

NOM. EVENT. FARMACIAS COMUNITARIAS	1 ENFERMERO 9 AUXILIAR 1 ASISTENTE	11	11	0	0
NOM. EVENT. DESARROLLO SOCIAL (CUADRILLAS)	8 AUXILIARES	8	8	0	0
NOM. EVENT. DES. SOCIAL BRIGADAS	12 AUXILIARES 1 BRIGADA	13	13	0	0
NOM. EVENT. IMAGEN URBANA	3 INTENDENTES 12 LIMPIEZA 2 PARQUES 8 RESPONSABLES	25	25	0	0
NOM. EVENT. SALUD	1 AUXILIAR	1	1	0	0
NOM. EVENT. EDUCACION	2 RESPONSABLES 1 INTENDENTE 1 SECRETARIA	4	4	0	0
NOM. EVENT. SRIA. AYUNTAMIENTO	1 AUXILIAR	1	2	0	0
DIR. ECOLOGIA (PROGRAMA EMPLEO TEMPORAL)	20 AUXILIARES	20	20	0	0
SEGURIDAD PÚBLICA	1 COMISARIO 4 POLICIA PRIMERO 6 POLICIA SEGUNDO 5 POLICIA TERCERO 89 POLICIAS	105	105	0	0
TOTALES		1,317	1,216	101	0

Nota: En el presente cuadro desglosan todas las plazas autorizadas, incluidas las del personal de seguridad pública municipal.

Artículo 25.- Los servidores públicos ocupantes de las plazas a que se refiere el artículo anterior, percibirán las remuneraciones brutas (antes de disminuir deducciones, incluyendo entre otras, el Impuesto sobre la Renta y aportaciones de seguridad social) que se determinen en el Tabulador Salarial siguiente; el cual se integra en el presente presupuesto de egresos, con base en lo establecido en los artículos 115 fracción IV y 127 de la Constitución Política de los Estados Unidos Mexicanos; 187 de la Constitución Política del Estado de Coahuila; y 275 fracción VI del Código Financiero para los Municipios del Estado de Coahuila de Zaragoza.

Tabulador Salarial Mensual

Plaza Tabular	Remuneraciones Base						Remuneraciones Adicionales				Total Percepciones	
	Sueldo		Aguinaldo		Prima Vacacional		Prestaciones Sindicales		Otras Prestaciones			
	de	hasta	de	hasta	de	hasta	de	hasta	de	hasta	de	hasta
PRESIDENTE MUNICIPAL	0.00	59,180.00	0.00	3,333.47	0.00	986.33	0.00	0.00	0.00	20,412.00	0.00	82,925.47
SECRETARIO R. AYUNTAMIENTO	0.00	42,000.00	0.00	2,039.93	0.00	700.00	0.00	0.00	0.00	9,599.00	0.00	53,638.93
DIRECTOR	5,400.00	32,000.00	214.40	1,690.00	90.00	533.33	0.00	0.00	1,032.00	18,700.00	6,646.40	52,390.00
TESORERO	0.00	38,000.00	0.00	2,074.80	0.00	633.33	0.00	0.00	0.00	12,122.00	0.00	52,196.80

