,459,986,592.84** | **2,705,985,252.15** | **2,976,583,777.36** |
| Datos Informativos | | | | |
| 1. Ingresos Derivados de Financiamientos con Fuente de Pago de Recursos de Libre Disposición | $0.00 | $0.00 | $0.00 | $0.00 |
| 2. Ingresos Derivados de Financiamientos con Fuente de Pago de Transferencias Federales Etiquetadas | $0.00 | $0.00 | $0.00 | $0.00 |
| **3. Ingresos Derivados de Financiamientos (3=1+2)** | **0.00** | **0.00** | **0.00** | **0.00** |

**H. Ayuntamiento del Municipio de Veracruz, Veracruz**

**RESULTADOS DE INGRESOS - LEY DE DISCIPLINA FINANCIERA**

| CONCEPTO | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|
| **1. Ingresos de Libre Disposición (1=A+B+C+D+E+F+G+H+I+J+K+L)** | **$1,464,073,873.11** | **$1,392,485,405.34** | **$1,799,242,153.37** | **$1,850,245,847.77** |
| A. Impuestos | $164,162,538.63 | $168,784,864.01 | $224,869,194.46 | $261,594,151.07 |
| B. Cuotas y Aportaciones de Seguridad Social | $0.00 | $0.00 | $0.00 | $0.00 |
| C. Contribuciones de Mejoras | $0.00 | $0.00 | $0.00 | $0.00 |
| D. Derechos | $118,365,022.57 | $123,244,209.77 | $138,883,692.98 | $139,780,397.78 |
| E. Productos | $7,204,257.80 | $22,061,377.42 | $26,886,669.66 | $13,972,222.17 |
| F. Aprovechamientos | $37,593,495.10 | $26,250,566.69 | $104,348,184.12 | $265,294,967.45 |
| G. Ingresos por Venta de Bienes y Prestación de Servicios | $0.00 | $0.00 | $0.00 | $0.00 |
| H. Participaciones | $1,126,748,559.01 | $1,032,769,469.45 | $1,304,254,412.15 | $1,168,424,325.44 |
| I. Incentivos Derivados de la Colaboración Fiscal | $0.00 | $0.00 | $0.00 | $0.00 |
| J. Transferencias y Asignaciones | $0.00 | $0.00 | $0.00 | $0.00 |
| K. Convenios | $0.00 | $0.00 | $0.00 | $0.00 |
| L. Otros Ingresos de Libre Disposición. | $10,000,000.00 | $19,374,918.00 | $0.00 | $1,179,783.86 |
| **2. Transferencias Federales Etiquetadas (2=A+B+C+D+E)** | **645,844,857.59** | **594,525,894.30** | **874,019,567.84** | **621,968,533.00** |
| A. Aportaciones | 489,712,119.00 | 496,990,503.00 | 600,384,103.81 | 579,951,103.00 |
| B. Convenios | 156,132,738.59 | 76,599,492.54 | 170,217,217.65 | 17,317,430.00 |
| C. Fondos Distintos de Aportaciones | 0.00 | 20,935,898.76 | 103,418,246.38 | 24,700,000.00 |
| D. Transferencias, Asignaciones, Subsidios y Subvenciones, y Pensiones y Jubilaciones | 0.00 | 0.00 | 0.00 | 0.00 |
| E. Otras Transferencias Federales Etiquetadas | 0.00 | 0.00 | 0.00 | 0.00 |
| **3. Ingresos Derivados de Financiamientos (3=A).** | **0.00** | **0.00** | **0.00** | **61,999,999.54** |
| A. Ingresos Derivados de Financiamientos | 0.00 | 0.00 | 0.00 | 61,999,999.54 |
| **4. Total de Resultados de Ingresos (4=1+2+3)** | **2,109,918,730.70** | **1,987,011,299.64** | **2,673,261,721.21** | **2,534,214,380.31** |
| Datos Informativos | | | | |
| 1. Ingresos Derivados de Financiamientos con Fuente de Pago de Recursos de Libre Disposición | | | | |
| 2. Ingresos Derivados de Financiamientos con Fuente de Pago de Transferencias Federales Etiquetadas | | | | |

1. Los importes coresponden al momento contable de ingresosdevengados.
2. Los importes corresponden a los ingresos devengados al cierre trimestral más reciente disponible y estimados para el resto del ejercicio.

# Informe sobre Estudios Actuariales – LDF

| Ayuntamiento de Veracruz<br>Informe sobre Estudios Actuariales - LDF | | | | | |
|---|---|---|---|---|---|
| | **Pensiones y jubilaciones** | **Salud** | **Riesgos de trabajo** | **Invalidez y vida** | **Otras prestaciones sociales** |
| **Tipo de Sistema** | | | | | |
| Prestación laboral o Fondo general para trabajadores del estado o municipio | Prestación Laboral | | | | |
| Beneficio definido, Contribución definida o Mixto | Beneficio Definido | | | | |
| **Población afiliada** | | | | | |
| Activos | | | | | |
| Edad máxima | 89 | | | | |
| Edad mínima | 19 | | | | |
| Edad promedio | 41.65 | | | | |
| Pensionados y Jubilados | | | | | |
| Edad máxima | 98 | | | | |
| Edad mínima | 33 | | | | |
| Edad promedio | 68.22 | | | | |
| Beneficiarios | N/A | | | | |
| Promedio de años de servicio (trabajadores activos) | 4.65 | | | | |
| Aportación individual al plan de pensión como % del salario | N/A[1/] | | | | |
| Aportación del ente público al plan de pensión como % del salario | N/A[1/] | | | | |
| Crecimiento esperado de los pensionados y jubilados (como %) | 2.28% en promedio los siguientes 5 años | | | | |
| Crecimiento esperado de los activos (como %) | 0% | | | | |
| Edad de Jubilación o Pensión | 65 años | | | | |
| Esperanza de vida | 14.65 | | | | |
| **Ingresos del Fondo** | | | | | |
| Ingresos Anuales al Fondo de Pensiones | N/A[1/] | | | | |
| **Nómina anual** | | | | | |
| Activos | 289,495,538.64 | | | | |
| Pensionados y Jubilados | 40,159,242.24 | | | | |
| Beneficiarios de Pensionados y Jubilados | N/A | | | | |
| **Monto mensual por pensión** | | | | | |
| Máximo | 28,001.68 | | | | |
| Mínimo | 655.75 | | | | |
| Promedio | 7,339.04 | | | | |
| **Monto de la reserva** | | | | | |
| **Valor presente de las obligaciones** | | | | | |
| Pensiones y Jubilaciones en curso de pago | 1,051,368,961.84 | | | | |
| Generación actual | 1,579,857,753.20 | | | | |
| Generaciones futuras | N/A | | | | |
| **Valor presente de las contribuciones asociadas a los sueldos futuros de cotización X%** | | | | | |
| Generación actual | N/A[1/] | | | | |
| Generaciones futuras | N/A[1/] | | | | |
| **Valor presente de aportaciones futuras** | | | | | |
| Generación actual | N/A[1/] | | | | |
| Generaciones futuras | N/A[1/] | | | | |
| Otros Ingresos | 2,631,226,715.04 | | | | |
| **Déficit/superávit actuarial** | | | | | |
| Generación actual | N/A | | | | |
| Generaciones futuras | N/A | | | | |
| **Periodo de suficiencia** | | | | | |
| Año de descapitalización | 2020 | | | | |
| Tasa de rendimiento | 3.50% | | | | |
| **Estudio actuarial** | | | | | |
| Año de elaboración del estudio actuarial | 2019 | | | | |
| Empresa que elaboró el estudio actuarial | PRIEGO CORTES Y ASOCIADOS, S.C. | | | | |

1/ No existe un marco legal que establezca un importe específico de cuotas a cargo de los trabajadores ni de aportaciones a cargo del Municipio para financiar el esquema de pensiones.

## Anexo 2. Matrices de Indicadores para Resultados (MIR)

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Renovando el Desarrollo Urbano y las Obras Públicas | **Unidad responsable** | Dirección de Obras Públicas y Desarrollo Urbano | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Renovado | | | | |
| **Objetivo:** | Mejorar la calidad de vida de la población mediante una eficiente planeación de recursos que promuevan un municipio ordenado, compacto, resiliente, equitativo y próspero y sostenible | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Acceder a una ciudad ordenada, inclusiva, compacta, sostenible y próspera | Tasa de variación en la implementación de ampliación de Infraestructura urbana y básica | (implementación de ampliación de Infraestructura urbana y básica en el periodo/implementación de ampliación de Infraestructura urbana y básica en el mismo periodo siguiente)-1*100 | Estratégico | Anual | Informe de Gobierno | Los entes gubernamentales estatales y federales entregan los fondos y subsidios destinados al mejoramiento de infraestructura urbana y básica del municipio. |
| **PROPÓSITO** | La administración municipal consolida, amplía y dota al municipio del equipamiento e infraestructura urbana requerida, para el debido funcionamiento de los centros y subcentros urbanos y promover el desarrollo integral del municipio | Porcentaje de consolidación, ampliación y dotación al municipio en equipamiento de infraestructura | (Obras de Infraestructura urbana construida / obras de Infraestructura urbana requerida) * 100 | Estratégico | Anual | Proyectos de Obras | Los entes gubernamentales estatales y federales entregan los fondos y subsidios destinados al mejoramiento de infraestructura urbana del municipio en tiempo. |
| **COMPONENTE** | La administración municipal consolida, amplia y dota al municipio del equipamiento e infraestructura urbana básica necesaria para detonar el desarrollo municipal. | Porcentaje de acciones de infraestructura básica necesaria para dotar el desarrollo municipal | (acciones de infraestructura básica necesaria para dotar el desarrollo municipal efectuadas/ acciones de infraestructura básica necesaria para dotar el desarrollo municipal programadas) *100 | Gestión | Trimestral | Informes | Se cuenta con suficiencia presupuestaria |
| **ACTIVIDADES** | Emitir autorizaciones y licencias de construcción para Fraccionamientos | Número de Autorizaciones y licencias otorgadas | Número de autorizaciones y licencias solicitadas/número de autorizaciones entregadas | Gestión | Mensual | Informe | Se cuenta con los expedientes completos del conjunto que requiere ser regulado |
| | Realizar la actualización al reglamento para construcciones públicas y privadas del municipio libre de Veracruz | Porcentaje de actualización del reglamento para construcciones públicas y privadas del municipio libre de Veracruz | Reglamento para construcciones públicas y privadas del municipio libre de Veracruz actualizado / Reglamento para construcciones públicas y privadas del municipio libre de Veracruz programado) * 100 | Gestión | Anual | Gaceta de publicación | El municipio cuenta con un reglamento de construcciones adecuado y alineado. |
| | Impulsar el Ordenamiento territorial y desarrollo urbano | Porcentaje de Ordenamiento territorial y desarrollo urbano implementado | Reglamento de Ordenamiento territorial y desarrollo urbano realizado / Reglamento de Ordenamiento territorial y desarrollo urbano programado) *100 | Gestión | Anual | Gaceta de publicación | El municipio cuenta con un reglamento de construcciones adecuado y alineado. |
| | Realizar la actualización al Reglamento de Imagen Urbana y Anuncios | Porcentaje de actualización del reglamento para construcciones públicas y privadas del municipio libre de Veracruz | Reglamento para construcciones públicas y privadas del municipio libre de Veracruz actualizado / Reglamento para construcciones públicas y privadas del municipio libre de Veracruz programado) *100 | Gestión | Anual | Gaceta de publicación | El municipio cuenta con un reglamento de construcciones adecuado y alineado. |
| | Implementar un Sistema de Información Geográfico, para la obtención de las Licencias de Obra en línea | Porcentaje de Implementación de un Sistema de Información | (Sistema de Información Geográfico, para la obtención de las Licencias de Obra en línea | Gestión | Anual | Sistema de Información Geográfico funcionando | La administración municipal cuenta con un Sistema de Información Geográfico, |

