

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA  
CHAPALA

Periodo22 Quincena del 16/11/2015 al 30/11/2015  
RFC: SMA -940323-NY0

| Código                           | Empleado                          | Sueldo      | Prima dominical | Gratificación | *TOTAL*<br>*PERCEPCI<br>ONES* | Subs al Empleo acreditado | Subsidio al Empleo (sp) | I.S.R. antes de Subs al Empleo | I.S.R. (sp) | Cuota sindical | Préstamo empresa | Ajuste al neto | *TOTAL*<br>*DEDUCCIONE<br>S* | *NETO*      |
|----------------------------------|-----------------------------------|-------------|-----------------|---------------|-------------------------------|---------------------------|-------------------------|--------------------------------|-------------|----------------|------------------|----------------|------------------------------|-------------|
| Departamento 1 DIRECCION GENERAL |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| 106                              | Perez Robles Felipe               | \$15,750.00 | \$0.00          | \$0.00        | \$15,750.00                   | \$0.00                    | \$0.00                  | \$2,935.77                     | \$2,935.77  | \$0.00         | \$0.00           | -\$0.17        | \$2,935.60                   | \$12,814.40 |
| Total Depto                      |                                   | \$15,750.00 | \$0.00          | \$0.00        | \$15,750.00                   | \$0.00                    | \$0.00                  | \$2,935.77                     | \$2,935.77  | \$0.00         | \$0.00           | -\$0.17        | \$2,935.60                   | \$12,814.40 |
|                                  |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| Departamento 2 CONTABILIDAD      |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| 210                              | Perez Rodriguez Lourdes           | \$6,505.20  | \$0.00          | \$0.00        | \$6,505.20                    | \$0.00                    | \$0.00                  | \$842.25                       | \$842.25    | \$65.05        | \$0.00           | \$0.10         | \$907.40                     | \$5,597.80  |
| 213                              | Torres Lopez Cecilia              | \$3,825.00  | \$0.00          | \$0.00        | \$3,825.00                    | \$0.00                    | \$0.00                  | \$321.03                       | \$321.03    | \$38.25        | \$0.00           | -\$0.08        | \$359.20                     | \$3,465.80  |
| 214                              | Lopez Graciano Juan Jose          | \$9,000.00  | \$0.00          | \$0.00        | \$9,000.00                    | \$0.00                    | \$0.00                  | \$1,375.14                     | \$1,375.14  | \$0.00         | \$0.00           | \$0.06         | \$1,375.20                   | \$7,624.80  |
| Total Depto                      |                                   | \$19,330.20 | \$0.00          | \$0.00        | \$19,330.20                   | \$0.00                    | \$0.00                  | \$2,538.42                     | \$2,538.42  | \$103.30       | \$0.00           | \$0.08         | \$2,641.80                   | \$16,688.40 |
|                                  |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| Departamento 3 ADMINISTRATIVO    |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| 211                              | Anaya Tinajero Diana              | \$2,430.00  | \$0.00          | \$0.00        | \$2,430.00                    | -\$160.30                 | \$0.00                  | \$160.34                       | \$0.05      | \$24.30        | \$0.00           | -\$0.15        | \$24.20                      | \$2,405.80  |
| 216                              | Raygoza Munguia Hector Eduardo    | \$7,000.05  | \$0.00          | \$0.00        | \$7,000.05                    | \$0.00                    | \$0.00                  | \$947.95                       | \$947.95    | \$0.00         | \$0.00           | \$0.10         | \$948.05                     | \$6,052.00  |
| 217                              | Maldonado Esqueda Gerardo         | \$2,850.00  | \$0.00          | \$0.00        | \$2,850.00                    | -\$145.38                 | \$0.00                  | \$206.04                       | \$60.66     | \$0.00         | \$0.00           | -\$0.06        | \$60.60                      | \$2,789.40  |
| 218                              | Velez Cervantes David             | \$2,424.30  | \$0.00          | \$0.00        | \$2,424.30                    | -\$160.30                 | -\$0.57                 | \$159.72                       | \$0.00      | \$0.00         | \$0.00           | \$0.07         | -\$0.50                      | \$2,424.80  |
| 221                              | Barajas Gonzalez Emanuel          | \$2,424.30  | \$0.00          | \$0.00        | \$2,424.30                    | -\$160.30                 | -\$0.57                 | \$159.72                       | \$0.00      | \$0.00         | \$0.00           | -\$0.13        | -\$0.70                      | \$2,425.00  |
| 222                              | Maldonado Cerda Jose              | \$7,500.00  | \$0.00          | \$0.00        | \$7,500.00                    | \$0.00                    | \$0.00                  | \$1,054.74                     | \$1,054.74  | \$0.00         | \$0.00           | -\$0.14        | \$1,054.60                   | \$6,445.40  |
