

COMISIÓN ESTATAL DE DERECHOS HUMANOS JALISCO
DIRECCION ADMINISTRATIVA, COORDINACIÓN DE RECURSOS HUMANOS



NÓMINA, PRIMERA QUINCENA DE MAYO DE 2019

NOMBRE	NOMBRAMIENTO	ASIGNACIÓN	NIVEL	SEXO	CATEGORÍA	PERCEPCIONES										EDUCACIONES			SUELDO NETO
						SUELDO BASE	CAJA DE AHORRO	AYUDA PARA ALIMENTOS	0.00 DIAS 31	0.00 GUARDIAS	PRIMA VACACIONAL	VALES DE DESPESA	SUMA DE PERCEPCIONES	ISPT	FONDO DE PENSIONES	CUOTA FONDCO	SUMA DE EDUCACIONES		
CUEVAS CUBIEL GERMAN ARMANDO	VISITADOR ADJUNTO "A"	TERCERA VISITADURIA GENERAL AUILTAN	4	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
CRATAIN TREJO RAFAEL	VISITADOR ADJUNTO "A"	CUARTA VISITADURIA GENERAL	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
GAYTAN MARTINEZ LUIS RAYMUNDO	VISITADOR ADJUNTO "A"	CUARTA VISITADURIA GENERAL	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
HEFE NAVARRETE ANAN MANUEL	VISITADOR ADJUNTO "A"	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
LUNA BAUTISTA ADRIANA ELIZABETH	VISITADOR ADJUNTO "A"	PRIMERA VISITADURIA GENERAL	3	M	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
MARTIN FRANCO CARLOS HUMBERTO	VISITADOR ADJUNTO "A"	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	2,987.88	0.00	1,095.60	22,907.07	2,524.23	2,164.71	0.00	6,418.94	16,488.13	
MARTIN OROZCO CARLOS FERNANDO	VISITADOR ADJUNTO "A"	TERCERA VISITADURIA GENERAL TEPATITLAN	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
RAMIREZ TREJO JOSE MAURO	VISITADOR ADJUNTO "A"	TERCERA VISITADURIA GENERAL LAGOS DE MOCRE	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
SEGURA PADILLA MARCO ALEJANDRO	VISITADOR ADJUNTO "A"	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
NAVARRO SOLIS CLAUDIA	VISITADOR ADJUNTO "A"	SEGUNDA VISITADURIA GENERAL	3	M	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
REYNOSO GUZMAN ROSAURA	VISITADOR ADJUNTO "A"	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	3	M	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
RODRIGUEZ SANCHEZ GABRIELA	VISITADOR ADJUNTO "A"	CUARTA VISITADURIA GENERAL	3	M	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
CAMPOS LARA LUIS JOAQUIN	VISITADOR ADJUNTO "A"	SEGUNDA VISITADURIA GENERAL	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
GABRIELA FELIX GABRIEL EDUARDO	VISITADOR ADJUNTO "A"	TERCERA VISITADURIA GENERAL TEQUILA	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
RUIZ HERNANDEZ FRANCISCO	VISITADOR ADJUNTO "A"	SEGUNDA VISITADURIA GENERAL	3	H	CONFIANZA	18,823.59	0.00	0.00	0.00	0.00	0.00	1,095.60	19,919.19	3,518.99	2,164.71	0.00	5,683.70	14,235.49	
PADILLA ESPINOSA MARICELA	VISITADORA ADJUNTA "A"	JEFA DE ASUNTOS SEGUNDA VISITADURIA GENERAL	3	M	CONFIANZA	19,502.10	0.00	0.00	0.00	0.00	0.00	1,095.60	20,597.70	3,705.35	2,242.74	0.00	5,948.09	14,649.61	
GOMEZ ANTON CARLOS ALVARO ESTE	VISITADOR ADJUNTO "A"	JEFA DE AREA PENITENCIARIA VISITADURIA GENERAL	3	H	CONFIANZA	19,502.10	0.00	0.00	0.00	0.00	0.00	1,095.60	20,597.70	3,705.35	2,242.74	0.00	5,948.09	14,649.61	