TITULAR	5,418.00	38,000.00	194.60	2,049.33	90.30	633.33	187.82	0.00	420.00	11,740.00	6,032.60	51,789.33
OFICIAL MAYOR	23,100.00	23,100.00	1,373.53	1,373.53	385.00	385.00	800.80	0.00	18,106.00	18,106.00	42,579.53	42,579.53
PRESIDENTA	0.00	23,100.00	0.00	1,230.60	0.00	385.00	0.00	0.00	0.00	13,818.00	0.00	38,148.60
JEFE DE PROYECTOS	3,082.00	8,006.00	110.27	1,130.60	51.37	133.43	106.84	277.54	226.00	25,912.00	3,418.27	35,048.60
SINDICO DE MAYORIA	0.00	18,000.00	0.00	1,050.07	0.00	300.00	0.00	0.00	0.00	13,502.00	0.00	32,552.07
SINDICO DE MINORIA	0.00	18,000.00	0.00	1,050.07	0.00	300.00	0.00	0.00	0.00	13,502.00	0.00	32,552.07
REGIDOR	0.00	18,000.00	0.00	1,000.33	0.00	300.00	0.00	0.00	0.00	12,010.00	0.00	31,010.33
SUBDIRECTOR	0.00	18,000.00	189.53	891.87	0.00	300.00	0.00	0.00	5,686.00	8,756.00	5,875.53	27,647.87
ANALISTA COMPUTACIONAL	0.00	13,120.00	447.40	884.73	0.00	218.67	0.00	0.00	13,422.00	13,422.00	13,869.40	27,426.73
JUBILADO	0.00	0.00	86.67	876.40	0.00	0.00	0.00	0.00	2,600.00	26,292.00	2,686.67	27,168.40
ADMINISTRATIVO	3,996.00	16,000.00	138.00	829.07	66.60	266.67	138.53	554.67	144.00	8,872.00	4,278.00	25,701.07
AUXILIAR	616.00	16,000.00	33.33	829.07	10.27	266.67	21.35	554.67	384.00	8,872.00	1,033.33	25,701.07
COORDINADOR	0.00	16,000.00	4.00	829.07	0.00	266.67	0.00	0.00	120.00	8,872.00	124.00	25,701.07
SECRETARIO PRIVADO	0.00	16,000.00	0.00	829.07	0.00	266.67	0.00	0.00	0.00	8,872.00	0.00	25,701.07
SECRETARIO PARTICULAR	0.00	16,000.00	0.00	804.67	0.00	266.67	0.00	0.00	0.00	8,140.00	0.00	24,944.67
REPRESENTANTE	0.00	13,600.00	0.00	781.87	0.00	226.67	0.00	0.00	0.00	9,856.00	0.00	24,237.87
TECNICO DE PROYECTOS	0.00	8,472.00	0.00	725.20	0.00	141.20	0.00	293.70	0.00	13,284.00	0.00	22,481.20
CAPTURISTA	4,782.00	7,814.00	236.53	650.93	79.70	130.23	165.78	270.89	2,314.00	11,714.00	7,332.53	20,178.93
ASISTENTE	2,752.00	12,000.00	100.00	649.60	45.87	200.00	95.40	416.00	248.00	7,488.00	3,100.00	20,137.60
SECRETARIA	2,112.00	12,000.00	80.00	649.60	35.20	200.00	73.22	416.00	288.00	7,488.00	2,480.00	20,137.60
ASESOR	2,540.00	12,000.00	93.33	648.20	42.33	200.00	88.05	416.00	260.00	7,446.00	2,893.33	20,094.20
AUXILIAR DE CONTABILIDAD	7,000.00	7,814.00	366.67	630.47	116.67	130.23	242.67	270.89	4,000.00	11,100.00	11,366.67	19,544.47