| Total Depto                      |                                   | \$24,628.65 | \$0.00          | \$0.00        | \$24,628.65                   | -\$626.28                 | -\$1.14                 | \$2,688.51                     | \$2,063.40  | \$24.30        | \$0.00           | -\$0.31        | \$2,086.25                   | \$22,542.40 |
|                                  |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| Departamento 4 COBRANZA          |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| 201                              | Gonzalez Valle J. Sergio          | \$5,077.80  | \$0.00          | \$0.00        | \$5,077.80                    | \$0.00                    | \$0.00                  | \$537.48                       | \$537.48    | \$0.00         | \$0.00           | -\$0.08        | \$537.40                     | \$4,540.40  |
| 203                              | Marin Delgadillo Ana Maria        | \$2,850.12  | \$0.00          | \$0.00        | \$2,850.12                    | -\$145.38                 | \$0.00                  | \$206.05                       | \$60.68     | \$0.00         | \$500.00         | \$0.04         | \$560.72                     | \$2,289.40  |
| 204                              | Sanabria Garcia Ana Teresa        | \$5,226.00  | \$0.00          | \$0.00        | \$5,226.00                    | \$0.00                    | \$0.00                  | \$569.01                       | \$569.01    | \$0.00         | \$0.00           | -\$0.01        | \$569.00                     | \$4,657.00  |
| 205                              | Meraz Romo Maria Artemisa         | \$3,243.24  | \$0.00          | \$0.00        | \$3,243.24                    | -\$125.10                 | \$0.00                  | \$248.82                       | \$123.72    | \$32.43        | \$0.00           | -\$0.11        | \$156.04                     | \$3,087.20  |
| 212                              | Montejano Flores Janeth Guadalupe | \$2,475.00  | \$0.00          | \$0.00        | \$2,475.00                    | -\$160.30                 | \$0.00                  | \$165.24                       | \$4.94      | \$24.75        | \$0.00           | \$0.11         | \$29.80                      | \$2,445.20  |
| Total Depto                      |                                   | \$18,872.16 | \$0.00          | \$0.00        | \$18,872.16                   | -\$430.78                 | \$0.00                  | \$1,726.60                     | \$1,295.83  | \$57.18        | \$500.00         | -\$0.05        | \$1,852.96                   | \$17,019.20 |
|                                  |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| Departamento 5 MANTENIMIENTO     |                                   |             |                 |               |                               |                           |                         |                                |             |                |                  |                |                              |             |
| 220                              | Bautista Reyes Omar               | \$2,424.30  | \$0.00          | \$161.62      | \$2,585.92                    | -\$160.30                 | \$0.00                  | \$177.31                       | \$17.01     | \$0.00         | \$0.00           | -\$0.09        | \$16.92                      | \$2,569.00  |
| 402                              | Garcia Sandoval Gustavo           | \$3,472.56  | \$0.00          | \$0.00        | \$3,472.56                    | -\$125.10                 | \$0.00                  | \$273.77                       | \$148.67    | \$34.73        | \$0.00           | \$0.16         | \$183.56                     | \$3,289.00  |
| 403                              | Martinez Vega Ivan Andres         | \$4,095.00  | \$0.00          | \$0.00        | \$4,095.00                    | \$0.00                    | \$0.00                  | \$364.23                       | \$364.23    | \$40.95        | \$0.00           | \$0.02         | \$405.20                     | \$3,689.80  |
| 404                              | Guzman Salcedo Guillermo          | \$3,292.35  | \$109.75        | \$219.49      | \$3,621.59                    | -\$107.37                 | \$0.00                  | \$289.99                       | \$182.62    | \$32.92        | \$250.00         | \$0.05         | \$465.59                     | \$3,156.00  |
| 407                              | Lopez Mendoza Clemente            | \$2,424.24  | \$0.00          | \$0.00        | \$2,424.24                    | -\$160.30                 | -\$0.58                 | \$159.72                       | \$0.00      | \$24.24        | \$0.00           | -\$0.02        | \$23.64                      | \$2,400.60  |
| 408                              | Nuñez Cortez Roberto              | \$2,850.00  | \$95.00         | \$190.00      | \$3,135.00                    | -\$125.10                 | \$0.00                  | \$237.05                       | \$111.95    | \$28.50        | \$0.00           | -\$0.05        | \$140.40                     | \$2,994.60  |
| 409                              | Miranda Bañuelos Mario            | \$2,424.24  | \$0.00          | \$0.00        | \$2,424.24                    | -\$160.30                 | -\$0.58                 | \$159.72                       | \$0.00      | \$0.00         | \$0.00           | -\$0.18        | -\$0.76                      | \$2,425.00  |

