Nombre de la Empresa: **SISTEMA BARQUENSE DE AGUA POTABLE ALCANTARILLADO Y SANEAMIENTO DEL MUNICIPIO**
Fecha de emisión del reporte: **30/Nov/23**
RFC: **SBA040520QL9**
Número de la Nómina: **22**
Título de Reporte: **Reporte de la nómina**
Clasificación: ??????????
Rango de Departamentos:
Periodo de Pago: **Del 15/Nov/23 al 30/Nov/23**
El "*" indica que esta percepción será pagada en especie

Clave	Nombre del trabajador	RFC	CURP	Fecha de Alta	Departamento	Puesto	Tipo Salario	Salario Diario	SDI	Días trabajados	Faltas
2	VICTOR HUGO CASTAÑEDA MARTINEZ	CAMV910921UR0	CAMV910921HJCSRC01	01/oct/21	DIRECCION	DIRECTOR GENERAL	Fijo	1,300.00	1,495.89	15.21	0.00
4	JOSE IGNACIO ESPINOSA CORONA	EICI891024P2A	EICI891024HJCSRG07	01/oct/21	DIRECCION	DIRECTOR ADMINISTRATIVO	Fijo	1,120.00	1,288.77	15.21	0.00
6	NORA OLMOS SANCHEZ	OOSN8806222ZA	OOSN880622MJCLNR04	01/oct/21	FINANZAS	GERENTE FINANCIERO	Fijo	905.00	1,041.37	15.21	0.00
8	LEONARDO AVALOS MENDOZA	AAML940425LW3	AAML940425HMNVNN07	01/sep/21	FINANZAS	CONTADOR	Fijo	690.00	793.97	15.21	0.00
9	ROSA MARLA BRAVO RUIZ	BARR9511282H0	BARR951128MJCRZS14	01/oct/21	FINANZAS	INGRESOS A	Fijo	336.05	386.69	15.21	0.00
10	NOEMI CARRANZA MAGALLON	CAMN951003KR8	CAMN951003MJCRGM06	01/oct/21	FINANZAS	CAJERA	Fijo	283.50	326.22	15.21	0.00
11	CRISTAL LORENA GODINEZ SANCHEZ	GOSC8402019G7	GOSC840201MJCDNR06	01/oct/21	FINANZAS	INTENDENCIA	Fijo	215.00	247.40	15.21	0.00
12	KARLA RUBI MAYA TULE	MATK930108P5A	MATK930108MMNYLR05	01/oct/21	COMERCIAL	GERENTE COMERCIAL	Fijo	535.00	615.62	15.21	0.00
15	GABRIEL MARTINEZ GOMEZ	MAGG660324BX1	MAGG660324HDFRMB09	01/oct/21	COMERCIAL	NOTIFICADOR	Fijo	255.02	293.45	15.21	0.00
16	MIGUEL ANGEL COVARRUBIAS GARCIA	COGM6407281W9	COGM640728HJCVRG07	01/oct/21	COMERCIAL	NOTIFICADOR	Fijo	255.02	293.45	15.21	0.00
18	ARNALDO DANIEL VILLALOBOS RAMIREZ	VIRA920908D54	VIRA920908HJCLMR09	01/oct/21	COMERCIAL	NOTIFICADOR	Fijo	483.00	555.78	15.21	0.00
19	RAUL ALEJANDRO LEON BARAJAS	LEBR9211119Q3	LEBR921111HJCNRL03	01/oct/21	PROYECTOS	GERENTE DE PROYECTOS	Fijo	514.50	592.03	15.21	0.00
21	ANTONIO SANTIAGO ALVARADO	SAAA720505QG8	SAAA720505HJCNLN05	01/oct/21	OPERATIVO	FONTANERO	Fijo	315.00	362.47	15.21	0.00
22	JORGE ALVARADO SANTIAGO	SAAJ710421AMA	SAAJ710421HJCNLR05	01/oct/21	OPERATIVO	FONTANERO	Fijo	315.00	362.47	15.21	0.00
