

NOM. EDUCACION	EVENT. 2 RESPONSABLES 1 INTENDENTE 1 SECRETARIA	4	4	0	0
NOM. SRIA. AYUNTAMIENTO	EVENT. 1 AUXILIAR	2	2	0	0
SEGURIDAD PÚBLICA	1 COMISARIO				
	4 POLICIA PRIMERO				
	6 POLICIA SEGUNDO	105	105	0	
	5 POLICIA TERCERO				
	89 POLICIAS				
TOTALES		1,270	1,169	101	0

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

Artículo 24.- Los servidores públicos ocupantes de las plazas a que se refiere el artículo anterior, percibirán las remuneraciones 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 de Sueldos 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	59,180.00	59,180.00	3,333.47	3,333.47	986.33	986.33	0.00	0.00	20,412.00	20,412.00	82,925.47	82,925.47
SECRETARIO R. AYUNTAMIENTO	42,000.00	42,000.00	2,039.93	2,039.93	700.00	700.00	0.00	0.00	9,599.00	9,599.00	53,638.93	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	38,000.00	38,000.00	2,074.80	2,074.80	633.33	633.33	0.00	0.00	12,122.00	12,122.00	52,196.80	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	23,100.00	23,100.00	1,230.60	1,230.60	385.00	385.00	0.00	0.00	13,818.00	13,818.00	38,148.60	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	18,000.00	18,000.00	1,050.07	1,050.07	300.00	300.00	0.00	0.00	13,502.00	13,502.00	32,552.07	32,552.07
SINDICO DE MINORIA	18,000.00	18,000.00	1,050.07	1,050.07	300.00	300.00	0.00	0.00	13,502.00	13,502.00	32,552.07	32,552.07
REGIDOR	18,000.00	18,000.00	1,000.33	1,000.33	300.00	300.00	0.00	0.00	12,010.00	12,010.00	31,010.33	31,010.33
SUBDIRECTOR	18,000.00	18,000.00	189.53	891.87	300.00	300.00	0.00	0.00	5,686.00	8,756.00	5,875.53	27,647.87
ANALISTA COMPUTACIONAL	13,120.00	13,120.00	447.40	884.73	218.67	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	16,000.00	16,000.00	4.00	829.07	266.67	266.67	0.00	0.00	120.00	8,872.00	124.00	25,701.07
SECRETARIO PRIVADO	16,000.00	16,000.00	829.07	829.07	266.67	266.67	0.00	0.00	8,872.00	8,872.00	25,701.07	25,701.07
SECRETARIO PARTICULAR	16,000.00	16,000.00	804.67	804.67	266.67	266.67	0.00	0.00	8,140.00	8,140.00	24,944.67	24,944.67
REPRESENTANTE	13,600.00	13,600.00	781.87	781.87	226.67	226.67	0.00	0.00	9,856.00	9,856.00	24,237.87	24,237.87
TÉCNICO DE PROYECTOS	8,472.00	8,472.00	725.20	725.20	141.20	141.20	293.70	293.70	13,284.00	13,284.00	22,481.20	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	7,532.00	7,532.00	602.73	602.73	125.53	125.53	261.11	261.11	10,550.00	10,550.00	18,684.73	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	575.73	575.73	0.00	0.00	0.00	0.00	17,272.00	17,272.00	17,847.73	17,847.73
RESPONSABLE	4,120.00	4,120.00	4.53	562.67	68.67	68.67	142.83	142.83	136.00	12,760.00	140.53	17,442.67
CONSERV. OBRA	10,000.00	10,000.00	561.87	561.87	166.67	166.67	346.67	346.67	6,856.00	6,856.00	17,417.87	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	7,814.00	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	8,380.00	8,380.00	474.73	474.73	139.67	139.67	290.51	290.51	5,862.00	5,862.00	14,716.73	14,716.73
REDES SOCIALES	8,380.00	8,380.00	474.73	474.73	139.67	139.67	290.51	290.51	5,862.00	5,862.00	14,716.73	14,716.73
PROYECTOS	8,380.00	8,380.00	462.27	462.27	139.67	139.67	290.51	290.51	5,488.00	5,488.00	14,330.27	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	5,600.00	5,600.00	4.60	403.00	93.33	93.33	194.13	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	7,000.00	7,000.00	387.87	387.87	116.67	116.67	242.67	242.67	4,636.00	4,636.00	12,023.87	12,023.87
UNIDAD DE ATENCION A LA VIOLENCIA	7,000.00	7,000.00	387.87	387.87	116.67	116.67	242.67	242.67	4,636.00	4,636.00	12,023.87	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	5,804.00	5,804.00	350.53	350.53	96.73	96.73	201.21	201.21	4,712.00	4,712.00	10,866.53	10,866.53
MEDICO	8,600.00	8,600.00	347.80	347.80	143.33	143.33	298.13	298.13	1,834.00	1,834.00	10,781.80	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	5,920.00	5,920.00	329.33	329.33	98.67	98.67	205.23	205.23	3,960.00	3,960.00	10,209.33	10,209.33