|                               |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
|-------------------------------|-----------------------------------|--------------|----------|------------|--------------|-------------|---------|-------------|-------------|------------|------------|---------|-------------|--------------|
| 410                           | Mora Enciso Jose M                | \$3,924.30   | \$0.00   | \$0.00     | \$3,924.30   | \$0.00      | \$0.00  | \$336.92    | \$336.92    | \$39.24    | \$0.00     | -\$0.06 | \$376.10    | \$3,548.20   |
| 411                           | Alvarez De Lara Maria Bernardette | \$2,424.24   | \$0.00   | \$0.00     | \$2,424.24   | -\$160.30   | -\$0.58 | \$159.72    | \$0.00      | \$24.24    | \$0.00     | -\$0.02 | \$23.64     | \$2,400.60   |
| 412                           | Mexicano Lopez Javier             | \$3,292.35   | \$0.00   | \$0.00     | \$3,292.35   | -\$125.10   | \$0.00  | \$254.17    | \$129.07    | \$32.92    | \$0.00     | -\$0.04 | \$161.95    | \$3,130.40   |
| 413                           | Cervantes Rodriguez Jose Luis     | \$4,848.48   | \$0.00   | \$0.00     | \$4,848.48   | \$0.00      | \$0.00  | \$496.39    | \$496.39    | \$48.48    | \$0.00     | \$0.01  | \$544.88    | \$4,303.60   |
| 414                           | Aparicio Lopez Juan Francisco     | \$2,932.02   | \$48.86  | \$390.94   | \$3,371.82   | -\$125.10   | \$0.00  | \$262.81    | \$137.71    | \$39.32    | \$0.00     | -\$0.01 | \$177.02    | \$3,194.80   |
| 417                           | Mireles Santillan Carlos Alberto  | \$8,500.05   | \$0.00   | \$0.00     | \$8,500.05   | \$0.00      | \$0.00  | \$1,268.35  | \$1,268.35  | \$0.00     | \$200.00   | -\$0.10 | \$1,468.25  | \$7,031.80   |
| 420                           | Morales Gutierrez David           | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$0.00     | \$0.00     | -\$0.13 | -\$0.70     | \$2,425.00   |
| 421                           | Lopez Torres Rodolfo              | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$0.00     | \$0.00     | \$0.07  | -\$0.50     | \$2,424.80   |
| 422                           | Alvarez Padron Eduardo            | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$0.00     | \$0.00     | -\$0.13 | -\$0.70     | \$2,425.00   |
| 600                           | Villalba Barajas Jose Abel        | \$2,424.24   | \$40.40  | \$323.23   | \$2,787.87   | -\$145.38   | \$0.00  | \$199.28    | \$53.90     | \$24.24    | \$0.00     | \$0.13  | \$78.27     | \$2,709.60   |
| 601                           | Rodriguez Vargas Hector           | \$3,292.38   | \$0.00   | \$0.00     | \$3,292.38   | -\$125.10   | \$0.00  | \$254.17    | \$129.07    | \$32.92    | \$0.00     | -\$0.01 | \$161.98    | \$3,130.40   |
| 602                           | Montoya Raygoza Carlos            | \$3,292.38   | \$0.00   | \$0.00     | \$3,292.38   | -\$125.10   | \$0.00  | \$254.17    | \$129.07    | \$32.92    | \$0.00     | -\$0.01 | \$161.98    | \$3,130.40   |
| 605                           | Renteria Barajas Carlos Alejandro | \$2,932.05   | \$48.87  | \$390.94   | \$3,371.86   | -\$125.10   | \$0.00  | \$262.82    | \$137.72    | \$29.32    | \$0.00     | \$0.02  | \$167.06    | \$3,204.80   |
| 612                           | Hurtado Ruiz Jesus                | \$3,292.35   | \$0.00   | \$0.00     | \$3,292.35   | -\$125.10   | \$0.00  | \$254.17    | \$129.07    | \$32.92    | \$0.00     | -\$0.04 | \$161.95    | \$3,130.40   |
| 621                           | Foseca Vargas Quirino             | \$2,424.24   | \$0.00   | \$161.62   | \$2,585.86   | -\$160.30   | \$0.00  | \$177.30    | \$17.00     | \$24.24    | \$0.00     | \$0.02  | \$41.26     | \$2,544.60   |
| 623                           | Hermosillo Galvan Moises          | \$6,117.00   | \$0.00   | \$0.00     | \$6,117.00   | \$0.00      | \$0.00  | \$759.33    | \$759.33    | \$61.17    | \$0.00     | \$0.10  | \$820.60    | \$5,296.40   |
| 631                           | Gutierrez Pulido Felipe           | \$3,292.35   | \$0.00   | \$0.00     | \$3,292.35   | -\$125.10   | \$0.00  | \$254.17    | \$129.07    | \$32.92    | \$0.00     | \$0.16  | \$162.15    | \$3,130.20   |
| 633                           | Oliva Ledesma Oscar               | \$2,424.15   | \$0.00   | \$0.00     | \$2,424.15   | -\$160.30   | -\$0.59 | \$159.71    | \$0.00      | \$24.24    | \$0.00     | \$0.10  | \$23.75     | \$2,400.40   |
| 634                           | Padilla Raygoza Faustino          | \$2,874.90   | \$47.95  | \$383.22   | \$3,306.07   | -\$125.10   | \$0.00  | \$255.66    | \$130.56    | \$28.75    | \$0.00     | -\$0.04 | \$159.27    | \$3,146.80   |
| 635                           | Diaz Neri Francisco               | \$3,615.00   | \$0.00   | \$0.00     | \$3,615.00   | -\$107.37   | \$0.00  | \$289.27    | \$181.90    | \$0.00     | \$0.00     | \$0.10  | \$182.00    | \$3,433.00   |
