



COMISION DE DERECHOS HUMANOS DEL ESTADO DE ZACATECAS

DIRECCIÓN ADMINISTRATIVA  
TABULADOR VIGENTE AÑO 2015

TABULADOR MENSUAL A PARTIR DEL 01 DE ENERO DE 2015

PUESTO	CATEGORIA	PUESTO	SUELDO TABULAR	COMPENSA CION	SUBSIDIO AL EMPLEO	B.D.F.P.S.		CUOTA ISSS	I.S.R.	Aportacion Fondo P.S.	Bono Mensual	NETO		BONO DESP.	LIQUIDO MENSUAL		
						CON SIND.	SIN SIND.					CON SIND.	SIN SIND.		CON SIND.	SIN SIND.	
<b>AUXILIAR MÚLTIPLE AM1</b>																	
Juana Martínez Moreno		Intendente	3,291.86	0.00	218.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,510.03	3,510.03	0.00	<b>3,510.03</b>	<b>3,510.03</b>
Catalina Chávez Vázquez		Intendente	3,291.86	0.00	218.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,510.03	3,510.03	0.00	<b>3,510.03</b>	<b>3,510.03</b>
Ma. Guadalupe Baltazar Sosa		Intendente	3,291.86	0.00	218.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,510.03	3,510.03	0.00	<b>3,510.03</b>	<b>3,510.03</b>
<b>AUXILIAR ESPECIALIZADO AE1</b>																	
Jonás Márquez Rodríguez		Chofer/ Notificador	3,486.68	1,537.32	191.85	698.07	705.74	255.22	0.00	767.07 +-	1,443.89	7,102.59	7,110.26	504.31	<b>7,606.90</b>	<b>7,614.57</b>	
Ahida de la Luz Sandoval Medina		Diseñadora Gráfica	3,486.68	1,537.32	191.85	698.07	705.74	255.22	0.00	767.07 +-	1,443.89	7,102.59	7,110.26	504.31	<b>7,606.90</b>	<b>7,614.57</b>	
Francisco Rocha Esparza		Chofer/ Notificador	3,486.68	1,537.32	191.85	698.07	705.74	255.22	0.00	767.07 +-	1,443.89	7,102.59	7,110.26	504.31	<b>7,606.90</b>	<b>7,614.57</b>	
Juan Pablo Medina González		Chofer de Presidencia	3,486.68	1,537.32	191.85	698.07	705.74	255.22	0.00	767.07 +-	1,443.89	7,102.59	7,110.26	630.36	<b>7,732.95</b>	<b>7,740.62</b>	
Javier Badillo Murillo		Chofer/ Notificador	3,557.79	1,567.56	176.99	718.98	726.80	260.43	0.00	782.71 +-	1,481.65	7,242.54	7,250.36	504.31	<b>7,746.85</b>	<b>7,754.67</b>	
Juan Manuel Gurrola Torres		Chofer/ Notificador	3,873.21	1,537.32	156.80	0.00	0.00	0.00	0.00	0.00 +-	1,443.89	7,011.22	7,011.22	504.31	<b>7,515.53</b>	<b>7,515.53</b>	
<b>AUXILIAR ESPECIALIZADO AE3</b>																	
Carlos Alvarez Rodriguez		Encargado de Recepción y Asistencia	3,948.22	4,353.60	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	10,325.20	10,333.89	504.31	<b>10,829.51</b>	<b>10,838.20</b>	
Claudia Badillo Contreras		Aux. de Visitaduría Regional	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Leonardo Campos Robles		Aux. de Visitaduría Regional	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Yadira Castellanos Villalobos		Encargada del Conmutador	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Yesenia Figueroa Sánchez		Aux. de Visitaduría Regional	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Zaida Alejandra Imamura Hernández		Auxiliar de Províctima	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
José Antonio Juárez López		Auxiliar de Capacitación	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Ma. Elisa Ivonne Martínez Gámez		Aux. de Visitaduría Regional	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Yoana Ibeth Navarro Martínez		Oficialía de Partes	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Martha Imelda Chávez Loera		Encargada de Fotocopiado	3,948.22	3,475.08	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	9,446.68	9,455.37	504.31	<b>9,950.99</b>	<b>9,959.68</b>	
