

“Plantilla de Personal del ICBC “

| Nombre del Empleado | Puesto | Fecha de Ingreso | Sueldo Mensual 2016 | Prima Vacacional 2016 | Aguinaldo 2016 | Pagos Anuales 2016 |
|-----------------------------------|--|------------------|---------------------|-----------------------|----------------|--------------------|
| ACOSTA GONZÁLEZ KARLA FERNANDA | BAILARIN-EJECUTANTE | 12-Jan-05 | 10,335.16 | 7,027.90 | 20,613.69 | 6,893.82 |
| AGUAYO ALMAZAN JORGE ARMANDO | COORDINADOR DEL TEATRO DEL ESTADO | 18-Dec-13 | 28,793.20 | 3,940.58 | 37,750.36 | 0.00 |
| AGUIAR LANDEROS ENRIQUE ALEJANDRO | ASISTENTE TÉCNICO DE DISEÑO GRÁFICO | 14-Nov-07 | 25,043.15 | 12,263.94 | 45,586.29 | 16,263.48 |
| AGUILAR DE SANTIAGO LUIS EDUARDO | BAILARIN-EJECUTANTE | 01-Aug-89 | 14,586.94 | 13,419.98 | 29,093.93 | 8,815.09 |
| AGUILERA BARBOZA LOURDES | ASISTENTE ADMINISTRATIVO | 1-Jan-90 | 28,560.08 | 26,274.63 | 57,120.15 | 20,367.08 |
| AGUIRRE LOMELÍ JOSÉ | COORDINADOR DEL CENTRO DE LAS ARTES TIJUANA | 13-Feb-15 | 50,653.37 | 5,170.53 | 63,581.05 | 0.00 |
| AHUMADA JAÚREGUI ARMANDO | MUSEÓGRAFO | 21-Sep-96 | 25,043.64 | 16,837.47 | 47,574.26 | 16,918.27 |
| ALARCÓN REYES JOSÉ LUIS | SUPERVISOR DE SERVICIOS GENERALES | 28-Jan-13 | 20,878.53 | 5,060.51 | 31,422.35 | 0.00 |
| ALMANZA SARTIÉ GABRIEL ALEJANDRO | BIBLIOTECARIO | 17-Mar-09 | 9,785.46 | 5,870.64 | 19,570.92 | 0.00 |
| ALVARADO CUADRA BRENDA ISELA | JEFE DEL DEPARTAMENTO DE VINCULACIÓN CULTURAL | 31-Mar-08 | 31,820.76 | 5,234.39 | 40,545.37 | 0.00 |
| ALVARADO TAMAYO FRANCISCO | VELADOR | 7-Jun-97 | 22,385.19 | 16,917.37 | 44,770.35 | 16,918.27 |
| ÁLVAREZ CAMPOS LILIANA | COORDINADOR DE LA BIBLIOTECA PÚBLICA CENTRAL ESTATAL | 13-Jan-14 | 23,340.86 | 3,890.37 | 32,183.46 | 0.00 |
| ÁLVAREZ CASILLAS BLANCA CRISTINA | BAILARIN-EJECUTANTE | 01-Jul-07 | 9,901.66 | 5,941.00 | 19,532.04 | 6,848.46 |
| ÁLVAREZ GONZÁLEZ NÉSTOR | AUXILIAR DE OFICIOS VARIOS | 16-Aug-99 | 12,568.66 | 9,074.72 | 24,379.50 | 0.00 |
| ÁLVAREZ HERNÁNDEZ ROMÁN | JEFE DE LA UNIDAD DE CONTRALORIA INTERNA | 26-Dec-16 | 31,647.27 | 0.00 | 0.00 | 0.00 |
| ALEJOS ROSAS ISRAEL | PROMOTOR | 17-Oct-16 | 12,306.62 | 0.00 | 4,955.12 | 0.00 |
| ANGUIANO GUERRERO ESTEBAN | AUXILIAR DE SERVICIOS | 1-Dec-04 | 20,543.15 | 13,994.82 | 41,463.63 | 16,359.14 |
| ANGUIANO QUIROZ CORNELIO | BAILARIN-EJECUTANTE | 11-Nov-93 | 13,106.83 | 11,009.72 | 26,213.64 | 8,089.97 |
| ANGULO ANGULO OLGA | ANALISTA EDITORIAL | 15-Jan-02 | 23,824.28 | 10,324.25 | 43,648.54 | 434.37 |
| ANZALDO CHAÍREZ JOEL HUMBERTO | BAILARIN-EJECUTANTE | 01-Jun-93 | 13,106.83 | 11,009.72 | 25,926.36 | 8,089.97 |
| ARANDA GARCÍA IVONNE | MUSEÓGRAFO | 1-Dec-17 | 13,600.84 | 0.00 | 1,911.73 | 0.00 |
| ARENAS AGUILAR MERCEDES | AUXILIAR ADMINISTRATIVO | 8-May-00 | 23,979.51 | 18,224.21 | 49,016.16 | 17,732.04 |
| ARRIZON RODRÍGUEZ CLAUDIA LIZBETH | AUXILIAR ADMINISTRATIVO | 29-Jun-15 | 16,600.84 | 1,791.43 | 25,558.00 | 0.00 |
| ASTORGA VARGAS SIMONA | AUXILIAR DE OFICIOS VARIOS | 25-Feb-14 | 7,775.43 | 3,420.59 | 15,550.86 | 0.00 |
| ÁVALOS GARCÍA JOSÉ DE JESÚS | BAILARIN-EJECUTANTE | 09-Feb-06 | 9,901.65 | 6,071.05 | 20,500.42 | 6,872.33 |
| ÁVALOS VALENZUELA ALEYDA | BAILARIN-EJECUTANTE | 09-Jan-99 | 10,726.10 | 8,151.84 | 20,570.60 | 7,044.33 |
| AYALA MARTÍNEZ MARIO | TÉCNICO EN TRAMOYA | 2-Mar-09 | 24,829.09 | 13,141.92 | 46,858.80 | 16,759.16 |
| BALTAZAR COLIO MARÍA EUGENIA | ANALISTA TÉCNICO DE DESARROLLO TECNOLÓGICO | 2-Sep-93 | 27,093.51 | 21,779.13 | 52,666.79 | 18,845.05 |
| BAÑUELOS HERRERA EGLA RHODE | COORDINADOR ACADÉMICO | 27-Jan-14 | 13,582.27 | 3,890.37 | 22,424.87 | 0.00 |
| BAÑUELOS VALENZUELA REYNA ISABEL | ASISTENTE ADMINISTRATIVO | 15-Sep-08 | 19,804.00 | 7,232.09 | 31,857.63 | 0.00 |
| BARCELO CRUZ GLORIA SARAHÍ | ASISTENTE ADMINISTRATIVO | 19-Feb-14 | 9,569.08 | 3,698.46 | 17,975.69 | 0.00 |
| BARCENAS ASCENCIO JULIO CESAR | TÉCNICO EN SOPORTE | 20-Jan-14 | 19,600.85 | 3,420.59 | 27,376.28 | 0.00 |
| BARRERA CHÁIDEZ GRACIELA | SECRETARIA | 1-Nov-83 | 28,694.48 | 28,694.24 | 57,388.95 | 20,367.08 |
| BEJARANO GIACOMAN MANUEL FELIPE | DIRECTOR GENERAL | 1-Nov-13 | 79,574.00 | 5,482.68 | 92,036.18 | 0.00 |
| BELMARES MAYORGA AGUSTINA | AUXILIAR ADMINISTRATIVO | 18-Jan-10 | 19,931.62 | 4,327.69 | 19,931.61 | 7,717.55 |
| BELTRÁN RAMÍREZ ANTONIO | AUXILIAR DE OFICIOS VARIOS | 25-Mar-13 | 9,569.08 | 4,023.44 | 17,929.76 | 0.00 |

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|--|--|------------------|---------------------|-----------------------|----------------|--------------------|
| BLAKE VALENZUELA CRISTINA PATRICIA | JEFE DEL DEPARTAMENTO DE FOMENTO A LA LECTURA | 1-Dec-07 | 32,175.33 | 6,326.14 | 42,719.15 | 0.00 |
