

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA  
CHAPALA

Periodo 20 Quincena del 16/10/2015 al 31/10/2015

RFC: SMA -940323-NY0

| Código                           | Empleado                          | Sueldo      | Prima dominical | *TOTAL*<br>*PERCEPCION<br>ES* | Subs al Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes de<br>Subs al Empleo | I.S.R. (sp) | Cuota<br>sindical | Préstamo<br>empresa | Ajuste al<br>neto | *TOTAL*<br>*DEDUCCIONE<br>S* | *NETO*      |
|----------------------------------|-----------------------------------|-------------|-----------------|-------------------------------|------------------------------|----------------------------|-----------------------------------|-------------|-------------------|---------------------|-------------------|------------------------------|-------------|
| Departamento 1 DIRECCION GENERAL |                                   |             |                 |                               |                              |                            |                                   |             |                   |                     |                   |                              |             |
| 106                              | Perez Robles Felipe               | \$15,750.00 | \$0.00          | \$15,750.00                   | \$0.00                       | \$0.00                     | \$2,935.77                        | \$2,935.77  | \$0.00            | \$0.00              | \$0.03            | \$2,935.80                   | \$12,814.20 |
| Total Depto                      |                                   | \$15,750.00 | \$0.00          | \$15,750.00                   | \$0.00                       | \$0.00                     | \$2,935.77                        | \$2,935.77  | \$0.00            | \$0.00              | \$0.03            | \$2,935.80                   | \$12,814.20 |
| Departamento 2 CONTABILIDAD      |                                   |             |                 |                               |                              |                            |                                   |             |                   |                     |                   |                              |             |
| 210                              | Perez Rodriguez Lourdes           | \$6,505.20  | \$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          | \$3,825.00                    | \$0.00                       | \$0.00                     | \$321.03                          | \$321.03    | \$38.25           | \$0.00              | \$0.12            | \$359.40                     | \$3,465.60  |
| 214                              | Lopez Graciano Juan Jose          | \$9,000.00  | \$0.00          | \$9,000.00                    | \$0.00                       | \$0.00                     | \$1,375.14                        | \$1,375.14  | \$0.00            | \$0.00              | -\$0.14           | \$1,375.00                   | \$7,625.00  |
| Total Depto                      |                                   | \$19,330.20 | \$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          | \$2,430.00                    | -\$160.30                    | \$0.00                     | \$160.34                          | \$0.05      | \$24.30           | \$0.00              | \$0.05            | \$24.40                      | \$2,405.60  |
| 215                              | Baltazar Alvarado Juan Jose       | \$7,999.95  | \$0.00          | \$7,999.95                    | \$0.00                       | \$0.00                     | \$1,161.53                        | \$1,161.53  | \$0.00            | \$0.00              | \$0.02            | \$1,161.55                   | \$6,838.40  |
| 216                              | Raygoza Munguia Hector Eduardo    | \$6,000.00  | \$0.00          | \$6,000.00                    | \$0.00                       | \$0.00                     | \$734.34                          | \$734.34    | \$0.00            | \$0.00              | -\$0.14           | \$734.20                     | \$5,265.80  |
| 221                              | Barajas Gonzalez Emanuel          | \$1,939.44  | \$0.00          | \$1,939.44                    | -\$188.71                    | -\$75.56                   | \$113.16                          | \$0.00      | \$0.00            | \$0.00              | \$0.00            | -\$75.56                     | \$2,015.00  |
| Total Depto                      |                                   | \$18,369.39 | \$0.00          | \$18,369.39                   | -\$349.01                    | -\$75.56                   | \$2,169.37                        | \$1,895.92  | \$24.30           | \$0.00              | -\$0.07           | \$1,844.59                   | \$16,524.80 |
| Departamento 4 COBRANZA          |                                   |             |                 |                               |                              |                            |                                   |             |                   |                     |                   |                              |             |
| 201                              | Gonzalez Valle J. Sergio          | \$5,077.80  | \$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          | \$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          | \$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          | \$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          | \$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          | \$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               | \$1,939.44  | \$0.00          | \$1,939.44                    | -\$188.71                    | -\$75.56                   | \$113.16                          | \$0.00      | \$0.00            | \$0.00              | \$0.00            | -\$75.56                     | \$2,015.00  |
| 402                              | Garcia Sandoval Gustavo           | \$3,472.56  | \$0.00          | \$3,472.56                    | -\$125.10                    | \$0.00                     | \$273.77                          | \$148.67    | \$34.73           | \$0.00              | -\$0.04           | \$183.36                     | \$3,289.20  |
| 403                              | Martinez Vega Ivan Andres         | \$4,095.00  | \$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  | \$55.00         | \$3,347.35                    | -\$125.10                    | \$0.00                     | \$260.15                          | \$135.05    | \$32.92           | \$250.00            | -\$0.02           | \$417.95                     | \$2,929.40  |
| 407                              | Lopez Mendoza Clemente            | \$2,424.24  | \$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                              | Núñez Cortez Roberto              | \$2,850.00  | \$96.00         | \$2,946.00                    | -\$145.38                    | \$0.00                     | \$216.49                          | \$71.11     | \$28.50           | \$0.00              | -\$0.01           | \$99.60                      | \$2,846.40  |
| 409                              | Miranda Bañuelos Mario            | \$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  |