| 636                           | Castro Rodriguez Armando          | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$24.24    | \$0.00     | \$0.03  | \$23.70     | \$2,400.60   |
| 637                           | Montejano Bañuelos Jose De Jesus  | \$2,700.00   | \$0.00   | \$0.00     | \$2,700.00   | -\$145.38   | \$0.00  | \$189.72    | \$44.34     | \$27.00    | \$0.00     | -\$0.14 | \$71.20     | \$2,628.80   |
| 638                           | Núñez Cortes Cesar Joel           | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$24.24    | \$0.00     | \$0.03  | \$23.70     | \$2,400.60   |
| 639                           | Rojas Alcantar Ignacio            | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$24.24    | \$0.00     | \$0.03  | \$23.70     | \$2,400.60   |
| 640                           | Gaytan Angulo Juan Manuel         | \$2,932.05   | \$0.00   | \$0.00     | \$2,932.05   | -\$145.38   | \$0.00  | \$214.97    | \$69.59     | \$29.32    | \$0.00     | -\$0.06 | \$98.85     | \$2,833.20   |
| 641                           | Gonzalez Plazola Herman Efrain    | \$2,424.30   | \$0.00   | \$0.00     | \$2,424.30   | -\$160.30   | -\$0.57 | \$159.72    | \$0.00      | \$24.24    | \$0.00     | \$0.03  | \$23.70     | \$2,400.60   |
| Total Depto                   |                                   | \$105,487.32 | \$390.83 | \$2,221.06 | \$108,099.21 | -\$3,985.78 | -\$6.32 | \$9,082.93  | \$5,103.54  | \$822.46   | \$450.00   | -\$0.07 | \$6,369.61  | \$101,729.60 |
|                               |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| Departamento 6 OBRAS          |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| 303                           | Gonzalez Gonzalez Juan Jose       | \$2,424.24   | \$0.00   | \$0.00     | \$2,424.24   | -\$160.30   | -\$0.58 | \$159.72    | \$0.00      | \$0.00     | \$0.00     | \$0.02  | -\$0.56     | \$2,424.80   |
| 615                           | Rodriguez Vargas Rafael           | \$3,250.35   | \$0.00   | \$0.00     | \$3,250.35   | -\$125.10   | \$0.00  | \$249.60    | \$124.50    | \$32.50    | \$625.00   | \$0.15  | \$782.15    | \$2,468.20   |
| Total Depto                   |                                   | \$5,674.59   | \$0.00   | \$0.00     | \$5,674.59   | -\$285.40   | -\$0.58 | \$409.32    | \$124.50    | \$32.50    | \$625.00   | \$0.17  | \$781.59    | \$4,893.00   |
|                               |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| Departamento 7 AUTOMATIZACION |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| 802                           | Ochoa Arrayga Yered Adrian        | \$6,009.90   | \$0.00   | \$0.00     | \$6,009.90   | \$0.00      | \$0.00  | \$736.45    | \$736.45    | \$60.09    | \$2,000.00 | -\$0.04 | \$2,796.50  | \$3,213.40   |
| Total Depto                   |                                   | \$6,009.90   | \$0.00   | \$0.00     | \$6,009.90   | \$0.00      | \$0.00  | \$736.45    | \$736.45    | \$60.09    | \$2,000.00 | -\$0.04 | \$2,796.50  | \$3,213.40   |
|                               |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| Departamento 8 PENSIONADOS    |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| 400                           | Claro Moreno Atanacio             | \$5,282.25   | \$0.00   | \$0.00     | \$5,282.25   | \$0.00      | \$0.00  | \$581.03    | \$581.03    | \$0.00     | \$0.00     | \$0.02  | \$581.05    | \$4,701.20   |
| 401                           | Claro Morales Nicasio             | \$4,193.28   | \$0.00   | \$0.00     | \$4,193.28   | \$0.00      | \$0.00  | \$379.95    | \$379.95    | \$0.00     | \$0.00     | \$0.13  | \$380.08    | \$3,813.20   |
| 405                           | Hernandez Mora Benjamin           | \$2,932.02   | \$0.00   | \$0.00     | \$2,932.02   | -\$145.38   | \$0.00  | \$214.96    | \$69.59     | \$0.00     | \$0.00     | \$0.03  | \$69.62     | \$2,862.40   |
| 406                           | Moreno Onorico Agustin            | \$2,424.24   | \$0.00   | \$0.00     | \$2,424.24   | -\$160.30   | -\$0.58 | \$159.72    | \$0.00      | \$0.00     | \$0.00     | \$0.02  | -\$0.56     | \$2,424.80   |
| Total Depto                   |                                   | \$14,831.79  | \$0.00   | \$0.00     | \$14,831.79  | -\$305.68   | -\$0.58 | \$1,335.66  | \$1,030.57  | \$0.00     | \$0.00     | \$0.20  | \$1,030.19  | \$13,801.60  |
|                               |                                   |              |          |            |              |             |         |             |             |            |            |         |             |              |
| Total Gral.                   |                                   | \$210,584.61 | \$390.83 | \$2,221.06 | \$213,196.50 | -\$5,633.92 | -\$8.62 | \$21,453.66 | \$15,828.48 | \$1,099.83 | \$3,575.00 | -\$0.19 | \$20,494.50 | \$192,702.00 |

