



INSTITUTO DE SEGURIDAD Y SERVICIOS SOCIALES
DE LOS TRABAJADORES DEL ESTADO DE SONORA

ANEXO 2 del ACUERDO J.D.S.O.-645/008

AUTORIZACIÓN DE NOMBRAMIENTOS DE CONFIANZA TEMPORALES

Núm. empleado	Nombre	Puesto	Nivel	Periodo Laborado	
8704	CAPDEVILLE BLANCO JULIO CESAR	COORDINADOR EJECUTIVO DE LA SUBDIRECCIÓN DE SERVICIOS MÉDICOS	13I	01/10/2015	31/12/2015
8722	FELIX ESCALANTE RAMON LEONARDO	SECRETARIO PARTICULAR DE DIRECCION GENERAL	13I	14/09/2015	31/12/2015
8776	TRASVIÑA HUERTA MARÍA PATRICIA	COORDINADORA DE DE DIRECCIÓN GENERAL	11I	21/09/2015	11/11/2015
4275	VALENCIA RUBIO MIRIAM	ASISTENTE DE PROGRAMAS DE LA SUBD. DE FINANZAS	9I	16/10/2015	15/01/2016
5671	BOBADILLA LEON SANDRA LETICIA	ASISTENTE DE PROGRAMAS DEL DPTO. DE LIQUIDACIONES Y SUBROGACIONES MEDICAS.	9I	16/11/2015	31/12/2015
6045	CORONEL VERDUGO CLAUDIA	COORDINADOR DE FARMACIAS	6I	16/12/2015	15/01/2016
2583	BUSTAMANTE SERRANO JAVIER ROMAN	COORDINADOR DE AUDITORIAS	9I	16/06/2016	30/06/2016



ANEXO 3 del ACUERDO J.D.S.O.-645/008

ESTIMULOS AL PERSONAL

SEPTIEMBRE A DICIEMBRE DE 2015

NUMERO	NOMBRE	NIVEL	SEPTIEMBRE	OCTUBRE	NOVIEMBRE	DICIEMBRE
1968	ARVIZU/PACHECO/MARIA ISABEL	12I	4,318.00	7,620.00	7,620.00	7,920.00
2138	VILLEGAS/MARTINEZ/ADALUZ	12I	2,833.34	5,000.00	7,620.00	7,920.00
2311	ALAPISCO/YAÑEZ/IRVIN ALONSO	13I	7,083.34	12,500.00	12,500.00	13,200.00
2418	BECERRA/BELTRAN/FELIPE JAVIER	13I	0.00	0.00	12,500.00	13,200.00
2583	BUSTAMANTE/SERRANO/JAVIER ROMAN	12I	3,820.00	7,640.00	7,640.00	7,920.00
3348	MARTINEZ/SANDERS/JOSE PAUL	12I	4,318.00	7,620.00	7,620.00	7,920.00
3377	GARCIA/MUNGUIA/PAMELA	12I	1,416.67	2,500.00	2,500.00	2,730.00
8694	LOPEZ/FLORES/MARIA LORENA	12I	1,666.67	5,000.00	5,000.00	5,459.00
8695	HERNANDEZ/ENCINAS/IRAN BETZAIRA	12I	1,666.67	5,000.00	5,000.00	5,459.00
8696	ARELLANO/LOPEZ/DAVID OCTAVIO	12I	1,666.67	5,000.00	5,000.00	7,920.00
8697	DEL VILLAR/ARAQUE/OSCAR	12I	2,640.00	7,920.00	7,920.00	7,920.00
8698	AGUIRRE/GARCIA/OMAR	12I	0.00	0.00	7,920.00	7,920.00
8699	GUEREQUE/SIGALA/LAURA ELIZABETH	12I	1,250.00	3,750.00	3,750.00	4,094.00
8700	DIAZ/VEGA/LAURA KARINA	12I	1,666.67	5,000.00	5,000.00	5,459.00
8702	GARCIA/JIMENEZ/JIMMAR	12I	1,666.67	5,000.00	5,000.00	5,459.00
8704	CAPDEVILLE/BLANCO/JULIO CESAR	13I	4,166.67	12,500.00	12,500.00	13,200.00
8705	ORTEGA/GUERRERO/JAVIER ALEJANDRO	13I	7,366.67	13,000.00	13,000.00	13,200.00
8706	TAPIA/MONTIEL/JOSE GABRIEL	13I	7,083.34	12,500.00	12,500.00	13,200.00
8707	GASTELUM/LOPEZ/JORGE ALBERTO	13I	7,083.34	12,500.00	12,500.00	13,200.00
8709	BEILES/GONZALEZ/MOISES ISMAEL	12I	2,540.00	7,620.00	7,620.00	7,920.00
8710	TOSCANO/LOPEZ/EDNA CECILIA	12I	4,250.00	7,500.00	7,500.00	7,920.00
8711	CONTRERAS/OROZCO/SALVADOR	12I	4,488.00	7,920.00	7,920.00	7,920.00
8714	CLAUSEN/IBERRI/ADOLFO ENRIQUE	14I	10,902.00	18,170.00	18,170.00	18,898.50
8715	RAMOS/MARTINEZ/MARTHA ANGELICA	12I	4,488.00	7,920.00	7,920.00	7,920.00
8716	BRISENO/AGUILAR/MARIA FERNANDA	12I	2,540.00	7,620.00	7,620.00	7,920.00
8718	OSIO/ROMANDIA/ENRIQUE ARTURO	12I	2,540.00	7,620.00	7,620.00	7,920.00
8719	SALAZAR/IBARRA/JAIME	12I	2,540.00	7,620.00	7,620.00	7,920.00
8720	RETAMOZA/PAPPATHEODOROU/JUAN ABELARDO	12I	4,318.00	7,620.00	7,620.00	7,920.00
8722	FELIX/ESCALANTE/RAMON LEONARDO	13I	0.00	0.00	12,500.00	13,200.00
8775	ANTILLON/LOPEZ/MARTHA ELIZABETH	12I	0.00	0.00	7,920.00	7,920.00
8776	TRASVIÑA/HUERTA/MARIA PATRICIA	12I	0.00	9,000.00	9,000.00	9,825.00
8777	OLIVAS/MOLINA/ARTURO	13I	4,166.67	12,500.00	12,500.00	13,200.00
8780	ALCANTAR/RENDON/ROGELIO	13I	7,083.34	12,500.00	12,500.00	13,200.00
8788	LAMADRID/IBARRA/LUIS ANTONIO	13I	0.00	0.00	13,200.00	13,200.00
8851	MORFIN/SOTO/FERNANDO (HOMOLOGADO A NIVEL 12)	11I	0.00	0.00	7,920.00	7,920.00
8859	TRUJILLO/FELIX/REYNALDO	12I	0.00	0.00	5,000.00	5,459.00
8860	ANGULO/SALAS/GABRIELA	12I	0.00	0.00	5,000.00	5,459.00