|                               |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
|-------------------------------|-----------------------------------|--------------|----------|--------------|-------------|-----------|-------------|-------------|------------|------------|---------|-------------|--------------|
| 410                           | Mora Enciso Jose M                | \$3,924.30   | \$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   | \$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   | \$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   | \$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   | \$0.00   | \$2,932.02   | -\$145.38   | \$0.00    | \$214.96    | \$69.59     | \$19.32    | \$0.00     | \$0.11  | \$89.02     | \$2,843.00   |
| 417                           | Mireles Santillan Carlos Alberto  | \$8,500.00   | \$0.00   | \$8,500.00   | \$0.00      | \$0.00    | \$1,268.34  | \$1,268.34  | \$0.00     | \$5,200.00 | -\$0.14 | \$6,468.20  | \$2,031.80   |
| 420                           | Morales Gutierrez David           | \$1,939.44   | \$0.00   | \$1,939.44   | -\$188.71   | -\$75.56  | \$113.16    | \$0.00      | \$0.00     | \$0.00     | \$0.00  | -\$75.56    | \$2,015.00   |
| 421                           | Lopez Torres Rodolfo              | \$1,777.82   | \$0.00   | \$1,777.82   | -\$188.71   | -\$85.90  | \$102.81    | \$0.00      | \$0.00     | \$0.00     | -\$0.08 | -\$85.98    | \$1,863.80   |
| 422                           | Alvarez Padron Eduardo            | \$1,939.44   | \$0.00   | \$1,939.44   | -\$188.71   | -\$75.56  | \$113.16    | \$0.00      | \$0.00     | \$0.00     | \$0.00  | -\$75.56    | \$2,015.00   |
| 600                           | Villalba Barajas Jose Abel        | \$2,424.24   | \$0.00   | \$2,424.24   | -\$160.30   | -\$0.58   | \$159.72    | \$0.00      | \$24.24    | \$0.00     | -\$0.02 | \$23.64     | \$2,400.60   |
| 601                           | Rodriguez Vargas Hector           | \$3,292.38   | \$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   | \$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   | \$0.00   | \$2,932.05   | -\$145.38   | \$0.00    | \$214.97    | \$69.59     | \$29.32    | \$0.00     | -\$0.06 | \$98.85     | \$2,833.20   |
| 612                           | Hurtado Ruiz Jesus                | \$3,292.35   | \$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   | \$2,424.24   | -\$160.30   | -\$0.58   | \$159.72    | \$0.00      | \$24.24    | \$0.00     | -\$0.02 | \$23.64     | \$2,400.60   |
| 631                           | Gutierrez Pulido Felipe           | \$3,292.35   | \$0.00   | \$3,292.35   | -\$125.10   | \$0.00    | \$254.17    | \$129.07    | \$32.92    | \$0.00     | -\$0.04 | \$161.95    | \$3,130.40   |
| 633                           | Oliva Ledesma Oscar               | \$2,424.24   | \$0.00   | \$2,424.24   | -\$160.30   | -\$0.58   | \$159.72    | \$0.00      | \$24.24    | \$0.00     | \$0.18  | \$23.84     | \$2,400.40   |
| 634                           | Padilla Raygoza Faustino          | \$2,874.90   | \$0.00   | \$2,874.90   | -\$145.38   | \$0.00    | \$208.75    | \$63.37     | \$28.75    | \$0.00     | -\$0.02 | \$92.10     | \$2,782.80   |
| 635                           | Diaz Neri Francisco               | \$3,615.00   | \$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   | \$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   | \$2,700.00   | -\$145.38   | \$0.00    | \$189.72    | \$44.34     | \$27.00    | \$0.00     | \$0.06  | \$71.40     | \$2,628.60   |