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA

AJIJIC

Periodo22 Quincena del 16/11/2015 al 30/11/2015

RFC: SMA -940323-NYO

| Código                        | Empleado                          | Sueldo      | Gratificación | *TOTAL*<br>*PERCEPCIONES* | Subs al Empleo acreditado | Subsidio al Empleo (sp) | I.S.R. antes de Subs al Empleo | I.S.R. (sp) | Cuota sindical | Préstamo empresa | Ajuste al neto | *TOTAL*<br>*DEDUCCIONES* | *NETO*      |
|-------------------------------|-----------------------------------|-------------|---------------|---------------------------|---------------------------|-------------------------|--------------------------------|-------------|----------------|------------------|----------------|--------------------------|-------------|
| Departamento 1 ADMINISTRATIVO |                                   |             |               |                           |                           |                         |                                |             |                |                  |                |                          |             |
| 101                           | Espiritu Rosales Maria Del Carmen | \$6,300.00  | \$0.00        | \$6,300.00                | \$0.00                    | \$0.00                  | \$798.42                       | \$798.42    | \$0.00         | \$500.00         | \$0.18         | \$1,298.60               | \$5,001.40  |
| 102                           | Higuera Rivera Araceli            | \$3,783.78  | \$0.00        | \$3,783.78                | \$0.00                    | \$0.00                  | \$314.43                       | \$314.43    | \$0.00         | \$0.00           | \$0.15         | \$314.58                 | \$3,469.20  |
| 107                           | Perez Muñoz Patricia              | \$2,915.70  | \$0.00        | \$2,915.70                | -\$145.38                 | \$0.00                  | \$213.19                       | \$67.81     | \$0.00         | \$0.00           | \$0.09         | \$67.90                  | \$2,847.80  |
| 109                           | Marquez Beltran Jose Pablo        | \$7,961.10  | \$0.00        | \$7,961.10                | \$0.00                    | \$0.00                  | \$1,153.23                     | \$1,153.23  | \$0.00         | \$0.00           | \$0.07         | \$1,153.30               | \$6,807.80  |
| Total Depto                   |                                   | \$20,960.58 | \$0.00        | \$20,960.58               | -\$145.38                 | \$0.00                  | \$2,479.27                     | \$2,333.89  | \$0.00         | \$500.00         | \$0.49         | \$2,834.38               | \$18,126.20 |
|                               |                                   |             |               |                           |                           |                         |                                |             |                |                  |                |                          |             |
| Departamento 2 PENSIONADOS    |                                   |             |               |                           |                           |                         |                                |             |                |                  |                |                          |             |
| 200                           | Garcia Bañuelos Concepcion        | \$1,621.62  | \$0.00        | \$1,621.62                | -\$200.63                 | -\$107.82               | \$92.82                        | \$0.00      | \$0.00         | \$0.00           | \$0.04         | -\$107.78                | \$1,729.40  |
| 302                           | Solorzano Velazquez Francisco     | \$3,800.16  | \$0.00        | \$3,800.16                | \$0.00                    | \$0.00                  | \$317.06                       | \$317.06    | \$0.00         | \$0.00           | -\$0.10        | \$316.96                 | \$3,483.20  |
| Total Depto                   |                                   | \$5,421.78  | \$0.00        | \$5,421.78                | -\$200.63                 | -\$107.82               | \$409.88                       | \$317.06    | \$0.00         | \$0.00           | -\$0.06        | \$209.18                 | \$5,212.60  |
|                               |                                   |             |               |                           |                           |                         |                                |             |                |                  |                |                          |             |
| Departamento 3 MANTENIMIENTO  |                                   |             |               |                           |                           |                         |                                |             |                |                  |                |                          |             |
| 000                           | Garcia Romero Juan Arturo         | \$2,499.90  | \$166.66      | \$2,666.56                | -\$145.38                 | \$0.00                  | \$186.08                       | \$40.71     | \$24.99        | \$0.00           | \$0.06         | \$65.76                  | \$2,600.80  |
| 300                           | Ramirez Marquez Ramon             | \$4,422.60  | \$0.00        | \$4,422.60                | \$0.00                    | \$0.00                  | \$420.07                       | \$420.07    | \$0.00         | \$0.00           | \$0.13         | \$420.20                 | \$4,002.40  |
| 301                           | Gonzalez Ibarra Salvador          | \$6,117.00  | \$0.00        | \$6,117.00                | \$0.00                    | \$0.00                  | \$759.33                       | \$759.33    | \$0.00         | \$0.00           | \$0.07         | \$759.40                 | \$5,357.60  |
| 303                           | Ramirez Lopez Ramon               | \$3,636.30  | \$0.00        | \$3,636.30                | -\$107.37                 | \$0.00                  | \$291.59                       | \$184.22    | \$0.00         | \$0.00           | \$0.08         | \$184.30                 | \$3,452.00  |
| 304                           | Rivera Aguilar Jose Reyes         | \$2,915.64  | \$0.00        | \$2,915.64                | -\$145.38                 | \$0.00                  | \$213.18                       | \$67.81     | \$29.16        | \$0.00           | -\$0.13        | \$96.84                  | \$2,818.80  |
| 305                           | Guzman De La Torre Abel           | \$2,915.64  | \$0.00        | \$2,915.64                | -\$145.38                 | \$0.00                  | \$213.18                       | \$67.81     | \$0.00         | \$0.00           | \$0.03         | \$67.84                  | \$2,847.80  |
| 306                           | Noyola Rojas Julian De Jesus      | \$3,013.92  | \$0.00        | \$3,013.92                | -\$145.38                 | \$0.00                  | \$223.87                       | \$78.50     | \$30.14        | \$0.00           | -\$0.12        | \$108.52                 | \$2,905.40  |
| 307                           | Solorzano Velazquez Jorge Efren   | \$2,915.64  | \$0.00        | \$2,915.64                | -\$145.38                 | \$0.00                  | \$213.18                       | \$67.81     | \$0.00         | \$0.00           | \$0.03         | \$67.84                  | \$2,847.80  |
| 309                           | Vazquez Contreras Gerardo         | \$2,915.64  | \$0.00        | \$2,915.64                | -\$145.38                 | \$0.00                  | \$213.18                       | \$67.81     | \$0.00         | \$0.00           | \$0.03         | \$67.84                  | \$2,847.80  |
| 310                           | Segura Garcia Fernando            | \$2,424.24  | \$0.00        | \$2,424.24                | -\$160.30                 | -\$0.58                 | \$159.72                       | \$0.00      | \$0.00         | \$0.00           | \$0.02         | -\$0.56                  | \$2,424.80  |
| 321                           | Rojas Ramos Horacio Filimon       | \$2,308.80  | \$0.00        | \$2,308.80                | -\$174.78                 | -\$27.63                | \$147.16                       | \$0.00      | \$0.00         | \$0.00           | \$0.03         | -\$27.60                 | \$2,336.40  |
| 323                           | Blas Sanchez Juan Manuel          | \$1,292.96  | \$0.00        | \$1,292.96                | -\$200.74                 | -\$128.96               | \$71.78                        | \$0.00      | \$0.00         | \$0.00           | -\$0.08        | -\$129.04                | \$1,422.00  |
| Total Depto                   |                                   | \$37,378.28 | \$166.66      | \$37,544.94               | -\$1,515.47               | -\$157.17               | \$3,112.32                     | \$1,754.07  | \$84.29        | \$0.00           | \$0.15         | \$1,681.34               | \$35,863.60 |
|                               |                                   |             |               |                           |                           |                         |                                |             |                |                  |                |                          |             |
| Total Gral.                   |                                   | \$63,760.64 | \$166.66      | \$63,927.30               | -\$1,861.48               | -\$264.99               | \$6,001.47                     | \$4,405.02  | \$84.29        | \$500.00         | \$0.58         | \$4,724.90               | \$59,202.40 |