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RIESGOS DE TRABAJO

SEPTIEMBRE A DICIEMBRE DE 2015

NUMERO	NOMBRE	NIVEL	SEPTIEMBRE	OCTUBRE	NOVIEMBRE	DICIEMBRE
1968	ARVIZU/PACHECO/MARIA ISABEL	12I	4,194.48	8,249.50	8,249.50	7,920.00
2138	VILLEGAS/MARTINEZ/ADALUZ	12I	2,585.82	5,008.28	8,249.50	7,920.00
2311	ALAPISCO/YAÑEZ/IRVIN ALONSO	13I	7,389.61	14,060.88	14,060.88	13,200.00
2418	BECERRA/BELTRAN/FELIPE JAVIER	13I	0.00	0.00	14,060.88	13,200.00
2583	BUSTAMANTE/SERRANO/JAVIER ROMAN	12I	3,659.79	8,272.70	8,272.70	7,920.00
3348	MARTINEZ/SANDERS/JOSE PAUL	12I	4,194.48	8,249.50	8,249.50	7,920.00
3377	GARCIA/MUNGUIA/PAMELA	12I	1,078.09	2,230.94	2,230.94	2,730.00
8694	LOPEZ/FLORES/MARIA LORENA	12I	1,344.09	5,008.28	5,008.28	5,459.00
8695	HERNANDEZ/ENCINAS/IRAN BETZAIRA	12I	1,344.09	5,008.28	5,008.28	5,459.00
8696	ARELLANO/LOPEZ/DAVID OCTAVIO	12I	1,344.09	5,008.28	5,008.28	7,920.00
8697	DEL VILLAR/ARAQUE/OSCAR	12I	2,379.90	8,597.50	8,597.50	7,920.00
8698	AGUIRRE/GARCIA/OMAR	12I	0.00	0.00	7,920.00	7,920.00
8699	GUEREQUE/SIGALA/LAURA ELIZABETH	12I	900.75	3,585.31	3,585.31	4,094.00
8700	DIAZ/VEGA/LAURA KARINA	12I	1,344.09	5,008.28	5,008.28	5,459.00
8702	GARCIA/JIMENEZ/JIMMAR	12I	1,344.09	5,008.28	5,008.28	5,459.00
8704	CAPDEVILLE/BLANCO/JULIO CESAR	13I	4,028.65	14,060.88	14,060.88	13,200.00
8705	ORTEGA/GUERRERO/JAVIER ALEJANDRO	13I	7,957.31	14,667.68	14,667.68	13,200.00
8706	TAPIA/MONTIEL/JOSE GABRIEL	13I	7,389.61	14,060.88	14,060.88	13,200.00
8707	GASTELUM/LOPEZ/JORGE ALBERTO	13I	7,389.61	14,060.88	14,060.88	13,200.00
8709	BEILES/GONZALEZ/MOISES ISMAEL	12I	2,273.50	8,249.50	8,249.50	7,920.00
8710	TOSCANO/LOPEZ/EDNA CECILIA	12I	4,119.09	8,110.30	8,110.30	7,920.00
8711	CONTRERAS/OROZCO/SALVADOR	12I	4,411.21	8,597.50	8,597.50	7,920.00
8714	CLAUSEN/IBERRI/ADOLFO ENRIQUE	14I	12,121.55	20,941.99	20,941.99	18,898.50
8715	RAMOS/MARTINEZ/MARTHA ANGELICA	12I	4,411.21	8,597.50	8,597.50	7,920.00
8716	BRISENO/AGUILAR/MARIA FERNANDA	12I	2,273.50	8,249.50	8,249.50	7,920.00
8718	OSIO/ROMANDIA/ENRIQUE ARTURO	12I	2,273.50	8,249.50	8,249.50	7,920.00
8719	SALAZAR/IBARRA/JAIME	12I	2,273.50	8,249.50	8,249.50	7,920.00
8720	RETAMOZA/PAPPATHEODOROU/JUAN ABELARDO	12I	4,194.48	8,249.50	8,249.50	7,920.00
8722	FELIX/ESCALANTE/RAMON LEONARDO	13I	0.00	0.00	14,060.88	13,200.00
8775	ANTILLON/LOPEZ/MARTHA ELIZABETH	12I	0.00	0.00	8,597.50	7,920.00
8776	TRASVIÑA/HUERTA/MARIA PATRICIA	12I	0.00	9,857.95	9,857.95	9,825.00
8777	OLIVAS/MOLINA/ARTURO	13I	4,028.65	14,060.88	14,060.88	13,200.00
8780	ALCANTAR/RENDON/ROGELIO	13I	7,389.61	14,060.88	14,060.88	13,200.00
8788	LAMADRID/IBARRA/LUIS ANTONIO	13I	0.00	0.00	13,200.00	13,200.00
8851	MORFIN/SOTO/FERNANDO (HOMOLOGADO A NIVEL 12)	11I	0.00	0.00	8,597.50	7,920.00
8859	TRUJILLO/FELIX/REYNALDO	12I	0.00	0.00	5,008.28	5,459.00
8860	ANGULO/SALAS/GABRIELA	12I	0.00	0.00	5,008.28	5,459.00