PINTOR	0.00	7,532.00	0.00	602.73	0.00	125.53	0.00	261.11	0.00	10,550.00	0.00	18,684.73
EVENTOS	6,000.00	10,000.00	270.60	589.40	100.00	166.67	208.00	346.67	2,118.00	7,682.00	8,388.60	18,271.40
AUDITOR	0.00	0.00	0.00	575.73	0.00	0.00	0.00	0.00	0.00	17,272.00	0.00	17,847.73
RESPONSABLE	0.00	4,120.00	4.53	562.67	0.00	68.67	0.00	142.83	136.00	12,760.00	140.53	17,442.67
CONSERV. OBRA	0.00	10,000.00	0.00	561.87	0.00	166.67	0.00	346.67	0.00	6,856.00	0.00	17,417.87
SUPERVISOR	2,752.00	10,000.00	100.00	561.87	45.87	166.67	95.40	346.67	248.00	6,856.00	3,100.00	17,417.87
MECANOGRAFA	0.00	7,814.00	198.67	536.07	0.00	130.23	0.00	270.89	5,960.00	8,268.00	6,158.67	16,618.07
JEFE	4,108.00	11,000.00	193.53	521.60	68.47	183.33	0.00	0.00	1,698.00	4,648.00	5,999.53	16,169.60
JURIDICO	5,000.00	10,000.00	190.80	519.47	83.33	166.67	173.33	346.67	724.00	5,584.00	5,914.80	16,103.47
PENSIONADO	0.00	0.00	69.13	498.07	0.00	0.00	0.00	0.00	2,074.00	14,942.00	2,143.13	15,440.07
LABORATORIO	0.00	8,380.00	0.00	474.73	0.00	139.67	0.00	290.51	0.00	5,862.00	0.00	14,716.73
REDES SOCIALES	0.00	8,380.00	0.00	474.73	0.00	139.67	0.00	290.51	0.00	5,862.00	0.00	14,716.73
PROYECTOS	0.00	8,380.00	0.00	462.27	0.00	139.67	0.00	290.51	0.00	5,488.00	0.00	14,330.27
MECANICO	4,060.00	7,924.00	140.00	445.27	67.67	132.07	140.75	274.70	140.00	5,434.00	4,340.00	13,803.27
CHOFER	2,000.00	7,806.00	107.73	435.67	33.33	130.10	69.33	270.61	1,232.00	5,264.00	3,339.73	13,505.67
MAESTRA	900.00	8,000.00	42.33	431.73	15.00	133.33	31.20	277.33	370.00	4,952.00	1,312.33	13,383.73
ENLACE	5,384.00	5,400.00	206.73	431.47	89.73	90.00	186.65	187.20	818.00	7,544.00	6,408.73	13,375.47
TOPOGRAFO	6,600.00	8,058.00	287.80	431.33	110.00	134.30	228.80	279.34	2,034.00	4,882.00	8,921.80	13,371.33
ELECTRICISTA	3,556.00	7,532.00	123.67	421.07	59.27	125.53	123.27	261.11	154.00	5,100.00	3,833.67	13,053.07
MEDICO MUNICIPAL	4,000.00	8,000.00	172.47	419.87	66.67	133.33	0.00	0.00	1,174.00	4,596.00	5,346.47	13,015.87
OPERADOR DE MAQUINARIA PESADA	3,180.00	8,058.00	185.87	407.13	53.00	134.30	110.24	279.34	2,396.00	4,156.00	5,761.87	12,621.13
CAJERO	3,308.00	7,808.00	162.33	403.07	55.13	130.13	114.68	270.68	1,562.00	4,284.00	5,032.33	12,495.07
COMISIONADO	0.00	5,600.00	4.60	403.00	0.00	93.33	0.00	194.13	138.00	6,490.00	142.60	12,493.00