| BLANHIR CABALLERO OSCAR ELOY | TÉCNICO EN TRAMOYA | 15-Sep-77 | 22,633.12 | 23,712.20 | 44,650.14 | 16,647.51 |
| BRITO SARABIA ROBERTO | AUXILIAR DE SERVICIOS | 8-Feb-16 | 7,710.15 | 238.77 | 13,819.26 | 0.00 |
| BUELNA URIARTE MARÍA DE LOS ÁNGELES | ANALISTA DE PLANEACIÓN | 1-Sep-11 | 16,819.84 | 7,164.41 | 28,761.21 | 0.00 |
| CALDERÓN FAJARDO MARLIANDREINA DE NAZARETH | TÉCNICO DE ORQUESTA | 1-Jul-16 | 12,442.61 | 0.00 | 10,705.71 | 0.00 |
| CALDERÓN RUIZ FLORA | PROMOTOR DE FOMENTO A LA LECTURA | 1-Sep-89 | 30,726.68 | 26,398.46 | 59,421.15 | 20,367.08 |
| CALVILLO PLASCENCIA LUIS ALFREDO | PROMOTOR DE ARTES PLÁSTICAS Y VISUALES | 30-Apr-93 | 23,794.63 | 18,402.36 | 45,583.59 | 16,812.03 |
| CAMACHO URIAS GABRIELA | BIBLIOTECARIO | 16-Oct-86 | 28,694.48 | 26,398.46 | 57,388.95 | 20,367.08 |
| CAMACHO VALENZUELA ANA BELEM | ASISTENTE ADMINISTRATIVO | 18-Nov-14 | 16,600.84 | 3,582.43 | 25,558.00 | 0.00 |
| CAMPOS GUIZAR JOSÉ LUIS | ANALISTA TÉCNICO DE ARTES VISUALES | 1-Jun-90 | 32,916.86 | 26,154.74 | 61,476.93 | 20,367.08 |
| CAMPOS PÉREZ MARÍA ILDA | ASISTENTE ADMINISTRATIVO | 15-Jun-89 | 29,792.23 | 26,274.63 | 58,352.30 | 20,367.08 |
| CARBALLO VERDUGO MIRIAM DEL CARMEN | REPRESENTANTE DEL ICBC EN ENSENADA | 27-Jan-14 | 27,199.16 | 3,940.58 | 36,156.32 | 0.00 |
| CÁRDENAS CÁSAZ HÉCTOR LEOPOLDO | ANALISTA TÉCNICO DE FOTOTECA | 3-Feb-96 | 28,359.43 | 17,012.37 | 50,744.59 | 16,994.08 |
| CÁRDENAS CASTRO ALMA RUTH | SECRETARIA | 5-Jun-06 | 19,324.94 | 5,001.99 | 27,593.76 | 0.00 |
| CÁRDENAS CONTRERAS JOSEFINA | BAILARIN-EJECUTANTE | 01-Mar-93 | 13,106.83 | 11,009.72 | 26,070.00 | 8,089.97 |
| CARRILLO URIBE CARLOS ALBERTO | BAILARIN-EJECUTANTE | 01-Sep-90 | 14,586.93 | 13,419.98 | 28,854.15 | 8,815.09 |
| CARRILLO VÁZQUEZ FERNANDO | MÚSICO | 13-Sep-08 | 21,641.02 | 12,958.31 | 43,282.05 | 16,563.73 |
| CASTAÑEDA CAMBERO RUBÉN | MÚSICO | 13-Sep-08 | 21,556.45 | 12,897.94 | 42,995.10 | 16,507.68 |
| CASTAÑEDA UREÑA MARTHA PATRICIA | BIBLIOTECARIO | 16-Apr-99 | 22,385.19 | 17,012.37 | 44,770.35 | 16,994.08 |
| CASTRO ARELLANO FELIPE | JARDINERO | 1-Feb-79 | 28,694.48 | 30,917.02 | 57,388.95 | 20,367.08 |
| CASTRO RAMÍREZ GERARDO | MENSAJERO | 4-Jan-97 | 24,907.09 | 18,928.69 | 49,678.08 | 18,137.64 |
| CELAYA BEJARANO CESAR | ANALISTA TÉCNICO DE DESARROLLO CULTURAL INFANTIL | 17-Feb-97 | 22,519.59 | 16,972.44 | 44,669.97 | 16,923.23 |
| CENICEROS TORRES EDITH | BAILARIN-EJECUTANTE | 1-Jul-07 | 9,901.66 | 5,941.00 | 19,423.53 | 6,848.46 |
| CERVANTES ALCAZAR JOSÉ TOMÁS | ORIENTADOR | 2-Feb-84 | 29,618.59 | 28,614.24 | 58,156.26 | 20,350.31 |
| CERVANTES JARQUÍN RENÉ | TÉCNICO EN ILUMINACIÓN | 9-Sep-77 | 31,200.62 | 30,844.44 | 59,760.69 | 20,367.08 |
| CHÁIREZ JIMÉNEZ JOSÉ MANUEL | MÚSICO | 13-Sep-08 | 21,556.45 | 12,932.94 | 43,112.91 | 16,535.97 |
| CHÁVEZ MONJE WENDY CARINA | ASISTENTE ADMINISTRATIVO | 11-Mar-02 | 19,931.62 | 13,552.75 | 39,863.25 | 15,937.96 |
| CHOWELL MARTÍNEZ LETICIA | ANALISTA TÉCNICO DE ARTES ESCÉNICAS | 30-Apr-15 | 20,600.00 | 4,754.13 | 32,192.56 | 0.00 |
| CONTRERAS PARADA JESÚS ALONSO | TÉCNICO DE EVENTOS | 16-Apr-90 | 31,751.78 | 26,274.63 | 60,311.85 | 20,367.08 |
| CONTRERAS PÉREZ BLANCA ESTELA | ASISTENTE ADMINISTRATIVO | 11-Dec-11 | 19,824.28 | 5,482.39 | 39,648.54 | 0.00 |
| CORTEZ MUNGUIA AMADA LIZETH | SECRETARIA | 7-Jan-08 | 11,225.72 | 4,587.48 | 18,809.46 | 0.00 |
| COSSIO FUENTES EMMANUEL | COORDINADOR DE ADMINISTRACIÓN | 9-Mar-15 | 24,538.88 | 3,914.09 | 34,324.34 | 0.00 |
| COTO GUARDADO MAYRA PATRICIA | BAILARIN-EJECUTANTE | 18-Jan-05 | 10,335.16 | 7,027.90 | 20,613.68 | 6,893.82 |
| CROSTHWAITE GARCÍA LUIS CARLOS | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 14-Jun-10 | 7,710.14 | 4,626.04 | 15,420.27 | 0.00 |
| CRUZ GONZÁLEZ FORTINO | TÉCNICO EN TRAMOYA | 1-Jun-77 | 31,170.38 | 30,844.44 | 59,730.45 | 20,367.08 |
| DE REZA RODRÍGUEZ MARGARITO | AUXILIAR DE OFICIOS VARIOS | 1-May-79 | 29,694.48 | 30,990.02 | 58,388.95 | 20,367.08 |

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|-------------------------------------|--|------------------|---------------------|-----------------------|----------------|--------------------|
| DE ROSENZWEIG MIRANDA IVÁN | TÉCNICO DE AUDIO Y PROYECCIONISTA DE CINEMA | 2-Jan-13 | 11,504.33 | 3,966.77 | 19,770.03 | 0.00 |
| DE ROSENZWEIG RIVERA FRANCISCO ERIC | SUPERVISOR DE SERVICIOS GENERALES | 9-Jun-10 | 26,582.27 | 5,290.13 | 35,376.57 | 0.00 |
| DELFIN VILLAFUERTE JAIME ENRIQUE | MUSEÓGRAFO | 16-Jul-07 | 20,878.53 | 0.00 | 7,813.26 | 0.00 |
| DELGADILLO ZAMORANO JORGE ALBERTO | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 7-Apr-08 | 11,358.96 | 5,805.76 | 20,930.52 | 0.00 |
| DELGADO MACIEL LETICIA ISABEL | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 6-Sep-93 | 22,519.59 | 20,438.80 | 52,289.52 | 17,999.32 |