| 638                           | Núñez Cortes Cesar Joel           | \$2,424.30   | \$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   | \$41.00  | \$2,465.30   | -\$160.30   | \$0.00    | \$164.18    | \$3.89      | \$24.24    | \$0.00     | -\$0.03 | \$28.10     | \$2,437.20   |
| 640                           | Gaytan Angulo Juan Manuel         | \$2,932.05   | \$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 Hernan Efrain    | \$2,424.30   | \$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                   |                                   | \$97,269.30  | \$192.00 | \$97,461.30  | -\$4,213.19 | -\$317.77 | \$7,863.73  | \$3,968.33  | \$741.29   | \$5,450.00 | -\$0.15 | \$9,841.70  | \$87,619.60  |
|                               |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| Departamento 6 OBRAS          |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| 303                           | Gonzalez Gonzalez Juan Jose       | \$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   |
| 615                           | Rodriguez Vargas Rafael           | \$3,033.66   | \$0.00   | \$3,033.66   | -\$145.38   | \$0.00    | \$226.02    | \$80.65     | \$30.33    | \$625.00   | \$0.08  | \$736.06    | \$2,297.60   |
| Total Depto                   |                                   | \$5,457.90   | \$0.00   | \$5,457.90   | -\$305.68   | -\$0.58   | \$385.74    | \$80.65     | \$30.33    | \$625.00   | \$0.10  | \$735.50    | \$4,722.40   |
|                               |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| Departamento 7 AUTOMATIZACION |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| 802                           | Ochoa Arrayga Yered Adrian        | \$6,009.90   | \$0.00   | \$6,009.90   | \$0.00      | \$0.00    | \$736.45    | \$736.45    | \$60.10    | \$2,000.00 | \$0.15  | \$2,796.70  | \$3,213.20   |
| Total Depto                   |                                   | \$6,009.90   | \$0.00   | \$6,009.90   | \$0.00      | \$0.00    | \$736.45    | \$736.45    | \$60.10    | \$2,000.00 | \$0.15  | \$2,796.70  | \$3,213.20   |
|                               |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| Departamento 8 PENSIONADOS    |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| 400                           | Claro Moreno Atanacio             | \$5,282.25   | \$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   | \$4,193.28   | \$0.00      | \$0.00    | \$379.95    | \$379.95    | \$0.00     | \$0.00     | -\$0.07 | \$379.88    | \$3,813.40   |
| 405                           | Hernandez Mora Benjamin           | \$2,932.02   | \$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   | \$2,424.24   | -\$160.30   | -\$0.58   | \$159.72    | \$0.00      | \$0.00     | \$0.00     | \$0.02  | -\$0.56     | \$2,424.80   |
| 501                           | Carrizal Habanero Alfonso         | \$1,064.70   | \$0.00   | \$1,064.70   | -\$200.74   | -\$143.57 | \$57.17     | \$0.00      | \$0.00     | \$0.00     | \$0.07  | -\$143.50   | \$1,208.20   |
| Total Depto                   |                                   | \$15,896.49  | \$0.00   | \$15,896.49  | -\$506.42   | -\$144.15 | \$1,392.83  | \$1,030.57  | \$0.00     | \$0.00     | \$0.07  | \$886.49    | \$15,010.00  |
|                               |                                   |              |          |              |             |           |             |             |            |            |         |             |              |
| Total Gral.                   |                                   | \$196,955.34 | \$192.00 | \$197,147.34 | -\$5,805.08 | -\$538.06 | \$19,748.91 | \$14,481.94 | \$1,016.50 | \$8,575.00 | \$0.16  | \$23,535.54 | \$173,611.80 |