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| | | Geográfico, para la obtención de las Licencias de Obra en línea | realizado/ Sistema de Información Geográfico, para la obtención de las Licencias de Obra en línea programado) *100 | | | | para la obtención de las Licencias de Obra en línea operando |
| | Realizar la rehabilitación de pavimento | Porcentaje de rehabilitación de pavimentación | ($M^2$ de calles que necesitan rehabilitación de su pavimentación/ $M^2$ de calles que se les dio rehabilitación de su pavimentación) *100 | Gestión | Anual | Informe de Gobierno | La ciudad de encuentra urbanizada y en buenas condiciones |
| | Implementar un programa de limpieza y mantenimiento de canales | Porcentaje de implementación de programas de limpieza y mantenimiento de canales | ML de canales que requieren limpieza y mantenimiento / ML de canales que se le dieron mantenimiento y limpieza en el año | Gestión | Mensual | Informe | Los canales del municipio se encuentran limpies y en buen estado |
| | Realizar la modernización y equipamiento de la Ventanilla Única | Porcentaje de modernización y equipamiento de la Ventanilla Única | (modernización y equipamiento de la Ventanilla Única programada/ modernización y equipamiento de la Ventanilla Única realizada) *100 | Gestión | Anual | Informe de Gobierno | El ayuntamiento cuenta con una ventanilla única funcional |
| | Realizar la pavimentación y repavimentación de vialidades | Porcentaje de pavimentación municipal | ($M^2$ de calles sin pavimentar/ $M^2$ de pavimentación) *100 | Gestión | Anual | Informe de Gobierno | La ciudad de encuentra urbanizada y en buenas condiciones |
| | Celebrar convenios de coordinación interinstitucional | Porcentaje de convenios de coordinación interinstitucional firmados | (Número de convenios de coordinación interinstitucional propuestos /Número de convenios de coordinación interinstitucional firmados) *100 | | Anual | Convenios Firmados | Los convenios del ayuntamiento se encuentran actualizados y firmados |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Renovando la Vivienda | **Unidad responsable** | Instituto Municipal de la Vivienda | **Enfoque Transversal** | Innovación |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Renovado | | | | |
| **Objetivo:** | Mejorar la calidad de vida de la población mediante una eficiente planeación de recursos que promuevan un municipio ordenado, compacto, resiliente, equitativo y próspero y sostenible | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Promover la localización de vivienda en zonas fuera de riesgos y peligros naturales y antropogénicos, así como la renovación de viviendas en cuanto a pisos, techos y muros cuya finalidad es mejorar la calidad de vida de los ciudadanos del municipio de Veracruz | Porcentaje de cumplimiento en las acciones para mejorar la Calidad y Espacios de la Vivienda. | (Número total de acciones para mejorar la calidad y espacios de la vivienda realizadas en el ejercicio/Número total de acciones para mejorar la calidad y espacios de la vivienda presupuestadas en el ejercicio) x100 | Estratégico | Anual | Informe | En el municipio no hay necesidades o carencias en espacios para las viviendas. |
| **PROPÓSITO** | Gestionar Programas federales de apoyo a la vivienda | Porcentaje de cumplimiento en el Programas de Impulso a la Vivienda y de Viviendas de Calidad | (Número total de programas de impulso a la vivienda y viviendas de calidad realizados en el presente ejercicio/Número total de acciones de impulso a la vivienda y viviendas de calidad presupuestados en el presente ejercicio) x100 | Estratégico | Anual | Informe | Hay una disminución en el municipio de las necesidades de mejoramiento a la vivienda. |
| **COMPONENTE** | Implementar un programa de vivienda digna urbana. | Porcentaje de cumplimiento del programa realizado de Vivienda Digna Urbana | (Número total acciones del Programa de Vivienda Digna Urbana realizadas en el presente ejercicio/ Número total acciones del Programa de Vivienda Digna Urbana programadas en el presente ejercicio) x100 | Gestión | Anual | Aprobación de cabildo | El ayuntamiento ya cuenta con un programa de vivienda digna urbana. |
| | Implementar un programa de regularización de tenencia de la tierra. | Porcentaje de cumplimiento del programa de regularización de tenencia de la tierra | (Número total acciones del Programa de regularización de tenencia de la tierra realizadas en el presente ejercicio/ Número total acciones del Programa de regularización de tenencia de la tierra programadas en el presente ejercicio) x100 | Gestión | Anual | Aprobación del Cabildo | El ayuntamiento se encuentra totalmente regularizado en sus colonias y fraccionamientos |
| | Implementar la creación de reservas territoriales | Porcentaje de cumplimiento creación de reservas territoriales | (Número total acciones del Programa creación de reservas territoriales/ Número total acciones del Programa de creación de reservas territoriales programadas en el presente ejercicio) x 100 | Gestión | Anual | Aprobación de cabildo | El municipio cuenta con reservas territoriales en el municipio. |
| **ACTIVIDADES** | Impulsar la Vivienda Digna Urbana | Porcentaje de viviendas dignas urbanas entregadas | (Número de viviendas dignas urbanas realizadas / número de viviendas dignas urbanas entregadas) x 100 | Gestión | Anual | Informe | En el municipio ya no se necesita de programas de impulso ala vivienda. |
| | Impulsar la regularización de la tenencia de la tierra | Porcentaje de regularización de Colonias y Fraccionamientos | (Número total de fraccionamientos y colonias regularizadas/ número total de fraccionamientos y colonias con necesidad de regularización) x100 | Gestión | Anual | Informe | El ayuntamiento se encuentra totalmente regularizado en sus colonias y fraccionamientos |
| | Realizar la creación de Reservas Territoriales en el municipio | Porcentaje de la ciudad reservado | Porcentaje reservado del territorio/ Porcentaje actual de reserva del territorio | Gestión | Anual | Publicación en Gaceta | El ayuntamiento cuida y protege sus reservas territoriales. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Renovando el Medio Ambiente y Cuidado Animal | **Unidad responsable** | Dirección de Medio Ambiente y Bienestar Animal | **Enfoque Transversal** | Medio Ambiente y Bienestar Animal |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Renovado | | | | |
| **Objetivo:** | Mejorar la calidad de vida de la población mediante una eficiente planeación de recursos que promuevan un municipio ordenado, compacto, resiliente, equitativo y próspero y sostenible | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

**Resultados**

| Nivel | RESUMEN NARRATIVO | INDICADORES | | | | MEDIOS DE VERIFICACIÓN | SUPUESTOS |
|---|---|---|---|---|---|---|---|
| | | Nombre del Indicador | Método de cálculo | Tipo | Frecuencia | | |
| **FIN** | Impulsar el fortalecimiento de la protección de los recursos naturales, con el fin de evitar agentes contaminantes que creen cambios adversos en el medio ambiente y mitigar los daños causados por el impacto ambiental derivado de las actividades humanas, con el fin de tener un municipio sustentable, brindando calidad de vida a la ciudadanía en armonía con el medio ambiente, así como la renovación del marco normativo para la protección animal | Variación porcentual de disminución de casos de afectaciones al medio ambiente | (Número de casos de afectaciones al ambiente en el año anterior /Número de afectaciones al ambiente en el año actual) * 100 | Estratégico | Anual | Informe de Gobierno | La ciudadanía es consciente y cuida el medio ambiente |
| **PROPÓSITO** | Prevenir la contaminación ambiental desde sus orígenes para proteger la salud humana, de las especies naturales del municipio y eliminar el maltrato animal | Porcentaje de acciones cumplidas en materia de protección al ambiente y bienestar animal | (Número de acciones de protección ambiental y bienestar animal realizadas / Numero de acciones de protección ambiental y bienestar animal programadas) | Estratégico | Anual | Informe de Gobierno | La ciudadanía es consciente y cuida el medio ambiente |
| **COMPONENTE** | Crear un programa integral del cuidado del medio ambiente y bienestar animal | Porcentaje de avance de los programas enfocados al medio ambiente y bienestar animal | (Programas de medio ambiente y bienestar animal realizados / Programas de medio ambiente y bienestar animal programados) * 100 | Gestión | Anual | Informe de Gobierno | La ciudadanía es consciente y cuida el medio ambiente |
| **ACTIVIDADES** | Crear una campaña de bienestar Animal | Campaña de bienestar Animal | Impacto en la sociedad de la campaña de Bienestar Animal | Gestión | Mensual | Informe mensual de actividades | La ciudadanía no reporta casos de maltrato animal |
| | Impartir pláticas de educación ambiental | Pláticas de educación ambiental | Platicas de educación ambiental realizadas | Gestión | Mensual | Informe mensual de actividades | La ciudadanía usa una cultura del cuidado del medio ambiente en su vida diaria |
| | Realizar un empadronamiento de mascotas | Índice de crecimiento del Padrón de mascotas | (Número de mascotas empadronadas en el mes anterior / Número de mascotas empadronadas en el mes actual) * 100 | Gestión | Mensual | Informe mensual de actividades | La ciudadanía empadrona a sus mascotas de forma natural |
| | Mejorar la normativa ambiental y servicios de capacitación en la materia. | Porcentaje de actualización de normativa ambiental y capacitación | (Porcentajes de normatividad actualizada / porcentaje de normatividad que requería actualización) * 100 | Gestión | Anual | Informe de Gobierno | El municipio cuenta con un marco normativo actualizado en materia ambiental |
| | Promover la Adopción responsable | Variación porcentual de adopciones | (Total de adopciones realizadas en el mes actual / total de adopciones realizadas en el mes anterior) * 100 | Gestión | Mensual | Informe mensual de actividades | En el municipio no hay casos de abandono de mascotas |
| | Impulsar la rehabilitación de vivero municipal | Porcentaje de avance en la rehabilitación del vivero municipal | (Total de acciones de rehabilitación del vivero municipal realizadas / Total de acciones de rehabilitación del vivero municipal programadas) *100 | Gestión | Anual | Informe de Gobierno | El vivero municipal es un espacio limpio y moderno |
| | Promover el rescate de lagunas | Porcentaje de Lagunas rescatadas del municipio | (Total de lagunas rescatadas/Total de lagunas del municipio) *100 | Gestión | Mensual | Informe mensual de actividades | Las lagunas del municipio se encuentran limpias y en buen estado |

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| | Impulsar una reforestación inteligente Veracruz | Porcentaje de cumplimiento de reforestaciones | (Reforestaciones realizadas/Reforestaciones programadas) * 100 | Gestión | Mensual | Informe mensual de actividades | A través de escuelas y empresas se promueve la reforestación en el municipio. |
| | Impulsar la renovación de parques en el municipio | Porcentaje de renovaciones ambientales en parques del municipio | (Total de renovaciones ambientales realizadas/ total de parques) *100 | Gestión | Anual | Informe de Gobierno | Los parques son cuidados por la ciudadanía |
| | Ofertar talleres de fauna silvestre | Porcentaje de talleres de cuidado de fauna silvestre impartidos | (Talleres de fauna silvestre realizados/talleres de fauna silvestre programados) * 100 | Gestión | Mensual | Informe mensual de actividades | Existe conciencia ciudadana sobre el cuidado de la fauna silvestre en el municipio |
| | Otorgar visitas guiadas al parque "Viveros" | Variación porcentaje de beneficiados | (Visitas guiadas en el mes anterior/visitas guiadas en el mes actual) *100 | Gestión | Mensual | Informe mensual de actividades | El parque viveros se encuentra rehabilitado y funcional |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Renovando la Infraestructura y Equipamiento | **Unidad responsable** | Dirección de Mantenimiento Urbano | **Enfoque Transversal** | Innovación |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Renovado | | | | |
| **Objetivo:** | Mejorar la calidad de vida de la población mediante una eficiente planeación de recursos que promuevan un municipio ordenado, compacto, resiliente, equitativo y próspero y sostenible | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Fomentar la participación ciudadana y gestionar la obtención de los recursos económicos para el mantenimiento de infraestructura y equipamiento urbano acorde con los requerimientos de la población en las diferentes partes del territorio municipal | Variación porcentual de acciones de mantenimiento realizadas | (Acciones de mantenimiento realizadas / acciones de mantenimiento solicitadas) *100 | Estratégico | Mensual | Reporte de Actividades | La ciudad tiene sus infraestructuras en buenas condiciones. |
| **PROPÓSITO** | Mantener en óptimas condiciones la infraestructura municipal para mejorar la imagen de ciudad | Porcentaje de acciones de rehabilitación realizadas | (Acciones de mantenimiento realizadas / acciones de mantenimiento solicitadas) *100 | Estratégico | Anual | Informe de Gobierno | La imagen del municipio es limpia y homologada |
| **COMPONENTE** | Realizar programas y acciones para la buena imagen y conservación de infraestructuras en la ciudad | Porcentaje de acciones de conservación realizadas | (Acciones de conservación realizadas / acciones de conservación solicitadas) *100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía y empresas contribuyen al mejoramiento de las infraestructuras |
| **ACTIVIDADES** | Realizar acciones de mantenimiento menor de albañilería al municipio | Porcentaje de acciones de mantenimiento menor realizadas | (Acciones de conservación realizadas / acciones de conservación solicitadas) *100 | Gestión | Mensual | Informe Mensual de Actividades | Las banquetas de la ciudad se encuentran en buen estado |
| | Realizar la limpieza general de alcantarillas en el municipio. | Porcentaje de alcantarillas atendidas | (Número de acciones de limpieza de alcantarillas atendidas / numero de acciones de limpieza de alcantarillas solicitadas) * 100 | Gestión | Mensual | Informe Mensual de Actividades | Las alcantarillas de la ciudad se encuentran limpias. |
| | Realizar la rehabilitación y/o mantenimiento menor de estructuras metálicas en el municipio | Porcentaje estructuras metálicas atendidas | (Estructuras metálicas atendidas / Estructuras metálicas en el municipio) * 100 | Gestión | Mensual | Informe Mensual de Actividades | Las estructuras metálicas como gimnasios en el municipio se encuentran en buen estado |
| | Realizar el mantenimiento de poda, chapeo y limpieza de áreas verdes en el municipio | Porcentaje de solicitudes de áreas verdes atendidas | (Solicitudes de atención de áreas verdes realizadas / solicitudes de atención de áreas verdes recibidas) * 100 | Gestión | Mensual | Informe Mensual de Actividades | Existe corresponsabilidad social en el cuidado de las áreas verdes del municipio. |
| | Realizar el mantenimiento, rehabilitación y supervisión de los sistemas de riego en el municipio | Variación porcentual de sistemas de riego funcionando | (Sistemas de riego funcionando/ sistemas de riego instalados) * 100 | Gestión | Mensual | Informe Mensual de Actividades | Lo sistemas de riego del municipio se encuentran operando |
| | Realizar trabajos de pintura en señalización, guarniciones, de | Variación porcentual de cobertura de | (cobertura de acciones de señalización, guarniciones, seguridad vial y | Gestión | Mensual | Informe Mensual de Actividades | La ciudad se encuentra con infraestructuras y |