Édnhá Patricia Torres Morales		Aux. de Visitaduría Regional	3,948.22	1,537.32	152.00	719.58	728.27	289.01	0.00	868.61 +-	1,440.81	7,508.92	7,517.61	504.31	<b>8,013.23</b>	<b>8,021.92</b>	
Román Barrón Contreras		Aux. de Visitaduría Regional	4,400.67	1,537.32	145.65	0.00	0.00	0.00	0.00	0.00 +-	1,440.81	7,524.45	7,524.45	504.31	<b>8,028.76</b>	<b>8,028.76</b>	
Adán González Rangel		Aux. de Visitaduría Regional	4,400.67	1,537.32	145.65	0.00	0.00	0.00	0.00	0.00 +-	1,440.81	7,524.45	7,524.45	504.31	<b>8,028.76</b>	<b>8,028.76</b>	
Zita Vanesa Rodríguez Hernández		Auxiliar de Visitaduría	4,400.67	1,537.32	145.65	0.00	0.00	0.00	0.00	0.00 +-	1,440.81	7,524.45	7,524.45	504.31	<b>8,028.76</b>	<b>8,028.76</b>	
<b>ANALISTA AN2</b>																	
José María García Hernández		Auxiliar de Capacitación	4,392.58	2,931.94	115.40	763.73	773.40	321.54	0.00	966.37 +-	1,377.73	9,259.84	9,269.51	504.31	<b>9,764.15</b>	<b>9,773.82</b>	
María Guadalupe Carlos Medina		Auxiliar de Visitaduría	4,392.58	2,931.94	115.40	763.73	773.40	321.54	0.00	966.37 +-	1,377.73	9,259.84	9,269.51	504.31	<b>9,764.15</b>	<b>9,773.82</b>	
Guadalupe del Pilar Arce Ramírez		Auxiliar de Comunicación Social	4,392.58	2,931.94	115.40	763.73	773.40	321.54	0.00	966.37 +-	1,377.73	9,259.84	9,269.51	504.31	<b>9,764.15</b>	<b>9,773.82</b>	
<b>TÉCNICO TEC1</b>																	
Ada Myrna del Muro Domínguez		Auxiliar de Informática	5,264.84	2,389.81	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	9,231.12	9,242.71	504.31	<b>9,735.43</b>	<b>9,747.02</b>	
Margarita Macías Vázquez		Auxiliar Contable	5,264.84	2,389.81	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	9,231.12	9,242.71	504.31	<b>9,735.43</b>	<b>9,747.02</b>	
Mayela Martínez Rodríguez		Secretaria	5,264.84	3,175.35	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	10,016.66	10,028.25	504.31	<b>10,520.97</b>	<b>10,532.56</b>	
Abigail Ahumada Mata		Auxiliar Administrativo	5,264.84	2,389.81	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	9,231.12	9,242.71	504.31	<b>9,735.43</b>	<b>9,747.02</b>	
Tania Corina Flores Favila		Auxiliar de Secretaría Ejecutiva	5,264.84	2,389.81	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	9,231.12	9,242.71	504.31	<b>9,735.43</b>	<b>9,747.02</b>	
Raymundo Ramos Troncoso		Auxiliar de Informática	5,264.84	2,389.81	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	9,231.12	9,242.71	504.31	<b>9,735.43</b>	<b>9,747.02</b>	
Lucía Raygoza Collazo		Auxiliar de Orientación y Quejas	5,264.84	2,389.81	0.00	949.33	960.92	385.39	37.09	1,158.27 +-	1,049.62	9,231.12	9,242.71	504.31	<b>9,735.43</b>	<b>9,747.02</b>	
Maribel Basurto Dorado		Secretaria	5,382.46	2,998.64	0.00	1,002.38	1,014.22	394.00	80.13	1,184.14 +-	1,077.07	9,986.42	9,998.26	630.36	<b>10,616.78</b>	<b>10,628.62</b>	
Norma Verónica Belmontes Olvera		Auxiliar de Sistema Penitenciario	5,382.46	2,998.64	0.00	1,002.38	1,014.22	394.00	80.13	1,184.14 +-	1,077.07	9,986.42	9,998.26	630.36	<b>10,616.78</b>	<b>10,628.62</b>	
Yolanda Margarita Contreras Román		Secretaria	5,382.46	2,998.64	0.00	1,002.38	1,014.22	394.00	80.13	1,184.14 +-	1,077.07	9,986.42	9,998.26	630.36	<b>10,616.78</b>	<b>10,628.62</b>	
Sonia Margarita Torres Morúa		Auxiliar de Capacitación	5,382.46	2,998.64	0.00	1,002.38	1,014.22	394.00	80.13	1,184.14 +-	1,077.07	9,986.42	9,998.26	630.36	<b>10,616.78</b>	<b>10,628.62</b>	
<b>TÉCNICO 2 TEC2</b>																	