|             |             |             |             |           |            |            |         |          |         |            |             |
|-------------|-------------|-------------|-------------|-----------|------------|------------|---------|----------|---------|------------|-------------|
| Total Gral. | \$61,976.31 | \$61,976.31 | -\$1,690.58 | -\$136.61 | \$5,858.10 | \$4,304.16 | \$84.29 | \$700.00 | -\$0.53 | \$4,951.31 | \$57,025.00 |
|-------------|-------------|-------------|-------------|-----------|------------|------------|---------|----------|---------|------------|-------------|

SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA  
SAN ANTONIO  
Periodo 20 Quincena del 16/10/2015 al 31/10/2015

RFC: SMA -940323-NY0

| Código                        | Empleado                       | Sueldo      | *TOTAL*<br>*PERCEPCIO<br>NES* | Subs al Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes de<br>Subs al Empleo | I.S.R. (sp) | Cuota sindical | Ajuste al<br>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        | \$0.09            | \$179.60                     | \$3,260.20  |
| 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  |
| 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  |
| Total Depto                   |                                | \$11,528.70 | \$11,528.70                   | -\$285.40                    | \$0.00                     | \$1,080.62                        | \$795.22    | \$59.80        | \$0.08            | \$855.10                     | \$10,673.60 |
| Departamento 2 MANTENIMIENTO  |                                |             |                               |                              |                            |                                   |             |                |                   |                              |             |
| 201                           | Martinez Milian Jerardo        | \$4,422.60  | \$4,422.60                    | \$0.00                       | \$0.00                     | \$420.07                          | \$420.07    | \$0.00         | \$0.13            | \$420.20                     | \$4,002.40  |
| 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  |
| 207                           | Martinez Olmedo Carlos Alberto | \$2,538.90  | \$2,538.90                    | -\$160.30                    | \$0.00                     | \$172.19                          | \$11.89     | \$0.00         | -\$0.19           | \$11.70                      | \$2,527.20  |
| Total Depto                   |                                | \$12,366.90 | \$12,366.90                   | -\$465.98                    | \$0.00                     | \$972.29                          | \$506.31    | \$25.40        | -\$0.01           | \$531.70                     | \$11,835.20 |
| =====                         |                                |             |                               |                              |                            |                                   |             |                |                   |                              |             |
| Total Gral.                   |                                | \$23,895.60 | \$23,895.60                   | -\$751.38                    | \$0.00                     | \$2,052.91                        | \$1,301.53  | \$85.20        | \$0.07            | \$1,386.80                   | \$22,508.80 |

# SISTEMA MUNICIPAL DE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA ATOTONILQUILLO

**Periodo 20 Quincena del 16/10/2015 al 31/10/2015**

**RFC: SMA -940323-NY0**

| Código                        | Empleado                    | Sueldo      | *TOTAL*<br>*PERCEPCIO<br>NES* | Subs al Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes de<br>Subs al Empleo | I.S.R. (sp) | Cuota sindical | Ajuste al<br>neto | *TOTAL*<br>*DEDUCCIO<br>NES* | *NETO*      |
|-------------------------------|-----------------------------|-------------|-------------------------------|------------------------------|----------------------------|-----------------------------------|-------------|----------------|-------------------|------------------------------|-------------|
| Departamento 1 ADMINISTRATIVO |                             |             |                               |                              |                            |                                   |             |                |                   |                              |             |
| 102                           | Gutierrez Rodriguez Sandra  | \$4,701.06  | \$4,701.06                    | \$0.00                       | \$0.00                     | \$469.97                          | \$469.97    | \$47.01        | \$0.08            | \$517.06                     | \$4,184.00  |
| 115                           | Ochoa Siordia Adalberto     | \$9,180.00  | \$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  | \$6,000.00                    | \$0.00                       | \$0.00                     | \$734.34                          | \$734.34    | \$0.00         | -\$0.14           | \$734.20                     | \$5,265.80  |
| Total Depto                   |                             | \$19,881.06 | \$19,881.06                   | \$0.00                       | \$0.00                     | \$2,617.89                        | \$2,617.89  | \$47.01        | -\$0.04           | \$2,664.86                   | \$17,216.20 |
| Departamento 2 MANTENIMIENTO  |                             |             |                               |                              |                            |                                   |             |                |                   |                              |             |
| 103                           | Maldonado Morales Luis      | \$3,505.32  | \$3,505.32                    | -\$125.10                    | \$0.00                     | \$277.34                          | \$152.24    | \$35.05        | \$0.03            | \$187.32                     | \$3,318.00  |
| 201                           | Lopez Ortiz Erik Francisco  | \$2,424.60  | \$2,424.60                    | -\$160.30                    | -\$0.54                    | \$159.76                          | \$0.00      | \$0.00         | -\$0.06           | -\$0.60                      | \$2,425.20  |
| 202                           | Delgado Baldivia Jesus      | \$2,424.60  | \$2,424.60                    | -\$160.30                    | -\$0.54                    | \$159.76                          | \$0.00      | \$0.00         | -\$0.06           | -\$0.60                      | \$2,425.20  |
| Total Depto                   |                             | \$8,354.52  | \$8,354.52                    | -\$445.70                    | -\$1.08                    | \$596.86                          | \$152.24    | \$35.05        | -\$0.09           | \$186.12                     | \$8,168.40  |
| Departamento 3 PENSIONADOS    |                             |             |                               |                              |                            |                                   |             |                |                   |                              |             |
| 104                           | Alvarado Cerna Jesus        | \$2,424.00  | \$2,424.00                    | -\$160.30                    | -\$0.61                    | \$159.69                          | \$0.00      | \$0.00         | \$0.01            | -\$0.60                      | \$2,424.60  |
| 200                           | Rodriguez Reyes Jose Santos | \$1,512.00  | \$1,512.00                    | -\$200.63                    | -\$114.84                  | \$85.80                           | \$0.00      | \$0.00         | \$0.04            | -\$114.80                    | \$1,626.80  |
| Total Depto                   |                             | \$3,936.00  | \$3,936.00                    | -\$360.93                    | -\$115.45                  | \$245.49                          | \$0.00      | \$0.00         | \$0.05            | -\$115.40                    | \$4,051.40  |
| Total Gral.                   |                             | \$32,171.58 | \$32,171.58                   | -\$806.63                    | -\$116.53                  | \$3,460.24                        | \$2,770.13  | \$82.06        | -\$0.08           | \$2,735.58                   | \$29,436.00 |