23	RICARDO SANTIAGO ALVARADO	SAAR740606N51	SAAR740606HJCNLC02	01/oct/21	OPERATIVO	JEFE DE FONTANEROS	Fijo	393.75	453.08	15.21	0.00
24	JESUS ZALASAR ALEJANDRE	ZAAJ531216S32	ZAAJ531216HJCLLS11	01/oct/21	OPERATIVO	FONTANERO	Fijo	315.00	362.47	15.21	0.00
25	LUIS MIGUEL JIMENEZ GARCIA	JIGL871102DB8	JIGL871102HJCMRS07	01/oct/21	OPERATIVO	FONTANERO	Fijo	315.00	362.47	15.21	0.00
26	JESUS CAMARENA NUÑEZ	CANJ870308SW6	CANJ870308HJCVRG07	01/oct/21	OPERATIVO	FONTANERO	Fijo	315.00	362.47	15.21	0.00
32	ERNESTO GOMEZ PRADO	GOPE601107ND9	GOPE601107HJCMRR04	01/oct/21	OPERATIVO	JEFE DE MANTENIMIENTO	Fijo	695.00	799.73	15.21	0.00
33	ERNESTO GOMEZ JIMENEZ	GOJE8603277IA	GOJE860327HJCMMR04	01/oct/21	OPERATIVO	AUX ELECTRICO	Fijo	650.00	747.95	15.21	0.00
34	JAVIER ZAMORA PEREZ	ZAPJ750514LP9	ZAPJ750514HJCMRV08	01/oct/21	OPERATIVO	AUX ELECTRICO B	Fijo	315.00	362.47	15.21	0.00
35	ARMANDO RODRIGUEZ LOPEZ	ROLA631208SP2	ROLA631208HJCDPR02	01/oct/21	OPERATIVO	REPORTES	Fijo	267.75	308.10	15.21	0.00
36	GERARDO CRUZ TRUJILLO	CUTG710828CY2	CUTG710828HJCRRR09	01/oct/21	OPERATIVO	ENCARGADO DE POZOS	Fijo	262.50	302.05	15.21	0.00
37	J. JESUS ALVAREZ GARCIA	AAGJ7305253D5	AAGJ730525HJCLRS07	01/oct/21	OPERATIVO	ENCARGADO DE BOMBEO A	Fijo	325.50	374.55	15.21	0.00
39	SERGIO JESUS AVIÑA FLORES	AIFS771101696	AIFS771101HJCVLR09	01/oct/21	OPERATIVO	POCERO	Fijo	199.50	229.56	15.21	0.00
40	RAFAEL CRUZ MANJARREZ	CUMR471105T27	CUMR471105HJCRNF02	01/oct/21	OPERATIVO	POCERO	Fijo	168.00	193.31	15.21	0.00
41	ENRIQUE GONZALES REYNOSOS	GORE691024ME1	GORE691024HJCNYN05	01/oct/21	OPERATIVO	POCERO	Fijo	168.00	193.31	15.21	0.00
42	LUIS GERARDO HINOJOSA GARCIA	HIGL870623NI8	HIGL870623HJCNRS06	01/oct/21	OPERATIVO	FONTANERO	Fijo	315.00	362.47	15.21	0.00
46	MA DE LOURDES ARIAS ESPINOZA	AIEM760210GP9	AIEL760210MJCRSR06	01/oct/21	OPERATIVO	POCERO C	Fijo	81.90	94.24	15.21	0.00
50	LUIS ALBERTO ZAVALZA PADILLA	ZAPL670812E60	ZAPL670812HNTVDS04	01/oct/21	OPERATIVO	POCERO Z	Fijo	195.30	224.73	15.21	0.00
51	SALVADOR ESPAÑA DUEÑAS	EADS461226KX1	EADS461126HJCSXL09	01/oct/21	OPERATIVO	POCERO	Fijo	168.00	193.31	15.21	0.00
53	JUAN ZARAGOZA MONCADA	ZAMJ6304255S7	ZAMJ630425HJCRNN01	01/oct/21	OPERATIVO	POCERO C	Fijo	81.90	94.24	15.21	0.00
56	MARIA DE LOS ANGELES ESPINOZA SANTIAGO	EISA950621MH1	EISA950621MJCSNN13	01/oct/21	COMERCIAL	CAJERA COMUNIDAD	Fijo	267.75	308.10	15.21	0.00
58	JOSE NUÑEZ ANDRADE	NUAJ820520JS7	NUAJ820520HJCXNS01	01/oct/21	OPERATIVO	POCERO B	Fijo	315.00	362.47	15.21	0.00