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA

SAN ANTONIO

Periodo 22 Quincena del 16/11/2015 al 30/11/2015

RFC: SMA -940323-NY0

| Código                        | Empleado                       | Sueldo      | *TOTAL*<br>*PERCEPCI<br>ONES* | Subs al<br>Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes<br>de Subs al<br>Empleo | I.S.R. (sp) | Cuota<br>sindical | Ajuste al neto | *TOTAL*<br>*DEDUCCIO<br>NES* | *NETO*      |
|-------------------------------|--------------------------------|-------------|-------------------------------|---------------------------------|----------------------------|--------------------------------------|-------------|-------------------|----------------|------------------------------|-------------|
| Departamento 1 ADMINISTRATIVO |                                |             |                               |                                 |                            |                                      |             |                   |                |                              |             |
| 102                           | Delgado Garcia Ana Rosa        | \$3,439.80  | \$3,439.80                    | -\$125.10                       | \$0.00                     | \$270.21                             | \$145.11    | \$34.40           | -\$0.11        | \$179.40                     | \$3,260.40  |
| 119                           | Urias Pacheco Eleuc            | \$5,550.00  | \$5,550.00                    | \$0.00                          | \$0.00                     | \$638.22                             | \$638.22    | \$0.00            | -\$0.02        | \$638.20                     | \$4,911.80  |
| Total Depto                   |                                | \$8,989.80  | \$8,989.80                    | -\$125.10                       | \$0.00                     | \$908.43                             | \$783.33    | \$34.40           | -\$0.13        | \$817.60                     | \$8,172.20  |
|                               |                                |             |                               |                                 |                            |                                      |             |                   |                |                              |             |
| Departamento 2 MANTENIMIENTO  |                                |             |                               |                                 |                            |                                      |             |                   |                |                              |             |
| 201                           | Martinez Milian Jerardo        | \$4,422.60  | \$4,422.60                    | \$0.00                          | \$0.00                     | \$420.07                             | \$420.07    | \$0.00            | -\$0.07        | \$420.00                     | \$4,002.60  |
| 202                           | Rosales Campos Juan Antonio    | \$2,866.50  | \$2,866.50                    | -\$145.38                       | \$0.00                     | \$207.84                             | \$62.46     | \$0.00            | \$0.04         | \$62.50                      | \$2,804.00  |
| 204                           | Jimenez Zuñiga Jorge           | \$2,538.90  | \$2,538.90                    | -\$160.30                       | \$0.00                     | \$172.19                             | \$11.89     | \$25.40           | \$0.01         | \$37.30                      | \$2,501.60  |
| 205                           | Miranda Sanchez Jose Antonio   | \$2,538.90  | \$2,538.90                    | -\$160.30                       | \$0.00                     | \$172.19                             | \$11.89     | \$25.40           | \$0.01         | \$37.30                      | \$2,501.60  |
| 207                           | Martinez Olmedo Carlos Alberto | \$2,538.90  | \$2,538.90                    | -\$160.30                       | \$0.00                     | \$172.19                             | \$11.89     | \$0.00            | \$0.01         | \$11.90                      | \$2,527.00  |
| Total Depto                   |                                | \$14,905.80 | \$14,905.80                   | -\$626.28                       | \$0.00                     | \$1,144.48                           | \$518.20    | \$50.80           | \$0.00         | \$569.00                     | \$14,336.80 |
|                               |                                |             |                               |                                 |                            |                                      |             |                   |                |                              |             |
| Total Gral.                   |                                | \$23,895.60 | \$23,895.60                   | -\$751.38                       | \$0.00                     | \$2,052.91                           | \$1,301.53  | \$85.20           | -\$0.13        | \$1,386.60                   | \$22,509.00 |