| DIPP NÚÑEZ OMAR | BAILARIN-EJECUTANTE | 25-Nov-13 | 50,653.37 | 5,688.09 | 57,675.04 | 0.00 |
| DÍAZ AGUILAR MIRIAM | BAILARIN-EJECUTANTE | 16-Feb-98 | 10,726.07 | 8,209.13 | 21,634.61 | 7,086.22 |
| DÍAZ AMADOR DOMINGO GUZMÁN | VELADOR | 1-Nov-90 | 29,417.22 | 23,935.23 | 57,977.29 | 20,367.08 |
| DÍAZ MONTES JORDY MISAE | TÉCNICO DE RECURSOS HUMANOS | 19-Jun-14 | 17,864.22 | 3,794.46 | 26,270.83 | 0.00 |
| DIEGO MUÑOZ IVONNE | REPRESENTANTE DEL ICBC EN TECATE | 1-Jan-14 | 27,744.20 | 3,940.58 | 36,701.36 | 0.00 |
| DOMÍNGUEZ ENCINAS BRENDA PATRICIA | AUXILIAR CONTABLE | 29-Oct-98 | 29,720.02 | 16,161.59 | 51,361.05 | 16,520.12 |
| DUEÑAS PACHECO GLORIA | JEFE DEL DEPARTAMENTO DE RECURSOS HUMANOS | 17-Jul-89 | 46,252.28 | 26,398.46 | 74,946.75 | 20,367.08 |
| ELÍAS GONZÁLEZ MAYTORENA ROXANA | ANALISTA JURÍDICO | 19-Oct-15 | 13,025.15 | 1,605.03 | 21,050.30 | 0.00 |
| ESCALERA MARTINA GUADALUPE | ANALISTA TÉCNICO DEL SISTEMA DE INFORMACIÓN Y EVALUACIÓN ESTADÍSTICA | 1-Aug-85 | 29,661.10 | 27,546.24 | 58,355.57 | 20,367.08 |
| ESPINOZA JIMÉNEZ CARMEN ANGÉLICA | COORDINADOR DE PROYECTOS ESPECIALES | 16-Feb-11 | 35,000.01 | 10,106.39 | 44,195.11 | 11,557.54 |
| ESPINOZA OLGUIN VICTORIA | BAILARIN-EJECUTANTE | 08-Sep-03 | 10,387.31 | 7,063.38 | 20,603.87 | 6,921.35 |
| ESTRADA JUAN ANTONIO | DIRECTOR DE LA BANDA DE MÚSICA DEL ESTADO | 13-Sep-08 | 24,837.07 | 12,932.94 | 46,393.53 | 16,535.97 |
| FACUNDO MOLINA JUAN ENRIQUE | AUXILIAR DE OFICIOS VARIOS | 23-Jul-07 | 12,656.20 | 4,626.04 | 20,366.33 | 0.00 |
| FERNANDEZ RETA DAVID | VELADOR | 14-Feb-00 | 21,870.13 | 11,391.27 | 44,538.24 | 4,278.48 |
| FERNANDEZ RETA RUMALDO | VELADOR | 15-Feb-90 | 28,694.48 | 26,263.53 | 57,232.14 | 20,350.31 |
| FLORES ZAMORA IRMA | SECRETARIA | 1-Sep-89 | 30,850.16 | 26,398.46 | 59,544.63 | 20,367.08 |
| FRANCO SÁNDEZ FRANCISCO | ANALISTA TÉCNICO DE PUBLICACIONES | 2-Jan-85 | 31,150.46 | 28,694.24 | 59,844.93 | 20,367.08 |
| FRÍAS ORTÍZ DAVID EDGARDO | TÉCNICO EN SONIDO E ILUMINACIÓN | 1-Oct-10 | 12,615.89 | 6,925.41 | 24,557.26 | 0.00 |
| FUENTES HERRERA MARIO | ANALISTA DE INVENTARIOS | 28-Dec-15 | 14,232.47 | 0.00 | 23,075.07 | 0.00 |
| GALLARDO ABOITES RUBÉN | AUXILIAR DE OFICIOS VARIOS | 17-Sep-07 | 20,543.15 | 12,263.94 | 41,086.29 | 16,263.48 |
| GALLEGOS ARRIQUIDEZ CELINA | AUXILIAR ADMINISTRATIVO | 24-Aug-94 | 31,067.15 | 20,385.80 | 56,783.29 | 17,967.62 |
| GAMEZ SALAS LEONARDO MANUEL | ANALISTA DE PATRIMONIO CULTURAL Y CULTURAS POPULARES | 28-Jan-13 | 16,768.98 | 4,298.72 | 25,726.14 | 0.00 |
| GARCÍA ESTRELLA SALVADOR | COORD. ADMVO. DEL CEART TECATE | 11-Jul-16 | 14,000.03 | 0.00 | 11,672.87 | 0.00 |
| GARCÍA HERNÁNDEZ SERGIO JAIME | ANALISTA PRESUPUESTAL | 16-Oct-09 | 37,291.62 | 12,048.95 | 58,039.67 | 14,298.23 |
| GARCÍA PARRA EMILIO | ANALISTA PROGRAMADOR | 2-Jun-03 | 28,934.05 | 14,096.82 | 49,665.87 | 16,444.40 |
| GARCÍA RODRÍGUEZ MARIANA | AUXILIAR ADMINISTRATIVO | 4-May-98 | 21,641.02 | 16,369.15 | | 16,552.56 |
| GARCÍA RUÍZ LEONCIO | TÉCNICO DE FORO | 16-Mar-10 | 12,656.20 | 4,626.04 | 20,366.33 | 0.00 |
| GARCÍA VÁZQUEZ LAURA ELENA | ASISTENTE TÉCNICO DE MEDIOS | 15-Mar-99 | 26,371.51 | 16,129.45 | 47,927.97 | 16,492.16 |
| GARCÍA VILLANUEVA FRANCISCO JAVIER | TÉCNICO DEL SISTEMA DE INFORMACIÓN CULTURAL | 1-Jul-14 | 20,109.90 | 0.00 | 13,578.99 | 0.00 |
| GASTELUM RANGEL PATRICIA | BAILARIN-EJECUTANTE | 05-Feb-93 | 13,106.83 | 11,009.72 | 25,926.36 | 8,089.97 |
| GAXIOLA MONTOYA HEDILBERTO | JEFE DEL DEPARTAMENTO DE SERVICIOS GENERALES | 24-ago-16 | 15,853.62 | 0.00 | 9,916.11 | 0.00 |

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| GERARDO AVENDAÑO JOSÉ LUIS | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 29-Jun-93 | 23,508.22 | 18,494.15 | 45,525.24 | 16,676.00 |
| GONZÁLEZ ÁBRICA HILARIO IGNACIO | COORDINADOR ACADÉMICO | 21-Oct-14 | 27,839.16 | 3,761.58 | 36,796.32 | 0.00 |
| GONZÁLEZ CORREA MARTÍN | BIBLIOTECARIO | 10-Jun-97 | 24,907.09 | 18,876.40 | 49,678.08 | 18,124.06 |
| GONZÁLEZ LIMÓN EDHER | OPERADOR DE MANTENIMIENTO | 1-Jan-14 | 16,820.89 | 3,890.37 | 25,663.49 | 0.00 |
| GRACIA VALENCIA SERGIO RUBÉN | CORDINADOR DE PROGRAMACIÓN DE EVENTOS | 20-Jan-14 | 16,600.84 | 3,940.58 | 25,558.00 | 0.00 |
| GRIJALVA ESPINOZA MARGARITA | AUXILIAR ADMINISTRATIVO | 1-Sep-88 | 30,933.42 | 26,398.46 | 59,627.89 | 20,367.08 |
| GUERRERO MARTÍNEZ JONATHAN ISAI | BIBLIOTECARIO SALA BRAILLE | 5-Oct-15 | 9,710.14 | 1,542.03 | 17,420.27 | 0.00 |
| GUIDO CORRALES SONIA | ASISTENTE EJECUTIVO | 13-Apr-92 | 34,917.25 | 21,848.35 | 60,927.60 | 18,920.86 |
| GUILLEN MATA CARLOS ADRIÁN | AUXILIAR DE MANTENIMIENTO | 24-Feb-14 | 8,510.14 | 3,392.23 | 16,220.27 | 0.00 |