60	JOSE ANTONIO RAZO VALDIVIA	RAVA840626G83	RAVA840626HJCZLN06	01/oct/21	POZOS	POCERO D	Fijo	131.25	151.03	15.21	0.00
62	JUAN CARLOS RAZO DUEÑAS	RADJ670624BL3	RADJ670624HJCZXN00	01/oct/21	OPERATIVO	POCERO E	Fijo	112.35	129.28	15.21	0.00
64	MARIA DEL CARMEN ZUNO GARCIA	ZUGC8206279Y2	ZUGC820627MJCNRR00	01/oct/21	OPERATIVO	POCERO D	Fijo	131.25	151.03	15.21	0.00
66	SALVADOR BRISEÑO ESPAÑA	BIES750413AA4	BIES750413HJCRSL03	01/ene/22	OPERATIVO	ALBAÑIL	Fijo	273.00	286.46	15.21	0.00
67	JESUS ANTONIO SANTIAGO QUIÑONES	SAQJ031102CE7	SAQJ031102HJCNXSA2	01/ene/22	OPERATIVO	FONTANERO B	Fijo	315.00	330.53	15.21	0.00
83	ERIKA LETICIA SANCHEZ ANGUIANO	SAAE850410JJ7	SAAE850410MJCNNR05	01/feb/22	FINANZAS	ASISTENTE CONTABILIDAD	Fijo	334.95	351.46	15.21	0.00
87	JONATHAN ARTURO TRUJILLO VALDOVINOS	TUVJ971114F5A	TUVJ971114HJCRLN06	16/jul/22	OPERATIVO	INGENIERO OPERATIVO	Fijo	627.90	658.86	15.21	0.00
88	JOSE ISIDRO CAMARENA RAMIREZ	CARI810724SR1	CARI810724HMNMMS05	16/jul/22	OPERATIVO	FONTANERO B	Fijo	273.00	286.46	15.21	0.00
89	BRENDA ELIZABETH TINOCO MELENDREZ	TIMB950507L34	TIMB950507MJCNLR04	16/ene/23	DIRECCION	ASISTENTE DE DIRECCION	Fijo	334.95	351.47	15.21	0.00
90	FRANCISCO SUAREZ ZUNO	SUZF840306	SUZF790528HJCRNR01	16/feb/23	OPERATIVO	CHOFER GRUA	Fijo	370.00	388.25	15.21	0.00
92	J JESUS CABRERA CAMARENA	CACJ690725PS3	CACJ690725HJCBMS03	01/mar/23	OPERATIVO	POCERO	Fijo	168.00	176.28	15.21	0.00
93	RAUL EMILIO GOMEZ COVARRUBIAS	GOCR760829GTA	GOCR760829HJCMVL08	31/may/23	OPERATIVO	FONTANERO	Fijo	273.00	286.46	15.21	0.00
94	FELIPE DE JESUS ALVAREZ GARCIA	AAGF720206BG3	AAGF720206HJCLRL08	01/ago/23	OPERATIVO	POCERO	Fijo	112.35	117.89	15.21	0.00
95	RAFAEL NAVARRO VALDIVIA	NAVR670413NB5	NAVR640413HJCVLF08	01/ago/23	OPERATIVO	POCERO	Fijo	168.00	176.28	15.21	0.00

Clave	Sueldo	Gratificaciones	Primas	Comisiones	Dietas	Estimulos	Total Percepciones	Total Gravable	Total IMSS	Total ISR	Subsidio Empleo	Total Deducciones	Total Efectivo	Total en Especie	Neto Pagado
2	19,770.79	0.00	0.00	0.00	0.00	0.00	19,770.79	19,770.79	613.75	3,478.10	0.00	6,091.85	13,678.94	0.00	13,678.94
4	17,033.30	0.00	0.00	0.00	0.00	0.00	17,033.30	17,033.30	526.34	2,834.24	0.00	3,360.58	13,672.72	0.00	13,672.72
6	13,763.51	0.00	0.00	0.00	0.00	0.00	13,763.51	13,763.51	421.93	2,105.43	0.00	2,527.36	11,236.15	0.00	11,236.15