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| | seguridad vial y de embellecimiento del municipio | acciones de señalización, guarniciones, seguridad vial y embellecimiento en general del municipio realizadas | embellecimiento en general del municipio realizadas/ cobertura de acciones de señalización, guarniciones, seguridad vial y embellecimiento en general del municipio programadas) * 100 | | | | señalizaciones en buen estado. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Renovando los Servicios Municipales | **Unidad responsable** | Dirección de Servicios Públicos Municipales | **Enfoque Transversal** | Innovación |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Renovado | | | | |
| **Objetivo:** | Mejorar la calidad de vida de la población mediante una eficiente planeación de recursos que promuevan un municipio ordenado, compacto, resiliente, equitativo y próspero y sostenible | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Transformar la prestación de servicios municipales de limpia y alumbrado público hacia la eficiencia y calidad, a través de la actualización e innovación de la infraestructura y equipo, con énfasis en la preservación del medio ambiente y el mejoramiento de la calidad de vida de los habitantes del municipio de Veracruz | Variación porcentual de quejas por el servicio público de alumbrado y limpia | (Número de solicitudes de alumbrado y limpia en el año anterior / Número de solicitudes de alumbrado y limpia en el año actual) * 100 | Estratégico | Mensual | Informe Mensual de Actividades | La ciudadanía contribuye a la limpieza de la ciudad |
| **PROPÓSITO** | Fomentar un municipio limpio tanto en el ámbito urbano como rural que procure a los habitantes un entorno saludable y que contribuya al cuidado del medio ambiente | Variación porcentual de acciones de concientización en materia de residuos sólidos | (Número de actividades realizadas de concientización en materia de residuos sólidos) Número de actividades programadas de concientización en materia de residuos sólidos) * 100 | Estratégico | Mensual | Informe Mensual de Actividades | La ciudadanía contribuye a la limpieza de la ciudad |
| **COMPONENTE** | Atender las necesidades de limpieza y alumbrado en el municipio | Variación porcentual de solicitudes de alumbrado y limpia atendidas | (Número de solicitudes de alumbrado y limpia en el año anterior atendidas / Número de solicitudes de alumbrado y limpia en el año actual atendidas) * 100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía contribuye a la limpieza de la ciudad |
| **ACTIVIDADES** | Impulsar el barrido de calles y avenidas | Porcentaje en los barrios de espacios públicos | (Kilómetros cuadrados de barrido / total de kilómetros cuadrados de espacios públicos en el municipio) *100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía contribuye a la limpieza de la ciudad |
| | Mejorar el servicio de Recolección | Porcentaje en la recolección de residuos sólidos levantada de los espacios públicos municipales | [(toneladas de residuos sólidos recolectados en espacios públicos en el municipio / total de toneladas de residuos sólidos recolectados-1) *100] | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía hace uso eficiente del servicio de recolección |
| | Mantener limpias las playas del municipio | Porcentaje de playas limpias | (Total de playas atendidas/total de playas en el municipio) *100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía hace uso y mantiene las playas limpias |
| | Mantener limpias las plazas públicas del municipio | Porcentaje de plazas limpias | (Total de plazas limpias en el municipio/ total de plazas en el municipio) * 100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía mantiene las plazas limpias |
| | Realizar acciones de limpieza, para el despeje de banquetas | Porcentaje de baquetas limpias | (Número de acciones de limpieza de banquetas realizadas/ Número de acciones de limpieza de banquetas solicitadas) * 100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía contribuye a tener las banquetas limpias |
| | Impulsar campañas de descacharrizaciones | Toneladas de descacharrización realizadas | (Toneladas de descacharrización en el año anterior/ toneladas de | Gestión | Mensual | Informe Mensual de Actividades | La ciudadanía hace uso de las campañas de descacharrización para |

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| | | | descacharrización en el año actual) * 100 | | | | mantener limpios sus hogares |
| | Iluminar los espacios públicos | Porcentaje en la sustitución de las luminarias de alumbrado público municipal | (número de luminarias sustituidas / total de luminarias que requieren reparación) *100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudad se encuentra iluminada y en buen estado de conservación |
| | Implementar un programa de Veracruz iluminado | Porcentaje en la sustitución de las luminarias de alumbrado público municipal | (número de luminarias sustituidas / total de luminarias que requieren reparación) *100 | Gestión | Mensual | Informe Mensual de Actividades | La ciudad modernizó todo su sistema de alumbrado público. |
| | Dar seguimiento a las acciones emprendidas en el Relleno sanitario del Municipio | Porcentaje de residuos sólidos dispuestos en el relleno sanitario | (Toneladas de residuos sólidos dispuestas en el relleno sanitario el año evaluado / Total de toneladas de residuos sólidos recolectadas en el año evaluado) * 100 | Gestión | Mensual | Informe Mensual de Actividades | El relleno sanitario se encuentra funcional y en operación |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Renovando el Centro Histórico | **Unidad responsable** | Dirección de Obras Públicas y Desarrollo Urbano | **Enfoque Transversal** | Innovación |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Renovado | | | | |
| **Objetivo:** | Mejorar la calidad de vida de la población mediante una eficiente planeación de recursos que promuevan un municipio ordenado, compacto, resiliente, equitativo y próspero y sostenible | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Potencializar al Centro Histórico mediante su historia, arquitectura, gastronomía, infraestructura, usos y costumbres para colaborar en la transformación de Veracruz como una ciudad accesible, limpia y segura, estableciendo lazos de intercomunicación y vinculación con los diversos actores que inciden en la transformación de la zona y el entorno, encaminados a cumplir con los ejes rectores y transversales de una forma integral y cercana a la sociedad | Variación porcentual de actividades en el Centro Histórico | (Actividades en el Centro Histórico en el año anterior / Actividades en el Centro Histórico en el año actual) * 100 | Estratégico | Anual | Informe de Gobierno | La gente visita de manera cotidiana el centro Histórico para el desarrollo de sus actividades. |
| **PROPÓSITO** | Promover el desarrollo integral del Centro Histórico y la ciudad a través del impulso económico, la protección ambiental, la conservación del patrimonio edificado y la ejecución proyectos estratégicos | Beneficios programa de incentivos para el Centro Histórico | (Número de beneficios de inversión en el Centro Histórico/ Inversión actual en el Centro Histórico) | Estratégico | Anual | Informe de Gobierno | El centro histórico es repoblado y se genera mayor derrama económica cada día. |
| **COMPONENTE** | Crear y promover programas para la reactivación del Centro Histórico | Porcentaje de Implementación de planes y programas en el Centro Histórico | (Número de programas y acciones implementadas en el Centro Histórico/ Número de programas y acciones programadas en el Centro Histórico) *100 | Gestión | Anual | Informe de Gobierno | El Centro Histórico es ampliamente concurrido por la ciudadanía, para el desarrollo de sus actividades |
| **ACTIVIDADES** | Impulsar la creación, rescate y recuperación de espacios públicos en el perímetro de centro histórico y sus alrededores | Porcentajes de rescate y recuperación de espacios públicos en el perímetro de Centro Histórico | (Número de acciones de rescate y recuperación de espacios públicos en el perímetro de centro histórico realizadas / Número de rescate y recuperación de espacios públicos en el perímetro de centro histórico programadas) *100 | Gestión | Anual | Informe de Gobierno | Los espacios públicos del centro Histórico se encuentran en buenas condiciones. |
| | Realizar el estudio y proyecto de movilidad con peatonalización y ciclovías. | Porcentaje de proyectos implementados en materia de peatonalización | (Número de proyectos implementados de peatonalización y movilidad en el Centro Histórico / Número de proyectos aprobados de | Gestión | Anual | Informe de Gobierno | El municipio realiza acciones de peatonalización y movilidad en la zona del Centro Histórico. |

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| | | y movilidad en el Centro Histórico | peatonalización y movilidad en el Centro Histórico) *100 | | | | |
| | Crear un Plan Maestro de Distrito Centro | Porcentaje de Implementación del Plan Maestro de Distrito Centro | (Número de acciones realizadas en el Plan Maestro Distrito Centro / Número de acciones programadas en el Plan Maestro Distrito Centro) *100 | Gestión | Anual | Informe de Gobierno | El municipio cuenta y aplica un programa especial de trabajo en el Centro Histórico. |

| Datos del Programa | | | | | |
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| **Programa Presupuestario** | Marchando con Eficiencia y Eficacia | **Unidad responsable** | Jefatura de Gabinete<br>Dirección de Ingresos<br>Dirección de Egresos<br>Dirección de Contabilidad Gubernamental<br>Dirección de Planeación Catastral<br>Tesorería Municipal<br>Contraloría Municipal<br>Dirección de Administración<br>Dirección de Servicios Generales<br>Comunicación Social e Imagen<br>Atención Ciudadana | **Enfoque Transversal** | Innovación<br>Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero En Marcha | | | | |
| **Objetivo:** | Hacer más eficiente los servicios de la administración municipal, priorizando la atención ciudadana, simplificando los trámites y servicios con mecanismos de innovación y sustentabilidad, realizando reducciones en el gasto y transparentado el uso de los recursos públicos como un gobierno abierto y cercano a sus ciudadanos | | | | |

| Clasificación Funcional | | | | | | | |
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| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
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| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Transformar y modernizar al Municipio de Veracruz implementado una cultura de transparencia en el ejercicio de los derechos y obligaciones de las dependencias y entidades Municipales para lograr un gobierno honesto, democrático y con apego a las normas para alcanzar el reconocimiento y credibilidad de la sociedad veracruzana | Índice de programas establecidos | (Número de programas ejecutados / Número de programas propuestos) *100 | Gestión | Anual | Informe Anual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| **PROPÓSITO** | Establecer un modelo integral para innovar y hacer más eficiente a la administración pública municipal acorde a las condiciones actuales del municipio y sus proyecciones futuras | Índice de modelos establecidos | (Número de modelos ejecutados / Número de modelos propuestos) *100 | Gestión | Anual | Informe Anual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| **COMPONENTE** | C1 Implementar mejores Procesos de Planeación al interior de la Administración | Porcentaje de Procesos implementados | (Procesos implementados / procesos propuestos) * 100 | Gestión | Anual | Informe Anual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C2 Implementar un programa para incrementar el ingreso predial | Programa Implementado | Programa de incentivo de recaudación del impuesto predial implementado | Gestión | Anual | Programa de Recaudación | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C3 Implementar estrategias para el pago oportuno | Efectividad del Programa de pagos oportuno | (Pagos realizados/ pagos requeridos) *100 | Gestión | Mensual | Reporte Mensual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C4 Armonizar la Contabilidad Municipal | Índice de Armonización Contable Municipal | (Obligaciones de armonización contable cumplidas / obligaciones de armonización contable) * 100 | Gestión | Anual | Reporte de ORFIS | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C5 Actualización del Sistema de Información Catastral | Índice de tramites atendidos | (Tramites catastrales atendidos/ tramites catastrales solicitados) *100 | Gestión | Mensual | Reporte Mensual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |

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| | C6 Aplicar políticas de control del gasto eficientes en el municipio | Índice de Disciplina Financiera | Índice de Disciplina Financiera | Gestión | Anual | Sistema de Alertas de la SHCP | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C7 Implementar programas de control municipal | Índice de programas establecidos | (Número de programas ejecutados / Número de programas propuestos) *100 | Gestión | Anual | Informe Anual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C8 Implementar programas de capacitación de servidores públicos y de control del patrimonio municipal | Índice de programas establecidos | (Número de programas ejecutados / Número de programas propuestos) *100 | Gestión | Anual | Informe Anual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C9 Implementar un programa integral de mantenimiento de la infraestructura de oficinas del ayuntamiento | Porcentaje del programa de mantenimiento ejecutado | (Programa de mantenimiento ejecutado / Programa de mantenimiento aprobado) * 100 | Gestión | Mensual | Reporte de Actividades | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C10 Implementar un programa de Difusión de las actividades y servicios gubernamentales | Porcentaje de programas implementados | (Programas implementados / programas solicitados) * 100 | Gestión | Anual | Informe Anual | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C11 Implementar programas de atención ciudadana | Porcentaje de eventos de atención ciudadana realizados | (Número de eventos realizados / Numero de eventos programados) * 100 | Gestión | Anual | Reporte del Programa Miércoles Ciudadano | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| **ACTIVIDADES** | C1. Crear el Sistema de Evaluación del Desempeño | Porcentaje de avance en la elaboración del Sistema de Evaluación del Plan de Desarrollo Municipal | (Avance del SEDM / SEDM) * 100 | Gestión | Anual | Sistema de Evaluación del Desempeño Municipal | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C1. Implementar la Agenda 2030 Los Objetivos del Desarrollo Sostenible | Porcentaje de Alineación de los programas municipales a la Agenda 2030 | (Número de programas municipales alineados/Numero de programas municipales) *100 | Gestión | Anual | Plan Municipal de Desarrollo | Las Unidades Responsables colaboran proporcionando la información requerida por el área |
| | C2. Implementar el programa del asombroso predial | Monto del incremento en el ingreso predial | Ingreso predial del año anterior – ingreso predial del año actual | Gestión | Anual | Informe Anual | La ciudadanía cumple con sus obligaciones en materia de impuestos. |
| | C3. Implementar estrategias para el pago fluido y oportuno | Disminución en los tiempos de respuesta para el pago a proveedores | Tiempo promedio de pago en el año actual – tiempo promedio de pago en el año anterior | Gestión | Anual | Informe Anual | La administración municipal mejora sus procesos internos. |
| | C4. Hacer más eficiente la contabilidad gubernamental | Nivel de implementación de la Contabilidad Gubernamental | Nivel de implementación actual de la Contabilidad Gubernamental | Gestión | Anual | Informe del ORFIS en materia de Contabilidad Gubernamental | La administración municipal mejora sus procesos internos. |
| | C5. Realizar la actualización catastral | Porcentaje de actualización de los programas catastrales | (Padrón Catastral actualizado/ Total de padrón catastral) *100 | Gestión | Anual | Informe Anual | La administración municipal mejora sus procesos internos. |
| | C6. Administrar las finanzas municipales | Índice de Disciplina Financiera | Índice de Disciplina Financiera | Gestión | Anual | Sistema de Alertas de la SHCP | La administración municipal mejora sus procesos internos. |
| | C7. Realizar la revisión y validación del desarrollo administrativo | Porcentaje de cumplimiento administrativo | (Revisión y validación del desarrollo administrativo realizado/ revisión y validación del desarrollo administrativo programado) * 100 | Gestión | Trimestral | Reportes de Validación | La administración municipal mejora sus procesos internos. |
| | C7. Vigilar los Comités de Contralorías sociales | Porcentaje de cumplimiento de acciones de comités de contralorías sociales | (Número de acciones realizadas en los comités de contraloría social/ número de obligaciones de los comités de contraloría social) *100 | Gestión | Anual | Informe Anual | La administración municipal mejora sus procesos internos. |
| | C7. Impulsar la creación de un Código de ética en el servidor público | Código de ética aprobado | Código de ética aprobado | Gestión | Cada cambio de Administración | Código de Ética | La administración municipal mejora sus procesos internos. |