| GUTIÉRREZ GARCÍA VERÓNICA AMELIA | SECRETARIA | 21-Oct-92 | 26,274.97 | 21,887.51 | 51,975.60 | 18,824.75 |
| GUTIÉRREZ GUTIÉRREZ JOSÉ LIBORIO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,663.21 | 42,877.32 | 16,434.57 |
| GUZMÁN LÓPEZ LUIS EDUARDO | ASISTENTE DE DIRECCIÓN GENERAL | 6-Apr-15 | 20,000.00 | 3,362.32 | 28,406.61 | 0.00 |
| HANK INZUNZA CÉSAR EDUARDO | REPRESENTANTE DEL ICBC EN TIJUANA | 29-Nov-13 | 50,653.37 | 5,688.09 | 63,581.05 | 0.00 |
| HARO WOLFSKILL MARÍA CONCEPCIÓN | AUXILIAR CONTABLE DE EGRESOS | 1-Aug-86 | 31,405.20 | 26,398.46 | 60,099.67 | 20,367.08 |
| HERNÁNDEZ ÁVILA SONIA CARMINA | AUXILIAR ADMINISTRATIVO | 5-Mar-01 | 22,017.04 | 15,011.50 | 44,538.24 | 16,759.16 |
| HERNÁNDEZ DE LA CRUZ JOSÉ MANUEL | TÉCNICO EN ILUMINACIÓN | 1-Oct-77 | 31,200.62 | 30,844.44 | 59,760.69 | 20,367.08 |
| HERNÁNDEZ GARCÍA ÁNGEL | DIRECTOR DE PROMOCIÓN Y DIFUSIÓN | 21-Nov-13 | 50,653.37 | 5,688.09 | 63,581.05 | 0.00 |
| HERNÁNDEZ HERNÁNDEZ BEATRIZ | PROMOTOR DE DIFUSIÓN CULTURAL | 1-Nov-96 | 24,763.98 | 16,837.47 | 47,044.14 | 16,918.27 |
| HERNÁNDEZ LARA GAMALIEL ANTONIO | BAILARIN-EJECUTANTE | 15-Jan-05 | 10,335.16 | 7,027.90 | 20,670.32 | 6,893.82 |
| HERNÁNDEZ LEAL ABEL | COORDINADOR ADMINISTRATIVO DEL CEART ENSENADA | 4-May-15 | 16,249.72 | 3,258.18 | 24,395.15 | 0.00 |
| HERNÁNDEZ PÉREZ EDWIN ALEXANDER | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 16-Apr-07 | 8,265.71 | 4,958.71 | 16,531.41 | 0.00 |
| HERNÁNDEZ SALAZAR ANA LIZBETH | COORDINADOR ACADÉMICO | 1-Sep-96 | 36,703.47 | 16,932.47 | 58,983.63 | 16,994.08 |
| HERNÁNDEZ SÁNCHEZ ANA LAURA | PROMOTOR DE DIFUSIÓN CULTURAL | 1-Jan-14 | 14,000.01 | 3,636.46 | 22,265.71 | 0.00 |
| HERRERA GONZÁLEZ DANIEL | AUXILIAR TÉCNICO INFORMÁTICO | 3-Feb-15 | 21,915.71 | 3,306.14 | 30,181.41 | 0.00 |
| HINOJOSA CUEVAS JUAN ANDRÉS | AUXILIAR DE SERVICIOS | 4-Dec-00 | 22,519.59 | 15,227.66 | 45,039.15 | 16,918.27 |
| INZUNZA CONTRERAS FEDERICO | ANALISTA JURÍDICO | 23-Mar-15 | 18,002.61 | 3,536.52 | 26,845.21 | 0.00 |
| ÍÑIGUEZ ARELLANO PATRICIA | ANALISTA CONTABLE | 16-Feb-93 | 34,223.79 | 21,960.80 | 60,368.54 | 18,920.86 |
| JAVIER MORALES VALENTÍN | | 30-Jun-14 | 13,600.00 | 3,349.19 | 19,722.64 | 0.00 |
| JIMÉNEZ HURTADO MARÍA MAGDALENA | ANALISTA TÉCNICO DE EXTENSIÓN ARTÍSTICA | 2-Jan-85 | 30,606.45 | 28,694.24 | 59,300.92 | 20,367.08 |
| JUÁREZ DÍAZ HÉCTOR | MUSEÓGRAFO | 24-Feb-09 | 16,798.46 | 5,870.64 | 26,583.92 | 0.00 |
| JUÁREZ RODRÍGUEZ LUIS ALBERTO | TÉCNICO EN SONIDO | 15-Jan-87 | 22,633.12 | 20,254.83 | 44,650.14 | 16,676.00 |
| LEÓN NANCY YARELÍN | COORDINADORA DE FONDOS | 20-Jan-14 | 30,111.70 | 5,302.80 | 42,165.33 | 0.00 |
| LEÓN CORTEZ HÉCTOR | VELADOR | 29-Jan-96 | 26,777.27 | 19,815.01 | 52,779.16 | 18,906.16 |
| LEÓN CRUZ MARIO ALBERTO | VELADOR | 15-Sep-08 | 20,339.84 | 12,080.95 | 40,679.67 | 16,072.72 |
| LEÓN PINZÓN CATALINA | ANALISTA TÉCNICO DE EDUCACIÓN ARTÍSTICA | 2-Oct-84 | 31,901.66 | 28,694.24 | 60,596.13 | 20,367.08 |
| LEÓN ROJAS GUADALUPE | VELADOR | 15-May-90 | 28,932.63 | 26,214.63 | 57,492.70 | 20,367.08 |

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|----------------------------------|---|------------------|---------------------|-----------------------|----------------|--------------------|
| LEYVA VIRGEN MIGUEL ÁNGEL | MUSEÓGRAFO | 9-Nov-98 | 22,017.04 | 16,732.47 | 44,034.06 | 16,676.00 |
| LEYVA VIRGEN RUBÉN | TÉCNICO EN TRAMOYA | 16-Oct-06 | 8,265.71 | 4,958.71 | 16,531.41 | 0.00 |
| LICEA HERNÁNDEZ GONZALO | ANALISTA DE REMUNERACIONES | 10-Nov-97 | 34,755.92 | 16,498.50 | 56,533.54 | 16,634.65 |
| LICEA VERDUZCO LICURGO | AUXILIAR DE SERVICIOS | 11-Dec-13 | 16,552.97 | 3,698.46 | 24,959.58 | 0.00 |
| LLANEZ EDGAR ALFONSO | AUXILIAR DE SERVICIOS | 1-Jan-16 | 7,710.15 | 4,626.04 | 15,420.27 | 0.00 |
| LOAIZA BEHAR CAROLINA | PROMOTOR DE DIFUSIÓN CULTURAL | 3-Jul-92 | 29,317.25 | 22,070.48 | 55,592.20 | 18,920.86 |
| LOÉ OROZCO MARINA | BIBLIOTECARIO | 5-Aug-96 | 22,280.19 | 16,932.47 | 44,560.35 | 16,994.08 |
| LÓPEZ AMAVIZCA NORMA ALICIA | BIBLIOTECARIO | 2-Oct-84 | 29,643.22 | 28,694.24 | 58,337.69 | 20,367.08 |
| LÓPEZ ARAUJO ALTAGRACIA | ANALISTA EN PLANEACIÓN | 31-Aug-09 | 37,313.52 | 12,984.31 | 58,954.55 | 16,589.53 |
| LÓPEZ CABAÑA JUAN | AUXILIAR DE SERVICIOS | 27-Jul-87 | 22,633.12 | 20,254.83 | 44,650.14 | 16,676.00 |
| LÓPEZ CASTELLANOS JAIME | AUXILIAR DE SERVICIOS | 1-Jan-10 | 21,641.02 | 12,804.44 | 42,335.97 | 16,463.57 |
| LÓPEZ MEJIA GUILLERMINA | AUXILIAR ADMINISTRATIVO | 30-May-16 | 13,054.43 | 0.00 | 14,456.57 | 0.00 |
| LÓPEZ NAVARRO JOSÉ MARÍA | BAILARIN-EJECUTANTE | 01-Apr-95 | 12,361.81 | 10,383.92 | 24,588.15 | 7,696.76 |