8	10,493.73	0.00	0.00	0.00	0.00	0.00	10,493.73	10,493.73	317.52	1,407.01	0.00	2,724.53	7,769.20	0.00	7,769.20
9	5,110.75	0.00	0.00	0.00	0.00	0.00	5,110.75	5,110.75	145.63	397.41	0.00	543.04	4,567.71	0.00	4,567.71
10	4,311.55	0.00	0.00	0.00	0.00	0.00	4,311.55	4,311.55	120.11	310.46	0.00	430.57	3,880.98	0.00	3,880.98
11	3,269.78	0.00	0.00	0.00	0.00	0.00	3,269.78	3,269.78	89.36	70.28	0.00	159.64	3,110.14	0.00	3,110.14
12	8,136.44	0.00	0.00	0.00	0.00	0.00	8,136.44	8,136.44	242.25	903.49	0.00	2,145.74	5,990.70	0.00	5,990.70
15	3,878.42	0.00	0.00	0.00	0.00	0.00	3,878.42	3,878.42	106.28	263.34	0.00	369.62	3,508.80	0.00	3,508.80
16	3,878.42	0.00	0.00	0.00	0.00	0.00	3,878.42	3,878.42	106.28	263.34	0.00	869.62	3,008.80	0.00	3,008.80
18	7,345.61	0.00	0.00	0.00	0.00	0.00	7,345.61	7,345.61	217.00	748.41	0.00	1,465.41	5,880.20	0.00	5,880.20
19	7,824.67	0.00	0.00	0.00	0.00	0.00	7,824.67	7,824.67	232.29	836.90	0.00	1,069.19	6,755.48	0.00	6,755.48
21	4,790.61	0.00	0.00	0.00	0.00	0.00	5,578.11	5,578.11	135.41	405.42	0.00	540.83	5,037.28	0.00	5,037.28
22	4,790.61	0.00	0.00	0.00	0.00	0.00	4,790.61	4,790.61	135.41	362.58	0.00	497.99	4,292.62	0.00	4,292.62
23	5,988.27	0.00	0.00	0.00	0.00	0.00	7,464.83	7,464.83	173.65	683.56	0.00	1,357.21	6,107.62	0.00	6,107.62
24	4,790.61	0.00	0.00	0.00	0.00	0.00	5,971.86	5,971.86	135.41	438.76	0.00	574.17	5,397.69	0.00	5,397.69
25	4,790.61	0.00	0.00	0.00	0.00	0.00	5,971.86	5,971.86	135.41	438.76	0.00	1,074.17	4,897.69	0.00	4,897.69
26	4,790.61	0.00	0.00	0.00	0.00	0.00	5,971.86	5,971.86	135.41	438.76	0.00	1,074.17	4,897.69	0.00	4,897.69
32	10,569.77	0.00	0.00	0.00	0.00	0.00	10,569.77	10,569.77	319.95	1,423.25	0.00	1,743.20	8,826.57	0.00	8,826.57
33	9,885.40	0.00	0.00	0.00	0.00	0.00	9,885.40	9,885.40	298.10	1,277.07	0.00	1,575.17	8,310.23	0.00	8,310.23
34	4,790.61	0.00	0.00	0.00	0.00	0.00	4,790.61	4,790.61	135.41	362.58	0.00	497.99	4,292.62	0.00	4,292.62
35	4,072.02	0.00	0.00	0.00	0.00	0.00	4,072.02	4,072.02	112.47	284.40	0.00	396.87	3,675.15	0.00	3,675.15
36	3,992.18	0.00	0.00	0.00	0.00	0.00	4,992.18	4,992.18	109.92	384.51	0.00	994.43	3,997.75	0.00	3,997.75
37	4,950.30	0.00	0.00	0.00	0.00	0.00	4,950.30	4,950.30	140.51	379.96	0.00	1,020.47	3,929.83	0.00	3,929.83
39	3,034.06	0.00	0.00	0.00	0.00	0.00	3,034.06	3,034.06	0.00	0.00	0.00	0.00	3,034.06	0.00	3,034.06