SOPORTE	6,000.00	9,000.00	230.07	399.33	100.00	150.00	208.00	312.00	902.00	2,980.00	7,132.07	12,379.33
MANTENIMIENTO	4,060.00	7,000.00	139.87	387.93	67.67	116.67	140.75	242.67	136.00	4,638.00	4,335.87	12,025.93
PROGRAMAS DE DONACIONES	0.00	7,000.00	0.00	387.87	0.00	116.67	0.00	242.67	0.00	4,636.00	0.00	12,023.87
UNIDAD DE ATENCION A LA VIOLENCIA	0.00	7,000.00	0.00	387.87	0.00	116.67	0.00	242.67	0.00	4,636.00	0.00	12,023.87
SOLDADOR	3,552.00	8,934.00	124.13	379.87	59.20	148.90	123.14	309.71	172.00	2,462.00	3,848.13	11,775.87
CERTTUC	9,814.00	11,324.00	327.13	377.47	163.57	188.73	340.22	392.57	0.00	0.00	10,141.13	11,701.47
MATANCERO	5,000.00	7,416.00	197.40	364.47	83.33	123.60	173.33	257.09	922.00	3,518.00	6,119.40	11,298.47
NOTIFICADOR	0.00	5,804.00	0.00	350.53	0.00	96.73	0.00	201.21	0.00	4,712.00	0.00	10,866.53
MEDICO	0.00	8,600.00	0.00	347.80	0.00	143.33	0.00	298.13	0.00	1,834.00	0.00	10,781.80
PATRIMONIO MUNICIPAL	4,060.00	8,600.00	174.47	335.27	67.67	143.33	140.75	298.13	1,174.00	1,458.00	5,408.47	10,393.27
PSICOLOGA	4,000.00	8,600.00	172.47	335.27	66.67	143.33	138.67	298.13	1,174.00	1,458.00	5,346.47	10,393.27
PROYECTOS ESPECIALES	0.00	5,920.00	0.00	329.33	0.00	98.67	0.00	205.23	0.00	3,960.00	0.00	10,209.33
RASTRO	0.00	8,666.00	0.00	310.87	0.00	144.43	0.00	300.42	0.00	660.00	0.00	9,636.87
COMUNICACION Y DIFUSION	0.00	7,200.00	0.00	304.87	0.00	120.00	0.00	249.60	0.00	1,946.00	0.00	9,450.87
PERSONAL DE LIMPIEZA	5,796.00	5,804.00	209.93	302.67	96.60	96.73	200.93	201.21	502.00	3,276.00	6,507.93	9,382.67
MUSICO	2,112.00	8,482.00	70.40	292.33	35.20	141.37	73.22	294.04	0.00	288.00	2,182.40	9,062.33
ADMINISTRADOR	6,000.00	6,600.00	263.00	287.80	100.00	110.00	208.00	228.80	1,890.00	2,034.00	8,153.00	8,921.80
FOTOGRAFO	2,602.00	6,600.00	138.20	283.00	43.37	110.00	90.20	228.80	1,544.00	1,890.00	4,284.20	8,773.00
SUPERVISOR DE BACHEO	5,800.00	5,804.00	233.67	279.47	96.67	96.73	201.07	201.21	1,210.00	2,580.00	7,243.67	8,663.47
PROMOTOR	5,018.00	6,800.00	167.27	278.47	83.63	113.33	173.96	235.73	0.00	1,554.00	5,185.27	8,632.47
TRABAJADOR DEL RASTRO	5,804.00	5,804.00	251.73	271.93	96.73	96.73	201.21	201.21	1,748.00	2,354.00	7,803.73	8,429.93