| LÓPEZ OLIBARRA YECENIA ELVIRA | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 18-May-15 | 9,275.43 | 3,110.09 | 17,050.86 | 0.00 |
| LÓPEZ PALACIO ALMA EUNICE | BAILARIN-EJECUTANTE | 01-Sep-94 | 13,106.83 | 11,009.72 | 25,998.18 | 8,089.97 |
| LÓPEZ RODRÍGUEZ JOSÉ LUIS | AUXILIAR DE OFICIOS VARIOS | 1-Dec-04 | 20,731.81 | 13,916.87 | 41,123.76 | 16,353.81 |
| LÓPEZ VARGAS PABLO | AUXILIAR DE OFICIOS VARIOS | 25-Mar-13 | 10,104.80 | 4,034.59 | 18,511.41 | 0.00 |
| LOYA TORRES OLGA ELENA | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 21-Jun-10 | 8,406.62 | 5,042.99 | 16,813.23 | 0.00 |
| LOZA LÓPEZ ANA LUISA | BAILARIN-EJECUTANTE | 01-Nov-02 | 10,387.31 | 7,063.38 | 20,319.29 | 6,921.35 |
| LOZANO TOVAR ROSA CAROLINA | JEFE DEL DEPTO. DE PATRIMONIO CULTURAL Y CULTURAS POPULARES | 13-Sep-12 | 32,477.86 | 6,025.94 | 44,531.49 | 0.00 |
| LOZANO YAÑEZ MARGARITA | BAILARIN-EJECUTANTE | 01-Jun-97 | 10,876.90 | 8,266.44 | 21,753.80 | 7,123.93 |
| LUGO ESCALERA MARÍA LOURDES | SECRETARIA | 1-Nov-77 | 31,624.63 | 30,990.02 | 60,319.10 | 20,367.08 |
| LUNA ARCE CLAUDIA ERIKA | BAILARIN-EJECUTANTE | 15-Aug-02 | 10,387.31 | 7,063.38 | 20,490.04 | 6,921.35 |
| MACHAÍN VALENZUELA GLORIA ESTHER | JEFE DE LA UNIDAD DE ASUNTOS JURIDICOS | 7-Jan-14 | 32,455.40 | 5,254.10 | 44,396.77 | 0.00 |
| MAGAÑA HERNÁNDEZ DANIEL | JEFE DEL DEPARTAMENTO DE CONTABILIDAD | 18-nov-14 | 32,477.86 | 4,820.72 | 44,531.49 | 0.00 |
| MÁRQUEZ HERNÁNDEZ ALEJANDRO | MUSEÓGRAFO | 01-ago-80 | 34,668.72 | 29,842.02 | 63,363.19 | 20,367.08 |
| MÁRQUEZ MAYTORELL ADÁN | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 10-Jan-05 | 10,490.30 | 5,456.55 | 18,515.45 | 0.00 |
| MARTÍNEZ MARTÍNEZ JUAN | BIBLIOTECARIO | 15-Jan-90 | 28,560.08 | 26,202.63 | 56,964.09 | 20,315.31 |
| MARTÍNEZ SANTISBAEZ ROSA | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 31-Jan-00 | 10,840.30 | 6,388.52 | 19,246.91 | 0.00 |
| MARTÍNEZ VÁZQUEZ FÉLIX | MÚSICO | 13-Sep-08 | 20,891.41 | 12,733.94 | 43,112.91 | 16,475.16 |
| MASCAREÑO CERVANTES ANABEL | BAILARIN-EJECUTANTE | 05-Nov-03 | 10,387.31 | 7,063.38 | 20,603.87 | 6,921.35 |
| MATUS BARRERA ERNESTO | PROMOTOR CULTURAL | 29-May-15 | 11,145.44 | 0.00 | 12,070.32 | 0.00 |
| MEDINA LÓPEZ DELIA LIZETH | JEFE DEL DEPARTAMENTO DE ARTES ESCÉNICAS Y EVENTOS ESPECIALES | 8-Nov-10 | 31,697.67 | 4,494.04 | 39,722.82 | 0.00 |
| MEDINA ORDAZ MICHAEL | PROMOTOR | 27-Jan-14 | 13,612.27 | 3,879.63 | 22,406.57 | 0.00 |
| MÉNDEZ CARRILLO MIRIAM NAILLELI | REPRESENTANTE DEL ICBC EN SAN QUINTÍN | 8-Sep-11 | 27,022.88 | 5,283.93 | 36,808.34 | 0.00 |
| MENESES OROZCO BRAULIO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,733.94 | 43,112.91 | 16,492.16 |

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|------------------------------------|---|------------------|---------------------|-----------------------|----------------|--------------------|
| MEZA QUIÑÓNEZ PORFIRIO | JARDINERO | 1-Sep-81 | 28,694.48 | 28,627.24 | 57,388.95 | 20,367.08 |
| MIGUEL GARCÍA ALEJANDRINA | ANALISTA DE SERVICIOS GENERALES | 16-May-86 | 32,540.06 | 26,398.46 | 61,234.53 | 20,367.08 |
| MIRANDA VIRAMONTES JORGE GUADALUPE | BAILARIN-EJECUTANTE | 18-Sep-99 | 10,726.10 | 8,151.84 | 21,393.42 | 7,044.33 |
| MOJARRA ARGIL CARMEN | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 19-Apr-93 | 22,385.19 | 20,325.35 | 52,020.72 | 17,999.32 |
| MONCADA ROMERO ERNESTINA | BIBLIOTECARIO | 1-Jun-90 | 28,694.48 | 26,398.46 | 57,232.14 | 20,350.31 |
| MONCADA ROMERO JOSEFINA | BIBLIOTECARIO | 15-Sep-86 | 28,694.48 | 26,252.46 | 57,075.36 | 20,316.54 |
| MONSALVO HERNÁNDEZ SERGIO | AUXILIAR DE OFICIOS VARIOS | 11-Mar-13 | 8,872.60 | 3,700.43 | 16,582.73 | 0.00 |
| MONTALVO VILLALOBOS ARTURO | AUXILIAR DE OFICIOS VARIOS | 7-Feb-07 | 20,731.81 | 12,287.54 | 41,237.04 | 16,297.60 |
| MONTANÉ ROMÁN ENRIQUE | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 13-May-97 | 10,701.46 | 6,388.52 | 19,108.07 | 0.00 |
| MONTES CARRILLO IGNACIO | DIRECTOR DE ADMINISTRACIÓN | 22-Nov-13 | 50,653.37 | 5,688.09 | 63,581.05 | 0.00 |
| MONTES DE OCA RÍOS RENÉ ALEJANDRO | | 4-Jul-11 | 8,416.48 | 0.00 | 2,391.48 | 0.00 |
| MONTOY GONZÁLEZ DENIZ HAYDEE | AUXILIAR CONTABLE DE INGRESOS | 1-Mar-05 | 24,439.14 | 14,606.68 | 45,920.57 | 16,589.53 |
| MORA CORRALES KARLA ISELA | ASISTENTE TÉCNICO DEL SISTEMA DE INFORMACIÓN CULTURAL | 16-Feb-98 | 22,872.60 | 16,466.50 | 44,650.22 | 16,609.05 |
| MORA RANGEL ANA MARÍA | ANALISTA TÉCNICO DE COMUNICACIÓN | 25-Jul-07 | 20,878.53 | 6,326.14 | 31,422.35 | 0.00 |
| MORALES IBARRA MIGUEL ÁNGEL | MÚSICO | 16-Feb-09 | 20,891.41 | 12,534.42 | 41,782.83 | 16,444.40 |
| MORALES MEDRANO ADELA | AUXILIAR ADMINISTRATIVO | 1-Feb-84 | 29,244.48 | 28,694.24 | 57,938.95 | 20,367.08 |