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| | C7. Aplicar los procesos de responsabilidad administrativa | Número de procesos de responsabilidad administrativa aplicados | Número de procesos de responsabilidad administrativa solicitados - Número de procesos de responsabilidad administrativa aplicados | Gestión | Anual | Expedientes de Responsabilidad Administrativa | La administración municipal mejora sus procesos internos. |
| | C7. Llevar el seguimiento y atención a auditorias | Número de auditorías atendidas | Número de auditorías atendidas – Número de auditorías requeridas | Gestión | Anual | Expedientes de Auditorias | La administración municipal mejora sus procesos internos. |
| | C.8. Impulsar la capacitación y profesionalización de los funcionarios públicos municipales | Porcentaje de servidores públicos capacitados | (Número de servidores públicos capacitados / total de servidores públicos) * 100 | Gestión | Anual | Informe Anual | La administración municipal mejora sus procesos internos. |
| | C.8. Integrar y dar seguimiento al Patrimonio municipal | Porcentaje de Patrimonio Municipal actualizado | (Cambios en el patrimonio municipal realizados / cambios en el patrimonio municipal solicitados) *100 | Gestión | Anual | Libro de Patrimonio Municipal | La administración municipal mejora sus procesos internos. |
| | C.9. Realizar acciones para el Mantenimiento en las oficinas públicas municipales | Porcentaje de solicitudes de mantenimiento atendidas. | (Número de solicitudes de mantenimiento realizadas / Número de solicitudes de mantenimiento recibidas) * 100 | Gestión | Mensual | Reporte mensual | La administración municipal mejora sus procesos internos. |
| | C.9. Implementar un programa de Mi vehículo seguro, para los vehículos del Ayuntamiento | Porcentaje de vehículos asegurados | (Total de vehículos funcionando asegurados/ total de vehículos del ayuntamiento funcionando) *100 | Gestión | Anual | Reporte de Actividades | La administración municipal mejora sus procesos internos. |
| | C.9. Estar al día con los vehículos oficiales sobre el pago de Derecho vehicular. | Porcentaje de vehículos con pagos actualizados | (Total de vehículos con pagos actualizados/ total de vehículos del ayuntamiento funcionando) *100 | Gestión | Anual | Informe Anual | La administración municipal mejora sus procesos internos. |
| | C.9. Realizar la rehabilitación vehicular en las unidades del ayuntamiento | Porcentaje de vehículos rehabilitados | (Número de vehículos rehabilitados / Número de vehículos de requerían rehabilitación) * 100 | Gestión | Anual | Informe Anual | La administración municipal mejora sus procesos internos. |
| | C.10 Realizar la Difusión de las actividades y servicios gubernamentales | Porcentaje de actividades gubernamentales difundidas | (Actividades gubernamentales difundidas/ actividades gubernamentales realizadas) * 100 | Gestión | Mensual | Boletines y síntesis informativas | La administración municipal mejora sus procesos internos. |
| | C.11 Implementar el programa de Miércoles Ciudadano | Porcentaje de solicitudes ciudadanas atendidas | (Solicitudes ciudadanas atendidas / (Solicitudes Ciudadanas recibidas Solicitudes ciudadanas rechazadas))*100- | Gestión | Mensual | Reporte del SIRC | La administración municipal mejora sus procesos internos. |

| Datos del Programa | | | | | |
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| **Programa Presupuestario** | Marchando con transparencia | **Unidad responsable** | Unidad de Transparencia | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero En Marcha | | | | |
| **Objetivo:** | Hacer más eficiente los servicios de la administración municipal, priorizando la atención ciudadana, simplificando los trámites y servicios con mecanismos de innovación y sustentabilidad, realizando reducciones en el gasto y transparentado el uso de los recursos públicos como un gobierno abierto y cercano a sus ciudadanos | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
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| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Construir un municipio transparente con fácil acceso a la información y con cercanía a los ciudadanos promoviendo la participación ciudadana para legitimar y evaluar los programas municipales | Índice de solicitudes de transparencia respondidas | (Solicitudes de transparencia respondidas / Solicitudes de transparencia registradas) *100 | Estratégico | Semestral | Reporte Semestral del IVAI | Los titulares y enlaces de transparencia conocen y aplican la normatividad en la materia |
| **PROPÓSITO** | Implementar mecanismos que promuevan la transparencia y legitimen acciones del gobierno municipal | Porcentaje de acciones implementadas | (Acciones implementadas / acciones requeridas) * 100 | Estratégico | Mensual | Reporte de Actividades | Los titulares y enlaces de transparencia conocen y aplican la normatividad en la materia |
| **COMPONENTE** | Capacitar en Materia de Transparencia, Acceso a la | Porcentaje capacitaciones realizadas | (Capacitaciones realizadas / Capacitaciones solicitadas) * 100 | Gestión | Mensual | Reporte de Actividades | Los titulares y enlaces de transparencia conocen y aplican la |

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| | Información, Protección de Datos Personales y Archivos | | | | | | normatividad en la materia |
| **ACTIVIDADES** | Dotar de conocimientos en materia de Transparencia, Acceso a la Información y Protección de Datos Personales y Archivos a la administración pública municipal | Índice de enlaces de transparencia capacitados | (Enlaces de transparencia capacitados / Total de enlaces de transparencia) * 100 | Gestión | Mensual | Reporte de Actividades | Los enlaces de transparencia conocen y aplican la normatividad en la materia |

| **Datos del Programa** | | | | | |
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| **Programa Presupuestario** | Veracruz te quiero innovador | **Unidad responsable** | Dirección de Innovación, Modernización y Gobierno Abierto | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero En Marcha | | | | |
| **Objetivo:** | Hacer más eficiente los servicios de la administración municipal, priorizando la atención ciudadana, simplificando los trámites y servicios con mecanismos de innovación y sustentabilidad, realizando reducciones en el gasto y transparentado el uso de los recursos públicos como un gobierno abierto y cercano a sus ciudadanos | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| **Resultados** | | | | | | | |
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| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Modernizar y digitalizar los trámites municipales | Índice de digitalización de servicios | (Tramites digitalizados / total de trámites municipales) * 100 | Estratégico | Anual | Informe Anual | La administración municipal y sus servicios se encuentran actualizados. |
| **PROPÓSITO** | Mejorar la eficiencia de las operaciones municipales | Índice de Disponibilidad de Trámites y Servicios | (Tiempo efectivo disponibilidad de trámites en línea/ Total de tiempo de disponibilidad de tramites en línea) * 100 | Estratégico | Anual | Informe Anual | La administración municipal y sus servicios se encuentran actualizados. |
| **COMPONENTE** | Implementar un programa integral de modernización municipal | Porcentaje de acciones de modernización implementadas | (Acciones de modernización implementadas / acciones de modernización requeridas) * 100 | Estratégico | Anual | Informe Anual | La administración municipal y sus servicios se encuentran actualizados. |
| **ACTIVIDADES** | Generar acciones para otorgar acceso a internet a la ciudadanía, mejorando los mecanismos de comunicación entre dependencias, entidades y la ciudadanía | Nivel de Brecha Digital Municipal | (Número de acciones y programas ejecutados / número de programas y acciones programados) | Gestión | Anual | Reporte de Brecha Digital INEGI | La ciudadanía se capacita y mejora su conectividad a internet. |
| | Realizar la actualización en materia tecnológica en el municipio | Porcentaje de efectividad de los servicios informáticos municipales | (Servicios de tecnologías de información ejecutados / Total de servicios de tecnologías de información solicitados) * 100 | Gestión | Mensual | Reporte de Actividades | Los servicios municipales se encuentran a la vanguardia tecnológica. |
| | Administrar la prestación de servicios de comunicaciones | Porcentaje de efectividad de los servicios de comunicación contratados | (Servicios de tecnologías de información en línea / Total de servicios de comunicación contratados) * 100 | Gestión | Mensual | Reporte de Actividades | Los servicios de comunicaciones del municipio se encuentran funcional al 100%. |
| | Implementar una mejora procedimental | Porcentaje de proyectos implementados | (número de proyectos implementados / número de proyectos aprobados) * 100 | Gestión | Mensual | Reporte de Actividades | Los procesos internos contribuyen a la eficiencia operativa de la administración municipal. |
| | Impulsar la Modernización Digital | Porcentaje de portales institucionales actualizados | (Número de portales actualizados / número de portales de la administración) *100 | Gestión | Mensual | Reporte de Actividades | Los portales institucionales se encuentran actualizados y funcionando. |
| | Desarrollar portales para Tramites y Servicios, bajo los | Porcentaje de portal de Mejora | (Solicitudes de actualización del portal de mejora regulatoria | Gestión | Mensual | Reporte de Actividades | El portal de Mejora Regulatoria cumple |

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| | lineamientos de Mejora Regulatoria Emitidos | Regulatoria Implementado | solucionadas / Solicitudes de actualización del portal de mejora regulatoria solicitadas) * 100 | | | | con todos los requisitos normativos. |
| | Desarrollar un Sistema de conexión e interoperatividad con las dependencias y entidades de la administración municipal para la mejora de la gestión financiera | Porcentaje del Sistema de modernización financiera funcionando | (Número de fase de implementación actual/ Numero de fases del programa) * 100 | Gestión | Mensual | Reporte de Actividades | Los sistemas financieros del municipio se encuentran actualizados, en línea y funcionales. |