OFICIAL	2,860.00	6,000.00	103.33	266.67	47.67	100.00	0.00	0.00	240.00	2,000.00	3,203.33	8,266.67
CENTRO COMUNITARIO	2,752.00	6,000.00	100.00	263.00	45.67	100.00	95.40	208.00	248.00	1,890.00	3,100.00	8,153.00
MENSAJERO	5,400.00	5,956.00	214.40	258.53	90.00	99.27	187.20	206.47	1,032.00	1,800.00	6,646.40	8,014.53
AREA TECNICA	0.00	6,000.00	54.67	254.67	0.00	100.00	0.00	208.00	1,640.00	1,640.00	1,694.67	7,894.67
DEPTO. DENTAL	5,400.00	6,000.00	207.27	254.67	90.00	100.00	187.20	208.00	818.00	1,640.00	6,425.27	7,894.67
GESTOR	0.00	6,000.00	0.00	254.67	0.00	100.00	0.00	208.00	0.00	1,640.00	0.00	7,894.67
MODULO INFONAVIT	0.00	6,000.00	0.00	254.67	0.00	100.00	0.00	208.00	0.00	1,640.00	0.00	7,894.67
ARCHIVO	0.00	5,000.00	86.67	253.33	0.00	83.33	0.00	173.33	2,600.00	2,600.00	2,686.67	7,853.33
DEPORTE Y RECREACION	0.00	2,192.00	9.47	247.13	0.00	36.53	0.00	75.99	284.00	5,222.00	293.47	7,661.13
RECURSOS HUMANOS	0.00	1,000.00	0.00	247.07	0.00	16.67	0.00	34.67	0.00	6,412.00	0.00	7,659.07
ROTULISTA	3,552.00	2,602.00	124.13	234.73	59.20	43.37	123.14	90.20	172.00	4,440.00	3,848.13	7,276.73
ALCAIDE	0.00	0.00	233.20	233.20	0.00	0.00	0.00	0.00	6,996.00	6,996.00	7,229.20	7,229.20
AYUDANTE	1,684.00	5,800.00	66.67	231.40	28.07	96.67	58.38	201.07	316.00	1,142.00	2,066.67	7,173.40
ELECTROMECANICO	0.00	6,000.00	0.00	230.07	0.00	100.00	0.00	208.00	0.00	902.00	0.00	7,132.07
PAPELEO	2,098.00	3,400.00	79.60	223.33	34.97	56.67	72.73	117.87	290.00	3,300.00	2,467.60	6,923.33
CASA DEL ABUELO	4,000.00	5,400.00	172.47	214.40	66.67	90.00	138.67	187.20	1,174.00	1,032.00	5,346.47	6,646.40
GUARDERIA	4,000.00	5,400.00	138.00	214.40	66.67	90.00	138.67	187.20	140.00	1,032.00	4,278.00	6,646.40
TRABAJADORA SOCIAL JURIDICO	0.00	5,400.00	0.00	214.40	0.00	90.00	0.00	187.20	0.00	1,032.00	0.00	6,646.40
TRABAJO SOCIAL	0.00	5,400.00	0.00	214.40	0.00	90.00	0.00	187.20	0.00	1,032.00	0.00	6,646.40
CONMUTADOR	0.00	6,312.00	0.00	210.40	0.00	105.20	0.00	218.82	0.00	0.00	0.00	6,522.40
VELADOR	2,112.00	5,796.00	80.00	209.93	35.20	96.60	73.22	200.93	288.00	502.00	2,480.00	6,507.93
TERAPEUTA UBR	0.00	5,400.00	0.00	207.27	0.00	90.00	0.00	187.20	0.00	818.00	0.00	6,425.27
SUB-JEFE DE DEPARTAMENTO	0.00	5,000.00	0.00	190.80	0.00	83.33	0.00	0.00	0.00	724.00	0.00	5,914.80