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA

ATOTONILQUILLO

Periodo 22 Quincena del 16/11/2015 al 30/11/2015

RFC: SMA -940323-NY0

| Código                        | Empleado                        | Sueldo      | Prima dominical | *TOTAL*<br>*PERCEPCION<br>ES* | Subs al Empleo acreditado | Subsidio al Empleo (sp) | I.S.R. antes de Subs al Empleo | I.S.R. (sp) | Cuota sindical | Ajuste al neto | *TOTAL*<br>*DEDUCCIONE<br>S* | *NETO*      |
|-------------------------------|---------------------------------|-------------|-----------------|-------------------------------|---------------------------|-------------------------|--------------------------------|-------------|----------------|----------------|------------------------------|-------------|
| Departamento 1 ADMINISTRATIVO |                                 |             |                 |                               |                           |                         |                                |             |                |                |                              |             |
| 102                           | Gutierrez Rodriguez Sandra      | \$4,701.00  | \$0.00          | \$4,701.00                    | \$0.00                    | \$0.00                  | \$469.96                       | \$469.96    | \$47.01        | -\$0.17        | \$516.80                     | \$4,184.20  |
| 115                           | Ochoa Siordia Adalberto         | \$9,180.00  | \$0.00          | \$9,180.00                    | \$0.00                    | \$0.00                  | \$1,413.58                     | \$1,413.58  | \$0.00         | \$0.02         | \$1,413.60                   | \$7,766.40  |
| 119                           | Baltazar Vaca Javier            | \$6,000.00  | \$0.00          | \$6,000.00                    | \$0.00                    | \$0.00                  | \$734.34                       | \$734.34    | \$0.00         | \$0.06         | \$734.40                     | \$5,265.60  |
| 203                           | Martinez Encizo Yaritza Gisel   | \$1,166.28  | \$0.00          | \$1,166.28                    | -\$200.74                 | -\$137.06               | \$63.67                        | \$0.00      | \$0.00         | -\$0.06        | -\$137.12                    | \$1,303.40  |
| Total Depto                   |                                 | \$21,047.28 | \$0.00          | \$21,047.28                   | -\$200.74                 | -\$137.06               | \$2,681.55                     | \$2,617.88  | \$47.01        | -\$0.15        | \$2,527.68                   | \$18,519.60 |
| Departamento 2 MANTENIMIENTO  |                                 |             |                 |                               |                           |                         |                                |             |                |                |                              |             |
| 103                           | Maldonado Morales Luis          | \$3,505.20  | \$58.42         | \$3,797.30                    | \$0.00                    | \$0.00                  | \$316.60                       | \$316.60    | \$35.05        | \$0.05         | \$351.70                     | \$3,445.60  |
| 120                           | Escobedo Ramirez Juan Francisco | \$2,424.15  | \$40.41         | \$2,626.17                    | -\$160.30                 | \$0.00                  | \$181.69                       | \$21.39     | \$0.00         | -\$0.02        | \$21.37                      | \$2,604.80  |
| 201                           | Lopez Ortiz Erik Francisco      | \$2,424.60  | \$40.41         | \$2,626.62                    | -\$160.30                 | \$0.00                  | \$181.74                       | \$21.44     | \$0.00         | -\$0.02        | \$21.42                      | \$2,605.20  |
| 202                           | Delgado Baldivia Jesus          | \$2,424.60  | \$0.00          | \$2,424.60                    | -\$160.30                 | -\$0.54                 | \$159.76                       | \$0.00      | \$0.00         | -\$0.06        | -\$0.60                      | \$2,425.20  |
| Total Depto                   |                                 | \$10,778.55 | \$139.24        | \$11,474.69                   | -\$480.90                 | -\$0.54                 | \$839.79                       | \$359.43    | \$35.05        | -\$0.05        | \$393.89                     | \$11,080.80 |
| Departamento 3 PENSIONADOS    |                                 |             |                 |                               |                           |                         |                                |             |                |                |                              |             |
| 104                           | Alvarado Cerna Jesus            | \$2,521.80  | \$0.00          | \$2,521.80                    | -\$160.30                 | \$0.00                  | \$170.33                       | \$10.03     | \$0.00         | -\$0.03        | \$10.00                      | \$2,511.80  |
| 200                           | Rodriguez Reyes Jose Santos     | \$1,512.00  | \$0.00          | \$1,512.00                    | -\$200.63                 | -\$114.84               | \$85.80                        | \$0.00      | \$0.00         | -\$0.16        | -\$115.00                    | \$1,627.00  |
| Total Depto                   |                                 | \$4,033.80  | \$0.00          | \$4,033.80                    | -\$360.93                 | -\$114.84               | \$256.13                       | \$10.03     | \$0.00         | -\$0.19        | -\$105.00                    | \$4,138.80  |
| Total Gral.                   |                                 |             |                 |                               |                           |                         |                                |             |                |                |                              |             |
|                               |                                 | \$35,859.63 | \$139.24        | \$36,555.77                   | -\$1,042.57               | -\$252.44               | \$3,777.47                     | \$2,987.34  | \$82.06        | -\$0.39        | \$2,816.57                   | \$33,739.20 |

