

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021**  
**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

O	BASE SUELDO O. A CORTO PLAZO	SEXO	ANTIGÜEDAD	EDAD	POR EDAD < 2002	EDAD	EDAD	% PENSION	SUELDO PONDERADO	PORCENTAJE S.P.	DIF A RETIRO	APORTACIÓN ANUAL	PENSION AL RETIRO MENSUAL	VP Retiro (PASIVO ACTUARIAL)	
						ACTUAL	FUTURA								AL RETIRO
						POR AÑO									
3978	Acuña Ayala Miguel Humberto	M	21.3	50.4	57.15	-	57.15	100.00	17,397.43	100.00	6.71	35,193	13,933	28,397	
6553	Acuña Ayala Roberto	M	23.2	45.6	50.40	-	50.40	100.00	20,687.57	100.00	4.81	45,086	16,568	14,848	
4093	Aguilar Valenzuela Felipe De Je	M	21.2	45.6	52.47	-	52.47	100.00	19,010.48	100.00	6.85	38,250	15,225	18,689	
12216	Alamea Verdugo Francisco	M	22.6	52.3	57.63	-	57.63	100.00	14,167.55	100.00	5.37	30,208	11,346	23,855	
4161	Alcantar Buitimea Guadalupe	M	21.1	61.0	67.96	-	67.96	100.00	14,655.52	100.00	6.91	29,418	11,737	47,760	
10218	Alcantar Buitimea Jose Eustolio	M	24.0	50.8	54.84	-	54.84	100.00	13,534.48	100.00	4.04	30,397	10,839	14,002	
3226	Aldama Aguilera Noe	M	20.9	45.7	52.74	-	52.74	100.00	17,219.87	100.00	7.07	34,347	13,791	17,405	
12228	Alvarez Lopez Francisco Damia	M	23.2	49.3	54.10	-	54.10	100.00	14,189.06	100.00	4.84	30,887	11,364	15,514	
12244	Anduaga Zazueta Gabriel	M	22.5	51.2	56.67	-	56.67	100.00	13,707.65	100.00	5.51	29,067	10,978	21,018	
12206	Apodaca Pacheco Ezequiel Albr	M	23.5	53.2	57.61	-	57.61	100.00	15,380.01	100.00	4.46	33,987	12,317	24,707	
10228	Aramburo Quiñones Angel	M	24.2	52.4	56.16	-	56.16	100.00	12,899.07	100.00	3.75	29,305	10,331	15,648	
6877	Armenta Castro Ernesto	M	25.4	66.0	68.68	-	68.68	100.00	12,270.90	100.00	2.64	29,114	9,827	20,252	
11455	Arvayo Felix Veronica	F	24.6	49.5	49.87	-	49.87	100.00	21,903.39	100.00	0.37	56,817	17,542	1,997	
4174	Ayala Parra Ignacio Del Socorrc	M	21.9	47.5	53.57	-	53.57	100.00	15,141.90	100.00	6.05	31,430	12,127	16,381	
3229	Balderrama Cervantes Hector M	M	20.9	61.7	68.77	-	68.77	100.00	20,091.02	100.00	7.11	40,005	16,090	67,161	
12230	Barba Vizcarra Jose Luis	M	22.8	51.8	57.03	-	57.03	100.00	26,204.22	100.00	5.18	56,281	20,986	38,037	
11711	Barreras Nicols Balvanedo	M	26.1	48.1	50.02	-	50.02	100.00	16,577.87	100.00	1.92	40,472	13,277	6,821	
2513	Barron Alcantar Gricelda Janeth	F	20.3	39.1	43.83	-	43.83	100.00	27,735.27	100.00	4.71	60,678	22,212	10,274	
11799	Baynori Islas Ignacio	M	22.4	50.4	55.99	-	55.99	100.00	16,176.38	100.00	5.57	34,221	12,955	22,388	
4054	Becerra Flores Luis Enrique	M	21.2	59.4	66.27	-	66.27	100.00	16,663.52	100.00	6.83	33,553	13,345	50,123	
12238	Becerril Sanchez Apolinar	M	22.3	57.7	63.40	-	63.40	100.00	17,599.31	100.00	5.67	37,088	14,095	41,650	
11513	Benitez Mendez Jose	M	29.7	49.1	49.07	49.07	49.07	100.00	29,383.04	100.00	-	77,334	23,532	309,335	
12242	Benitez Mendez Pablo	M	27.7	42.1	42.38	-	42.38	100.00	15,601.65	100.00	0.28	40,606	12,495	531	
4072	Borquez Gonzalez Juan Francis	M	21.1	45.9	52.82	-	52.82	100.00	22,347.50	100.00	6.89	44,887	17,898	22,092	
4097	Bueno Lopez Jesus Alberto	M	20.2	42.0	49.84	-	49.84	100.00	17,957.18	100.00	7.84	34,749	14,381	13,075	
4089	Buitimea Bacasegua Francisco	M	21.1	51.7	58.63	-	58.63	100.00	15,090.50	100.00	6.88	30,327	12,086	28,154	
3732	Cabrera Astorga Luz Eneida	F	22.8	45.2	47.48	-	47.48	100.00	24,028.81	100.00	2.24	57,922	19,244	8,437	
12269	Camacho Morales Ma Hilda Trir	F	21.4	61.8	65.42	-	65.42	100.00	25,417.28	100.00	3.64	57,998	20,356	46,426	
6878	Cantu Muñoz Javier Enrique	M	23.5	48.5	53.01	-	53.01	100.00	13,694.57	100.00	4.50	30,213	10,968	12,586	
3778	Cantua Pacheco Enedina	F	24.2	50.9	51.64	-	51.64	100.00	30,582.67	100.00	0.76	78,130	24,493	6,328	
11781	Cardenas Leyva Ruben Guillern	M	22.6	49.4	54.85	-	54.85	100.00	26,152.16	100.00	5.43	55,617	20,945	31,744	
12221	Carrasco Contreras Jose Manu	M	22.8	43.8	49.05	-	49.05	100.00	18,623.34	100.00	5.20	39,969	14,915	11,576	
4147	Carrasco Escalante Aaron Noe	M	21.1	36.9	43.75	-	43.75	100.00	16,320.55	100.00	6.89	32,785	13,071	5,856	
1306	Castro Manzanilla Filiberto	M	23.0	51.8	56.83	-	56.83	100.00	35,031.98	100.00	5.05	75,638	28,056	49,661	
C026	Cebrenos Contreras Fabiola	F	22.3	45.5	48.25	-	48.25	100.00	20,568.05	100.00	2.72	48,652	16,472	8,694	
4144	Cejudo Martinillo Carlos	M	19.8	37.1	45.26	-	45.26	100.00	27,516.23	100.00	8.20	52,509	22,037	13,028	
4128	Chaires Mendivil Jose	M	21.1	61.1	67.97	-	67.97	100.00	26,204.62	100.00	6.88	52,663	20,987	85,072	
10307	Chaires Gonzalez Lorena	F	25.1	53.7	53.72	53.72	53.72	100.00	22,675.33	100.00	-	59,680	18,160	238,718	
2504	Chavez Cervantes Teresa De J	F	23.5	47.2	48.74	-	48.74	100.00	34,817.92	100.00	1.50	86,408	27,885	10,172	
11387	Coronado Flores Enoc	M	27.5	46.9	47.41	-	47.41	100.00	89,847.78	100.00	0.50	231,895	71,957	8,034	
12265	Coronado Tonopomea Juan Fra	M	22.7	43.2	48.47	-	48.47	100.00	19,660.28	100.00	5.28	42,063	15,745	12,388	
3034	Corral Gil Zulema Guadalupe	F	24.8	48.5	48.69	-	48.69	100.00	72,164.30	100.00	0.16	188,705	57,795	2,644	
3714	Corral Sosa Balbaneda	F	21.2	46.4	50.10	-	50.10	100.00	27,032.57	100.00	3.75	61,413	21,650	17,089	
11157	Cota Silva Angel	M	27.2	65.7	66.46	-	66.46	100.00	31,905.83	100.00	0.78	81,434	25,553	16,164	
12249	Cota Vega Luis Dario	M	22.2	49.0	54.80	-	54.80	100.00	19,494.40	100.00	5.77	40,923	15,613	24,949	