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ESTIMULOS AL PERSONAL

ENEÑO A DICIEMBRE DE 2016

NUMERO	NOMBRE	NIVEL	ENERO	FEBRERO	MARZO	ABRIL	MAYO	JUNIO A DICIEMBRE
1968	ARVIZU/PACHECO/MARIA ISABEL	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
2138	VILLEGAS/MARTINEZ/ADALUZ	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
2309	GASTELUM/SALIDO/ERIKA (HOMOLOGADO A NIVEL 12)	8D	7,920.00	7,920.00	7,920.00	3,500.00	9,800.00	9,800.00
2311	ALAPISCO/YAÑEZ/IRVIN ALONSO	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
2418	BECERRA/BELTRAN/FELIPE JAVIER	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
2583	BUSTAMANTE/SERRANO/JAVIER ROMAN	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
3348	MARTINEZ/SANDERS/JOSE PAUL	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
3377	GARCIA/MUNGUIA/PAMELA	12I	5,730.00	5,730.00	5,730.00	0.00	0.00	9,800.00
8694	LOPEZ/FLORES/MARIA LORENA	12I	5,459.00	5,459.00	5,459.00	9,800.00	9,800.00	9,800.00
8695	HERNANDEZ/ENCINAS/IRAN BETZAIRA	12I	5,459.00	5,459.00	5,459.00	9,800.00	9,800.00	9,800.00
8696	ARELLANO/LOPEZ/DAVID OCTAVIO	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8697	DEL VILLAR/ARAQUE/OSCAR	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8698	AGUIRRE/GARCIA/OMAR	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8699	GUEREQUE/SIGALA/LAURA ELIZABETH	12I	4,094.00	4,094.00	4,094.00	9,800.00	9,800.00	9,800.00
8700	DIAZ/VEGA/LAURA KARINA	12I	5,459.00	5,459.00	5,459.00	9,800.00	9,800.00	9,800.00
8702	GARCIA/JIMENEZ/JIMMAR	12I	5,459.00	5,459.00	5,459.00	9,800.00	9,800.00	9,800.00
8705	ORTEGA/GUERRERO/JAVIER ALEJANDRO	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
8706	TAPIA/MONTIEL/JOSE GABRIEL	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
8707	GASTELUM/LOPEZ/JORGE ALBERTO	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
8708	MORAN/OCHOA/HECTOR MANUEL	12I	0.00	0.00	7,920.00	9,800.00	0.00	0.00
8709	BEILES/GONZALEZ/MOISES ISMAEL	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8710	TOSCANO/LOPEZ/EDNA CECILIA	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8711	CONTRERAS/OROZCO/SALVADOR	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8714	CLAUSEN/IBERRI/ADOLFO ENRIQUE	14I	18,898.50	18,898.50	18,898.50	21,100.00	21,100.00	21,100.00
8715	RAMOS/MARTINEZ/MARTHA ANGELICA	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8716	BRISENO/AGUILAR/MARIA FERNANDA	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8718	OSIO/ROMANDIA/ENRIQUE ARTURO	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8719	SALAZAR/IBARRA/JAIME	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8720	RETAMOZA/PAPPATHEODOROU/JUAN ABELARDO	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8775	ANTILLON/LOPEZ/MARTHA ELIZABETH	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
8776	TRASVIÑA/HUERTA/MARIA PATRICIA	12I	9,825.00	13,200.00	13,200.00	13,200.00	9,800.00	9,800.00
8777	OLIVAS/MOLINA/ARTURO	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
8780	ALCANTAR/RENDON/ROGELIO	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
8788	LAMADRID/IBARRA/LUIS ANTONIO	13I	13,200.00	13,200.00	13,200.00	19,600.00	19,600.00	19,600.00
8794	ECHVERRIA/TOBIE/ALAN JESUS	12I	0.00	0.00	0.00	0.00	0.00	9,800.00
8851	MORFIN/SOTO/FERNANDO (HOMOLOGADO A NIVEL 12)	11I	7,920.00	7,920.00	7,920.00	5,950.00	9,800.00	9,800.00
8859	TRUJILLO/FELIX/REYNALDO	12I	5,459.00	5,459.00	5,459.00	9,800.00	9,800.00	9,800.00
8860	ANGULO/SALAS/GABRIELA	12I	5,459.00	5,459.00	5,459.00	9,800.00	9,800.00	9,800.00
9013	BERNAL/GUARDADO/CHRISTIAN IVAN	12I	7,920.00	7,920.00	7,920.00	9,800.00	9,800.00	9,800.00
9093	RODRIGUEZ/ESTRELLA/RAMON	12I	0.00	0.00	7,920.00	9,800.00	9,800.00	9,800.00
9202	LARRAZOLO/CARRASCO/JESUS JOSE	12I	0.00	0.00	0.00	0.00	9,800.00	9,800.00
9256	GALINDO/VALENZUELA/NORMA LORENA	12I	0.00	0.00	0.00	0.00	0.00	9,800.00