INSTRUCTOR	0.00	2,000.00	28.60	190.53	0.00	33.33	0.00	69.33	858.00	3,716.00	886.60	5,906.53
ARCHIVO	0.00	2,600.00	0.00	185.60	0.00	43.33	0.00	90.13	0.00	2,968.00	0.00	5,753.60
BRIGADISTA	830.00	5,018.00	40.00	179.60	13.83	83.63	28.77	173.96	370.00	370.00	1,240.00	5,567.60
ALBAÑIL	3,846.00	4,144.00	133.33	178.13	64.10	69.07	133.33	143.66	154.00	1,200.00	4,133.33	5,522.13
ADULTOS MAYORES	3,846.00	4,060.00	133.33	174.47	64.10	67.67	133.33	140.75	154.00	1,174.00	4,133.33	5,408.47
ATENCION AL ADULTO MAYOR	0.00	4,060.00	0.00	174.47	0.00	67.67	0.00	140.75	0.00	1,174.00	1,174.00	5,408.47
RECEPCIONISTA	0.00	4,060.00	31.67	174.47	0.00	67.67	0.00	140.75	950.00	1,174.00	981.67	5,408.47
CAPACITADOR	0.00	4,000.00	0.00	172.47	0.00	66.67	0.00	138.67	0.00	1,174.00	0.00	5,346.47
EJECUTIVA	0.00	4,000.00	0.00	172.47	0.00	66.67	0.00	138.67	0.00	1,174.00	0.00	5,346.47
ENFERMERA	2,752.00	4,000.00	100.00	172.47	45.87	66.67	95.40	138.67	248.00	1,174.00	3,100.00	5,346.47
PLAZA	2,752.00	4,000.00	100.00	172.47	45.87	66.67	95.40	138.67	248.00	1,174.00	3,100.00	5,346.47
INTENDENCIA	2,112.00	3,158.00	80.00	169.00	35.20	52.63	73.22	109.48	288.00	1,912.00	2,480.00	5,239.00
PERSONAL DE BACHEO	0.00	4,224.00	0.00	79.00	0.00	35.00	0.00	37.00	0.00	266.00	0.00	4,641.00
RADIO OPERADOR	0.00	2,600.00	0.00	148.60	0.00	43.33	0.00	90.13	0.00	1,858.00	0.00	4,606.60
BOMBERO	3,996.00	4,060.00	138.00	140.00	66.60	67.67	138.53	140.75	144.00	140.00	4,278.00	4,340.00
HOJALATERO	0.00	3,000.00	0.00	138.13	0.00	50.00	0.00	104.00	0.00	1,144.00	0.00	4,282.13
ASILO DIVINA PROVIDENCIA	1,750.00	3,996.00	68.73	138.00	29.17	66.60	60.67	138.53	312.00	144.00	2,130.73	4,278.00
CRONISTA DEL MUNICIPIO	0.00	3,996.00	0.00	138.00	0.00	66.60	0.00	138.53	0.00	144.00	0.00	4,278.00
MACROPLAZA	0.00	3,846.00	0.00	133.33	0.00	64.10	0.00	133.33	0.00	154.00	0.00	4,133.33
LIMPIEZA	2,112.00	3,000.00	80.00	130.20	35.20	50.00	73.22	104.00	288.00	906.00	2,480.00	4,036.20
INFOTECA	0.00	3,044.00	0.00	126.40	0.00	50.73	0.00	105.53	0.00	748.00	0.00	3,918.40
SONIDO	3,552.00	3,552.00	123.07	123.27	59.20	59.20	123.14	123.14	140.00	146.00	3,815.07	3,821.27
GRAN PLAZA	2,752.00	3,394.00	98.60	121.40	45.87	56.57	95.40	117.66	206.00	248.00	3,056.60	3,763.40
BIBLIOTECA	0.00	3,394.00	0.00	120.00	0.00	56.57	0.00	117.66	0.00	206.00	0.00	3,720.00
BARRENDERO	2,112.00	2,722.00	80.00	119.27	35.20	45.37	73.22	94.36	288.00	856.00	2,480.00	3,697.27
APOYO CRUZ ROJA	0.00	2,966.00	7.80	106.67	0.00	49.43	0.00	102.82	234.00	234.00	241.80	3,306.67
ENCARGADO PRESA AMISTAD	0.00	2,966.00	0.00	106.67	0.00	49.43	0.00	102.82	0.00	234.00	0.00	3,306.67
SOCORRISTA	0.00	2,966.00	0.00	106.67	0.00	49.43	0.00	102.82	0.00	234.00	0.00	3,306.67
EDUCACION ESPECIAL	0.00	2,752.00	0.00	100.00	0.00	45.87	0.00	95.40	0.00	248.00	0.00	3,100.00
FARMACIA	0.00	2,752.00	0.00	100.00	0.00	45.87	0.00	95.40	0.00	248.00	0.00	3,100.00
INFORMATICA	0.00	2,752.00	0.00	100.00	0.00	45.87	0.00	95.40	0.00	248.00	0.00	3,100.00
VERIFICADOR	0.00	2,752.00	0.00	100.00	0.00	45.87	0.00	95.40	0.00	248.00	0.00	3,100.00
MANUALIDADES	0.00	2,000.00	0.00	92.00	0.00	33.33	0.00	69.33	0.00	760.00	0.00	2,852.00
JUEZ DE LO FAMILIAR	0.00	2,112.00	0.00	80.00	0.00	35.20	0.00	0.00	0.00	288.00	0.00	2,480.00

Nota: El presente tabulador contiene todas las plazas autorizadas en la plantilla municipal, a excepción de las del sistema de seguridad pública municipal.

El Tabulador Salarial del personal de Seguridad Pública Municipal, se integra como a continuación se indica, con base en lo establecido en los artículos 115 fracción IV y 127 de la Constitución Política de los Estados Unidos Mexicanos; 187 de la Constitución Política del Estado de Coahuila; y 275 fracción VI del Código Financiero para los Municipios del Estado de Coahuila de Zaragoza.

Tabulador de Seguridad Pública Municipal Mensual

Plaza	Remuneraciones Base	Remuneraciones Adicionales	Total Percepciones
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