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O	BASE SUELDO O. A CORTO PLAZO	SEXO	ANTIGÜEDAD	EDAD	POR EDAD < 2002	EDAD	EDAD	% PENSIÓN	SUELDO PONDERADO	PORCENTAJE S.P.	DIF A RETIRO	APORTACIÓN ANUAL	PENSION AL RETIRO MENSUAL	VP Retiro (PASIVO ACTUARIAL)			
						ACTUAL	FUTURA								AL RETIRO	ACTUAL	POR AÑO
4071	Cota Velazquez Jorge Alberto	17,143.07	M	21.0	40.4	47.48	-	47.48	100.00	28,223.35	100.00	7.05	56,337	22,603	16,786		
3726	Cota Yocupicio Maria Elvia	11,237.84	F	28.9	60.7	60.70	60.70	60.70	100.00	14,031.96	100.00	-	36,931	11,238	147,724		
3009	Diaz Esquer Jose Arturo	13,607.55	M	23.5	45.2	49.73	-	49.73	100.00	20,269.20	100.00	4.50	44,719	16,233	13,684		
2503	Diaz Izabal Martha Cecilia	33,340.96	F	22.1	46.1	48.99	-	48.99	100.00	46,585.62	100.00	2.87	109,568	37,309	22,893		
2853	Dominguez Poqui Demetrio	14,601.05	M	21.7	50.0	56.36	-	56.36	100.00	23,371.46	100.00	6.33	47,983	18,718	36,257		
4043	Duarte Barreras Jose Jesus	11,875.92	M	22.9	63.8	68.87	-	68.87	100.00	18,102.98	100.00	5.09	39,028	14,498	49,524		
4101	Duarte Barreras Manuel Humbe	11,635.48	M	20.9	60.6	67.73	-	67.73	100.00	19,197.17	100.00	7.10	38,238	15,375	61,941		
12257	Duarte Cantua Nestor Martin	12,361.42	M	22.4	49.1	54.73	-	54.73	100.00	19,243.84	100.00	5.62	40,623	15,412	24,085		
3941	Duarte Lopez Juan Ramon	13,118.26	M	22.5	44.1	49.57	-	49.57	100.00	20,303.98	100.00	5.48	43,111	16,261	14,796		
4037	Duarte Valenzuela Gudberto	14,373.45	M	21.6	40.9	47.29	-	47.29	100.00	23,098.73	100.00	6.43	47,235	18,499	12,683		
2804	Echeverria Gutierrez Francisco	76,996.49	M	24.3	55.9	59.66	-	59.66	100.00	111,209.84	100.00	3.71	253,034	89,065	164,934		
3984	Echeverria Gutierrez Ramon Alt	25,553.67	M	21.3	53.5	60.25	-	60.25	100.00	41,513.62	100.00	6.71	83,977	33,247	96,219		
4092	Espinoza Lopez Jorge Adalbert	10,501.55	M	19.9	43.7	51.78	-	51.78	100.00	18,007.28	100.00	8.09	34,511	14,422	16,485		
10236	Esquer Alvarez Luis Ramon	11,278.72	M	23.8	44.5	48.71	-	48.71	100.00	16,608.35	100.00	4.21	37,065	13,301	9,522		
10362	Esquer Barreras Refugio Balvar	11,022.22	M	23.7	43.3	47.61	-	47.61	100.00	16,318.02	100.00	4.34	36,222	13,069	8,606		
716	Esquer Duarte Juan Ramon	27,870.82	M	23.2	45.8	50.56	-	50.56	100.00	41,927.28	100.00	4.75	91,592	33,578	29,749		
4104	Esquer Sandoval Joaquin Ferna	12,097.65	M	21.1	40.4	47.30	-	47.30	100.00	19,822.98	100.00	6.93	39,757	15,876	11,614		
4172	Felix Amarillas Angel	10,513.20	M	20.0	63.9	71.84	-	71.84	100.00	17,946.12	100.00	7.97	34,550	14,373	72,887		
3530	Felix Gaxiola Juan Gustavo	21,267.14	M	22.2	62.2	67.98	-	67.98	100.00	33,318.38	100.00	5.79	69,890	26,684	97,586		
4131	Figueroa Montes Manuel Albert	11,594.56	M	20.3	57.6	65.21	-	65.21	100.00	19,547.01	100.00	7.66	38,103	15,655	60,196		
4105	Figueroa Montes Miguel Angel	13,345.61	M	20.9	54.8	61.90	-	61.90	100.00	22,032.86	100.00	7.12	43,858	17,646	56,271		
11488	Flores Espinoza Salvador	11,453.47	M	29.0	57.8	57.75	57.75	57.75	100.00	14,301.20	100.00	-	37,640	11,453	150,558		
6840	Flores Flores Vidal	5,290.13	M	24.8	60.3	63.46	-	63.46	100.00	7,478.45	100.00	3.16	17,385	5,989	11,582		
4036	Franco Borquez Juan Carlos	14,438.68	M	21.7	40.2	46.51	-	46.51	100.00	23,047.12	100.00	6.26	47,450	18,458	12,356		
4042	Fuentes Serna Ramon	4,464.69	M	21.8	61.1	67.26	-	67.26	100.00	7,099.84	100.00	6.17	14,672	5,686	20,942		
12247	Gamez Lizarraga Salvador	11,810.57	M	22.3	42.7	48.41	-	48.41	100.00	18,477.33	100.00	5.75	38,813	14,798	11,427		
411	Garcia Borbon Luz Aurora	48,307.55	F	24.3	48.8	49.54	-	49.54	100.00	62,027.92	100.00	0.71	158,753	49,677	9,714		
7890	Garcia Cruz Daniel	10,476.32	M	22.0	49.9	55.82	-	55.82	100.00	16,524.25	100.00	5.96	34,428	13,234	21,772		
10365	Garcia Guzman Ninfa Lorenia	58,395.83	F	23.7	53.0	54.38	-	54.38	100.00	76,848.15	100.00	1.34	191,906	61,546	39,394		
11140	Garcia Sanchez David	26,399.41	M	27.2	55.7	56.52	-	56.52	100.00	33,991.27	100.00	0.78	86,756	27,223	11,252		
4056	Garcia Valenzuela Mario Albert	12,111.40	M	21.8	39.6	45.79	-	45.79	100.00	19,290.82	100.00	6.21	39,802	15,450	9,149		
3608	Garcia Vallejo Francisca Brunet	29,222.87	F	21.3	44.2	47.94	-	47.94	100.00	42,200.10	100.00	3.71	96,035	33,797	21,535		
4106	Garcia Vallejo Francisco Javier	32,634.40	M	22.4	52.0	57.57	-	57.57	100.00	50,804.12	100.00	5.62	107,246	40,688	79,353		
4133	Gastelum Buitimea Jose Franci	11,227.19	M	21.2	59.8	66.67	-	66.67	100.00	18,329.63	100.00	6.84	36,896	14,680	55,192		
12222	Gastelum Dominguez Florencio	11,986.31	M	24.0	50.2	54.18	-	54.18	100.00	17,521.89	100.00	4.02	39,391	14,033	18,025		
12253	Gastelum Duarte Mauro	12,366.20	M	22.4	58.9	64.51	-	64.51	100.00	19,255.41	100.00	5.63	40,639	15,421	47,065		
10375	Gastelum Duarte Sabino	11,226.72	M	22.5	57.0	62.51	-	62.51	100.00	17,398.73	100.00	5.51	36,894	13,934	40,141		
12204	Gastelum Jacobi Luis Enrique	24,974.96	M	24.0	56.8	60.82	-	60.82	100.00	36,509.01	100.00	4.02	82,075	29,239	60,748		
4076	Gocobachi Valenzuela Margarit	10,836.18	M	22.0	69.6	75.57	-	75.57	100.00	17,126.75	100.00	6.01	35,611	13,716	60,240		
6376	Gomez Terrazas Miguel	13,036.04	M	21.2	72.3	79.02	-	79.02	100.00	21,212.04	100.00	6.75	42,840	16,988	89,328		
5219	Gonzalez Armenta Jose Luis	10,444.41	M	19.1	53.8	62.74	-	62.74	100.00	18,503.56	100.00	8.92	34,323	14,819	54,711		
1725	Gonzalez Borquez Rosario	48,977.38	F	32.2	49.2	49.25	49.25	49.25	100.00	61,154.88	100.00	-	160,954	48,977	643,818		
4016	Guevara Zamorano Francisco C	18,184.46	M	23.9	55.2	59.35	-	59.35	100.00	26,676.86	100.00	4.11	59,760	21,365	43,464		
4077	Huicoza Alamea Ernesto	16,124.37	M	22.5	38.8	44.31	-	44.31	100.00	24,943.35	100.00	5.46	52,990	19,976	9,350		
10235	Hurtado Romero Javier	10,970.21	M	24.0	42.5	46.55	-	46.55	100.00	16,031.37	100.00	4.01	36,051	12,839	7,149		

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021  
H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