| Datos del Programa | | | | | |
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| **Programa Presupuestario** | Veracruz te quiero participativo | **Unidad responsable** | Secretaría del Ayuntamiento | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero En Marcha | | | | |
| **Objetivo:** | Hacer más eficiente los servicios de la administración municipal, priorizando la atención ciudadana, simplificando los trámites y servicios con mecanismos de innovación y sustentabilidad, realizando reducciones en el gasto y transparentado el uso de los recursos públicos como un gobierno abierto y cercano a sus ciudadanos | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Incentivar la participación ciudadana en actos cívicos | Nivel de participación ciudadana | (Número de asistentes promedio en los actos cívicos del año actual / Número de asistentes promedio en los actos cívicos del año anterior) * 100 | Gestión | Anual | Informe Anual | La ciudadanía participa en los actos cívicos en el municipio |
| **PROPÓSITO** | Promover e incentivar la participación ciudadana, a través de mecanismos que promuevan la transparencia y legitimen acciones del gobierno municipal | Porcentaje de actos cívicos realizados | (Actos cívicos realizados / Actos cívicos programados) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía participa en los actos cívicos en el municipio |
| **COMPONENTE** | Fomentar el valor cívico y la cultura de la preservación de los archivos de la ciudad | Nivel de participación ciudadana | (Número de asistentes promedio en los actos cívicos del año actual / Número de asistentes promedio en los actos cívicos del año anterior) * 100 | Gestión | Anual | Informe Anual | La ciudadanía participa en los actos cívicos en el municipio |
| **ACTIVIDADES** | Coadyuvar en la organización de desfiles cívicos, militares y sindicatos. | Porcentaje de eventos cívicos gubernamentales en escuelas | (Número de eventos cívicos gubernamentales realizados / Número de eventos cívicos gubernamentales programados) *100 | Gestión | Mensual | Informe Mensual | Los organizadores de actos cívicos colaboran en tiempo y forma para la realización de los mismos |
| | Realizar el abanderamiento de Escoltas de las instituciones educativas del municipio. | Porcentaje de escuelas abanderadas | (Número de solicitudes de escuelas apoyadas / Número de solicitudes de escuelas) * 100 | Gestión | Anual | Informe Anual | Las escuelas solicitan en tiempo y forma sus apoyos de abanderamiento |
| | Coadyuvar en la organización de desfiles cívicos, militares y sindicatos. | Porcentaje de desfiles cívicos, militares de sindicatos apoyados | (Solicitudes atendidas /solicitudes recibidas) *100 | Gestión | Mensual | Informe Mensual | Los organizadores de desfiles colaboran en tiempo y forma para la realización de los mismos |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Marchando con cultura jurídica y de registro | **Unidad responsable** | Dirección de Asuntos Legales Registro Civil | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero En Marcha | | | | |
| **Objetivo:** | Hacer más eficiente los servicios de la administración municipal, priorizando la atención ciudadana, simplificando los trámites y servicios con mecanismos de innovación y sustentabilidad, realizando reducciones en el gasto y transparentado el uso de los recursos públicos como un gobierno abierto y cercano a sus ciudadanos | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Otorgar servicios jurídicos a los servidores públicos y atender las necesidades en materia registral de la ciudadanía | Porcentaje de atención jurídica otorgada en el municipio | (Requerimientos atendidos/ requerimientos solicitados) * 100 | Estratégico | Mensual | Reporte Mensual | Los servidores públicos conocen y aplican la normatividad vigente. La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| **PROPÓSITO** | Otorgar certeza jurídica a los servidores públicos y ciudadanía | Porcentaje de trámites jurídicos atendidos | (Total de trámites atendidos/ total de trámites solicitados) * 100 | Estratégico | Mensual | Reporte Mensual | Los servidores públicos conocen y aplican la normatividad vigente. La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| **COMPONENTE** | C1 Otorgar servicios jurídicos al personal del Ayuntamiento | Programas de atención jurídica implementados | (Total de programas jurídicos implementados/ Total de necesidades jurídicas solicitadas) * 100 | Gestión | Mensual | Reporte Mensual | Los servidores municipales conocen y aplican la normatividad vigente en sus acciones. |
| | C2 Otorgar certeza jurídica en materia cívica a la ciudadanía | Trámites de Registro Civil Atendidos | Total de Tramites Atendidos | Gestión | Mensual | Reporte Mensual | Los tramites del estado civil de las personas se atiende en tiempo y forma |
| **ACTIVIDADES** | C1. Otorgar representación legal y adecuada de los intereses del Ayuntamiento en los diversos procedimientos en los que sea parte ante las diversas instancias jurisdiccionales | Procesos jurídicos atendidos | Número de Procesos jurídicos atendidos | Gestión | Mensual | Reporte Mensual | Los servidores municipales conocen y aplican la normatividad vigente en sus acciones. |
| | C2. Realizar el Levantamiento de actas | Variación porcentual de actas expedidas | (Actas expedidas el mes actual/ actas expedidas en el mes anterior) * 100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C2. Realizar la expedición de copias certificadas | Variación porcentual de copias certificadas | (Copias certificadas en el mes actual / Copias certificadas en el mes anterior) *100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C2. Otorgar servicios de Defunción | Variación porcentual de servicios de defunción | (Total de servicios otorgados/ total de servicios solicitados) * 100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C2. Realizar acciones para la restauración de actas | Restauración de actas | (Total de actas restauradas / Total de actas que requieren restauración) *100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C.2. Realizar acciones para la Restauración de Libros de Actas | Libros restaurados | (Total de libros restaurados / Total de libros que requieren restauración) *100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C.2 Implementar un programa de bodas colectivas | Variación porcentual de parejas en bodas colectivas | (Número de parejas en bodas colectivas en el año actual / número de parejas en bodas colectivas en el año anterior) *100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C.2. Realizar un Programa de Asentamientos de Recién | Porcentaje de cobertura de | (Número de nacimientos en hospitales cubiertos / Número de nacimientos en | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus |

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| | Nacidos en Hospitales Regionales del Estado | asentamientos en hospitales | hospitales y clínicas del municipio) * 100 | | | | trámites ante el registro civil |
| | C.2 Efectuar Asentamientos extemporáneos | Porcentaje de asentamientos extemporáneos realizados | (Total se asentamientos extemporáneos realizados /Total se asentamientos en el municipio) * 100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C.2 Implementar un programa de asentamiento universal, oportuno y gratuito | Porcentaje de registro de recién nacidos en el municipio | (Total de recién nacidos registrados en el municipio / Total de recién nacidos en el municipio) * 100 | Gestión | Mensual | Reporte Mensual | La ciudadanía utiliza los diferentes canales de comunicación para sus trámites ante el registro civil |
| | C.2. Realizar la expedición de la Clave Única del Registro de Población a Recién Nacidos | CURP de recién nacidos expedidas | (CURP de recién nacidos expedidas/ Total de recién nacidos registrados en el municipio) * 100 | Gestión | Mensual | Reporte Mensual | |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Trabajando por Veracruz ciudad portuaria | **Unidad responsable** | Jefatura de Gabinete<br>Dirección de Desarrollo Económico y Portuario | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te quiero trabajando | | | | |
| **Objetivo:** | Facilitar y promover el crecimiento económico, comercial e industrial del Municipio e incentivar la productividad rural creando círculos productivos, ampliando de igual forma la oferta turística, mejorando con ello la calidad de vida de la ciudadanía | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Posicionar el municipio de Veracruz a nivel nacional e internacional, mediante la articulación del desarrollo económico y portuario del municipio | Variación porcentual de población ocupacional | (Número de personas ocupadas / total de la población económicamente activa) * 100 | Estratégico | Anual | INEGI | La población de la PEA se encuentra empleada |
| **PROPÓSITO** | Implementar estrategias integrales que proporcionen las herramientas que permitan a las empresas del municipio incrementar su permanencia y rentabilidad. | Porcentaje de acciones y programas implementados | (Programas y acciones implementados / programas y acciones programados) * 100 | Estratégico | Anual | Informe Anual | Las dependencias y entidades de la Administración Municipal Participan e Implementan la Mejora regulatoria en sus funciones. |
| **COMPONENTE** | Establecer programas y acciones que detonen la creación de empresas y el empleo | Disminución del costo social en el municipio | Costo Social | Gestión | Anual | Observatorio Nacional de Mejora Regulatoria | Las dependencias y entidades de la Administración Municipal Participan e Implementan la Mejora regulatoria en sus funciones. |
| **ACTIVIDADES** | Implementar un Programa Integral de Mejora Regulatoria | Rankin Nacional Municipal de Mejora Regulatoria | Nivel de implementación de Mejora Regulatoria | Gestión | Anual | Observatorio Nacional de Mejora Regulatoria | Las dependencias y entidades de la Administración Municipal Participan e Implementan la Mejora regulatoria en sus funciones. |
| | Realizar acciones de vinculación institucional académica | Convenios de colaboración laboral y académica | Número de estudiantes vinculados a una oferta laboral | Gestión | Mensual | Reporte de Actividades | Las empresas contratan personal estudiantil para el desarrollo de sus actividades. |
| | Fomentar la capacitación empresarial | Porcentaje de Ciudadanos que implementaron proyectos empresariales | (Total de ciudadanos que emprenden un negocio/ Total de ciudadanos capacitados) * 100 | Gestión | Mensual | Reporte de Actividades | Las empresas aprovechan la mejora regulatoria para establecerse y crecer. |
| | Realizar jornadas laborales "Empléate en tu colonia" | Porcentaje de ciudadanos vinculados en las colonias | (Total de ciudadanos vinculados en colonias/ Total de ciudadanos vinculados) * 100 | Gestión | Mensual | Reporte de Actividades | Las empresas acuden a las colonias en busca de empleados, en coordinación con el Ayuntamiento |
| | Realizar Ferias de Empleo | Porcentaje de ciudadanos vinculados en ferias de empleo | (Total de ciudadanos vinculados en ferias de empleo/ Total de | Gestión | Mensual | Reporte de Actividades | Las empresas acuden a las ferias de empleo en busca de empleados, en |

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| | | | ciudadanos vinculados en ferias de empleo) * 100 | | | | coordinación con el Ayuntamiento |
| | Realizar el empadronamiento de Empresas | Nivel de empadronamiento de empresas en el municipio | (Número de empresas empadronadas/ Total de empresas en el municipio) * 100 | Gestión | Mensual | Reporte de Actividades | Los empresarios acuden al municipio a regularizar su situación legal |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Trabajando por el comercio | **Unidad responsable** | Dirección de Comercio | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te quiero trabajando | | | | |
| **Objetivo:** | Facilitar y promover el crecimiento económico, comercial e industrial del Municipio e incentivar la productividad rural creando círculos productivos, ampliando de igual forma la oferta turística, mejorando con ello la calidad de vida de la ciudadanía | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Posicionar a Veracruz como un municipio próspero, en materia de comercio, que procura a sus habitantes las mejores condiciones de vida | Variación porcentual de empresas en el municipio | (Número de empresas en el año anterior / Número de empresas en el año actual) * 100 | Estratégico | Anual | Padrón de Empadronamiento | Los comerciantes mantienen activos sus negocios en colaboración con las autoridades municipales. |
| **PROPÓSITO** | Regularizar el comercio en el municipio | Variación porcentual de comercios regularizados | (Total de comercios regularizados/ Total de comercios no regularizados) * 100 | Estratégico | Anual | Padrón de Empadronamiento | Los comerciantes mantienen activos sus negocios en colaboración con las autoridades municipales. |
| **COMPONENTE** | Implementar programas de regulación al comercio | Porcentaje de aplicación de programas de fomento al comercio | (Programas de apoyo al comercio implementados / Programas de apoyo al comercio aprobados) * 100 | Gestión | Anual | Informe Anual | Los comerciantes mantienen activos sus negocios en colaboración con las autoridades municipales. |
| **ACTIVIDADES** | Otorgar atención a comercio y mercados | Porcentaje de atención a mercados | (Solicitudes de atendidas de mercados /Número de solicitudes de atención en mercados) * 100 | Gestión | Anual | Informe Anual | Los comerciantes mantienen activos sus negocios en colaboración con las autoridades municipales. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Trabajando por el campo | **Unidad responsable** | Dirección de Fomento Agropecuario y Desarrollo Rural | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te quiero trabajando | | | | |
| **Objetivo:** | Facilitar y promover el crecimiento económico, comercial e industrial del Municipio e incentivar la productividad rural creando círculos productivos, ampliando de igual forma la oferta turística, mejorando con ello la calidad de vida de la ciudadanía | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Facilitar y promover el crecimiento económico, comercial e industrial del municipio e incentivar la productividad rural, a través del aprovechamiento del potencial y los recursos disponibles para atender las necesidades agroalimentarias de la población de manera competitiva y sustentable | Variación porcentual de derrama económica producida en el sector rural | (Derrama económica producida en el sector rural en el año actual/ Derrama económica producida en el sector rural en el año anterior) * 100 | Estratégico | Anual | Oficina Estatal de Información para el Desarrollo Rural Sustentable | La producción del sector rural se incrementa con apoyo del sector gubernamental. |
| **PROPÓSITO** | Impulsar el Desarrollo Agropecuario en el Municipio | Variación porcentual de la producción rural | (Total de la producción rural en el año previo / | Estratégico | Anual | Informe Anual | El ayuntamiento reconoce y contribuye al |

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| | | | Total de la producción rural en el año actual) * 100 | | | | fortalecimiento al sector agropecuario |
| **COMPONENTE** | Implementar un Programa de Coordinación Intersectorial para el Fomento Agropecuario, Acuícola y Desarrollo Rural | Porcentaje de aplicación de programas en colaboración al sector agropecuario implementados | (Programas de apoyo al sector agropecuario implementados / Programas de apoyo al sector agropecuario existentes) * 100 | Gestión | Anual | Informe Anual | El ayuntamiento reconoce y contribuye al fortalecimiento a la DFADR |
| **ACTIVIDADES** | Implementar un Programa de Coordinación Intersectorial para el Fomento Agropecuario, Acuícola y Desarrollo Rural | Índice de apoyo de la federación a apoyos a productores municipales | (Total de apoyos otorgados/ total de apoyos gestionados) * 100 | Gestión | Mensual | Reporte Mensual | La federación contribuye con programas de apoyo al sector agropecuario en el municipio. |
| | Implementar un Programa Capacitación y Extensionismo Agropecuario, Pesca, Acuícola y Desarrollo Rural | Porcentaje de Productores capacitados | (Total de productores capacitados/ Total de productores) *100 | Gestión | Mensual | Reporte Mensual | El Inifab contribuye a la capacitación al sector rural |
| | Coadyuvar a la Producción y Productividad Agropecuaria, Acuícola, Pesquera y Desarrollo Rural | Variación porcentual de la producción rural | (Total de la producción rural en el año previo / Total de la producción rural en el año actual) * 100 | Gestión | Mensual | Reporte Mensual | Los productores del municipio trabajan de manera coordinada con el Ayuntamiento |
| | Implementar un Programa Competitividad y Disminución de Riesgos | Porcentaje de aplicación de programas de fomento al sector agropecuario | (Programas de apoyo al sector agropecuario implementados / Programas de apoyo al sector agropecuario aprobados) * 100 | Gestión | Mensual | Reporte Mensual | Los productores del municipio trabajan de manera coordinada con el Ayuntamiento |
| | Implementar un Programa de Apoyo Administración Operativa de la DFADR. | Porcentaje de aplicación de programas de fortalecimiento a la DFADR | (Programas de fortalecimiento a la DFADR implementados / fortalecimiento a la DFADR solicitados) * 100 | Gestión | Mensual | Reporte Mensual | El ayuntamiento reconoce y contribuye al fortalecimiento a la DFADR |