RAMOS PREDICADO HECTOR MANUEL	VISITADOR ADJUNTO "A"	JEFE DE GUARDIA DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	3	H	CONFIANZA	19,502.10	0.00	0.00	0.00	7,552.46	0.00	1,095.60	28,150.16	5,717.83	2,242.74	0.00	7,960.37	20,189.79	
MUNOZ ESPINOSA SARA NOHEMI	VISITADORA ADJUNTA "A"	JEFA DE OFICINAS TERCERA VISITADURIA GENERAL	3	M	CONFIANZA	19,502.10	0.00	0.00	0.00	0.00	0.00	1,095.60	20,597.70	3,705.35	2,242.74	0.00	5,948.09	14,649.61	
METINA ENRIQUETA ROSA MARIA	VISITADORA ADJUNTA "A"	JEFA DE OFICINAS TERCERA VISITADURIA GENERAL	3	M	CONFIANZA	19,502.10	0.00	0.00	0.00	0.00	0.00	1,095.60	20,597.70	3,705.35	2,242.74	0.00	5,948.09	14,649.61	
RICO ESPINOZA KATYA MARISOL	VISITADORA ADJUNTA "A"	JEFA DE ASUNTOS SEGUNDA VISITADURIA GENERAL	3	M	CONFIANZA	19,502.10	0.00	0.00	0.00	0.00	0.00	1,095.60	20,597.70	3,705.35	2,242.74	0.00	5,948.09	14,649.61	
LLAMAS MICHAEL ROBERTO	JEFE DE SERVICIOS GENERALES	DIRECCION ADMINISTRATIVA SERVICIOS GENERALES	3	H	CONFIANZA	19,502.10	0.00	0.00	0.00	0.00	0.00	1,095.60	20,597.70	3,705.35	2,242.74	0.00	5,948.09	14,649.61	
BARCERA RETANZOSA CARLOS RUBEN	COORDINADOR DE INFORMATICA	DIRECCION ADMINISTRATIVA INFORMATICA	3	H	CONFIANZA	22,925.00	0.00	0.00	0.00	0.00	0.00	1,095.60	24,020.60	4,732.22	2,636.38	0.00	7,368.59	16,652.01	
PLASCENCIA PEREZ GERARDO	COORDINADOR DE RECURSOS HUMANOS	DIRECCION ADMINISTRATIVA RECURSOS HUMANOS	3	H	CONFIANZA	22,925.00	0.00	0.00	0.00	0.00	0.00	1,095.60	24,020.60	4,732.22	2,636.38	0.00	7,368.59	16,652.01	
PAEZ VIEIRA JUAN CARLOS	COORDINADOR DE SEGUIMIENTO A LA ATENCION	SECRETARIA EJECUTIVA RECURSOS HUMANOS	4	H	CONFIANZA	22,925.00	0.00	0.00	0.00	0.00	0.00	1,095.60	24,020.60	4,732.22	2,636.38	0.00	7,368.59	16,652.01	
LOVOY BERTANI ERIKA ADRIANA	COORDINADORA DE VINCULACION CON OSCS	SECRETARIA EJECUTIVA	4	M	CONFIANZA	22,925.00	0.00	0.00	0.00	0.00	0.00	1,095.60	24,020.60	4,732.22	2,636.38	0.00	7,368.59	16,652.01	
RODRIGUEZ CHAPULA ANA LEZIT	VISITADORA ADJUNTA "A"	TITULAR DE LA DELA PRESIDENCIA	3	M	CONFIANZA	22,925.00	0.00	0.00	0.00	0.00	0.00	1,095.60	24,020.60	4,732.22	2,636.38	0.00	7,368.59	16,652.01	
LOPEZ RUBIO RIGOBERTO	VISITADOR ADJUNTO "A"	DIRECCION DE VISTAS PRIMERA VISITADURIA GENERAL	3	H	CONFIANZA	23,981.44	0.00	0.00	0.00	0.00	0.00	1,095.60	24,977.04	5,015.15	2,746.37	0.00	7,765.51	17,211.53	
VAZQUEZ LAMAS IGNACIO	VISITADOR ADJUNTO "A"	COORDINADOR DE ASISTENCIA PRESIDENCIA ASUNTOS JURIDICOS	3	H	CONFIANZA	23,981.44	0.00	0.00	0.00	0.00	0.00	1,095.60	24,977.04	5,015.15	2,746.37	0.00	7,765.51	17,211.53	
RUIZ ENRIQUETA VICTORIA	COORDINADORA GENERAL DE LA UNIDAD DE ATENCION	DIRECCION ADMINISTRATIVA	3	M	CONFIANZA	23,981.44	0.00	0.00	0.00	0.00	0.00	1,095.60	24,977.04	5,015.15	2,746.37	0.00	7,765.51	17,211.53	
CORONA NAKAMURA LUIS ANTONIO	DIRECTOR DEL ICAH	INSTITUTO DE INVESTIGACION Y CAPACITACION	7	H	CONFIANZA	29,806.40	0.00	0.00	0.00	0.00	0.00	1,095.60	30,902.00	6,796.34	3,427.62	0.00	10,223.96	20,677.04	
BARBA VARGAS SERGIO	DIRECTOR DE ASUNTOS JURIDICOS	PRESIDENCIA ASUNTOS JURIDICOS	7	H	CONFIANZA	29,806.40	0.00	0.00	0.00	0.00	0.00	1,095.60	30,902.00	6,796.34	3,427.62	0.00	10,223.96	20,677.04	