O	BASE SUELDO O. A CORTO PLAZO	SE XO	ANTIGÜ EDAD	EDAD	POR EDAD < 2002	EDAD	EDAD	% PENSION	SUELDO PONDERADO	PORCENTAJ E S.P.	DIF A RETIRO	APORTACIÓN ANUAL	PENSION AL RETIRO MENSUAL	VP Retiro (PASIVO ACTUARIAL)	
						ACTUAL	FUTURA								AL RETIRO
						ACTUAL									POR AÑO
12224	Hurtado Romero Nicolas	13,601.41	M	22.9	38.3	43.39	-	43.39	100.00	20,733.23	100.00	5.09	44,698	16,605	7,290
4046	Ibarra Aguilera Martin Leonardo	11,674.76	M	21.5	54.2	60.61	-	60.61	100.00	18,777.95	100.00	6.46	38,367	15,039	44,023
12236	Ibarra Duran Jose Benito	13,191.97	M	22.8	56.8	61.96	-	61.96	100.00	20,184.81	100.00	5.18	43,353	16,166	42,362
11465	Islas Ibarra Lourdes Guadalupe	17,841.34	F	24.6	50.0	50.38	-	50.38	100.00	22,634.79	100.00	0.41	58,632	18,128	2,260
4063	Jusacamea Garcia Juan Ramon	13,194.32	M	21.1	47.3	54.22	-	54.22	100.00	21,585.18	100.00	6.89	43,361	17,287	26,159
10212	Jusacamea Garcia Luis Enrique	12,850.92	M	24.0	49.9	53.95	-	53.95	100.00	18,803.96	100.00	4.04	42,232	15,060	17,438
10219	Jusaino Verdugo Jose Esteban	20,722.24	M	23.8	54.0	58.18	-	58.18	100.00	30,465.17	100.00	4.16	68,100	24,399	48,113
4176	Lagarda Duarte Jose Luis	11,226.72	M	22.1	55.1	60.97	-	60.97	100.00	17,650.89	100.00	5.88	36,894	14,136	39,761
12233	Landeros Lugo Gilberto Gildardi	11,803.47	M	22.9	45.0	50.06	-	50.06	100.00	17,992.54	100.00	5.09	38,790	14,410	12,271
4078	Leal Ontiveros Jesus Ramon	10,692.32	M	21.1	57.0	63.91	-	63.91	100.00	17,497.68	100.00	6.90	35,138	14,013	49,239
12268	Ledesma Lopez Jose Israel	11,651.81	M	21.4	47.9	54.53	-	54.53	100.00	18,876.36	100.00	6.64	38,291	15,118	22,152
12214	Lopez Acosta Hector	30,478.78	M	22.6	49.6	55.02	-	55.02	100.00	46,976.84	100.00	5.37	100,162	37,623	56,403
4129	Lopez Amarillas Reyes	13,173.36	M	20.6	40.0	47.43	-	47.43	100.00	22,025.82	100.00	7.44	43,292	17,640	12,242
4059	Lopez Merino Humberto	10,490.31	M	19.4	59.7	68.24	-	68.24	100.00	18,335.12	100.00	8.57	34,474	14,684	67,042
10234	Lopez Poqui Loreto	12,440.56	M	22.8	52.7	57.98	-	57.98	100.00	19,084.21	100.00	5.25	40,883	15,284	31,484
4065	Lopez Poqui Oscar	11,293.92	M	21.1	52.5	59.42	-	59.42	100.00	18,476.22	100.00	6.89	37,115	14,797	38,789
4135	Lopez Quijada Joaquin Eduardc	13,359.37	M	20.8	40.4	47.61	-	47.61	100.00	22,152.90	100.00	7.23	43,903	17,742	13,472
4049	Lopez Quijada Jose Alfredo	13,367.80	M	21.8	52.0	58.14	-	58.14	100.00	21,260.01	100.00	6.17	43,931	17,027	36,052
12311	Lopez Quiñones Enrique	11,461.36	M	27.2	63.5	64.24	-	64.24	100.00	14,752.62	100.00	0.77	37,665	11,815	6,679
4038	Lopez Quiñones Felizardo	13,900.91	M	21.4	57.3	63.90	-	63.90	100.00	22,466.85	100.00	6.58	45,683	17,993	60,672
4143	Lopez Rojas Elias	14,724.87	M	20.8	55.6	62.81	-	62.81	100.00	24,391.00	100.00	7.21	48,390	19,534	65,725
4040	Lugo Perez Arturo	12,444.18	M	26.0	58.4	60.42	-	60.42	100.00	16,826.93	100.00	2.03	40,895	13,476	15,900
4111	Mancines Rodriguez Carlos	11,888.05	M	20.1	56.2	64.02	-	64.02	100.00	20,206.04	100.00	7.86	39,068	16,183	61,180
11815	Martinez Arce Juan Luis	16,561.19	M	22.3	47.4	53.05	-	53.05	100.00	25,820.69	100.00	5.66	54,425	20,679	26,320
10210	Mendivil Garcia Gabriel	11,461.36	M	26.6	77.0	78.38	-	78.38	100.00	15,128.01	100.00	1.42	37,665	12,116	15,864
4058	Mendivil Salmon Sergio	11,163.92	M	20.8	43.5	50.70	-	50.70	100.00	18,492.47	100.00	7.21	36,688	14,810	15,333
4177	Mendivil Zayas Humberto Martir	13,296.15	M	20.4	57.7	65.32	-	65.32	100.00	22,401.26	100.00	7.64	43,695	17,941	68,859
11219	Mendoza Leon Jesus Rusel	14,676.39	M	23.6	41.9	46.31	-	46.31	100.00	21,758.24	100.00	4.38	48,231	17,426	9,441
2846	Mendoza Rojo Francisco Antoni	95,358.20	M	29.8	54.2	54.24	54.24	54.24	100.00	119,067.60	100.00	-	313,376	95,358	1,253,503
4130	Mendoza Rojo Rafael	20,344.04	M	20.2	47.2	54.99	-	54.99	100.00	34,497.04	100.00	7.80	66,857	27,628	46,555
11712	Miranda Moroyoqui Jose Guada	13,024.72	M	29.3	50.0	50.01	50.01	50.01	100.00	16,263.12	100.00	-	42,803	13,025	171,213
4057	Miranda Valenzuela Andres	13,027.59	M	20.6	45.9	53.26	-	53.26	100.00	21,723.70	100.00	7.38	42,813	17,398	22,779
4028	Molina Cervantes Amalio	10,617.83	M	20.4	73.5	81.08	-	81.08	100.00	17,863.89	100.00	7.60	34,893	14,307	84,895
3230	Montes Mendez Dolores	14,169.10	M	21.1	62.8	69.68	-	69.68	100.00	23,189.82	100.00	6.90	46,564	18,572	79,324
4187	Montes Mendoza Balvanedo	10,526.47	M	19.3	36.1	44.85	-	44.85	100.00	18,521.23	100.00	8.74	34,593	14,833	8,150
12302	Montoya Soto Delia	29,652.24	F	27.8	53.4	53.42	53.42	53.42	100.00	37,024.83	100.00	-	97,446	29,652	389,785
10201	Montoya Soto Oneida	13,005.06	F	22.5	56.1	58.60	-	58.60	100.00	17,930.96	100.00	2.53	42,739	14,360	19,309
12256	Morales Solis Carlos Balvanedo	36,041.93	M	22.4	38.0	43.58	-	43.58	100.00	56,000.51	100.00	5.57	118,445	44,849	21,378
4073	Morales Solis Juan Carlos	33,942.07	M	21.1	38.0	44.90	-	44.90	100.00	55,533.30	100.00	6.89	111,544	44,475	25,567
4140	Moreno Carrasco Francisco Aro	13,986.96	M	21.1	37.5	44.40	-	44.40	100.00	22,894.18	100.00	6.90	45,965	18,335	9,350
4142	Moreno Valenzuela Francisco	11,329.80	M	21.9	66.9	73.05	-	73.05	100.00	17,987.86	100.00	6.12	37,233	14,406	64,340
4112	Moroyoqui Barreras Ramon Mar	16,676.21	M	20.8	61.3	68.50	-	68.50	100.00	27,611.44	100.00	7.20	54,803	22,113	93,223
4126	Moroyoqui Huicoza Lucio	15,577.77	M	27.4	45.5	46.04	-	46.04	100.00	19,905.23	100.00	0.59	51,193	15,942	1,896
4009	Moroyoqui Moroyoqui Enriqueta	23,923.52	F	21.2	58.5	62.26	-	62.26	100.00	34,662.62	100.00	3.79	78,620	27,760	59,111
4114	Moroyoqui Murillo Inocente	12,508.75	M	21.1	58.0	64.89	-	64.89	100.00	20,454.84	100.00	6.88	41,108	16,382	59,668

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021**  
**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