| Código                        | Empleado                 | Sueldo     | *TOTAL*<br>*PERCEPCIO<br>NES* | Subs al Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes de<br>Subs al Empleo | I.S.R. (sp) | Cuota sindical | Ajuste al<br>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      | \$48.48        | \$0.14            | \$48.04                      | \$2,376.20 |
| Total Depto                   |                          | \$2,424.24 | \$2,424.24                    | -\$160.30                    | -\$0.58                    | \$159.72                          | \$0.00      | \$48.48        | \$0.14            | \$48.04                      | \$2,376.20 |
| Total Gral.                   |                          |            |                               |                              |                            |                                   |             |                |                   |                              |            |
|                               |                          | \$9,647.82 | \$9,647.82                    | -\$285.40                    | -\$0.58                    | \$751.91                          | \$467.09    | \$81.40        | \$0.11            | \$548.02                     | \$9,099.80 |

SISTEMA MUNICIPALDE AGUA POTABLE Y ALCANTARILLADO DE CHAPALA  
SAN NICOLAS  
Periodo 20 Quincena del 16/10/2015 al 31/10/2015

RFC: SMA-940323-NY0

| Código                        | Empleado                     | Sueldo      | *TOTAL*<br>*PERCEPCIONES* | Subs al Empleo<br>acreditado | Subsidio al<br>Empleo (sp) | I.S.R. antes de<br>Subs al Empleo | I.S.R. (sp) | Cuota sindical | Préstamo<br>empresa | Ajuste al<br>neto | *TOTAL*<br>*DEDUCCIONES* | *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              | \$0.13            | \$180.40                 | \$3,419.60  |
| Total Depto                   |                              | \$6,892.38  | \$6,892.38                | -\$232.47                    | \$0.00                     | \$541.81                          | \$309.34    | \$32.92        | \$0.00              | \$0.12            | \$342.38                 | \$6,550.00  |
| 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            | \$0.14            | \$277.64                 | \$2,474.20  |
| Total Depto                   |                              | \$2,751.84  | \$2,751.84                | -\$145.38                    | \$0.00                     | \$195.36                          | \$49.98     | \$27.52        | \$200.00            | \$0.14            | \$277.64                 | \$2,474.20  |
| 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              | -\$0.02           | \$338.00                 | \$3,593.20  |
| 300                           | Salazar Raygoza Juana        | \$884.52    | \$884.52                  | -\$200.74                    | -\$155.10                  | \$45.64                           | \$0.00      | \$0.00         | \$0.00              | -\$0.18           | -\$155.28                | \$1,039.80  |
| Total Depto                   |                              | \$4,815.72  | \$4,815.72                | -\$200.74                    | -\$155.10                  | \$383.66                          | \$338.02    | \$0.00         | \$0.00              | -\$0.20           | \$182.72                 | \$4,633.00  |
| Total Gral.                   |                              |             |                           |                              |                            |                                   |             |                |                     |                   |                          |             |
| 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 |