| MORENO HERRERA VÍCTOR JESÚS | BAILARIN-EJECUTANTE | 15-Mar-04 | 10,335.15 | 7,063.38 | 20,717.70 | 6,908.31 |
| MORENO GUILLEN IVÓN | ANALISTA DE SERVICIOS GENERALES | 5-Oct-15 | 13,205.15 | 1,605.03 | 21,230.30 | 0.00 |
| MOSQUEDA LOEZA JUANA | DIRECTORA DE DESARROLLO CULTURAL | 17-Oct-16 | 50,653.37 | 0.00 | 13,224.07 | 0.00 |
| MOYRÓN MOYRÓN ALMA GUADALUPE | ANALISTA TÉCNICO DE COMUNICACIÓN | 27-Jan-14 | 16,600.05 | 3,420.59 | 60,311.85 | 0.00 |
| MUÑOZ ZAVALA BERENICE | AUXILIAR ADMINISTRATIVO | 5-Mar-10 | 24,424.99 | 4,651.63 | 32,157.94 | 0.00 |
| MURILLO CESEÑA JUAN MANUEL | TÉCNICO EN ILUMINACIÓN | 15-Aug-80 | 22,633.12 | 22,897.20 | 44,650.14 | 16,676.00 |
| MURILLO CISNEROS JOSÉ DE JESÚS | AUXILIAR DE SERVICIOS | 17-Oct-16 | 7,710.14 | 0.00 | 3,202.02 | 0.00 |
| NAFARRATE VALENZUELA ANA LUISA | BIBLIOTECARIO | 1-Aug-86 | 28,694.48 | 26,106.53 | 56,761.74 | 20,248.00 |
| NAVARRO MÉNDEZ KAREN MELISSA | AUXILIAR DE SERVICIOS | 3-Jun-13 | 7,775.43 | 3,732.10 | 15,550.86 | 0.00 |
| NAVARRO SALDAÑA MARÍA DEL SOCORRO | AUXILIAR DE SERVICIOS | 3-Jun-87 | 29,694.48 | 26,336.46 | 58,388.95 | 20,367.08 |
| NAVARRO SALDAÑA MARÍA ELENA | AUXILIAR DE SERVICIOS | 16-Sep-89 | 29,560.08 | 26,274.63 | 58,120.15 | 20,367.08 |
| NEDER GONZÁLEZ ELIAS | BIBLIOTECARIO | 23-May-88 | 28,694.48 | 25,742.53 | 55,820.94 | 19,959.38 |
| NÚÑEZ PIMENTEL CHRISTIAN | COORDINADOR DE SERVICIOS GENERALES | 21-Apr-14 | 19,600.00 | 5,288.15 | 31,587.75 | 0.00 |
| NÚÑEZ RIVERA FERNANDO | MUSEÓGRAFO | 16-Jun-78 | 29,310.55 | 30,990.02 | 58,005.03 | 20,367.08 |
| NUÑO SÁNCHEZ MARCO ANTONIO | COORDINADOR DEL ICBC EN PLAYAS DE ROSARITO | 21-Jul-08 | 27,867.50 | 5,870.64 | 37,652.96 | 0.00 |
| OBREGÓN RAMÍREZ RODOLFO | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 17-May-15 | 9,311.85 | 3,306.14 | 17,577.55 | 0.00 |
| OCAMPO DÍAZ FRANCISCO JAVIER | ASISTENTE TÉCNICO | 1-Sep-85 | 32,657.18 | 27,417.04 | 61,217.25 | 20,367.08 |
| OCAMPO DÍAZ MIGUEL | BIBLIOTECARIO | 1-Apr-89 | 29,114.55 | 26,274.63 | 57,674.62 | 20,367.08 |
| OCAMPO GUTIÉRREZ ISMAEL | TÉCNICO EN SONIDO | 31-Jan-11 | 16,537.60 | 8,486.84 | 31,170.40 | 12,584.51 |
| OCAMPO LANDEROS ALEXANDRO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,558.48 | 42,406.14 | 16,366.69 |

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| OJEDA MORENO LIZBETH | ANALISTA TÉCNICO DE INFORMACIÓN | 29-Jul-02 | 26,971.27 | 14,322.93 | 48,368.13 | 16,492.16 |
| OLIVAS MÉNDEZ DIOSELINA | BAILARÍN-EJECUTANTE | 01-Apr-89 | 14,586.93 | 0.00 | 0.00 | 0.00 |
| OLIVARES QUINTERO TANIA BETZABEL | PROMOTOR DE ARTES PLÁSTICAS Y VISUALES | 28-Mar-13 | 8,921.57 | 3,711.10 | 16,612.01 | 0.00 |
| OLIVEROS ANAYA ANDRÉS | BAILARÍN-EJECUTANTE | 01-Apr-89 | 14,586.93 | 0.00 | 0.00 | 0.00 |
| ORNELAS MANCILLAS BERTHA | AUXILIAR DE SERVICIOS | 1-Jan-02 | 21,396.85 | 14,322.93 | 42,793.71 | 16,492.16 |
| ORNELAS MANCILLAS MARGARITA GREGORIA | SECRETARIA | 11-May-96 | 27,409.77 | 19,870.01 | 53,554.52 | 18,920.86 |
| ORNELAS MANCILLAS MARÍA | CAJERA | 15-Aug-89 | 30,161.86 | 26,202.63 | 58,565.88 | 20,333.31 |
| ORTEGA CASTRO ISRAEL | ENCARGADO DE DESPACHO DEL DEPARTAMENTO DE ARTES PLÁSTICAS Y VISUALES | 10-May-97 | 28,777.63 | 16,646.29 | 46,563.14 | 16,759.16 |
| ORTEGA GARCÍA IGNACIO | JEFE DEL DEPARTAMENTO DE INFORMÁTICA | 2-Jul-02 | 31,647.27 | 5,286.65 | 39,422.70 | 0.00 |
| ORTEGA MÁRQUEZ ÁNGEL ALEJANDRO | MÚSICO | 16-Feb-09 | 20,543.15 | 12,256.94 | 40,861.77 | 16,268.04 |
| ORTEGA MORENO ANABEL | AUXILIAR ADMINISTRATIVO | 1-Oct-89 | 24,925.52 | 20,254.83 | 46,942.54 | 16,676.00 |
| ORTEGA QUINTERO JOSÉ ALFREDO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,733.94 | 43,112.91 | 16,492.16 |
| ORTEGA QUINTERO LUIS | MÚSICO | 13-Sep-08 | 20,891.41 | 12,733.94 | 43,112.91 | 16,492.16 |
| PALACIO BORQUEZ FERNANDO | COORDINADOR DE LA RED ESTATAL DE BIBLIOTECAS | 24-Nov-15 | 19,217.23 | 0.00 | 26,927.35 | 0.00 |
| PALAFOX ELIZALDE SANDRA LUZ | ANALISTA TÉCNICO DE VINCULACIÓN CULTURAL | 27-Feb-06 | 13,987.30 | 5,042.99 | 22,393.91 | 0.00 |
| PARRA VILLAVICENCIO DORA ESTHER | BIBLIOTECARIO | 11-Sep-00 | 21,641.02 | 15,580.59 | 43,555.26 | 16,589.53 |
| PÉREZ CORONA ROSA MARÍA | ANALISTA DE DESARROLLO INSTITUCIONAL | 18-Jul-89 | 31,074.28 | 26,398.46 | 59,768.75 | 20,367.08 |
| PÉREZ JAUREGUI PABLO | INSTRUCTOR | 20-Jan-14 | 13,600.84 | 3,940.58 | 22,558.00 | 0.00 |
| PÉREZ SOTO HÉCTOR | CHOFER | 16-Apr-90 | 31,447.84 | 26,274.63 | 60,007.91 | 20,367.08 |
| PICAZO OLMOS MARIA OLIVIA | COORDINADOR DEL CENTRO DE LAS ARTES ENSENADA | 24-Jan-14 | 27,199.92 | 5,302.80 | 39,253.55 | 0.00 |
| PORTELA FERNÁNDEZ FRANCISCO JAVIER | AUXILIAR DE INVENTARIOS | 29-Apr-13 | 19,824.28 | 4,001.59 | 39,215.22 | 0.00 |