O	BASE SUELDO O. A CORTO PLAZO	SE XO	ANTIGÜ EDAD	EDAD	POR EDAD < 2002	EDAD	EDAD	%	SUELDO	PORCENTAJ	DIF A	APORTACIÓN	PENSION AL	VP Retiro	
						PENSIÓN	PENSIÓN	PENSIÓN	PONDERADO	E S.P.	RETIRO	ANUAL	RETIRO	(PASIVO	
						ACTUAL	FUTURA		AL RETIRO		ACTUAL	MENSUAL	ACTUARIAL)		
														POR AÑO	
4173	Muñoz Higuera Jose Juan	14,166.66	M	20.9	59.9	67.01	-	67.01	100.00	23,370.80	100.00	7.10	46,556	18,717	72,743
4034	Nolazco Ramirez Mario	16,539.61	M	21.9	44.1	50.18	-	50.18	100.00	26,250.81	100.00	6.12	54,354	21,024	21,111
1504	Ortega Laurian Alicia	20,005.38	F	21.8	55.3	58.43	-	58.43	100.00	28,275.52	100.00	3.16	65,744	22,645	36,076
3406	Osuna Perez Maria Delia	12,290.96	F	22.8	56.9	59.07	-	59.07	100.00	16,706.08	100.00	2.16	40,392	13,379	15,507
11853	Pacheco Velasquez Jose Guad	14,676.12	M	21.8	51.7	57.89	-	57.89	100.00	23,375.87	100.00	6.21	48,230	18,721	39,857
4050	Padilla Lopez Mario Balvanedo	13,473.48	M	22.8	41.9	47.19	-	47.19	100.00	20,662.09	100.00	5.24	44,278	16,548	10,558
10227	Parada Aguilera Salvador	10,680.27	M	24.2	63.4	67.15	-	67.15	100.00	15,449.24	100.00	3.75	35,099	12,373	31,966
4124	Parra Alvarez Nadia Lizeth	24,298.14	F	21.5	44.2	47.75	-	47.75	100.00	34,810.69	100.00	3.51	79,851	27,879	16,859
4053	Piña Mendoza Jose Luis	11,421.77	M	21.8	45.2	51.43	-	51.43	100.00	18,186.54	100.00	6.20	37,535	14,565	16,383
11220	Preciado Estrada Pablo Alonso	16,020.10	M	22.4	41.5	47.10	-	47.10	100.00	24,939.54	100.00	5.62	52,647	19,973	13,576
12263	Quijada Soto Juan Delfino	11,252.72	M	22.9	62.8	67.95	-	67.95	100.00	17,184.36	100.00	5.13	36,980	13,763	45,216
4068	Quiñones Quiñones Rogelio	12,780.28	M	21.7	52.7	59.05	-	59.05	100.00	20,432.85	100.00	6.30	42,000	16,364	39,682
12254	Rabago Amarillas Jose Cruz	13,154.29	M	22.3	57.7	63.35	-	63.35	100.00	20,526.59	100.00	5.68	43,229	16,439	48,703
11073	Ramirez Lopez Jesus Antonio	24,674.38	M	27.3	51.1	51.77	-	51.77	100.00	31,627.20	100.00	0.67	81,087	25,329	6,454
11756	Ramirez Modesto Gerardo	18,141.35	M	22.6	47.7	53.07	-	53.07	100.00	27,976.22	100.00	5.38	59,618	22,405	27,254
4138	Ramirez Ruiz Javier	10,702.75	M	21.1	49.6	56.44	-	56.44	100.00	17,482.81	100.00	6.85	35,172	14,002	26,045
4069	Ramirez Valenzuela Guillermo	10,692.32	M	21.1	68.2	75.15	-	75.15	100.00	17,505.20	100.00	6.91	35,138	14,019	69,588
12211	Ramos Sanchez Gilberto Guad	22,750.81	M	23.3	53.4	58.11	-	58.11	100.00	34,129.59	100.00	4.68	74,766	27,334	57,314
5999	Rios Ibarra Ghazel Alexeia	14,015.08	F	19.9	46.5	51.54	-	51.54	100.00	21,359.78	100.00	5.08	46,058	17,107	17,835
4116	Rivera Valenzuela Ramon Maur	11,304.32	M	21.2	42.1	48.92	-	48.92	100.00	18,435.73	100.00	6.81	37,149	14,765	13,236
3520	Rocha Espinoza Jose Guadalup	13,377.95	M	22.6	47.7	53.08	-	53.08	100.00	20,621.60	100.00	5.37	43,964	16,515	20,053
11822	Rochin Farias Marcos	13,316.79	M	22.2	55.8	61.58	-	61.58	100.00	20,849.44	100.00	5.77	43,763	16,698	46,206
12252	Rosas Montes Arturo	16,727.05	M	22.3	54.0	59.79	-	59.79	100.00	26,169.04	100.00	5.75	54,970	20,958	55,369
6875	Ross Valenzuela Carlos Fernan	10,850.05	M	24.4	53.5	57.12	-	57.12	100.00	15,592.37	100.00	3.58	35,657	12,488	20,479
410	Ruiz Jorge Antonio	31,821.68	M	21.1	61.5	68.35	-	68.35	100.00	52,036.15	100.00	6.88	104,576	41,674	168,933
4166	Ruiz Marquez Ramon	10,682.68	M	21.0	53.0	59.99	-	59.99	100.00	17,528.90	100.00	6.97	35,107	14,038	41,969
4084	Ruiz Talamante Rolando	11,276.46	M	21.1	37.6	44.49	-	44.49	100.00	18,447.66	100.00	6.89	37,058	14,774	7,521
11627	Ruiz Valenzuela Juan Jose	10,998.54	M	25.1	57.8	60.66	-	60.66	100.00	15,390.40	100.00	2.90	36,145	12,326	19,678
11475	Salido Lopez Mario Antonio	21,255.62	M	26.4	45.5	47.16	-	47.16	100.00	28,285.49	100.00	1.62	69,852	22,653	7,284
4168	Samaniego Corral Said Edgard	15,252.05	M	24.0	43.0	47.00	-	47.00	100.00	22,317.39	100.00	4.04	50,123	17,873	10,027
1321	Sarabia Miranda Francisco Javi	20,041.25	M	28.6	59.2	59.22	59.22	59.22	100.00	25,024.21	100.00	-	65,862	20,041	263,446
4032	Sepulveda Carbajal Gustavo	14,367.48	M	21.1	68.7	75.64	-	75.64	100.00	23,532.18	100.00	6.92	47,216	18,846	93,676
3227	Siari Valenzuela Francisco Javi	9,514.78	M	21.9	48.3	54.46	-	54.46	100.00	15,114.35	100.00	6.14	31,268	12,105	18,376
4169	Sillas Solis Rafael	10,700.92	M	19.4	48.0	56.56	-	56.56	100.00	18,709.26	100.00	8.58	35,166	14,984	27,374
E168	Sol Rodriguez Beatriz Teodora	11,401.50	F	38.0	59.0	59.00	59.00	59.00	100.00	14,236.31	100.00	-	37,469	11,401	149,875
11362	Soltero Borrego Salvador	12,619.62	M	23.1	49.4	54.26	-	54.26	100.00	19,076.19	100.00	4.87	41,472	15,278	20,986
4146	Sombra Lopez Arturo	11,246.36	M	19.1	44.9	53.79	-	53.79	100.00	19,898.65	100.00	8.89	36,959	15,936	22,081
705	Soto Murrieta Maria Elena	16,797.56	F	23.7	43.1	44.43	-	44.43	100.00	22,098.25	100.00	1.33	55,202	17,698	3,786
815	Soto Sandoval Marcela Dinorah	17,520.29	F	24.3	49.1	49.83	-	49.83	100.00	22,515.76	100.00	0.73	57,577	18,032	4,042
4085	Soto Verdugo Balaam	14,540.94	M	21.1	39.0	45.92	-	45.92	100.00	23,788.17	100.00	6.89	47,786	19,051	12,362
3986	Talamante Cota Antonia	37,845.62	F	21.3	45.3	49.03	-	49.03	100.00	54,657.90	100.00	3.71	124,372	43,774	30,900
3411	Trejo Lopez Tesandro Licinio	40,047.47	M	26.4	62.6	64.23	-	64.23	100.00	53,206.60	100.00	1.58	131,608	42,612	46,198
12215	Ulloa Higuera Raul	19,065.57	M	22.5	56.0	61.48	-	61.48	100.00	29,486.85	100.00	5.46	62,655	23,615	64,816
12168	Valencia Valenzuela Alejandro E	15,561.40	M	26.7	63.9	65.20	-	65.20	100.00	20,438.51	100.00	1.29	51,139	16,369	15,246
12250	Valenzuela Arce Jesus Ma	13,522.36	M	22.5	57.0	62.55	-	62.55	100.00	20,978.94	100.00	5.54	44,439	16,801	48,617

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021**  
**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