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RIESGOS DE TRABAJO

ENERO A DICIEMBRE DE 2016

NUMERO	NOMBRE	NIVEL	ENERO	FEBRERO	MARZO	ABRIL	MAYO	JUNIO A DICIEMBRE
271	LOPEZ/RODRIGUEZ/JESUS ALVARO	10I	0.00	0.00	0.00	0.00	1,433.77	1,433.77
526	SANDOVAL/GOMEZ/JOSE BENITO	11I	0.00	0.00	0.00	0.00	3,265.08	3,265.08
592	VALENZUELA/ZAMORANO/MANUEL	8D	0.00	0.00	0.00	0.00	6,919.32	6,919.32
714	NAVARRO/QUINTANAR/VICTOR	9I	0.00	0.00	0.00	0.00	5,383.44	5,383.44
995	MIRANDA/MAURICIO/SANDRA	9I	0.00	0.00	0.00	0.00	2,691.72	2,691.72
1187	RUIZ/VALENZUELA/PAUL IGNACIO	9I	0.00	0.00	0.00	0.00	5,697.81	5,697.81
1198	ROSALES/RUVALCABA/HECTOR	11I	0.00	0.00	0.00	0.00	1,511.61	1,511.61
1497	SOTO/GAMEZ/EDMUNDO	9I	0.00	0.00	0.00	0.00	1,219.42	1,219.42
1839	PERALTA/SUGICH/DELIA GUADALUPE	9I	0.00	0.00	0.00	0.00	5,286.24	5,286.24
1860	VALDEZ/ROMERO/PLUTARCO ANTONIO	10I	0.00	0.00	0.00	0.00	4,038.24	4,038.24
1915	CORDOVA/GRACIA/RAMON ISAIAS	9I	0.00	0.00	0.00	0.00	5,567.68	6,211.68
1968	ARVIZU/PACHECO/MARIA ISABEL	12I	7,920.00	7,920.00	7,920.00	0.00	7,128.00	7,128.00
2085	RAMIREZ/CONS/JESUS MARIA	8C	0.00	0.00	0.00	0.00	1,266.35	1,266.35
2138	VILLEGAS/MARTINEZ/ADALUZ	12I	7,920.00	7,920.00	7,920.00	0.00	9,504.00	9,504.00
2309	GASTELUM/SALIDO/ERIKA (HOMOLOGADO A NIVEL 12)	8D	7,920.00	7,920.00	7,920.00	0.00	7,448.48	7,448.48
2311	ALAPISCO/YAÑEZ/IRVIN ALONSO	13I	13,200.00	13,200.00	13,200.00	0.00	9,900.00	9,900.00
2366	CHAPETTI/SIORDIA/FERNANDO	9I	0.00	0.00	0.00	0.00	5,046.24	5,046.24
2418	BECERRA/BELTRAN/FELIPE JAVIER	13I	13,200.00	13,200.00	13,200.00	0.00	9,108.00	9,108.00
2583	BUSTAMANTE/SERRANO/JAVIER ROMAN	12I	7,920.00	7,920.00	7,920.00	0.00	8,316.00	0.00
3348	MARTINEZ/SANDERS/JOSE PAUL	12I	7,920.00	7,920.00	7,920.00	0.00	7,128.00	7,128.00
3377	GARCIA/MUNGUIA/PAMELA	12I	5,730.00	5,730.00	5,730.00	0.00	0.00	8,061.20
3796	ALCANTAR/RENDON/MANUEL DE JESUS	9I	0.00	0.00	0.00	0.00	4,540.48	4,540.48
3823	ARECHIGA/IBARRA/GUSTAVO ADOLFO	11I	0.00	0.00	0.00	0.00	3,376.36	3,376.36
3853	ROSAS/OTERO/LUZ DEL CARMEN	9I	0.00	0.00	0.00	0.00	5,383.68	5,383.68
3905	CARRAZCO/VALDEZ/MARIA LOURDES	9I	0.00	0.00	0.00	0.00	5,071.56	5,071.56
4275	VALENCIA/RUBIO/MIRIAM	9I	0.00	0.00	0.00	0.00	2,438.84	2,438.84
4671	DOMINGUEZ/CASTRO/GUSTAVO EDSON JONATHAN	11I	0.00	0.00	0.00	0.00	6,836.00	6,836.00
4725	FRANCO/ARMENDARIZ/DAVID ULISES	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