40	2,554.99	0.00	0.00	0.00	0.00	0.00	2,554.99	2,554.99	0.00	0.00	-15.73	-15.73	2,570.72	0.00	2,570.72
41	2,554.99	0.00	0.00	0.00	0.00	0.00	2,554.99	2,554.99	0.00	0.00	-15.73	-15.73	2,570.72	0.00	2,570.72
42	4,790.61	0.00	0.00	0.00	0.00	0.00	5,184.36	5,184.36	135.41	384.00	0.00	519.41	4,664.95	0.00	4,664.95
46	1,245.56	0.00	0.00	0.00	0.00	0.00	1,245.56	1,245.56	0.00	0.00	-140.53	-140.53	1,386.09	0.00	1,386.09
50	2,970.18	0.00	0.00	0.00	0.00	0.00	2,970.18	2,970.18	0.00	69.55	0.00	0.00	2,970.18	0.00	2,970.18
51	2,554.99	0.00	0.00	0.00	0.00	0.00	2,554.99	2,554.99	0.00	0.00	-15.73	-15.73	2,570.72	0.00	2,570.72
53	1,245.56	0.00	0.00	0.00	0.00	0.00	1,245.56	1,245.56	0.00	0.00	-140.53	-140.53	1,386.09	0.00	1,386.09
56	4,072.02	0.00	0.00	0.00	0.00	0.00	4,072.02	4,072.02	112.47	284.40	0.00	396.87	3,675.15	0.00	3,675.15
58	4,790.61	0.00	0.00	0.00	0.00	0.00	4,790.61	4,790.61	135.41	362.58	0.00	1,297.99	3,492.62	0.00	3,492.62
60	1,996.09	0.00	0.00	0.00	0.00	0.00	1,996.09	1,996.09	0.00	0.00	-80.31	-80.31	2,076.40	0.00	2,076.40
62	1,708.65	0.00	0.00	0.00	0.00	0.00	1,708.65	1,708.65	0.00	0.00	-110.79	-110.79	1,819.44	0.00	1,819.44
64	1,996.09	0.00	0.00	0.00	0.00	0.00	1,996.09	1,996.09	0.00	0.00	-80.31	-80.31	2,076.40	0.00	2,076.40
66	4,774.95	0.00	0.00	0.00	0.00	0.00	5,559.88	5,559.88	103.47	403.58	0.00	525.06	5,034.82	0.00	5,034.82
67	4,790.51	0.00	0.00	0.00	0.00	0.00	5,578.11	5,578.11	121.94	405.42	0.00	527.36	5,050.75	0.00	5,050.75
83	5,094.02	0.00	0.00	0.00	0.00	0.00	5,094.02	5,094.02	130.77	395.59	0.00	1,026.36	4,067.66	0.00	4,067.66
87	9,549.29	0.00	0.00	0.00	0.00	0.00	9,549.29	9,549.29	260.50	1,205.28	0.00	4,465.78	5,083.51	0.00	5,083.51
88	4,151.87	0.00	0.00	0.00	0.00	0.00	5,380.37	5,380.37	103.47	374.41	0.00	477.88	4,902.49	0.00	4,902.49
89	5,094.02	0.00	0.00	0.00	0.00	0.00	5,094.02	5,094.02	130.77	395.59	0.00	526.36	4,567.66	0.00	4,567.66
90	5,627.07	0.00	0.00	0.00	0.00	0.00	5,627.07	5,627.07	146.29	456.66	0.00	602.95	5,024.12	0.00	5,024.12
92	2,554.99	0.00	0.00	0.00	0.00	0.00	2,554.99	2,554.99	0.00	0.00	-15.73	-15.73	2,570.72	0.00	2,570.72
93	4,151.87	0.00	0.00	0.00	0.00	0.00	5,175.62	5,175.62	103.47	352.13	0.00	455.60	4,720.02	0.00	4,720.02
94	1,708.65	0.00	0.00	0.00	0.00	0.00	1,708.65	1,708.65	0.00	0.00	-110.79	139.21	1,569.44	0.00	1,569.44
95	2,554.99	0.00	0.00	0.00	0.00	0.00	2,554.99	2,554.99	0.00	0.00	-15.73	-15.73	2,570.72	0.00	2,570.72