| **Datos del Programa** | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Trabajando por el Turismo | **Unidad responsable** | Dirección de Turismo y Cultura | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te quiero trabajando | | | | |
| **Objetivo:** | Facilitar y promover el crecimiento económico, comercial e industrial del Municipio e incentivar la productividad rural creando círculos productivos, ampliando de igual forma la oferta turística, mejorando con ello la calidad de vida de la ciudadanía | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| **Resultados** | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Incrementar la derrama económica por el turismo en el municipio | Variación de la derrama económica en el municipio | (Derrama económica en el año actual / Derrama económica en el año anterior) * 100 | Estratégica | Anual | SECTUR | Los turistas visitan y consumen más el municipio |
| **PROPÓSITO** | Incrementar el número de turistas en el municipio | Porcentaje de incremento en la afluencia de turistas | (Turistas registrados en el año actual / turistas registrados en el año anterior) * 100 | Estratégico | Anual | SECTUR | Los turistas visitan más el municipio por su oferta y calidad en atención |
| **COMPONENTE** | Promover acciones turísticas en el municipio | Porcentaje de acciones turísticas realizadas | (Acciones turísticas realizadas / Acciones turísticas programadas) * 100 | Gestión | Mensual | Reporte de Actividades | Se incrementa la cantidad de turistas y visitantes en el municipio |
| **ACTIVIDADES** | Otorgar Atención Turística | Incremento en el número de turistas atendidos | Turistas atendidos en el año actual – Turistas atendidos en el año anterior | Gestión | Mensual | Reporte de Actividades | Se incrementa la cantidad de turistas y visitantes en el municipio |
| | Apoyar a la Organización de Eventos Turísticos | Incremento en eventos turísticos | Eventos turísticos en el mes actual – eventos turísticos en el mes anterior | Gestión | Mensual | Reporte de Actividades | Se incrementa la cantidad de eventos turísticos en el municipio |
| | Realizar talleres, Conferencias, Cursos de capacitación en materia turística. | Porcentual de actividades turísticas realizadas | (Actividades turísticas realizadas / Actividades turísticas programadas) *100 | Gestión | Mensual | Reporte de Actividades | Se otorgan más talleres, conferencias y cursos de capacitación al os prestadores de servicios turísticos |

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| | Realizar jornadas de Recreación al turismo | Índice de jornadas de recreación al turismo realizadas | (Jornadas realizadas /jornadas programadas) * 100 | Gestión | Mensual | Reporte de Actividades | Se realizan más y mejores jornadas de recreación al turismo |
| | Realizar la promoción de municipio en diversos Foros | Porcentaje de incorporación de la identidad de la marca municipal | (Unidades económicas que implementaron la identidad municipal/Total de unidad económicas) *100 | Gestión | Anual | Informe Anual | Se da a conocer en diferentes foros turísticos al municipio. |
| | Implementar Programas especiales en temporadas vacacionales | Porcentaje de programas especiales implementados | (Programas especiales implementados / Programas especiales programados) * 100 | Gestión | Anual | Informe Anual | Se implementan diversos programas especiales en las temporadas vacacionales. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Trabajando por el nuestro Centro Histórico | **Unidad responsable** | Superintendencia del Centro Histórico | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te quiero trabajando | | | | |
| **Objetivo:** | Facilitar y promover el crecimiento económico, comercial e industrial del Municipio e incentivar la productividad rural creando círculos productivos, ampliando de igual forma la oferta turística, mejorando con ello la calidad de vida de la ciudadanía | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Mejorar las condiciones de vida de sus habitantes y usuarios, el embellecimiento de la ciudad y el fortalecimiento de los sectores social, cultural y económico del Centro Histórico | Variación porcentual de número de unidades económicas en el Centro Histórico | (Número de comercios en el cetro histórico en el año previo/ Número de comercios en el cetro histórico en el año actual) *100 | Estratégico | Anual | Informe Anual | La administración municipal crea programas de incentivos para la actividad económica en el Centro Histórico |
| **PROPÓSITO** | Mejorar las condiciones de vida de sus habitantes y usuarios del Centro Histórico | Incremento de habitantes en el Centro Histórico | Habitantes en el Centro Histórico en el año actual – Habitantes en el centro Histórico en el año anterior | Estratégico | Anual | Informe Anual | La administración municipal trabaja en programas de repoblación del Centro Histórico |
| **COMPONENTE** | Gestionar la creación del programa "Consume en el Centro Histórico", "Yo soy Centro Histórico" y "Visita el Centro Histórico". | Variación de programas implementados | Programas aprobados / programas propuestos | Gestión | Anual | Informe Anual | La administración municipal trabaja para dinamizar la actividad en el Centro Histórico |
| **ACTIVIDADES** | Implementar programas como "Consume en el Centro Histórico", "Yo soy Centro Histórico" y "Visita el Centro Histórico". | Variación porcentual de número de unidades económicas en el Centro Histórico empadronamiento | (Número de comercios en el cetro histórico en el año previo/ Número de comercios en el cetro histórico en el año actual) *100 | Gestión | Anual | Informe Anual | La administración municipal crea programas de incentivos para la actividad económica en el Centro Histórico |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Trabajando por el nuestra Identidad | **Unidad responsable** | Comité de Carnaval | **Enfoque Transversal** | |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te quiero trabajando | | | | |
| **Objetivo:** | Facilitar y promover el crecimiento económico, comercial e industrial del Municipio e incentivar la productividad rural creando círculos productivos, ampliando de igual forma la oferta turística, mejorando con ello la calidad de vida de la ciudadanía | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Incrementar la derrama económica en el carnaval | Variación de la derrama | (Derrama económica en el año actual / Derrama | Estratégica | Anual | SETUR | Los turistas visitan más el municipio en |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| | | económica en el municipio | económica en el año anterior) * 100 | | | | las festividades del carnaval |
| **PROPÓSITO** | Incrementar la ocupación hotelera en el carnaval | Índice de Variación de la Ocupación Hotelera | (Total de ocupación hotelera en el año anterior / Total de ocupación hotelera en el año actual) * 100 | Estratégica | Anual | Asociación Mexicana de Hoteles y Moteles | Los turistas visitan mas el municipio en las festividades del carnaval |
| **COMPONENTE** | Implementar un programa de actividades del carnaval | Porcentaje de actividades realizadas en carnaval | (Actividades realizadas en carnaval / actividades programas en carnaval) *100 | Gestión | Anual | Informe Anual | La administración municipal trabaja de manera conjunta en la festividad de la ciudad |
| **ACTIVIDADES** | Promocionar el Carnaval de Veracruz | Variación porcentual del Número de visitantes al carnaval | (Número de visitantes al carnaval en el año actual / Número de visitantes al carnaval en el año anterior) * 100 | Gestión | Anual | Informe Anual | Se promueve el Carnaval en otros estados de la república, así como en otros países |

| **Datos del Programa** | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Creciendo para un Bienestar Social | **Unidad responsable** | Dirección de Gobernación<br>Dirección de desarrollo Social y Humano<br>DIF Municipal de Veracruz<br>Dirección de Recreación y Deporte | **Enfoque Transversal** | Cercanía |

| **Alineación** | |
|---|---|
| **Nombre del eje:** | Te Quiero Creciendo |
| **Objetivo:** | Contribuir al desarrollo humano sustentable a través de la cobertura y desarrollo de los derechos sociales de cada individuo, que permitan una mayor igualdad de oportunidades, con una visión de inclusión y equidad, fomentando una sociedad feliz con un entorno saludable. |

| **Clasificación Funcional** | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| **Resultados** | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Contribuir a la cohesión social en el municipio | Porcentaje de población en situación de vulnerabilidad | (Total de población en situación de vulnerabilidad / Total de población en el municipio) | Gestión | Anual | CONEVAL | La población en situación de vulnerabilidad disminuye en el municipio |
| **PROPÓSITO** | Disminuir las brechas sociales en el Municipio | Porcentaje de población en situación de vulnerabilidad | (Total de población en situación de vulnerabilidad / Total de población en el municipio) | Gestión | Anual | CONEVAL | La población en situación de vulnerabilidad disminuye en el municipio |
| **COMPONENTE** | Mejorar la gobernabilidad en el municipio | Nivel de atención a la ciudadanía | (Total de tramites resueltos / Total de tramites requeridos) * 100 | Gestión | Anual | Informe Anual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Ampliar la cobertura y programas sociales | Porcentaje de población en situación de vulnerabilidad | (Total de población en situación de vulnerabilidad / Total de población en el municipio) | Gestión | Anual | Informe Anual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Apoyar a la ciudadanía en situación de vulnerabilidad | Porcentaje de población en situación de vulnerabilidad | (Total de población en situación de vulnerabilidad / Total de población en el municipio) | Gestión | Anual | CONEVAL | La población en situación de vulnerabilidad disminuye en el municipio |
| | Coadyuvar a la instauración de la cultura deportiva en el municipio | Variación porcentual de la población que practica el deporte | (Total de personas que realizan actividades deportivas en el año actual / Total de personas que realizan actividades deportivas en el año anterior) *100 | Gestión | Anual | Informe Anual | La ciudadanía realiza actividades deportivas de manera cotidiana |
| **ACTIVIDADES** | Crear Comités de Contraloría Social | Porcentaje de comités creados | (Total de comités de obras creados / Total de obras en el PGI) *100 | Gestión | Semestral | Actas de instalación de comités | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Realizar la certificación de Constancias | Variación porcentual de certificaciones otorgadas | (Número de certificaciones otorgadas en el mes actual/ Número de certificaciones en el mes anterior) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Realizar la elección y ratificación de Jefes de Manzana | Porcentaje de actualización del padrón de jefes de manzana | (Total de actualizaciones de jefes de manzana realizados / total de actualizaciones de jefes de manzana detectados) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |

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|---|---|---|---|---|---|---|---|
| | Realizar reuniones Regionales con Jefes de Manzana, Jefes de Cuartel y Ciudadanos en general | Porcentajes de acuerdos cumplidos | (Número de acuerdos cumplidos en reuniones realizadas / Número de acuerdos comprometidos en reuniones realizadas) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar un programa de capacitación a Jefes de Manzana y de Cuartel | Porcentaje de jefes de manzana y de cuartel capacitados | (Número de jefes de manzana y de cuartel capacitados / total de jefes de manzana y de cuartel en el municipio) *100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar un programa de Veracruz te quiero con tu CURP | Porcentaje de Apoyos con la CURP a ciudadanos | (Solicitudes de CURP atendidas/Solicitudes de CURP) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía regulariza su situación de la CURP |
| | Implementar un programa de Veracruz te quiero con tu cartilla | Variación Porcentual de jóvenes con su cartilla | (Número de cartillas entregadas en el año actual / Número de cartillas entregadas en el año anterior) * 100 | Gestión | Mensual | Informe Mensual | Los jóvenes del municipio acuden en tiempo y forma al cumplimiento de su servicio militar |
| | Difundir el programa de Infórmate, Tramita y Viaja | Número de asesorías otorgadas | Número de asesorías otorgadas | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Otorgar Asesoría legal al instante a connacionales en el extranjero | Número de asesorías otorgadas | Número de asesorías otorgadas | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Realizar la difusión e inclusión al amigo extranjero | Número de asesorías otorgadas | Número de asesorías otorgadas | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Llevar un registro de asociaciones Religiosas | Porcentaje de registro de templos | (Total de templos registrados / total de Templos en el Municipio) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Impulsar un programa de Gestión en marcha | Porcentaje de gestiones atendidas | (Número de gestiones atendidas / Número de gestiones realizadas) *100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar un programa de "Veracruz te escucha" | Porcentaje de acuerdos cumplidos | (Número de acuerdos cumplidos /total de acuerdos tomados) *100 | Gestión | Mensual | Informe Mensual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar el programa Te Quiero con tu Pasaporte | Total de pasaportes entregados | Total de pasaportes entregados | Gestión | Mensual | Informe Mensual | Se formaliza el convenio con SRE para la reactivación total de la oficina |
| | Impulsar un Programa Municipal de Mejoramiento a la Vivienda | Variación porcentual de los indicadores de vivienda atendidos | (Número de viviendas atendidas/ Número de viviendas con necesidades) *100 | Gestión | Semestral | Informe Semestral | La población en situación de vulnerabilidad disminuye en el municipio |
| | Implementar un Programa de Apoyo a la Alimentario Municipal | Porcentaje de atención del programa alimentario | (Total de la población en situación de vulnerabilidad alimentaria atendida / Total de la población en situación de vulnerabilidad alimentaria) * 100 | Gestión | Mensual | Informe Mensual | La población en situación de vulnerabilidad disminuye en el municipio |
| | Realizar la Rehabilitación, Equipamiento y Activación a Centros y Módulos de Desarrollo Comunitario | Porcentaje de rehabilitación realizada | (Porcentaje de rehabilitación realizada / rehabilitación aprobada) *100 | Gestión | Mensual | Informe Mensual | Los Centros y Módulos de Desarrollo Comunitario se encuentran funcionales. |
| | Implementar un Programa de Coinversión Social | Porcentaje de programas apoyados | (número de programas apoyados / número de solicitudes de apoyos a programas) *100 | Gestión | Mensual | Informe Mensual | La población en situación de vulnerabilidad disminuye en el municipio. |
| | Implementar un Programa de Empleo Temporal | Variación de inversión en empleo temporal | (Inversión en empleo temporal en el año actual / Inversión en empleo temporal en el año anterior) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía sin empleo se reduce en el municipio. |
| | Implementar un Programa de Capacitación para el Trabajo | Porcentaje de ciudadanos que emprendieron un negocio | (Total de personas que emprendieron un negocio / Total de personas capacitadas) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía es participativa en la capacitación de oficios. |
| | Otorgar apoyos sociales | Índice de Apoyos a la | Total de apoyos otorgados / (Total de apoyos solicitados – total de | Gestión | Mensual | Informe Mensual | La población en situación de |