ZAMBANO PAREDES FERNANDO	VISITADOR GENERAL ADJUNTO RESPONSABLE	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	7	H	CONFIANZA	29,806.40	0.00	0.00	0.00	0.00	0.00	1,095.60	30,902.00	6,796.34	3,427.62	0.00	10,223.96	20,677.04	
REAL RAMIREZ MARIA GUADALUPE	SECRETARIA EJECUTIVA	SECRETARIA EJECUTIVA	2	M	CONFIANZA	29,806.40	0.00	0.00	0.00	0.00	0.00	1,095.60	30,902.00	6,796.34	3,427.62	0.00	10,223.96	20,677.04	
ORELLANA TELLEZ NESTOR AARON	SECRETARIO TECNICO	SECRETARIA TECNICA	2	M	CONFIANZA	29,806.40	0.00	0.00	0.00	0.00	0.00	1,095.60	30,902.00	6,796.34	3,427.62	0.00	10,223.96	20,677.04	
AVILA GARCIA ASHLY ANIELITE	SECRETARIA PARTICULAR	PRESIDENCIA	2	M	CONFIANZA	31,359.61	0.00	0.00	0.00	0.00	0.00	1,095.60	32,455.21	7,249.60	3,696.35	0.00	10,896.95	21,558.26	
BEJUIZA VILLEGAS JESUS PEDRO	TITULAR DEL ORGANISMO INTERNO DE CONTROL	ORGANISMO INTERNO DE CONTROL	2	H	CONFIANZA	31,359.61	0.00	0.00	0.00	0.00	0.00	1,095.60	32,455.21	7,249.60	3,696.35	0.00	10,896.95	21,558.26	
REYNOSO ORTIZ ALVARO HUAN	VISITADOR GENERAL ADJUNTO RESPONSABLE	TERCERA VISITADURIA GENERAL	3	H	CONFIANZA	31,359.61	0.00	0.00	0.00	0.00	0.00	1,095.60	32,455.21	7,249.60	3,696.35	0.00	10,896.95	21,558.26	
GOMEZ RODRIGUEZ NAYELI SOFIA	DIRECTORA ADMINISTRATIVA	DIRECCION ADMINISTRATIVA	4	M	CONFIANZA	33,098.85	0.00	0.00	0.00	0.00	0.00	1,095.60	34,194.45	7,790.77	3,893.99	0.00	11,585.76	22,598.69	
LUIS NAVARRO KRISTYAN FELYPE	VISITADOR GENERAL ADJUNTO COORDINADOR	SEGUNDA VISITADURIA GENERAL	7	H	CONFIANZA	33,098.85	0.00	0.00	0.00	0.00	0.00	1,095.60	34,194.45	7,790.77	3,893.99	0.00	11,585.76	22,598.69	
HERNANDEZ BARRON LUIS ARTURO	VISITADOR GENERAL ADJUNTO COORDINADOR	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	7	H	CONFIANZA	33,098.85	0.00	0.00	0.00	0.00	0.00	1,095.60	34,194.45	7,790.77	3,893.99	0.00	11,585.76	22,598.69	
OROZCO SANCHEZ CESAR ALEJANDRO	VISITADOR GENERAL DIRECTOR DE QUEJAS, ORIENTACION Y SEGUIMIENTO	DIRECCION DE QUEJAS, ORIENTACION Y SEGUIMIENTO	7	H	CONFIANZA	42,116.78	0.00	0.00	0.00	0.00	0.00	1,095.60	43,212.38	10,603.21	4,843.43	0.00	15,446.63	27,765.72	
FERRASCA CHAVEZ JAVIER	CUARTA VISITADURIA GENERAL	CUARTA VISITADURIA GENERAL	2	H	CONFIANZA	42,116.78	0.00	0.00	0.00	0.00	0.00	1,095.60	43,212.38	10,603.21	4,843.43	0.00	15,446.63	27,765.72	
OSUNA GONZALEZ MA. RAHEL	TERCERA VISITADURIA GENERAL	TERCERA VISITADURIA GENERAL	2	M	CONFIANZA	42,116.78	0.00	0.00	0.00	0.00	0.00	1,095.60	43,212.38	10,603.21	4,843.43	0.00	15,446.63	27,765.72	
SOSA MARQUEZ EDUARDO	PRIMERA VISITADURIA GENERAL	PRIMERA VISITADURIA GENERAL	2	H	CONFIANZA	47,313.04	0.00	0.00	0.00	0.00	0.00	1,095.60	48,414.64	12,287.94	5,444.69	0.00	17,709.62	30,705.02	
HERNANDEZ BARRON ALFONSO	PRESIDENTE	PRESIDENCIA	1	H	CONFIANZA	64,508.75	0.00	0.00	0.00	0.00	0.00	1,095.60	65,605.35	16,087.53	7,418.62	0.00	20,505.94	40,099.41	

TOTAL DE PLAZAS DE CONFIANZA: 233
PLAZAS DE CONFIANZA OCUPADAS: 182
PLAZAS DE CONFIANZA VACANTES: 51

TOTAL DE PLAZAS DE BASE: 66
PLAZAS DE BASE OCUPADAS: 66
PLAZAS DE BASE VACANTES: 0