**SANTA CRUZ**

**RFC: SMA -940323-NY0**

| Código                        | Empleado                 | Sueldo     | *TOTAL*<br>*PERCEPCI<br>ONES* | Subs al<br>Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes<br>de Subs al<br>Empleo | I.S.R. (sp) | Cuota<br>sindical | Ajuste al neto | *TOTAL*<br>*DEDUCCIO<br>NES* | *NETO*     |
|-------------------------------|--------------------------|------------|-------------------------------|---------------------------------|----------------------------|--------------------------------------|-------------|-------------------|----------------|------------------------------|------------|
| Departamento 1 ADMINISTRATIVO |                          |            |                               |                                 |                            |                                      |             |                   |                |                              |            |
| 101                           | Torres Lopez Raquel      | \$3,292.38 | \$3,292.38                    | -\$125.10                       | \$0.00                     | \$254.17                             | \$129.07    | \$32.92           | -\$0.01        | \$161.98                     | \$3,130.40 |
| 102                           | Raygoza Jimenez Antonio  | \$3,931.20 | \$3,931.20                    | \$0.00                          | \$0.00                     | \$338.02                             | \$338.02    | \$0.00            | -\$0.02        | \$338.00                     | \$3,593.20 |
| Total Depto                   |                          | \$7,223.58 | \$7,223.58                    | -\$125.10                       | \$0.00                     | \$592.19                             | \$467.09    | \$32.92           | -\$0.03        | \$499.98                     | \$6,723.60 |
| Departamento 2 MANTENIMIENTO  |                          |            |                               |                                 |                            |                                      |             |                   |                |                              |            |
| 200                           | Marquez Siordia Fernando | \$2,424.24 | \$2,424.24                    | -\$160.30                       | -\$0.58                    | \$159.72                             | \$0.00      | \$24.24           | -\$0.02        | \$23.64                      | \$2,400.60 |
| Total Depto                   |                          | \$2,424.24 | \$2,424.24                    | -\$160.30                       | -\$0.58                    | \$159.72                             | \$0.00      | \$24.24           | -\$0.02        | \$23.64                      | \$2,400.60 |
| Total Gral.                   |                          | \$9,647.82 | \$9,647.82                    | -\$285.40                       | -\$0.58                    | \$751.91                             | \$467.09    | \$57.16           | -\$0.05        | \$523.62                     | \$9,124.20 |

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA

SAN NICOLAS

Periodo 22 Quincena del 16/11/2015 al 30/11/2015

RFC: SMA-940323-NY0

| Código                        | Empleado                     | Sueldo      | *TOTAL*<br>*PERCEPCI<br>ONES* | Subs al<br>Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes<br>de Subs al<br>Empleo | I.S.R. (sp) | Cuota<br>sindical | Préstamo<br>empresa | Ajuste al<br>neto | *TOTAL*<br>*DEDUCCIONE<br>S* | *NETO*      |
|-------------------------------|------------------------------|-------------|-------------------------------|---------------------------------|----------------------------|--------------------------------------|-------------|-------------------|---------------------|-------------------|------------------------------|-------------|
| Departamento 1 ADMINISTRATIVO |                              |             |                               |                                 |                            |                                      |             |                   |                     |                   |                              |             |
| 102                           | Hernandez Salazar Lourdes    | \$3,292.38  | \$3,292.38                    | -\$125.10                       | \$0.00                     | \$254.17                             | \$129.07    | \$32.92           | \$0.00              | -\$0.01           | \$161.98                     | \$3,130.40  |
| 104                           | Rodriguez Guardado David     | \$3,600.00  | \$3,600.00                    | -\$107.37                       | \$0.00                     | \$287.64                             | \$180.27    | \$0.00            | \$0.00              | -\$0.07           | \$180.20                     | \$3,419.80  |
| Total Depto                   |                              | \$6,892.38  | \$6,892.38                    | -\$232.47                       | \$0.00                     | \$541.81                             | \$309.34    | \$32.92           | \$0.00              | -\$0.08           | \$342.18                     | \$6,550.20  |
| Departamento 2 MANTENIMIENTO  |                              |             |                               |                                 |                            |                                      |             |                   |                     |                   |                              |             |
| 200                           | Diaz Cruz Ramon              | \$2,751.84  | \$2,751.84                    | -\$145.38                       | \$0.00                     | \$195.36                             | \$49.98     | \$27.52           | \$200.00            | -\$0.06           | \$277.44                     | \$2,474.40  |
| Total Depto                   |                              | \$2,751.84  | \$2,751.84                    | -\$145.38                       | \$0.00                     | \$195.36                             | \$49.98     | \$27.52           | \$200.00            | -\$0.06           | \$277.44                     | \$2,474.40  |
| Departamento 3 PENSIONADOS    |                              |             |                               |                                 |                            |                                      |             |                   |                     |                   |                              |             |
| 100                           | Reyes Castellanos J. Refugio | \$3,931.20  | \$3,931.20                    | \$0.00                          | \$0.00                     | \$338.02                             | \$338.02    | \$0.00            | \$0.00              | \$0.18            | \$338.20                     | \$3,593.00  |
| 300                           | Salazar Raygoza Juana        | \$884.52    | \$884.52                      | -\$200.74                       | -\$155.10                  | \$45.64                              | \$0.00      | \$0.00            | \$0.00              | \$0.02            | -\$155.08                    | \$1,039.60  |
| Total Depto                   |                              | \$4,815.72  | \$4,815.72                    | -\$200.74                       | -\$155.10                  | \$383.66                             | \$338.02    | \$0.00            | \$0.00              | \$0.20            | \$183.12                     | \$4,632.60  |
| Total Gral.                   |                              |             |                               |                                 |                            |                                      |             |                   |                     |                   |                              |             |
|                               |                              | \$14,459.94 | \$14,459.94                   | -\$578.59                       | -\$155.10                  | \$1,120.83                           | \$697.34    | \$60.44           | \$200.00            | \$0.06            | \$802.74                     | \$13,657.20 |