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| | | población vulnerable | apoyos no procedentes – total de apoyos no autorizados)) * 100 | | | | vulnerabilidad disminuye en el municipio. |
| | Coadyuvar con acciones de Asistencia Social | Variación porcentual de personas atendidas | (Total de personas atendidas en el año actual / Total de personas atendidas en el año anterior) * 100 | Gestión | Anual | Informe Anual | La población en situación de vulnerabilidad disminuye en el municipio. |
| | Coadyuvar a la Integración Social | Variación porcentual de personas atendidas | (Total de personas atendidas en el año actual / Total de personas atendidas en el año anterior) * 100 | Gestión | Anual | Informe Anual | La población en situación de vulnerabilidad disminuye en el municipio. |
| | Impulsar el Bienestar Social | Índice de Apoyos a la población vulnerable | Total de apoyos otorgados / (Total de apoyos solicitados – total de apoyos no procedentes – total de apoyos no autorizados)) * 100 | Gestión | Mensual | Informe Mensual | La población en situación de vulnerabilidad disminuye en el municipio |
| | Realizar acciones de promoción de la Salud Municipal | Variación porcentual de personas atendidas | (Total de personas atendidas en el mes actual / Total de personas atendidas en el mes anterior) * 100 | Gestión | Mensual | Informe Mensual | La población en situación de vulnerabilidad disminuye en el municipio |
| | Realizar acciones de Protección Social | Variación porcentual de personas atendidas | (Total de personas atendidas en el mes actual / Total de personas atendidas en el mes anterior) * 100 | Gestión | Mensual | Informe Mensual | La población en situación de vulnerabilidad disminuye en el municipio. |
| | Implementar programas para el SIPINNA | Variación porcentual de niños y adolescentes atendidas | (Total de niños y adolescentes atendidos en el mes actual / Total de niños y adolescentes atendidos en el mes anterior) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía respeta y conoce los derechos de la infancia. |
| | Implementar un Programa de Rehabilitación y Mantenimiento de Unidades Deportivas | Porcentaje de unidades deportivas rehabilitadas | (Número de unidades deportivas rehabilitadas / total de unidades deportivas con necesidad de rehabilitación) * 100 | Gestión | Anual | Informe Anual | La ciudadanía es más participativa en el cuidado de las unidades deportivas. |
| | Implementar un Programa de Activación Física | Variación porcentual de la población atendida | (Población atendida en el mes actual / Población atendida en el mes anterior) *100 | Gestión | Mensual | Informe Mensual | La ciudadanía en general participa más en actividades deportivas. |
| | Generar programas de Capacitación Deportiva | Porcentual de la población deportiva capacitada | (Total de la población deportiva capacitada / Total de la población que solicitó capacitación deportiva) *100 | Gestión | Mensual | Informe Mensual | La ciudadanía en general participa más en actividades deportivas. |
| | Realizar Convenios Deportivos | Porcentaje de convenios deportivos realizados | (Total de convenios deportivos implementados / Total de convenios deportivos realizados) * 100 | Gestión | Anual | Informe Anual | La ciudadanía en general participa más en actividades deportivas. |
| | Realizar Torneos Deportivos | Variación de porcentual de participantes en torneos deportivos | (Total de participantes en torneos deportivos en el año actual / Total de participantes en torneos deportivos en el año anterior) *100 | Gestión | Anual | Informe Anual | La ciudadanía en general participa más en actividades deportivas. |
| | Realizar acciones de Reconocimiento Deportivo | Número de acciones de reconocimiento deportivo | Número de acciones de reconocimiento deportivo | Gestión | Anual | Informe Anual | Los entrenadores y deportistas Veracruzanos destacan en los eventos deportivos. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Creciendo con Calidad Educativa para Todos | **Unidad responsable** | Dirección de Educación | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Creciendo | | | | |
| **Objetivo:** | Contribuir al desarrollo humano sustentable a través de la cobertura y desarrollo de los derechos sociales de cada individuo, que permitan una mayor igualdad de oportunidades, con una visión de inclusión y equidad, fomentando una sociedad feliz con un entorno saludable. | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |
| **Resultados** | | | | | |
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | **SUPUESTOS** |

| | | Nombre del Indicador | Método de cálculo | Tipo | Frecuencia | MEDIOS DE VERIFICACIÓN | |
|---|---|---|---|---|---|---|---|
| **FIN** | Impulsar la educación en el municipio | Nivel de escolaridad en el Municipio | Nivel de escolaridad en el Municipio | Gestión | Anual | Informe SEP y SEV | Se otorga mayor atención a la educación en México |
| **PROPÓSITO** | Garantizar las condiciones para el acceso a una educación de calidad, a través de programas estratégicos, orientados a abatir el rezago educativo de manera incluyente y equitativa | Índice porcentual de matriculación | Total de matriculados / total ciudadanos que pueden ser matriculados | Gestión | Anual | Informe SEP y SEV | Se otorga mayor atención a la educación en México |
| **COMPONENTE** | Implementar programas y acciones en favor de la educación | Porcentaje de acciones realizadas | (Número de acciones realizadas/ Número de acciones programadas) *100 | Gestión | Anual | Informe Anual | La calidad educativa en todos sus aspectos se eleve de manera constante en México |
| **ACTIVIDADES** | Implementar el Programa Te Quiero Atendido | Porcentaje de escuelas atendidas | (número de escuelas atendidas / número de escuelas con solicitud) *100 | Gestión | Anual | Informe Anual | Las dependencias y entidades educativas coadyuvan al bienestar en las escuelas municipales |
| | Implementar el Programa Te quiero festivo | Porcentaje de eventos realizadas | (Total de eventos realizadas / total de eventos programados) *100 | Gestión | Anual | Informe Anual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar el Programa Te quiero Informado | Total de estudiantes capacitados | Total de estudiantes capacitados | Gestión | Anual | Informe Anual | Los estudiantes previenen conductas de riesgo. |
| | Implementar el Programa Te Quiero con Oportunidad | Porcentaje de acciones realizadas | (Total de acciones realizadas / total de acciones programadas) *100 | Gestión | Anual | Informe Anual | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar el Programa Te Quiero Preparado | Total de ciudadanos capacitados | Total de Ciudadanos capacitados | Gestión | Anual | Listado de ciudadanos capacitados | La ciudadanía veracruzana actúa de manera más cohesionada |
| | Implementar el Programa Te Quiero Superado | Total de Ciudadanos reconocidos | Total de Niños Ciudadanos + Total de ciudadanos reconocidos | Gestión | Anual | Listado de beneficiados | Los niños y ciudadanos mejoran su civilidad |
| | Implementar el Programa Te Quiero Escuela Verde | Índice de Incorporación de escuelas al programa | (Lista Final – Lista Inicial) / Lista Inicial | Gestión | Anual | Sello del plantel educativo en el formato de validación | Las escuelas del municipio incentivan el cuidado del medio ambiente. |

| **Datos del Programa** | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Creciendo con Base en la Riqueza y Diversidad Cultural | **Unidad responsable** | Dirección de Turismo y Cultura | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Creciendo | | | | |
| **Objetivo:** | Contribuir al desarrollo humano sustentable a través de la cobertura y desarrollo de los derechos sociales de cada individuo, que permitan una mayor igualdad de oportunidades, con una visión de inclusión y equidad, fomentando una sociedad feliz con un entorno saludable. | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| **Resultados** | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Crear público, para la realización de eventos culturales | Variación Porcentual de público asistente en actividades culturales | (Total de asistentes a actividades culturares en el año actual / Total de Actividades en el año anterior) * 100 | Estratégico | Anual | Informe Anual | La población del municipio es más participativa en eventos y actividades culturales |
| **PROPÓSITO** | Elevar la producción de productos culturales en el municipio | Porcentaje de productos culturales | (Total de productos culturales realizadas/ Total de productos culturales programados) *100 | Estratégico | Mensual | Informe Mensual | La población del municipio es más participativa en eventos y actividades culturales |
| **COMPONENTE** | Crear acciones de promoción a la cultura | Porcentaje de actividades | (Total de actividades realizadas/ Total de | Gestión | Mensual | Informe Mensual | La población del municipio es más |

| | | | | | | | |
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| | | culturales realizadas | actividades culturales programadas) *100 | | | | participativa en eventos y actividades culturales |
| **ACTIVIDADES** | Implementar el Programa La cultura cerca de ti | Porcentaje de actividades culturales realizadas | (Total de eventos culturales realizadas/ Total de eventos culturales programados) *100 | Gestión | Mensual | Informe Mensual | El municipio genera en conjunto con la ciudadanía una oferta cultural constante. |
| | Implementar el Programa El Teatro es cultura | Nivel de audiencia en el teatro | Promedio de audiencia anual a eventos de teatro | Gestión | Anual | Informe Anual | La ciudadanía participa en eventos musicales en el municipio. |
| | Implementar el Programa La música es cultura | Nivel de audiencia musical | Promedio de audiencia anual a eventos musicales | Gestión | Anual | Informe Anual | La ciudadanía participa en eventos musicales en el municipio. |
| | Implementar el Programa Caminando por la historia | Variación porcentual de atendidos | (Total de atendidos en el mes actual / total de atendidos en el mes anterior) *100 | Gestión | Mensual | Informe Mensual | Se atienden en tiempo y forma las solicitudes de las escuelas para conocer la historia de la ciudad. |
| | Implementar un Programa de apoyo permanente para los Recintos | Total de recintos por rehabilitar | Total re recintos que requieren rehabilitación – total de recintos rehabilitados | Gestión | Anual | Informe Anual | El municipio mantiene un programa integral de mantenimiento de sus infraestructuras y recibe apoyos de otros niveles de gobierno. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Creciendo con Oportunidad para los Jóvenes | **Unidad responsable** | Dirección de Juventud y Emprendimiento | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Creciendo | | | | |
| **Objetivo:** | Contribuir al desarrollo humano sustentable a través de la cobertura y desarrollo de los derechos sociales de cada individuo, que permitan una mayor igualdad de oportunidades, con una visión de inclusión y equidad, fomentando una sociedad feliz con un entorno saludable. | | | | |

| Clasificación Funcional | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Promover el desarrollo y protección de los derechos de todos los jóvenes del municipio | Porcentaje de jóvenes atendidos | (Total de jóvenes atendidos / Total de jóvenes en el municipio) * 100 | Gestión | Anual | Informe Anual | Los jóvenes participan en las actividades municipales |
| **PROPÓSITO** | Propiciar la integración social con igualdad de oportunidades que les permita mejorar su calidad de vida promoviendo su desarrollo personal y social a los jóvenes | Variación porcentual de jóvenes apoyados | (Total de jóvenes atendidos en el año actual / total de jóvenes atendidos en el año anterior) * 100 | Gestión | Anual | Informe Anual | Los jóvenes participan en las actividades municipales |
| **COMPONENTE** | Crear un programa Integral de Impulso a la Juventud | Programa Municipal de la Juventud | Programa Municipal de la Juventud | Gestión | Anual | Programa Municipal de la Juventud | La ciudadanía implementa un programa municipal de la Juventud |
| **ACTIVIDADES** | Crear acciones de atención a la juventud a través de políticas públicas focalizadas | Porcentaje de transversalización de la inclusión de jóvenes en las actividades municipales | (Total de jóvenes participantes en actividades municipales/ Total de jóvenes en las actividades municipales) * 100 | Gestión | Trimestral | Informe Mensual | Los jóvenes participan en las actividades municipales |
| | Desarrollar un Centro del Emprendedor Joven | Centro Emprendedor Joven Operando | Programa General de Inversión Aprobado | Gestión | Anual | Programa General de Inversión Aprobado | Se desarrollan programas y acciones en favor de la juventud |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Creciendo con Equidad de Género | **Unidad responsable** | Instituto Municipal de la Mujeres de Veracruz | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Creciendo | | | | |
| **Objetivo:** | Contribuir al desarrollo humano sustentable a través de la cobertura y desarrollo de los derechos sociales de cada individuo, que permitan una mayor igualdad de oportunidades, con una visión de inclusión y equidad, fomentando una sociedad feliz con un entorno saludable. | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Asegurar el pleno goce de los derechos de las mujeres garantizando el principio de igualdad y no discriminación, desarrollando sus capacidades en libertad y autonomía, permitiéndoles actuar como sujetos sociales activos con el reconocimiento de la sociedad en su conjunto | Variación porcentual de casos de violencia en el municipio | (Total de casos de violencia en el municipio en el año actual / Total de casos de violencia en el municipio en el año anterior) * 100 | Estratégico | Anual | Indicadores de Violencia | Las mujeres conocen y ejercen sus derechos con responsabilidad social y en una sociedad más sensibilizada en el tema |
| **PROPÓSITO** | Promover la cultura de género en la población, mediante acciones que permitan su empoderamiento y el reconocimiento de sus derechos | Índice de alcance de las acciones emprendidas | Total de participantes y asistentes a las actividades emprendidas | Estratégico | Mensual | Informe Mensual | La ciudadanía participa activamente en cuestiones de equidad |
| **COMPONENTE** | Implementar arciones y programas en favor de la mujer | Porcentaje de acciones emprendidas | (Total de acciones emprendidas / Total de acciones programadas) * 100 | Gestión | Mensual | Informe Mensual | La ciudadanía participa activamente en cuestiones de equidad |
| **ACTIVIDADES** | Crear un Programa de Atención a la Violencia de Género | Porcentaje de acciones implementadas | (Total de acciones implementadas / Total de acciones recomendadas) *100 | Gestión | Bimestral | Informe Bimestral | El ayuntamiento da cumplimiento a las observaciones y sugerencias para atender la alerta de género |
| | Crear un Plan Municipal para la Igualdad | Plan Municipal de Igualdad | Plan Municipal de Igualdad | Gestión | Anual | Plan Municipal de Igualdad Aprobado | El ayuntamiento da cumplimiento al marco normativo en la creación e implementación del plan de igualdad |
| | Realizar acciones para coadyuvar en el acceso a la Justicia con Perspectiva De Género | Porcentaje de acciones realizadas | (Total de acciones realizadas / Total de acciones programadas) *100 | Gestión | Mensual | Informe Mensual | El instituto da seguimiento a sus actividades programadas en tiempo y forma |
| | Realizar acciones de psicología con Perspectiva de Género | Número de mujeres atendidas | Número de mujeres atendidas | Gestión | Mensual | Informe Mensual | El instituto da seguimiento a las usuarias de sus servicios |
| | Implementar acciones centradas en mujeres y economía para el desarrollo | Porcentaje de mujeres apoyadas | (Número de mujeres apoyadas / Número de solicitudes de apoyo de mujeres) * 100 | Gestión | Mensual | Informe Mensual | El instituto da seguimiento a las usuarias de sus servicios |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Movilidad Urbana | **Unidad responsable** | Movilidad Urbana | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Tranquilo | | | | |
| **Objetivo:** | Otorgar servicios competitivos dentro de un marco legal vigente, con respeto a los derechos humanos, con servidores públicos asertivos, proactivos y con cercanía social, que utilicen estrategias y acciones eficientes, para satisfacer las demandas ciudadanas, así como fomentar programas y proyectos que generen la ciudadanización con la finalidad de salvaguardar la seguridad pública, el orden y las disposiciones viales | | | | |