| QUINTANA RAMÍREZ EDUARDO | TÉCNICO EN SONIDO | 16-Mar-09 | 24,548.53 | 13,141.92 | 46,578.24 | 16,759.16 |
| QUINTERO AGUIRRE JOSÉ EDUARDO | JEFE DEL DEPARTAMENTO DE ARTES PLÁSTICAS | 5-Feb-08 | 32,477.86 | 3,616.00 | 23,847.32 | 0.00 |
| QUINTERO BADILLA MAURO ADEL | JEFE DEL DEPARTAMENTO DE COMUNICACIÓN | 17-Mar-15 | 32,477.86 | 4,821.44 | 44,531.49 | 0.00 |
| RAMBLAS RAMÍREZ JOSÉ | MÚSICO | 13-Sep-08 | 20,891.41 | 12,698.94 | 42,995.10 | 16,445.87 |
| RAMÍREZ SOLÓRZANO RAÚL | AUXILIAR DE SERVICIOS | 10-May-10 | 20,091.22 | 11,893.45 | 39,754.32 | 15,878.03 |
| RAMÍREZ YAÑEZ GERSON | MÚSICO | 16-Feb-09 | 20,702.75 | 12,318.51 | 41,066.10 | 16,257.04 |
| RAMOS VELÁZQUEZ PEDRO | TÉCNICO EN SONIDO | 16-Sep-76 | 30,052.95 | 30,844.44 | 58,613.02 | 20,367.08 |
| RANGEL RAMÍREZ CARLOS ALBERTO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,593.48 | 42,759.51 | 16,423.28 |
| RAZO DÁVILA ADA YANIRA | ANALISTA TÉCNICO DE CONTROL ESCOLAR | 16-Feb-15 | 22,600.00 | 3,582.43 | 31,557.16 | 0.00 |
| REYES GOYTIA GEMA ROSA | BIBLIOTECARIO | 1-Jun-91 | 22,903.62 | 18,494.15 | 44,920.64 | 16,676.00 |
| REYES GOYTIA MARÍA DEL PILAR | BIBLIOTECARIO | 30-Jan-95 | 22,903.62 | 18,494.15 | 44,920.64 | 16,676.00 |
| REYNOSO RIQUE MARTZIA | BIBLIOTECARIO | 1-Apr-86 | 22,902.86 | 20,254.83 | 44,919.88 | 16,676.00 |
| REYNOSO RIQUE NOEL ALEJANDRO | BIBLIOTECARIO | 5-Feb-95 | 22,017.04 | 18,494.15 | 44,034.06 | 16,676.00 |
| RIOS RAMOS JOSÉ LUIS | AUXILIAR DE CONTABILIDAD | 1-Jul-14 | 12,911.62 | 3,530.46 | 21,318.23 | 0.00 |
| RIVERA GARCÍA KELDA MARÍA | ANALISTA TÉCNICO DE EXTENSIÓN ARTÍSTICA | 9-Mar-10 | 20,878.53 | 6,326.14 | 31,422.35 | 0.00 |

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|----------------------------------|---|------------------|---------------------|-----------------------|----------------|--------------------|
| ROBLES BAÑUELOS ERIC ALEJANDRO | ANALISTA TÉCNICO | 20-Apr-15 | 8,302.46 | 3,084.03 | 16,012.59 | 0.00 |
| RODARTE MORENO EDUARDO | AUXILIAR DE SERVICIOS | 25-Jun-07 | 23,242.96 | 13,944.89 | | 17,235.88 |
| RODRÍGUEZ CERVANTES MARÍA LORENA | ASISTENTE TÉCNICO | 22-Jan-96 | 28,048.91 | 18,389.94 | 54,059.26 | 17,999.32 |
| RODRÍGUEZ LÓPEZ CARLOS ALFONSO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,698.94 | 43,112.91 | 16,463.87 |
| RODRÍGUEZ MARTÍNEZ LUIS FELIPE | MUSEÓGRAFO | 28-Mar-13 | 13,600.84 | 2,149.00 | 17,629.04 | 0.00 |
| RODRÍGUEZ PIÑA CUAUHEMOC | PROMOTOR DE DIFUSIÓN CULTURAL | 1-Mar-89 | 28,694.48 | 25,755.53 | 55,977.75 | 20,113.15 |
| RODRÍGUEZ SANDOVAL JULIO RAMÓN | MÚSICO | 13-Sep-08 | 20,891.41 | 12,733.94 | 43,112.91 | 16,492.16 |
| RODRÍGUEZ TAPIA RAQUEL | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 20-Apr-15 | 7,775.43 | 3,110.09 | 15,550.86 | 0.00 |
| ROMERO GODDY OMAR AARÓN | COORDINADOR DE DESARROLLO CULTURAL MEXICALI | 3-Jun-10 | 25,068.60 | 7,164.41 | 37,009.97 | 0.00 |
| ROSALES MARTÍNEZ MATILDE | SECRETARIA | 1-Feb-99 | 26,172.09 | 18,928.69 | 51,079.16 | 18,137.64 |
| ROSALES OLIVAS CÉSAR | BAILARÍN-EJECUTANTE | 01-Oct-94 | 13,106.82 | 5,504.87 | 0.00 | 0.00 |
| RUIZ PARRA EDUARDO | MUSEÓGRAFO | 22-Apr-91 | 31,534.88 | 23,880.55 | 59,964.75 | 20,367.08 |
| RUIZ ROJAS JAVIER | MÚSICO | 13-Sep-08 | 20,891.41 | 12,698.94 | 43,112.91 | 16,475.16 |
| SAAIB GERALDO YOLANDA YAMILE | AUXILIAR ADMINISTRATIVO | 9-Jan-12 | 13,085.46 | 5,088.22 | 22,870.92 | 0.00 |
| SADA DE LA MORA CAROLINA | PROMOTOR | 24-Nov-15 | 8,937.89 | 0.00 | 16,713.32 | 0.00 |
| SÁNCHEZ BENAVIDEZ GERARDO | ANALISTA TÉCNICO DE OPERACIÓN DE BIBLIOTECAS | 2-Feb-84 | 29,211.98 | 28,694.24 | 57,906.45 | 20,367.08 |
| SÁNCHEZ ECHEVERRÍA NORMA ALICIA | AUXILIAR ADMINISTRATIVO | 17-Oct-16 | 14,028.33 | 0.00 | 5,686.75 | 0.00 |
| SÁNCHEZ HERNÁNDEZ MIGUEL ÁNGEL | AUXILIAR DE SERVICIOS | 1-Dec-16 | 7,710.14 | 0.00 | 1,306.08 | 0.00 |
| SÁNCHEZ SALAZAR MARCO ANTONIO | ASISTENTE ADMINISTRATIVO | 25-Mar-13 | 11,504.33 | 3,966.77 | 19,770.03 | 0.00 |
| SÁNCHEZ SÁNCHEZ MARÍA ELENA | BAILARIN-EJECUTANTE | 13-May-07 | 9,901.66 | 5,941.00 | 19,749.06 | 6,848.46 |
| SÁNDEZ VICTORIO EMMANUEL | BIBLIOTECARIO | 7-Mar-11 | 7,775.43 | 4,354.12 | 15,550.86 | 0.00 |
| SAÑUDO WILHELMY HÉCTOR MANUEL | MENSAJERO | 14-Sep-96 | 23,519.59 | 17,114.44 | 46,039.15 | 16,994.08 |
| SEGURA SAN ROMÁN ILSE | AUXILIAR ADMINISTRATIVO DE INGRESOS | 12-Aug-13 | 13,582.27 | 4,067.23 | 22,424.87 | 0.00 |
| SILERIO AGUILERA DAVID | AUXILIAR DE SERVICIOS | 16-Apr-16 | 7,710.14 | 2,075.00 | 3,159.75 | |
| SILOS HERNÁNDEZ FERNANDO JESÚS | AUXILIAR DE SERVICIOS | 11-Mar-13 | 19,824.28 | 6,774.82 | 39,648.54 | 434.37 |
| SILVA VALADEZ MARÍA DEL PILAR | COORDINADOR DEL CENTRO DE LAS ARTES TECATE | 7-Jul-03 | 30,840.66 | 8,196.23 | 42,894.29 | 0.00 |