Juan Pablo Ferreyra Bautista		Auxiliar de Visitaduría	6,015.68	2,931.94	0.00	1,089.20	1,102.44	440.35	149.02	1,323.45 +-	567.40	10,014.85	10,028.09	504.31	<b>10,519.16</b>	<b>10,532.40</b>
José Alberto Rojas Bernal		Auxiliar de Visitaduría	6,015.68	3,956.17	0.00	1,089.20	1,102.44	440.35	149.02	1,323.45 +-	567.40	11,039.08	11,052.32	504.31	<b>11,543.39</b>	<b>11,556.63</b>
Jose Manuel Vázquez Ramos		Encargado de Sistema Penitenciario	6,015.68	2,931.94	0.00	1,089.20	1,102.44	440.35	149.02	1,323.45 +-	567.40	10,014.85	10,028.09	504.31	<b>10,519.16</b>	<b>10,532.40</b>
<b>JEFE DE OFICINA</b>	<b>TCE2</b>															
Laura Alejandra Buendía Roque	TCE2	Asesora de Orientación y Quejas	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
José de Jesus Campos González	TCE2	Visitador Regional	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Flavia Carrillo Medrano	TCE2	Visitadora Itinerante	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
María Elena Covarrubias Medina	TCE2	Organización, Planeación y Biblioteca	6,809.90	6,647.86			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>14,178.52</b>
Zolia Esparza Chávez	TCE2	Visitadora Regional	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
José Alfredo Espino Chávez	TCE2	Jefe Depto. de Orientación y Quejas	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Ma. Zácitl Ferrer Peña	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Miguel Angel Flores Alvarado	TCE2	Jefe Depto. Informática	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Jorge García de Haro	TCE2	Asesor de Orientación y Quejas	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Teresa de Jesús Guerrero Sifuentes	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Laura Elena Huerta Salazar	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Ma. del Rocío Márquez Durán	TCE2	Visitadora Regional	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Magda María Moya Hernández	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Juan Antonio Ortiz Flores	TCE2	Jefe de Mantenimiento	6,809.90	7,126.54			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>14,657.20</b>
Teresa de Jesús Ruíz Galaviz	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Guillermo Sánchez Ramos	TCE2	Encargado de Seguimiento de Exp.	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Emma Trujillo Lozano	TCE2	Enc. Red Províctima	6,809.90	3,956.16			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>11,486.82</b>
Martha Yolanda Magallanes Flores	TCE2	Jefa Depto. Recursos Humanos	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Héctor Alfonso González González	TCE2	Visitador Regional	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Columba Iturralde Muñoz	TCE2	Visitadora Adjunt	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Adriana Díaz Santacruz	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Juana María Ruíz Ortega	TCE2	Visitadora Regional	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
Allan Oliver López Badillo	TCE2	Visitador Adjunto	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Angélica Patricia Ayala Garay	TCE2	Visitadora Adjunta	6,809.90	5,006.76			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>12,537.42</b>
Brenda Quijas de la Riva	TCE2	Visitadora Regional	6,809.90	8,309.82			1,035.11	498.48	276.52	1,498.18 +-			7,070.01	460.65		<b>15,840.48</b>
<b>SUBDIRECTOR</b>	<b>D4</b>															
Leonel Domínguez Márquez	D4	Subdirector de Contabilidad	9,471.59	10,209.08			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>20,479.74</b>
Luis Manuel Gallardo Pérez	D4	Subdirector Capacitación y Difusión	9,471.59	8,309.82			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>18,580.48</b>
Lorena Miranda Aguayo	D4	Secretaria Particular Presidencia	9,471.59	9,536.72			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>19,807.38</b>
Celia Santillán Durán	D4	Primer Visitadora General	9,471.59	15,013.16			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>25,283.82</b>
Ana Hilda Reyes Veyna	D4	Segunda Visitadora General	9,471.59	15,013.16			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>25,283.82</b>
Juan Carlos Martínez Becerra	D4	Cuarto Visitador General	9,471.59	15,013.16			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>25,283.82</b>
Luz María Vallejo Pérez	D4	Tercer Visitadora General	9,471.59	15,013.16			1,667.11	693.32	942.47	2,083.75 +-			9,502.91	767.75		<b>25,283.82</b>
<b>DIRECTOR</b>	<b>D1</b>															
María del Rosario Betancourt Salas	D1	Coordinadora de Visitadurías	12,665.71	13,775.34			2,191.28	927.13	1,596.29	2,786.46 +-			12,333.57	1,078.66		<b>27,187.57</b>
Catarino Martínez Díaz	D1	Secretario Ejecutivo	12,665.71	35,542.74			2,191.28	927.13	1,596.29	2,786.46 +-			12,333.57	1,078.66		<b>48,954.97</b>
Estefanía Herrera Villegas	D1	Directora de Comunicación Social	12,665.71	11,218.54			2,191.28	927.13	1,596.29	2,786.46 +-			12,333.57	1,078.66		<b>24,630.77</b>
María José Zapata Padilla	D1	Director Administrativo	12,665.71	13,775.34			2,191.28	927.13	1,596.29	2,786.46 +-			12,333.57	1,078.66		<b>27,187.57</b>
<b>MANDOS SUPERIORES</b>																
<b>PDTE. COMISION D. HUM.</b>	<b>PCDH</b>															
Arnulfo Joel Correa Chacón	PCDH	Presidente	18,979.23	58,999.00			3,232.06	1,389.28	2,944.85	4,175.43 +-			17,877.16	0.00		<b>76,876.16</b>