| Clasificación Funcional | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Generar las condiciones de un territorio y ciudad incluyente, compacta, segura y conectada, de manera eficiente. | Índice de mejora en la percepción de movilidad | (Número de ciudadanos satisfechos con la movilidad/ numero de ciudadanos encuestados) *100 | Estratégico | Anual | Informe Anual | Se mejora la movilidad urbana. Se reducen los tiempos y costos de traslados. |
| **PROPÓSITO** | Implementar programas de mejoramiento a la infraestructura y cultura vial en el municipio. | Avance en la Implementación de programas de Movilidad | (Programas de Movilidad ejecutados/Programas de Movilidad programados) * 100 | Estratégico | Anual | Informe Anual | Vialidades con una mejor movilidad urbana. |
| **COMPONENTE** | Realizar acciones, proyectos y programas para mejorar la movilidad urbana | Índice de Proyectos de movilidad ejecutados | (Proyectos ejecutados/ proyectos aprobados) * 100 | Gestión | Anual | Informe Anual | Desarrollo de los planes de movilidad municipales, regionales y metropolitanos para mejorar la movilidad urbana. |
| **ACTIVIDADES** | Implementar un programa de Apoyo Vial | Porcentaje de cumplimiento de Apoyos Viales | (Apoyos viales realizados/ Apoyos viales solicitados) * 100 | Gestión | Mensual | Reporte Mensual | La ciudadanía se conduce de manera respetuosa en los puntos y horarios álgidos en la ciudad. |
| | Implementar un programa de Cultura Vial | Porcentaje de Platicas de Cultura Vial impartidas | (Platicas de Cultura Vial Realizadas / Platicas de Cultura Vial Programadas) * 100 | Gestión | Mensual | Reporte Mensual | La ciudadanía conoce y aplica la cultura vial en el municipio. |
| | Implementar un programa de Semaforización | Efectividad de la funcionabilidad de semáforos | (Número de Semáforos Funcionando / Numero de Semáforos en le Ciudad) * 100 | Gestión | Mensual | Reporte Mensual | La red semafórica de la ciudad es funcional y operativa. |

| Datos del Programa | | | | | |
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| **Programa Presupuestario** | Te quiero protegido | **Unidad responsable** | Protección Civil | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Tranquilo | | | | |
| **Objetivo:** | Otorgar servicios competitivos dentro de un marco legal vigente, con respeto a los derechos humanos, con servidores públicos asertivos, proactivos y con cercanía social, que utilicen estrategias y acciones eficientes, para satisfacer las demandas ciudadanas, así como fomentar programas y proyectos que generen la ciudadanización con la finalidad de salvaguardar la seguridad pública, el orden y las disposiciones viales | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Contribuir a la difusión de la cultura de la protección civil para la reducción de riesgos de desastre. | Porcentaje de población afectada por fenómenos perturbadores | (Población afectada por fenómenos perturbadores / Población estatal) * 100 | Estratégico | Anual | Informe Anual | La ciudadanía adopta de manera natural las recomendaciones de protección civil |
| **PROPÓSITO** | Implementar un programa de protección a la ciudadanía | Porcentaje de programas de prevención instrumentados | (Programas de prevención instrumentados / Programas de prevención programados) *100 | Estratégico | Anual | Informe Anual | No se dan casos que ameriten la implementación de programas específicos de prevención |
| **COMPONENTE** | Impulsar la importancia de la protección al interior de la administración y en la ciudadanía | Porcentaje de campañas de difusión de protección civil | (Campañas de difusión de protección civil realizadas / campañas de difusión de protección civil programadas) * 100 | Gestión | Anual | Informe Anual | La población atiende las campañas de difusión de Protección Civil. |
| **ACTIVIDADES** | Desarrollar e implementar un programa de prevención, administración y atención de emergencias | Actualización del Plan Municipal de Protección Civil Actualizado | Plan Municipal de Protección Civil Actualizado | Gestión | Anual | Acta de Aprobación del Consejo Municipal de Protección Civil | El Consejo Municipal de Protección Civil se reúne y toma decisiones constantemente. |
| | Profesionalizar y capacitar al personal de Protección Civil | Porcentaje de protección civil capacitado | (Número de trabajadores de protección civil capacitados / numero de trabajadores de protección civil) * 100 | Gestión | Anual | Informe Anual | El personal de protección civil está certificado |
| | Impulsar la modernización administrativa y operativa para un servicio competitivo | Proyectos ejecutados de modernización de protección civil | Proyectos de protección civil implementados / proyectos de protección civil aprobados | Gestión | Anual | Informe Anual | La infraestructura de administrativa y operativa de protección civil es eficaz y eficiente. |

| Datos del Programa | | | | | |
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| **Programa Presupuestario** | Te quiero seguro | **Unidad responsable** | Policía Municipal | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Tranquilo | | | | |
| **Objetivo:** | Otorgar servicios competitivos dentro de un marco legal vigente, con respeto a los derechos humanos, con servidores públicos asertivos, proactivos y con cercanía social, que utilicen estrategias y acciones eficientes, para satisfacer las demandas ciudadanas, así como fomentar programas y proyectos que generen la ciudadanización con la finalidad de salvaguardar la seguridad pública, el orden y las disposiciones viales | | | | |
| **Clasificación Funcional** | | | | | |
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Contribuir a disminuir la Prevalencia Delictiva, mediante el fortalecimiento del Sistema Policial y la Participación Ciudadana | Porcentaje de disminución de incidencia del delito | {(Número de delitos cometidos en el municipio en el año t /Número de delitos cometidos en el municipio en el año t-1) – 1} *100 | Estratégico | Mensual | Secretariado Ejecutiva para la Seguridad Pública | La incidencia delictiva disminuye por el mejoramiento de las condiciones de vida en general. |
| **PROPÓSITO** | La población del municipio cuenta con servicios de seguridad pública | Porcentaje de personas atendidas con programas de seguridad pública municipal | (Personas atendidas en programas de seguridad pública municipal/ Total de personas proyectadas en atención de programas de seguridad pública municipal) *100 | Estratégico | Mensual | Secretariado Ejecutiva para la Seguridad Pública y Reportes generados por el sistema policial de información | La ciudadanía denuncia actos delictivos en su comunidad. |
| **COMPONENTE** | Fomentar programas y proyectos con la finalidad de salvaguardar la seguridad pública | Porcentaje de programas de seguridad instrumentados | (Programas de seguridad instrumentados / Programas de seguridad programados) *100 | Gestión | Anual | Acta de aprobación de Consejo Municipal de Seguridad Pública y Participación Ciudadana | El municipio da continuidad y mejora sus planes de seguridad. |
| **ACTIVIDADES** | Implementar estrategias de seguridad en el municipio | Porcentaje de estrategias realizadas en seguridad | Número de estrategias realizadas para el fortalecimiento de la seguridad / Número de estrategias programas para el fortalecimiento a la seguridad) *100 | Gestión | Mensual | Reportes generados por el sistema policial de información | Existe el financiamiento suficiente para las estrategias de seguridad |
| | Asegurar que la política adopte una visión multidimensional con perspectiva de género, mediante la coordinación de las autoridades e instituciones competentes, para favorecer así la consecución de los objetivos | Porcentaje de campañas de concientización, para la prevención realizadas | (Número de campañas realizadas /Número total de campañas programadas) *100 | Gestión | Mensual | Informe de Actividades | Las instancias de seguridad participan activamente en las campañas realizadas por el ayuntamiento. |
| | Fortalecer la capacidad de respuesta de la policía municipal | Porcentaje de evaluaciones realizadas | (Número de evaluaciones realizadas/número de evaluaciones programadas) *100 | Gestión | Mensual | Informe de Actividades | La operatividad de la policía municipal otorga un servicio con eficiencia y eficacia en la ciudad. |

| Datos del Programa | | | | | |
|---|---|---|---|---|---|
| **Programa Presupuestario** | Tránsito Municipal | **Unidad responsable** | Dirección de Tránsito y Vialidad Municipal | **Enfoque Transversal** | Cercanía |
| **Alineación** | | | | | |
| **Nombre del eje:** | Te Quiero Tranquilo | | | | |
| **Objetivo:** | Otorgar servicios competitivos dentro de un marco legal vigente, con respeto a los derechos humanos, con servidores públicos asertivos, proactivos y con cercanía social, que utilicen estrategias y acciones eficientes, para satisfacer las demandas ciudadanas, así como fomentar programas y proyectos que generen la ciudadanización con la finalidad de salvaguardar la seguridad pública, el orden y las disposiciones viales | | | | |

| Clasificación Funcional | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Finalidad** | | **Función** | | **Subfunción** | | **Actividad Institucional** | |

| Resultados | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Nivel** | **RESUMEN NARRATIVO** | **INDICADORES** | | | | **MEDIOS DE VERIFICACIÓN** | **SUPUESTOS** |
| | | **Nombre del Indicador** | **Método de cálculo** | **Tipo** | **Frecuencia** | | |
| **FIN** | Disminuir las perdidas materiales y humanas en incidentes viales en el municipio | Disminución de perdidas humanas y materiales en incidentes viales | Monto de daños y número de lesionados en accidentes viales | Estratégico | Mensual | Reporte Mensual de Incidencias | Existe una disminución en las incidencias viales en el municipio |
| **PROPÓSITO** | Mejorar la cultura de la vialidad en el municipio | Porcentaje de infractores | (Número de casos de infracción atendidos /Número total de casos de infracción estimado) *100 | Estratégico | Mensual | Reporte Mensual de Incidencias | La ciudadanía es respetuosa con la normatividad vial |
| **COMPONENTE** | Impulsar políticas y acciones en materia de vialidad municipal | Índice de aplicación de políticas de vialidad | Numero de acciones realizadas/ número de acciones programadas | Estratégico | Mensual | Reporte Mensual de Incidencias | La normativa y políticas municipales de vialidad, es clara y objetiva |
| **ACTIVIDADES** | Implementar actividades estratégicas que coadyuven a asegurar el libre tránsito de vehículos en nuestro municipio y las disminuciones de accidentes | Variación porcentual de accidentes viales | (Número de incidencias atendidas en em mes actual /Número de incidencias atendidas en el mes anterior) *100 | Estratégico | Mensual | Reporte Mensual de Incidencias | Existe una disminución en las incidencias viales en el municipio |
| | Ejecutar un programa de concientización, formación y difusión de medidas preventivas en materia de seguridad vial | Porcentaje de programas implementados | (Número de programas implementados/ Número de programas aprobados) * 100 | Estratégico | Mensual | Reporte Mensual de Incidencias | La normativa y políticas municipales de vialidad, es clara y objetiva |
| | Implementar una estrategia integral de reorganización vial sostenible | Porcentaje de estrategias implementadas | (Número de estrategias implementadas/ Número de estrategias programadas) * 100 | Estratégico | Mensual | Reporte Mensual de Incidencias | La normativa y políticas municipales de vialidad, es clara y objetiva |