4823	AVILA/FELIX/ISIDRO	9I	0.00	0.00	0.00	0.00	5,886.35	4,709.08
5888	CURIEL/VELAZQUEZ/EDGAR NOE	9I	0.00	0.00	0.00	0.00	1,707.19	1,707.19
6003	OLIVAS/GASTELUM/NAYDA LIZETH	9I	0.00	0.00	0.00	0.00	4,923.68	4,923.68
7099	PAREDES/OCAMPO/FRANCISCO JAVIER	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8468	PADILLA/PESTAÑO/LINA MARIA	10I	0.00	0.00	0.00	0.00	4,884.32	4,884.32
8525	MARTINEZ/MEDINA/MANUEL	10I	0.00	0.00	0.00	0.00	4,033.56	4,033.56
8694	LOPEZ/FLORES/MARIA LORENA	12I	5,459.00	5,459.00	5,459.00	0.00	3,049.20	3,049.20
8695	HERNANDEZ/ENCINAS/IRAN BETZAIRA	12I	5,459.00	5,459.00	5,459.00	0.00	2,772.00	2,772.00
8696	ARELLANO/LOPEZ/DAVID OCTAVIO	12I	7,920.00	7,920.00	7,920.00	0.00	8,712.00	8,712.00
8697	DEL VILLAR/ARAQUE/OSCAR	12I	7,920.00	7,920.00	7,920.00	0.00	5,940.00	5,940.00
8698	AGUIRRE/GARCIA/OMAR	12I	7,920.00	7,920.00	7,920.00	0.00	6,534.00	6,534.00
8699	GUEREQUE/SIGALA/LAURA ELIZABETH	12I	4,094.00	4,094.00	4,094.00	0.00	0.00	0.00
8700	DIAZ/VEGA/LAURA KARINA	12I	5,459.00	5,459.00	5,459.00	0.00	3,049.20	3,049.20
8702	GARCIA/JIMENEZ/JIMMAR	12I	5,459.00	5,459.00	5,459.00	0.00	2,772.00	2,772.00
8703	MAYTORENA/NORIEGA/EDNA LETICIA	11I	0.00	0.00	0.00	0.00	5,474.84	5,474.84
8705	ORTEGA/GUERRERO/JAVIER ALEJANDRO	13I	13,200.00	13,200.00	13,200.00	0.00	14,256.00	14,256.00
8706	TAPIA/MONTIEL/JOSE GABRIEL	13I	13,200.00	13,200.00	13,200.00	0.00	12,144.00	12,144.00
8707	GASTELUM/LOPEZ/JORGE ALBERTO	13I	13,200.00	13,200.00	13,200.00	0.00	11,088.00	11,088.00
8708	MORAN/OCHOA/HECTOR MANUEL	12I	0.00	0.00	7,920.00	0.00	5,320.84	5,320.84
8709	BEILES/GONZALEZ/MOISES ISMAEL	12I	7,920.00	7,920.00	7,920.00	0.00	6,831.00	6,831.00
8710	TOSCANO/LOPEZ/EDNA CECILIA	12I	7,920.00	7,920.00	7,920.00	0.00	7,128.00	7,128.00
8711	CONTRERAS/OROZCO/SALVADOR	12I	7,920.00	7,920.00	7,920.00	0.00	6,534.00	6,534.00
8712	ASTORGA/CASTRO/YOLANDA	11I	0.00	0.00	0.00	0.00	5,320.84	5,320.84
8713	LOPEZ/ACUÑA/MANUEL ALBERTO	10I	0.00	0.00	0.00	0.00	3,807.44	3,807.44
8714	CLAUSEN/IBERRI/ADOLFO ENRIQUE	14I	18,898.50	18,898.50	18,898.50	0.00	18,142.56	18,142.56
8715	RAMOS/MARTINEZ/MARTHA ANGELICA	12I	7,920.00	7,920.00	7,920.00	0.00	10,296.00	10,296.00
8716	BRISENO/AGUILAR/MARIA FERNANDA	12I	7,920.00	7,920.00	7,920.00	0.00	6,534.00	6,534.00
8717	ESPINOZA/RODRIGUEZ/CARLOS ALBERTO	11I	0.00	0.00	0.00	0.00	3,990.63	3,990.63
8718	OSIO/ROMANDIA/ENRIQUE ARTURO	12I	7,920.00	7,920.00	7,920.00	0.00	8,712.00	8,712.00