o	BASE SUELDO O. A CORTO PLAZO	SE XO	ANTIGÜ EDAD	EDAD	POR	EDAD	EDAD	% PENSIÓN	SUELDO PONDERADO	PORCENTAJ E S.P.	DIF A RETIRO	APORTACIÓN ANUAL	PENSION AL RETIRO MENSUAL	VP Retiro (PASIVO ACTUARIAL)
					EDAD <	PENSIÓN	PENSIÓN							
					2002	ACTUAL	FUTURA							
4148	Valenzuela Armenta Sergio	18,610.64	M	32.5	52.5	52.54	52.54	100.00	23,237.90	100.00	-	61,160	18,611	244,641
4041	Valenzuela Favela Julian	10,970.68	M	21.6	45.5	51.97	-	100.00	17,622.77	100.00	6.42	36,053	14,114	16,381
4118	Valenzuela Matuz Omar	12,415.49	M	20.1	45.3	53.26	-	100.00	21,156.98	100.00	7.93	40,801	16,944	23,603
11237	Valenzuela Montes Nestor	11,560.35	M	23.2	59.8	64.61	-	100.00	17,400.06	100.00	4.76	37,991	13,935	37,965
4070	Valenzuela Morales Marco Anto	11,386.74	M	21.1	55.7	62.63	-	100.00	18,628.08	100.00	6.89	37,420	14,919	48,270
4149	Valenzuela Valdez Crisanto	11,049.81	M	19.5	56.2	64.68	-	100.00	19,257.12	100.00	8.50	36,313	15,423	62,295
11202	Valenzuela Valdez Melesio	10,981.40	M	23.4	53.2	57.85	-	100.00	16,440.16	100.00	4.63	36,088	13,167	27,328
11236	Valle Lizarraga Jesus Rafael	14,353.03	M	23.1	53.9	58.73	-	100.00	21,684.81	100.00	4.86	47,168	17,367	37,692
2852	Varela Campos Gabriel	32,783.18	M	21.2	46.8	53.63	-	100.00	53,430.28	100.00	6.79	107,735	42,791	57,735
6873	Vazquez Alcantar Ramon	10,394.88	M	21.0	56.3	63.33	-	100.00	17,108.02	100.00	7.04	34,161	13,701	47,105
1103	Vazquez Garcia Natividad	15,909.97	M	26.3	55.0	56.68	-	100.00	21,206.00	100.00	1.66	52,285	16,983	14,669
3973	Vazquez Lopez Juan Miguel	11,811.45	M	23.1	42.0	46.97	-	100.00	17,896.76	100.00	4.93	38,816	14,333	9,645
4120	Vega Dominguez Paul Ernesto	14,446.79	M	21.3	48.5	55.21	-	100.00	23,489.93	100.00	6.73	47,477	18,812	30,976
4139	Verdugo Burboa Genaro Guada	15,033.23	M	19.4	48.5	57.06	-	100.00	26,286.59	100.00	8.59	49,404	21,052	42,707
2863	Verdugo Corral Manuel De Jesu	29,747.26	M	21.3	59.4	66.12	-	100.00	48,341.95	100.00	6.72	97,758	38,716	143,372
3291	Verdugo Cota Genaro	16,450.40	M	27.2	74.1	74.89	-	100.00	21,183.42	100.00	0.79	54,061	16,965	12,061
7225	Villegas Yocupicio Rosa Elvira	9,853.72	F	21.3	51.3	55.05	-	100.00	14,231.06	100.00	3.71	32,382	11,397	15,210
12229	Yocupicio Ayala Juan Manuel	18,555.26	M	23.1	40.3	45.16	-	100.00	28,033.62	100.00	4.86	60,978	22,451	11,977
4033	Yocupicio Garcia Carlos Bartolo	11,571.14	M	21.8	40.4	46.58	-	100.00	18,444.17	100.00	6.23	38,026	14,771	9,838
715	Yocupicio Gutierrez Hilda Armid	20,167.56	F	23.4	51.9	53.46	-	100.00	26,800.86	100.00	1.59	66,277	21,464	12,776
10231	Yocupicio Valenzuela Juan Trini	10,981.40	M	24.2	51.6	55.38	-	100.00	15,884.84	100.00	3.75	36,088	12,722	17,149
6050	Zazueta Duarte Alba Carina	10,239.48	F	21.2	44.0	47.85	-	100.00	14,863.01	100.00	3.84	33,650	11,903	7,834
7206	Zazueta Lopez Trinidad	9,535.06	M	24.3	59.4	63.08	-	100.00	13,771.95	100.00	3.71	31,335	11,030	23,892
203		<b>3,407,996</b>		<b>22.8</b>	<b>51.5</b>	<b>56.4</b>	<b>54.4</b>	<b>56.4</b>	<b>5,054,743</b>	<b>100.0</b>	<b>5.2</b>	<b>11,199,702</b>	<b>4,048,215</b>	<b>10,175,343</b>

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021  
H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

C	NOMBRE	PASIVO	PASIVO	OBLIGACIÓN POR		OBLIGACIÓN POR		OBLIGACIÓN	COSTO FINANCIERO		APORTACIÓN
		CIERTO	CONTINGENTE	BENEFICIOS	DEFINIDOS	BENEFICIOS	ADQUIRIDOS		MÁXIMA	POR	
		POR AÑO		POR	POST-	POR	POST-		TERMINACIÓN	EMPLEO	
				TERMINACIÓN	EMPLEO	TERMINACIÓN	EMPLEO				
3978	Acuña Ayala Miguel Humberto	-	28,397	-	28,397	-	21,826	50,223	-	1,136	20,300
6553	Acuña Ayala Roberto	-	14,848	-	14,848	-	12,295	27,142	-	594	9,852
4093	Aguilar Valenzuela Felipe De Je	-	18,689	-	18,689	-	14,288	32,977	-	748	13,432
12216	Alamea Verdugo Francisco	-	23,855	-	23,855	-	19,326	43,181	-	954	16,179
4161	Alcantar Buitimea Guadalupe	-	47,760	-	47,760	-	36,425	84,185	-	1,910	34,407
10218	Alcantar Buitimea Jose Eustolio	-	14,002	-	14,002	-	11,948	25,950	-	560	9,016
3226	Aldama Aguilera Noe	-	17,405	-	17,405	-	13,190	30,595	-	696	12,619
12228	Alvarez Lopez Francisco Damia	-	15,514	-	15,514	-	12,831	28,345	-	621	10,306
12244	Anduaga Zazueta Gabriel	-	21,018	-	21,018	-	16,934	37,953	-	841	14,334
12206	Apodaca Pacheco Ezequiel Albr	-	24,707	-	24,707	-	20,745	45,452	-	988	16,169
10228	Aramburo Quiñones Angel	-	15,648	-	15,648	-	13,507	29,155	-	626	9,960
6877	Armenta Castro Ernesto	-	20,252	-	20,252	-	18,257	38,509	-	810	12,344
11455	Arvayo Felix Veronica	-	1,997	-	1,997	1,997	1,968	3,965	-	80	1,113
4174	Ayala Parra Ignacio Del Socorr	-	16,381	-	16,381	-	12,919	29,299	-	655	11,412
3229	Balderrama Cervantes Hector M	-	67,161	-	67,161	-	50,811	117,973	-	2,686	48,776
12230	Barba Vizcarra Jose Luis	-	38,037	-	38,037	-	31,040	69,077	-	1,521	25,610
11711	Barreras Nicols Balvanedo	-	6,821	-	6,821	-	6,327	13,149	-	273	4,041
2513	Barron Alcantar Gricelda Janeth	-	10,274	-	10,274	-	8,540	18,814	-	411	6,791
11799	Baynori Islas Ignacio	-	22,388	-	22,388	-	17,995	40,383	-	896	15,304
4054	Becerra Flores Luis Enrique	-	50,123	-	50,123	-	38,347	88,470	-	2,005	35,997
12238	Becerril Sanchez Apolinar	-	41,650	-	41,650	-	33,349	74,998	-	1,666	28,581
11513	Benitez Mendez Jose	309,335	-	309,335	309,335	309,335	309,335	618,669	12,373	12,373	1,016,567
12242	Benitez Mendez Pablo	-	531	-	531	531	525	1,056	-	21	295
4072	Borquez Gonzalez Juan Francis	-	22,092	-	22,092	-	16,860	38,953	-	884	15,906
4097	Bueno Lopez Jesus Alberto	-	13,075	-	13,075	-	9,614	22,689	-	523	9,771
4089	Buitimea Bacasegua Francisco	-	28,154	-	28,154	-	21,498	49,652	-	1,126	20,259
3732	Cabrera Astorga Luz Eneida	-	8,437	-	8,437	-	7,727	16,164	-	337	5,061
12269	Camacho Morales Ma Hilda Trir	-	46,426	-	46,426	-	40,250	86,676	-	1,857	29,422
6878	Cantu Muñoz Javier Enrique	-	12,586	-	12,586	-	10,551	23,137	-	503	8,250
3778	Cantua Pacheco Enedina	-	6,328	-	6,328	6,328	6,142	12,470	-	253	3,582
11781	Cardenas Leyva Ruben Guillern	-	31,744	-	31,744	-	25,650	57,395	-	1,270	21,586
12221	Carrasco Contreras Jose Manu	-	11,576	-	11,576	-	9,439	21,015	-	463	7,800
4147	Carrasco Escalante Aaron Noe	-	5,856	-	5,856	-	4,469	10,325	-	234	4,215
1306	Castro Manzanilla Filiberto	-	49,661	-	49,661	-	40,740	90,401	-	1,986	33,261
C026	Cebrenos Contreras Fabiola	-	8,694	-	8,694	-	7,813	16,507	-	348	5,315
4144	Cejudo Martinillo Carlos	-	13,028	-	13,028	-	9,446	22,475	-	521	9,873
4128	Chaires Mendivil Jose	-	85,072	-	85,072	-	64,959	150,032	-	3,403	61,216
10307	Chaires Gonzalez Lorena	238,718	-	238,718	238,718	238,718	238,718	477,436	9,549	9,549	784,500
2504	Chavez Cervantes Teresa De J	-	10,172	-	10,172	-	9,591	19,763	-	407	5,927
11387	Coronado Flores Enoc	-	8,034	-	8,034	8,034	7,879	15,913	-	321	4,501
12265	Coronado Tonopomea Juan Fra	-	12,388	-	12,388	-	10,070	22,459	-	496	8,373
3034	Corral Gil Zulema Guadalupe	-	2,644	-	2,644	2,644	2,627	5,272	-	106	1,462
3714	Corral Sosa Balbaneda	-	17,089	-	17,089	-	14,751	31,840	-	684	10,878
11157	Cota Silva Angel	-	16,164	-	16,164	16,164	15,675	31,838	-	647	9,158
12249	Cota Vega Luis Dario	-	24,949	-	24,949	-	19,899	44,848	-	998	17,187