| SOTO SOTO ABEL | VELADOR | 1-Jan-93 | 26,010.37 | 21,848.35 | 52,020.72 | 18,920.86 |
| SOTO GALINDO MIREL AIDEE | ANALISTA DE PROYECTOS ESPECIALES | 5-Oct-15 | 16,600.01 | 1,653.14 | 24,820.56 | 0.00 |
| SOTO VALE ALEJANDRA VERENICE | PROMOTOR DE ACTIVIDADES ARTÍSTICAS Y CULTURALES | 17-Jan-11 | 9,924.58 | 4,316.84 | 17,634.71 | 0.00 |
| SUMAYA VILLALOBOS ERNESTO | AUXILIAR DE SERVICIOS | 5-Feb-07 | 20,731.81 | 12,347.54 | 41,036.56 | 16,341.14 |
| TÁNORI MÉNDEZ LUIS CARLOS | MÚSICO | 13-Sep-08 | 20,891.41 | 12,733.94 | 42,995.10 | 16,492.16 |
| TAPIZ CESEÑA ADRIANA | PROMOTOR DE VINCULACIÓN CULTURAL | 15-Jan-87 | 29,694.48 | 26,398.46 | 58,388.95 | 20,367.08 |
| TARÍN MARIO ALBERTO | AUXILIAR DE SERVICIOS | 1-Apr-86 | 22,316.28 | 20,254.83 | 44,333.30 | 16,676.00 |
| TAVARES BARRÓN ISAAC | AUXILIAR DE OFICIOS VARIOS | 1-Feb-13 | 8,411.02 | 3,690.21 | 16,036.91 | 0.00 |
| TEJEDA ESCANDÓN MARCO POLO | MÚSICO | 13-Sep-08 | 20,891.41 | 12,525.21 | 42,877.32 | 16,343.98 |
| TEJEDA RAMÍREZ LEOPOLDO | MÚSICO | 13-Sep-08 | 21,641.02 | 12,984.31 | 43,282.05 | 16,589.33 |

“Plantilla de Personal del ICBC “

| Nombre del Empleado | Puesto | Fecha de Ingreso | Sueldo Mensual 2016 | Prima Vacacional 2016 | Aguinaldo 2016 | Pagos Anuales 2016 |
|---|--|------------------|---------------------|-----------------------|----------------|--------------------|
| TORREROS NAVARRO CINTHIA LORENA | AUXILIAR DE SERVICIOS | 11-Mar-13 | 19,824.28 | 3,690.43 | 39,540.21 | 0.00 |
| TORRES OVALLES JOSÉ | AUXILIAR DE MANTENIMIENTO | 1-Jan-14 | 8,411.02 | 3,392.23 | 16,121.15 | 0.00 |
| TORRES SÁMANO HELIA | AUDITOR | 17-Jan-14 | 18,000.00 | 3,940.58 | 26,957.16 | 0.00 |
| TUTUTI SALINAS FELIPE DE JESÚS | TÉCNICO DE FORO | 12-Apr-10 | 15,007.92 | 4,626.04 | 22,718.05 | 0.00 |
| URBINA MORENO TERESA | AUXILIAR DE SERVICIOS | 2-Jul-08 | 20,543.15 | 12,141.94 | 41,086.29 | 16,139.92 |
| VALENCIA BELTRÁN GRETA LORENA | JEFE DE LA UNIDAD DE PLANEACIÓN Y DESARROLLO INSTITUCIONAL | 1-Jul-90 | 46,294.20 | 25,017.74 | 74,724.07 | 20,367.08 |
| VALENCIA SECUNDINO JESÚS | MÚSICO | 13-Sep-08 | 20,891.41 | 12,627.48 | 42,759.51 | 16,441.28 |
| VALENZUELA ZAMORA JESÚS LAMBERTO | AUXILIAR DE OFICIOS VARIOS | 1-Feb-13 | 8,411.02 | 3,700.43 | 16,121.15 | 0.00 |
| VALLES MORENO CÉSAR ABRAHAM | COORDINADOR DE GESTIÓN CULTURAL | 16-Jun-14 | 25,000.10 | 5,254.10 | 36,941.47 | 0.00 |
| VÁZQUEZ BALDERRABANO ANA KARINA | ANALISTA TÉCNICO DE EVENTOS Y LITERARIOS | 22-Mar-13 | 20,600.01 | 4,244.23 | 29,442.61 | 0.00 |
| VÁZQUEZ ESTUP SARA MARGARITA | ANALISTA TÉCNICO DE RELACIONES PÚBLICAS | 29-Nov-13 | 27,123.26 | 3,940.58 | 36,080.42 | 0.00 |
| VÁZQUEZ FIGUEROA MARÍA ISABEL | ANALISTA DE CONTABILIDAD | 23-May-16 | 15,416.48 | 0.00 | 14,854.80 | 0.00 |
| VÁZQUEZ LIMÓN ARTURO RAMÓN | PROMOTOR DE ACTIVIDADES ARTÍSTICAS | 18-Nov-00 | 21,880.42 | 11,596.62 | 43,760.85 | 16,589.53 |
| VÁZQUEZ PECINA LIZBETH | BAILARIN-EJECUTANTE | 15-Aug-07 | 9,901.66 | 5,941.00 | 19,749.06 | 6,848.46 |
| VEGA CHÁVEZ JOSÉ ILDEFONSO | MENSAJERO | 1-Feb-86 | 30,591.98 | 26,398.46 | 59,286.45 | 20,367.08 |
| VEGA DÍAZ JAIME | VELADOR | 14-Mar-11 | 7,710.14 | 2,075.00 | 11,459.36 | |
| VERDUGO SANDOVAL MELCHOR ALEJANDRO | AUXILIAR TÉCNICO | 23-Jul-07 | 12,793.66 | 5,374.15 | 21,750.82 | 0.00 |
| VICTORIO COTA MARÍA DE LOS ÁNGELES | SECRETARIA | 16-Dec-83 | 28,694.48 | 28,694.24 | 57,388.95 | 20,367.08 |
| VIDAL ZAMORANO HIPÓLITO | AUXILIAR DE SERVICIOS | 16-Mar-87 | 28,694.48 | 26,336.46 | 57,388.95 | 20,367.08 |
| VILLA GARCÍA BOJÓRQUEZ SILVIA CAROLINA | COORDINADOR DEL TEATRO DE LA CIUDAD DE ENSENADA | 1-Dec-16 | 27,200.00 | 0.00 | 3,200.75 | 0.00 |
| VILLA LÓPEZ LUIS ERNESTO | TÉCNICO EN SONIDO | 1-Jan-14 | 9,569.08 | 3,698.46 | 17,975.69 | 0.00 |
| VILLANUEVA ESCOBAR JOSÉ LUIS | CHOFER | 22-Jan-82 | 30,301.63 | 28,694.24 | 58,996.10 | 20,367.08 |
| VILLEGAS SANDOVAL JOSÉ MARÍA | ASISTENTE TÉCNICO | 15-Mar-86 | 31,841.58 | 25,754.76 | 58,968.04 | 20,199.15 |
| VIZCARRA MUÑOZ MARTHA ALEXANDRA | ANALISTA TÉCNICO | 21-Apr-14 | 16,600.84 | 3,940.58 | 25,558.00 | 0.00 |
| WEBER PENNINGK IVAN | TÉCNICO DE COMUNICACIÓN | 23-May-11 | 16,941.36 | 6,686.58 | 28,882.73 | 0.00 |
| WITRÓN PRIETO JAIME | AUXILIAR DE SERVICIOS | 25-May-09 | 20,339.84 | 12,080.95 | 40,679.67 | 16,072.72 |
| YAÑEZ VALDIVIA RUBÉN | BAILARIN-EJECUTANTE | 11-Dec-07 | 9,901.66 | 5,941.00 | 19,369.27 | 6,848.46 |
| ZAVALA GÓMEZ KARLA LISETTE | PROMOTOR DE VINCULACIÓN CULTURAL | 1-Jan-14 | 13,582.27 | 3,890.37 | 22,424.87 | 0.00 |
| ZAVALA VALLES MARÍA DE LOURDES JOSEFINA | COORDINADOR DE BIBLIOTECA PÚBLICA REGIONAL | 15-Sep-90 | 23,292.62 | 10,508.03 | 35,233.99 | 0.00 |
| ZEPEDA FLORES AIMÉ | ANALISTA DE RECURSOS HUMANOS | 9-Feb-98 | 33,100.00 | 16,498.50 | 54,877.62 | 16,634.65 |