8719	SALAZAR/IBARRA/JAIME	12I	7,920.00	7,920.00	7,920.00	0.00	6,534.00	6,534.00
8720	RETAMOZA/PAPPATHEODOROU/JUAN ABELARDO	12I	7,920.00	7,920.00	7,920.00	0.00	8,712.00	8,712.00
8723	MORALES/DESSENS/ROSA MARIA	10I	0.00	0.00	0.00	0.00	5,846.80	5,846.80
8732	GALINDO/GALINDO/BRUNNO ANGEL	9I	0.00	0.00	0.00	0.00	2,528.91	2,528.91
8734	IRURETAGOYENA/TIRADO/LUIS ALFONSO	11I	0.00	0.00	0.00	0.00	4,837.16	4,837.16
8735	JUVERA/MORALES/FERNANDO	11I	0.00	0.00	0.00	0.00	5,320.84	5,320.84
8737	LOPEZ/LOPEZ/MARTHA BEATRIZ	9I	0.00	0.00	0.00	0.00	3,995.08	3,995.08
8738	MORUA/CASTAÑEDA/JEANNETTE	9I	0.00	0.00	0.00	0.00	4,149.08	4,149.08
8739	RUIZ/CORDOVA/LUIS MARTIN	11I	0.00	0.00	0.00	0.00	4,837.16	4,837.16
8740	ACUÑA/ZAZUETA/VERONICA	9I	0.00	0.00	0.00	0.00	3,870.48	3,870.48
8742	FUENTES/VEGA/JOSE ALFONSO	10I	0.00	0.00	0.00	0.00	3,507.44	3,507.44
8744	BEAL/JIMENEZ/SAUL	11I	0.00	0.00	0.00	0.00	4,837.16	4,837.16
8745	BRAVO/ROBLES/JANETH	11I	0.00	0.00	0.00	0.00	3,990.63	3,990.63
8746	DELGADO/SOTELO/CLAUDIA	10I	0.00	0.00	0.00	0.00	3,507.44	3,507.44
8747	ENCINAS/CANIZALES/JANETTE	9I	0.00	0.00	0.00	0.00	3,709.08	3,709.08
8748	FELIX/SOTO/YENYFER	11I	0.00	0.00	0.00	0.00	5,320.84	5,320.84
8749	FRAIJO/VARGAS/DORA ESTHELA	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8751	MOLINAR/GONZALEZ/GUADALUPE JIMENA	9I	0.00	0.00	0.00	0.00	3,709.08	3,709.08
8752	MURRIETA/OCAÑA/RICARDO	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8753	NICHOLS/FLORES/MARIA DE LA CRUZ	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8754	OCAÑA/CLARK/LUIS CARLOS	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8755	PESQUEIRA/CABALLERO/HUGO HERIBERTO	10I	0.00	0.00	0.00	0.00	3,507.44	3,507.44
8756	RAMIREZ/ESQUER/GABRIELA GUADALUPE	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8757	RAMIREZ/RICO/MIRIAM ODETTA	10I	0.00	0.00	0.00	0.00	1,753.72	1,753.72
8759	ROMANO/TERRAZAS/EDUARDO	9I	0.00	0.00	0.00	0.00	3,709.08	3,709.08
8760	ARREOLA/BALDERRAMA/JAIME ANIBAL	9I	0.00	0.00	0.00	0.00	3,709.08	3,709.08
8761	NORIEGA/LEON/RUTH MARIA	9I	0.00	0.00	0.00	0.00	5,029.08	5,029.08
8762	SALAZAR/GUEVARA/JOSE ANTONIO	10I	0.00	0.00	0.00	0.00	3,507.44	3,507.44
8763	TERRAZAS/VALENCIA/JORGE ALBERTO	10I	0.00	0.00	0.00	0.00	4,298.20	2,519.53
8764	SANZARRIC/VALENZUELA/JUAN ISIDRO	10I	0.00	0.00	0.00	0.00	2,630.58	2,630.58
8765	SOTO/VELDERRAIN/ANABEL	9I	0.00	0.00	0.00	0.00	5,007.08	5,007.08