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021**  
**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

o	PASIVO	PASIVO	OBLIGACIÓN POR		OBLIGACIÓN POR		OBLIGACIÓN	COSTO FINANCIERO		APORTACIÓN	
	CIERTO	CONTINGENTE	BENEFICIOS	DEFINIDOS	BENEFICIOS	ADQUIRIDOS		MÁXIMA	POR		POST-
	POR AÑO		POR	POST-	POR	POST-		TERMINACIÓN	EMPLEO	RECOMENDADA	
			TERMINACIÓN	EMPLEO	TERMINACIÓN	EMPLEO					
4071	Cota Velazquez Jorge Alberto	-	16,786	-	16,786	-	12,731	29,517	-	671	12,161
3726	Cota Yocupicio Maria Elvia	147,724	-	147,724	147,724	147,724	147,724	295,447	5,909	5,909	485,465
3009	Diaz Esquer Jose Arturo	-	13,684	-	13,684	-	11,471	25,156	-	547	8,970
2503	Diaz Izabal Martha Cecilia	-	22,893	-	22,893	-	20,458	43,351	-	916	14,076
2853	Dominguez Poqui Demetrio	-	36,257	-	36,257	-	28,283	64,540	-	1,450	25,538
4043	Duarte Barreras Jose Jesus	-	49,524	-	49,524	-	40,566	90,090	-	1,981	33,219
4101	Duarte Barreras Manuel Humbe	-	61,941	-	61,941	-	46,877	108,817	-	2,478	44,970
12257	Duarte Cantua Nestor Martin	-	24,085	-	24,085	-	19,317	43,402	-	963	16,499
3941	Duarte Lopez Juan Ramon	-	14,796	-	14,796	-	11,936	26,732	-	592	10,077
4037	Duarte Valenzuela Gudberto	-	12,683	-	12,683	-	9,855	22,538	-	507	8,969
2804	Echeverria Gutierrez Francisco	-	164,934	-	164,934	-	142,585	307,518	-	6,597	104,827
3984	Echeverria Gutierrez Ramon Alt	-	96,219	-	96,219	-	73,953	170,172	-	3,849	68,784
4092	Espinoza Lopez Jorge Adalbert	-	16,485	-	16,485	-	12,004	28,489	-	659	12,439
10236	Esquer Alvarez Luis Ramon	-	9,522	-	9,522	-	8,074	17,596	-	381	6,170
10362	Esquer Barreras Refugio Balvar	-	8,606	-	8,606	-	7,258	15,864	-	344	5,606
716	Esquer Duarte Juan Ramon	-	29,749	-	29,749	-	24,692	54,441	-	1,190	19,693
4104	Esquer Sandoval Joaquin Ferna	-	11,614	-	11,614	-	8,850	20,465	-	465	8,374
4172	Felix Amarillas Angel	-	72,887	-	72,887	-	53,315	126,202	-	2,915	54,749
3530	Felix Gaxiola Juan Gustavo	-	97,586	-	97,586	-	77,776	175,362	-	3,903	67,275
4131	Figueroa Montes Manuel Albert	-	60,196	-	60,196	-	44,584	104,780	-	2,408	44,657
4105	Figueroa Montes Miguel Angel	-	56,271	-	56,271	-	42,558	98,829	-	2,251	40,880
11488	Flores Espinoza Salvador	150,558	-	150,558	150,558	150,558	150,558	301,116	6,022	6,022	494,780
6840	Flores Flores Vidal	-	11,582	-	11,582	-	10,230	21,813	-	463	7,205
4036	Franco Borquez Juan Carlos	-	12,356	-	12,356	-	9,665	22,021	-	494	8,679
4042	Fuentes Serna Ramon	-	20,942	-	20,942	-	16,443	37,385	-	838	14,654
12247	Gamez Lizarraga Salvador	-	11,427	-	11,427	-	9,120	20,547	-	457	7,867
411	Garcia Borbon Luz Aurora	-	9,714	-	9,714	9,714	9,446	19,160	-	389	5,488
7890	Garcia Cruz Daniel	-	21,772	-	21,772	-	17,235	39,007	-	871	15,111
10365	Garcia Guzman Ninfa Lorenia	-	39,394	-	39,394	-	37,378	76,772	-	1,576	22,813
11140	Garcia Sanchez David	-	11,252	-	11,252	11,252	10,912	22,163	-	450	6,375
4056	Garcia Valenzuela Mario Albert	-	9,149	-	9,149	-	7,172	16,322	-	366	6,413
3608	Garcia Vallejo Francisca Brunet	-	21,535	-	21,535	-	18,621	40,156	-	861	13,685
4106	Garcia Vallejo Francisco Javier	-	79,353	-	79,353	-	63,646	142,999	-	3,174	54,360
4133	Gastelum Buitimea Jose Franci	-	55,192	-	55,192	-	42,212	97,404	-	2,208	39,651
12222	Gastelum Dominguez Florencio	-	18,025	-	18,025	-	15,396	33,421	-	721	11,595
12253	Gastelum Duarte Mauro	-	47,065	-	47,065	-	37,741	84,806	-	1,883	32,248
10375	Gastelum Duarte Sabino	-	40,141	-	40,141	-	32,342	72,483	-	1,606	27,375
12204	Gastelum Jacobi Luis Enrique	-	60,748	-	60,748	-	51,889	112,638	-	2,430	39,077
4076	Gocobachi Valenzuela Margarit	-	60,240	-	60,240	-	47,591	107,831	-	2,410	41,897
6376	Gomez Terrazas Miguel	-	89,328	-	89,328	-	68,546	157,874	-	3,573	63,961
5219	Gonzalez Armenta Jose Luis	-	54,711	-	54,711	-	38,560	93,271	-	2,188	42,652
1725	Gonzalez Borquez Rosario	643,818	-	643,818	643,818	643,818	643,818	1,287,635	25,753	25,753	2,115,779
4016	Guevara Zamorano Francisco C	-	43,464	-	43,464	-	36,994	80,457	-	1,739	28,058
4077	Huicoza Alamea Ernesto	-	9,350	-	9,350	-	7,547	16,897	-	374	6,365
10235	Hurtado Romero Javier	-	7,149	-	7,149	-	6,108	13,257	-	286	4,597

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021**  
**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

o	PASIVO	PASIVO	OBLIGACIÓN POR		OBLIGACIÓN POR		OBLIGACIÓN	COSTO FINANCIERO		APORTACIÓN	
	CIERTO	CONTINGENTE	BENEFICIOS	DEFINIDOS	BENEFICIOS	ADQUIRIDOS		MÁXIMA	POR		POST-
	POR AÑO		POR	POST-	POR	POST-		TERMINACIÓN	EMPLEO		
			TERMINACIÓN	EMPLEO	TERMINACIÓN	EMPLEO					
12224	Hurtado Romero Nicolas	-	7,290	-	7,290	-	5,971	13,261	-	292	4,890
4046	Ibarra Aguilera Martin Leonardo	-	44,023	-	44,023	-	34,175	78,198	-	1,761	31,158
12236	Ibarra Duran Jose Benito	-	42,362	-	42,362	-	34,569	76,931	-	1,694	28,522
11465	Islas Ibarra Lourdes Guadalupe	-	2,260	-	2,260	2,260	2,225	4,485	-	90	1,262
4063	Jusacamea Garcia Juan Ramon	-	26,159	-	26,159	-	19,966	46,124	-	1,046	18,831
10212	Jusacamea Garcia Luis Enrique	-	17,438	-	17,438	-	14,881	32,319	-	698	11,228
10219	Jusaino Verdugo Jose Esteban	-	48,113	-	48,113	-	40,863	88,975	-	1,925	31,126
4176	Lagarda Duarte Jose Luis	-	39,761	-	39,761	-	31,578	71,339	-	1,590	27,508
12233	Landeros Lugo Gilberto Gildardi	-	12,271	-	12,271	-	10,051	22,322	-	491	8,231
4078	Leal Ontiveros Jesus Ramon	-	49,239	-	49,239	-	37,570	86,809	-	1,970	35,458
12268	Ledesma Lopez Jose Israel	-	22,152	-	22,152	-	17,073	39,225	-	886	15,792
12214	Lopez Acosta Hector	-	56,403	-	56,403	-	45,693	102,095	-	2,256	38,254
4129	Lopez Amarillas Reyes	-	12,242	-	12,242	-	9,142	21,384	-	490	9,007
4059	Lopez Merino Humberto	-	67,042	-	67,042	-	47,895	114,937	-	2,682	51,563
10234	Lopez Poqui Loreto	-	31,484	-	31,484	-	25,627	57,111	-	1,259	21,253
4065	Lopez Poqui Oscar	-	38,789	-	38,789	-	29,606	68,395	-	1,552	27,924
4135	Lopez Quijada Joaquin Eduardc	-	13,472	-	13,472	-	10,144	23,616	-	539	9,830
4049	Lopez Quijada Jose Alfredo	-	36,052	-	36,052	-	28,305	64,356	-	1,442	25,230
12311	Lopez Quiñones Enrique	-	6,679	-	6,679	6,679	6,479	13,158	-	267	3,783
4038	Lopez Quiñones Felizardo	-	60,672	-	60,672	-	46,873	107,545	-	2,427	43,150
4143	Lopez Rojas Elias	-	65,725	-	65,725	-	49,544	115,268	-	2,629	47,907
4040	Lugo Perez Arturo	-	15,900	-	15,900	-	14,683	30,583	-	636	9,461
4111	Mancines Rodriguez Carlos	-	61,180	-	61,180	-	44,944	106,124	-	2,447	45,758
11815	Martinez Arce Juan Luis	-	26,320	-	26,320	-	21,079	47,399	-	1,053	18,057
10210	Mendivil Garcia Gabriel	-	15,864	-	15,864	-	15,008	30,872	-	635	9,214
4058	Mendivil Salmon Sergio	-	15,333	-	15,333	-	11,558	26,892	-	613	11,177
4177	Mendivil Zayas Humberto Martir	-	68,859	-	68,859	-	51,033	119,892	-	2,754	51,051
11219	Mendoza Leon Jesus Rusel	-	9,441	-	9,441	-	7,952	17,393	-	378	6,159
2846	Mendoza Rojo Francisco Antoni	#####	-	1,253,503	1,253,503	1,253,503	1,253,503	2,507,006	50,140	50,140	4,119,389
4130	Mendoza Rojo Rafael	-	46,555	-	46,555	-	34,281	80,836	-	1,862	34,738
11712	Miranda Moroyoqui Jose Guada	171,213	-	171,213	171,213	171,213	171,213	342,425	6,849	6,849	562,656
4057	Miranda Valenzuela Andres	-	22,779	-	22,779	-	17,057	39,835	-	911	16,714
4028	Molina Cervantes Amalio	-	84,895	-	84,895	-	63,005	147,900	-	3,396	62,851
3230	Montes Mendez Dolores	-	79,324	-	79,324	-	60,518	139,842	-	3,173	57,128
4187	Montes Mendoza Balvanedo	-	8,150	-	8,150	-	5,783	13,933	-	326	6,310
12302	Montoya Soto Delia	389,785	-	389,785	389,785	389,785	389,785	779,570	15,591	15,591	1,280,950
10201	Montoya Soto Oneida	-	19,309	-	19,309	-	17,487	36,796	-	772	11,715
12256	Morales Solis Carlos Balvanedo	-	21,378	-	21,378	-	17,180	38,558	-	855	14,616
4073	Morales Solis Juan Carlos	-	25,567	-	25,567	-	19,512	45,078	-	1,023	18,407
4140	Moreno Carrazco Francisco Aro	-	9,350	-	9,350	-	7,133	16,483	-	374	6,735
4142	Moreno Valenzuela Francisco	-	64,340	-	64,340	-	50,601	114,941	-	2,574	44,950
4112	Moroyoqui Barreras Ramon Mar	-	93,223	-	93,223	-	70,302	163,526	-	3,729	67,922
4126	Moroyoqui Huicoza Lucio	-	1,896	-	1,896	1,896	1,853	3,749	-	76	1,066
4009	Moroyoqui Moroyoqui Enriqueta	-	59,111	-	59,111	-	50,941	110,053	-	2,364	37,688
4114	Moroyoqui Murillo Inocente	-	59,668	-	59,668	-	45,561	105,229	-	2,387	42,935



**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021  
H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

C	P	N	P	OBLIGACIÓN POR		OBLIGACIÓN POR		OBLIGACIÓN	COSTO FINANCIERO		APORTACIÓN ANUAL RECOMENDADA
				BENEFICIOS DEFINIDOS	BENEFICIOS ADQUIRIDOS	BENEFICIOS ADQUIRIDOS	BENEFICIOS ADQUIRIDOS		MÁXIMA	POR TERMINACIÓN	
	POR AÑO			POR TERMINACIÓN	POST-EMPLEO	POR TERMINACIÓN	POST-EMPLEO		POR TERMINACIÓN	POST-EMPLEO	
4173	Muñoz Higuera Jose Juan	-	72,743	-	72,743	-	55,058	127,801	-	2,910	52,807
4034	Nolazco Ramirez Mario	-	21,111	-	21,111	-	16,608	37,719	-	844	14,744
1504	Ortega Laurian Alicia	-	36,076	-	36,076	-	31,870	67,946	-	1,443	22,437
3406	Osuna Perez Maria Delia	-	15,507	-	15,507	-	14,246	29,753	-	620	9,275
11853	Pacheco Velasquez Jose Guad	-	39,857	-	39,857	-	31,245	71,103	-	1,594	27,936
4050	Padilla Lopez Mario Balvanedo	-	10,558	-	10,558	-	8,596	19,154	-	422	7,124
10227	Parada Aguilera Salvador	-	31,966	-	31,966	-	27,593	59,560	-	1,279	20,348
4124	Parra Alvarez Nadia Lizeth	-	16,859	-	16,859	-	14,694	31,553	-	674	10,628
4053	Piña Mendoza Jose Luis	-	16,383	-	16,383	-	12,848	29,231	-	655	11,479
11220	Preciado Estrada Pablo Alonso	-	13,576	-	13,576	-	10,889	24,466	-	543	9,300
12263	Quijada Soto Juan Delfino	-	45,216	-	45,216	-	36,970	82,186	-	1,809	30,385
4068	Quiñones Quiñones Rogelio	-	39,682	-	39,682	-	30,991	70,674	-	1,587	27,918
12254	Rabago Amarillas Jose Cruz	-	48,703	-	48,703	-	38,971	87,674	-	1,948	33,442
11073	Ramirez Lopez Jesus Antonio	-	6,454	-	6,454	6,454	6,287	12,742	-	258	3,640
11756	Ramirez Modesto Gerardo	-	27,254	-	27,254	-	22,067	49,322	-	1,090	18,495
4138	Ramirez Ruiz Javier	-	26,045	-	26,045	-	19,909	45,954	-	1,042	18,721
4069	Ramirez Valenzuela Guillermo	-	69,588	-	69,588	-	53,073	122,662	-	2,784	50,133
12211	Ramos Sanchez Gilberto Guad	-	57,314	-	57,314	-	47,704	105,018	-	2,293	37,834
5999	Rios Ibarra Ghazel Alexeia	-	17,835	-	17,835	-	14,612	32,446	-	713	11,961
4116	Rivera Valenzuela Ramon Maur	-	13,236	-	13,236	-	10,134	23,370	-	529	9,499
3520	Rocha Espinoza Jose Guadalu	-	20,053	-	20,053	-	16,243	36,296	-	802	13,602
11822	Rochin Farias Marcos	-	46,206	-	46,206	-	36,850	83,056	-	1,848	31,833
12252	Rosas Montes Arturo	-	55,369	-	55,369	-	44,191	99,561	-	2,215	38,118
6875	Ross Valenzuela Carlos Fernan	-	20,479	-	20,479	-	17,794	38,273	-	819	12,950
410	Ruiz Jorge Antonio	-	168,933	-	168,933	-	128,994	297,927	-	6,757	121,560
4166	Ruiz Marquez Ramon	-	41,969	-	41,969	-	31,937	73,905	-	1,679	30,304
4084	Ruiz Talamante Rolando	-	7,521	-	7,521	-	5,741	13,262	-	301	5,415
11627	Ruiz Valenzuela Juan Jose	-	19,678	-	19,678	-	17,559	37,237	-	787	12,117
11475	Salido Lopez Mario Antonio	-	7,284	-	7,284	-	6,835	14,118	-	291	4,265
4168	Samaniego Corral Said Edgard	-	10,027	-	10,027	-	8,556	18,583	-	401	6,456
1321	Sarabia Miranda Francisco Javi	263,446	-	263,446	263,446	263,446	263,446	526,893	10,538	10,538	865,764
4032	Sepulveda Carbajal Gustavo	-	93,676	-	93,676	-	71,414	165,091	-	3,747	67,516
3227	Siari Valenzuela Francisco Javi	-	18,376	-	18,376	-	14,445	32,821	-	735	12,845
4169	Sillas Solis Rafael	-	27,374	-	27,374	-	19,550	46,924	-	1,095	21,061
E168	Sol Rodriguez Beatriz Teodora	149,875	-	149,875	149,875	149,875	149,875	299,750	5,995	5,995	492,534
11362	Soltero Borrego Salvador	-	20,986	-	20,986	-	17,335	38,321	-	839	13,959
4146	Sombra Lopez Arturo	-	22,081	-	22,081	-	15,583	37,663	-	883	17,192
705	Soto Murrieta Maria Elena	-	3,786	-	3,786	-	3,594	7,380	-	151	2,192
815	Soto Sandoval Marcela Dinorah	-	4,042	-	4,042	4,042	3,928	7,970	-	162	2,286
4085	Soto Verdugo Balaam	-	12,362	-	12,362	-	9,436	21,798	-	494	8,899
3986	Talamante Cota Antonia	-	30,900	-	30,900	-	26,715	57,615	-	1,236	19,637
3411	Trejo Lopez Tesandro Licinio	-	46,198	-	46,198	-	43,418	89,617	-	1,848	27,009
12215	Ulloa Higuera Raul	-	64,816	-	64,816	-	52,329	117,145	-	2,593	44,112
12168	Valencia Valenzuela Alejandro E	-	15,246	-	15,246	-	14,494	29,740	-	610	8,811
12250	Valenzuela Arce Jesus Ma	-	48,617	-	48,617	-	39,128	87,745	-	1,945	33,190