8767	VARGAS/BECCERRIL/ENRIQUE	9I	0.00	0.00	0.00	0.00	2,781.81	2,781.81
8768	VILLEGAS/MONTENEGRO/HECTOR MARTIN	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8770	URIAS/ABUNDIS/GIANCO RODRIGO	10I	0.00	0.00	0.00	0.00	3,507.44	2,940.83
8775	ANTILLON/LOPEZ/MARTHA ELIZABETH	12I	7,920.00	7,920.00	7,920.00	0.00	5,940.00	5,940.00
8776	TRASVIÑA/HUERTA/MARIA PATRICIA	12I	9,825.00	13,200.00	13,200.00	0.00	6,534.00	6,534.00
8777	OLIVAS/MOLINA/ARTURO	13I	13,200.00	13,200.00	13,200.00	0.00	8,712.00	8,712.00
8778	GARATE/MURRIETA/GABRIEL	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8779	SOTO/ORDUÑO/JOSE MAURICIO	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8780	ALCANTAR/RENDON/ROGELIO	13I	13,200.00	13,200.00	13,200.00	0.00	10,560.00	10,560.00
8788	LAMADRID/IBARRA/LUIS ANTONIO	13I	13,200.00	13,200.00	13,200.00	0.00	12,144.00	12,144.00
8793	DOMINGUEZ/HAROS/JESUS FLAVIO	9I	0.00	0.00	0.00	0.00	1,685.94	1,685.94
8794	EHEVERRIA/TOBIE/ALAN JESUS	12I	0.00	0.00	0.00	0.00	6,534.00	8,712.00
8796	GUTIERREZ/LOPEZ/DULCE MARIA	10I	0.00	0.00	0.00	0.00	3,858.20	2,304.02
8797	MOLINA/PEREZ/CARLOS ERNESTO	9I	0.00	0.00	0.00	0.00	3,701.88	3,701.88
8798	SOSA/CASTELO/EMILIO	10I	0.00	0.00	0.00	0.00	3,858.20	3,858.20
8799	RANGEL/DOMINGUEZ/AZUCENA	10I	0.00	0.00	0.00	0.00	1,929.10	1,929.10
8801	VEGA/GRIJALVA/KARINA SUGEIH	9I	0.00	0.00	0.00	0.00	3,973.08	3,973.08
8803	CRUZ/MARTINEZ/MELVIN	9I	0.00	0.00	0.00	0.00	1,938.84	1,938.84
8804	BRITO/LOPEZ/ANEL FABIOLA	9I	0.00	0.00	0.00	0.00	1,854.54	1,854.54
8805	PEREZ/NAVARRO/ERIK EDGAR	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8806	MERCADO/GONZALEZ/JESUS ALBERTO	9I	0.00	0.00	0.00	0.00	2,528.91	2,528.91
8807	SOTO/RAMIREZ/JESUS JAVIER	9I	0.00	0.00	0.00	0.00	2,528.91	2,528.91
8808	SOTO/REYNA/RENE GONZALO	10I	0.00	0.00	0.00	0.00	3,507.44	3,507.44
8809	ZAZUETA/CUEVA/BEATRIZ ROCIO	9I	0.00	0.00	0.00	0.00	3,709.08	3,709.08
8810	PARRA/CASTRO/ERICK OMAR	9I	0.00	0.00	0.00	0.00	3,491.88	3,491.88
8811	VILLEGAS/ORRANTIA/ALEJANDRO	9I	0.00	0.00	0.00	0.00	10,343.76	6,105.88
8812	TANORI/OSORIO/MANUEL	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8813	VAZQUEZ/SERVIN DE LA MORA/CESAR GUILLERMO	10I	0.00	0.00	0.00	0.00	2,630.58	2,630.58
8815	CAMACHO/MORA/ANA PAULINA	10I	0.00	0.00	0.00	0.00	1,929.10	1,929.10
8825	HURTADO/CASTRO/MIRIAM	11I	0.00	0.00	0.00	0.00	6,640.84	6,640.84
8826	GAMEZ/ESQUER/RAMES	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88

8827	PORTILLO/LOZANO/MELINA	9I	0.00	0.00	0.00	0.00	3,877.68	3,877.68
8845	HUERTA/POMPA/JOSE ANTONIO	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
8847	MARTINEZ/ASTIAZARAN/RAQUEL	9I	0.00	0.00	0.00	0.00	3,709.08	2,528.08
8848	SALAZAR/CAMPOY/PATRICIA	10I	0.00	0.00	0.00	0.00	3,507.44	3,507.44
8851	MORFIN/SOTO/FERNANDO (HOMOLOGADO A NIVEL 12)	11I	7,920.00	7,920.00	7,920.00	0.00	6,437.16	6,437.16
8857	TAPIA/AGUILAR/VLADIMIR	9I	0.00	0.00	0.00	0.00	4,053.68	4,053.68
8859	TRUJILLO/FELIX/REYNALDO	12I	5,459.00	5,459.00	5,459.00	0.00	3,049.20	3,049.20
8860	ANGULO/SALAS/GABRIELA	12I	5,459.00	5,459.00	5,459.00	0.00	3,049.20	3,049.20
8874	LIMON/RAMOS/SANDRA MARGARITA	9I	0.00	0.00	0.00	0.00	2,528.91	2,528.91
8902	LARA/LOPEZ/JOSE ALEJANDRO	9I	0.00	0.00	0.00	0.00	5,369.08	5,369.08
9013	BERNAL/GUARDADO/CHRISTIAN IVAN	12I	7,920.00	7,920.00	7,920.00	0.00	5,940.00	5,940.00
9014	CASILLAS/OLIVAS/JULIAN	11I	0.00	0.00	0.00	0.00	1,209.29	1,209.29
9015	TELLEZ/BELTRAN/NEDI MELISSA ANNET	9I	0.00	0.00	0.00	0.00	1,685.94	1,685.94
9080	GOMEZ/ROMAN/JOSE LUIS	9I	0.00	0.00	0.00	0.00	3,701.88	3,701.88
9093	RODRIGUEZ/ESTRELLA/RAMON	12I	0.00	0.00	7,920.00	0.00	6,474.60	6,474.60
9094	MARTINEZ/REYNOSO/SARA SORAIDA	11I	0.00	0.00	0.00	0.00	5,087.16	5,087.16
9096	CONTRERAS/MORALES/SURIA LIZBETH	9I	0.00	0.00	0.00	0.00	3,877.68	3,877.68
9098	CORTEZ/ROJAS/FRANCISCA ELENA	9I	0.00	0.00	0.00	0.00	3,877.68	3,877.68
9147	LEAL/NAVA/BRENDA YOLANDA	9I	0.00	0.00	0.00	0.00	3,995.08	3,995.08
9148	RUIZ/HERNANDEZ/EDUARDO	9I	0.00	0.00	0.00	0.00	1,685.94	1,685.94
9170	BALLESTEROS/IBERRI/ARTURO ERNESTO	9I	0.00	0.00	0.00	0.00	6,743.74	3,371.88
9185	RAMIREZ/TRUJILLO/BRENDA FELICIA	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
9188	GONZALEZ/RUIZ/MIGUEL AGUSTIN	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
9202	LARRAZOLO/CARRASCO/JESUS JOSE	12I	0.00	0.00	0.00	0.00	8,712.00	8,712.00
9204	PERES/SALINA/HEBAL	9I	0.00	0.00	0.00	0.00	3,371.88	3,371.88
9255	SALAZAR/CAMPILLO/ANA LORENA	9I	0.00	0.00	0.00	0.00	0.00	6,743.76
9256	GALINDO/VALENZUELA/NORMA LORENA	12I	0.00	0.00	0.00	0.00	0.00	3,960.00



INSTITUTO DE SEGURIDAD Y SERVICIOS SOCIALES
DE LOS TRABAJADORES DEL ESTADO DE SONORA

ANEXO 4 del ACUERDO J.D.S.O.-645/008



INSTITUTO DE SEGURIDAD Y SERVICIOS SOCIALES
DE LOS TRABAJADORES DEL ESTADO DE SONORA

Hermosillo, Sonora a 29 de Junio de 2016

LIC. JESÚS JOSÉ LARRAZOLO CARRASCO
Secretario Técnico de la H. Junta Directiva
Presente.-

Por medio de este conducto nos servimos adjuntar documentación de registro contable, para que se sirva presentarla ante la H. junta Directiva y sea aprobada la afectación a resultados de ejercicios anteriores de los períodos julio a Septiembre y octubre a diciembre de 2015, por diversos conceptos según anexos.

Agradeciendo de antemano su valioso apoyo al respecto reciba un cordial saludo, quedo a sus órdenes.

ATENTAMENTE,


C.P. NORMA LORENA GALINDO VALENZUELA
Jefa del Departamento de Contabilidad

C.c.p. Archivo

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