**VALUACIÓN ACTUARIAL DEL PLAN DE PENSIONES. 31 DICIEMBRE 2021  
H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)**

o	PASIVO	PASIVO	OBLIGACIÓN POR		OBLIGACIÓN POR		OBLIGACIÓN	COSTO FINANCIERO		APORTACIÓN
	CIERTO	CONTINGENTE	BENEFICIOS	DEFINIDOS	BENEFICIOS	ADQUIRIDOS		MÁXIMA	POR	
	POR AÑO		POR	POST-	POR	POST-		TERMINACIÓN	EMPLEO	RECOMENDADA
			TERMINACIÓN	EMPLEO	TERMINACIÓN	EMPLEO				
4148 Valenzuela Armenta Sergio	244,641	-	244,641	244,641	244,641	244,641	489,281	9,786	9,786	803,963
4041 Valenzuela Favela Julian	-	16,381	-	16,381	-	12,733	29,115	-	655	11,579
4118 Valenzuela Matuz Omar	-	23,603	-	23,603	-	17,295	40,898	-	944	17,699
11237 Valenzuela Montes Nestor	-	37,965	-	37,965	-	31,495	69,461	-	1,519	25,146
4070 Valenzuela Morales Marco Anto	-	48,270	-	48,270	-	36,842	85,111	-	1,931	34,748
4149 Valenzuela Valdez Crisanto	-	62,295	-	62,295	-	44,632	106,927	-	2,492	47,773
11202 Valenzuela Valdez Melesio	-	27,328	-	27,328	-	22,793	50,121	-	1,093	18,003
11236 Valle Lizarraga Jesus Rafael	-	37,692	-	37,692	-	31,151	68,843	-	1,508	25,058
2852 Varela Campos Gabriel	-	57,735	-	57,735	-	44,232	101,968	-	2,309	41,407
6873 Vazquez Alcantar Ramon	-	47,105	-	47,105	-	35,737	82,842	-	1,884	34,115
1103 Vazquez Garcia Natividad	-	14,669	-	14,669	-	13,742	28,411	-	587	8,604
3973 Vazquez Lopez Juan Miguel	-	9,645	-	9,645	-	7,948	17,594	-	386	6,431
4120 Vega Dominguez Paul Ernesto	-	30,976	-	30,976	-	23,788	54,764	-	1,239	22,163
4139 Verdugo Burboa Genaro Guada	-	42,707	-	42,707	-	30,497	73,204	-	1,708	32,861
2863 Verdugo Corral Manuel De Jesu	-	143,372	-	143,372	-	110,159	253,531	-	5,735	102,526
3291 Verdugo Cota Genaro	-	12,061	-	12,061	12,061	11,695	23,755	-	482	6,834
7225 Villegas Yocupicio Rosa Elvira	-	15,210	-	15,210	-	13,150	28,359	-	608	9,666
12229 Yocupicio Ayala Juan Manuel	-	11,977	-	11,977	-	9,899	21,876	-	479	7,963
4033 Yocupicio Garcia Carlos Bartolo	-	9,838	-	9,838	-	7,707	17,545	-	394	6,901
715 Yocupicio Gutierrez Hilda Armid	-	12,776	-	12,776	-	12,004	24,779	-	511	7,471
10231 Yocupicio Valenzuela Juan Trini	-	17,149	-	17,149	-	14,803	31,951	-	686	10,916
6050 Zazueta Duarte Alba Carina	-	7,834	-	7,834	-	6,739	14,573	-	313	5,004
7206 Zazueta Lopez Trinidad	-	23,892	-	23,892	-	20,654	44,546	-	956	15,185
203	#####	6,212,728	3,962,615	10,175,343	4,052,671	8,909,431	19,084,774	158,505	407,014	17,328,298

**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)****PLAN DE PENSIONES  
INFORMACIÓN ESTADÍSTICA III**

31/ DICIEMBRE/ 2021

<b>NUMERO</b>	<b>NOMBRE</b>	<b>SUELDO ACTUAL</b>	<b>SEXO</b>	<b>ANTIGÜ EDAD</b>	<b>EDAD</b>	<b>% PENSIÓN</b>	<b>PENSIÓN MENSUAL</b>
11513	Benitez Mendez Jose	23,532.13	M	29.75	49.07	100.00	23,532.13
10307	Chairez Gonzalez Lorena	18,160.10	F	25.10	53.72	100.00	18,160.10
3726	Cota Yocupicio Maria Elvia	11,237.84	F	28.91	60.70	100.00	11,237.84
11488	Flores Espinoza Salvador	11,453.47	M	28.95	57.75	100.00	11,453.47
1725	Gonzalez Borquez Rosario	48,977.38	F	32.24	49.25	100.00	48,977.38
2846	Mendoza Rojo Francisco Antonio	95,358.20	M	29.77	54.24	100.00	95,358.20
11712	Miranda Moroyoqui Jose Guadalupe	13,024.72	M	29.30	50.01	100.00	13,024.72
12302	Montoya Soto Delia	29,652.24	F	27.80	53.42	100.00	29,652.24
1321	Sarabia Miranda Francisco Javier	20,041.25	M	28.64	59.22	100.00	20,041.25
E168	Sol Rodriguez Beatriz Teodora	11,401.50	F	37.99	59.00	100.00	11,401.50
4148	Valenzuela Armenta Sergio	18,610.64	M	32.48	52.54	100.00	18,610.64
<b>TOTAL ANUAL</b>							<b>3,962,615.04</b>

**H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)****PLAN DE PENSIONES  
INFORMACIÓN ESTADÍSTICA II**

VALUACIÓN AL 31 / DICIEMBRE / 2021

Sueldos Actuales Anual	<b>44,798,806.67</b>	
Sueldos Anuales Proyectados a la Jubilación	<b>53,214,617.39</b>	
Empleados con derecho a pensionarse	<b>11.00</b>	
Empleados a pensionarse en el próximo año	<b>14.00</b>	
Empleados a pensionarse antes de 5 años	<b>59.00</b>	
Total antes de 5 ños	<b>84.00</b>	
- Monto Anual de Sueldos con derecho a pensionarse	<b>3,962,615.04</b>	
- Pension Cierta Anual	<b>3,962,615.04</b>	
Valor Presente por Retiro Pasivo Actuarial	<b>10,175,342.78</b>	
Pasivo Contingente	<b>6,212,727.74</b>	
Importe de las Obligaciones por Beneficios Definidos		
- Por Terminación	<b>3,962,615.04</b>	
- Por Post-Emplo	<b>10,175,342.78</b>	
- Total	<b>14,137,957.82</b>	
Importe de Obligaciones por Beneficios Adquiridos		
- Por Terminación	<b>4,052,670.87</b>	
- Por Post-Emplo	<b>8,909,430.81</b>	
- Total	<b>12,962,101.68</b>	
Techos de Activos del Plan (Oligación Máxima)	<b>19,084,773.59</b>	
Costo Financiero		
- Por Terminación	<b>158,504.60</b>	
- Por Post-Emplo	<b>407,013.71</b>	
Aportación Anual Actual	<b>11,199,701.67</b>	
Aportación Anual Actuarial Recomendada	<b>17,328,298.15</b>	
Porcentaje de Aportación Recomendada	<b>38.68</b>	%
- Superavit/Deficit (+/-)	<b>(6,128,596.48)</b>	
En caso hipotetico de cierre, se tendria que afrontar, adicional al actual, el pago por concepto del Plan de Pensiones un Total por Año de:	<b>3,962,615.04</b>	

## H. AYUNTAMIENTO DE NAVOJOA (SINDICATO)

### PLAN DE PENSIONES INFORMACIÓN ESTADÍSTICA I

VALUACIÓN AL 31 / DICIEMBRE / 2021

Número de Empleados	<b>203</b>	
- Masculino	<b>172</b>	
- Femenino	<b>31</b>	
Tasa de Ínteres anual		
- Rendimientos de Fondos	<b>4.00%</b>	
- Incremento de Salarios	<b>4.00%</b>	
Salario Mínimo Mensual	<b>4,251.00</b>	
Meses utilizados por año	<b>13.15</b>	
Demográficas		
- Edad Promedio	<b>51.5</b>	Años
- Antigüedad Promedio	<b>22.8</b>	Años
- Edad promedio a la jubilación	<b>56.4</b>	Años
- Edad Actual promedio personal con derecho a jubilarse	<b>56.3</b>	Años
Vida Laboral Promedio Remanente de los Empleados que se esperan reciban los Beneficios del Plan	<b>10.68</b>	Años