RASTRO	8,666.00	8,666.00	310.87	310.87	144.43	144.43	300.42	300.42	660.00	660.00	9,636.87	9,636.87
COMUNICACION Y DIFUSION	7,200.00	7,200.00	304.87	304.87	120.00	120.00	249.60	249.60	1,946.00	1,946.00	9,450.87	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	288.00	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	1,554.00	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	45.87	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	6,000.00	6,000.00	54.67	254.67	100.00	100.00	208.00	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	6,000.00	6,000.00	254.67	254.67	100.00	100.00	208.00	208.00	1,640.00	1,640.00	7,894.67	7,894.67
MODULO INFONAVIT	6,000.00	6,000.00	254.67	254.67	100.00	100.00	208.00	208.00	1,640.00	1,640.00	7,894.67	7,894.67
ARCHIVO	5,000.00	5,000.00	86.67	253.33	83.33	83.33	173.33	173.33	2,600.00	2,600.00	2,686.67	7,853.33
DEPORTE Y RECREACION	2,192.00	2,192.00	9.47	247.13	36.53	36.53	75.99	75.99	284.00	5,222.00	293.47	7,661.13
RECURSOS HUMANOS	1,000.00	1,000.00	247.07	247.07	16.67	16.67	34.67	34.67	6,412.00	6,412.00	7,659.07	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
ELECTROMECHANICO	6,000.00	6,000.00	230.07	230.07	100.00	100.00	208.00	208.00	902.00	902.00	7,132.07	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	5,400.00	5,400.00	214.40	214.40	90.00	90.00	187.20	187.20	1,032.00	1,032.00	6,646.40	6,646.40
TRABAJO SOCIAL	5,400.00	5,400.00	214.40	214.40	90.00	90.00	187.20	187.20	1,032.00	1,032.00	6,646.40	6,646.40
CONMUTADOR	6,312.00	6,312.00	210.40	210.40	105.20	105.20	218.82	218.82	0.00	0.00	6,522.40	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	5,400.00	5,400.00	207.27	207.27	90.00	90.00	187.20	187.20	818.00	818.00	6,425.27	6,425.27
SUB-JEFE DE DEPARTAMENTO	5,000.00	5,000.00	190.80	190.80	83.33	83.33	0.00	0.00	724.00	724.00	5,914.80	5,914.80
INSTRUCTOR	2,000.00	2,000.00	28.60	190.53	33.33	33.33	69.33	69.33	858.00	3,716.00	886.60	5,906.53
ARCHIVO	2,600.00	2,600.00	185.60	185.60	43.33	43.33	90.13	90.13	2,968.00	2,968.00	5,753.60	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	4,060.00	4,060.00	174.47	174.47	67.67	67.67	140.75	140.75	1,174.00	1,174.00	1,174.00	5,408.47
RECEPCIONISTA	4,060.00	4,060.00	31.67	174.47	67.67	67.67	140.75	140.75	950.00	1,174.00	981.67	5,408.47
CAPACITADOR	4,000.00	4,000.00	172.47	172.47	66.67	66.67	138.67	138.67	1,174.00	1,174.00	5,346.47	5,346.47
EJECUTIVA	4,000.00	4,000.00	172.47	172.47	66.67	66.67	138.67	138.67	1,174.00	1,174.00	5,346.47	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	4,224.00	4,224.00	79.00	79.00	35.00	35.00	37.00	37.00	266.00	266.00	4,641.00	4,641.00
RADIO OPERADOR	2,600.00	2,600.00	148.60	148.60	43.33	43.33	90.13	90.13	1,858.00	1,858.00	4,606.60	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	3,000.00	3,000.00	138.13	138.13	50.00	50.00	104.00	104.00	1,144.00	1,144.00	4,282.13	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	3,996.00	3,996.00	138.00	138.00	66.60	66.60	138.53	138.53	144.00	144.00	4,278.00	4,278.00
MACROPLAZA	3,846.00	3,846.00	133.33	133.33	64.10	64.10	133.33	133.33	154.00	154.00	4,133.33	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	3,044.00	3,044.00	126.40	126.40	50.73	50.73	105.53	105.53	748.00	748.00	3,918.40	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	3,394.00	3,394.00	120.00	120.00	56.57	56.57	0.00	117.66	206.00	206.00	3,720.00	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	2,966.00	2,966.00	7.80	106.67	49.43	49.43	102.82	102.82	234.00	234.00	241.80	3,306.67
ENCARGADO PRESA AMISTAD	2,966.00	2,966.00	106.67	106.67	49.43	49.43	102.82	102.82	234.00	234.00	3,306.67	3,306.67
SOCORRISTA	2,966.00	2,966.00	106.67	106.67	49.43	49.43	102.82	102.82	234.00	234.00	3,306.67	3,306.67
EDUCACION ESPECIAL	2,752.00	2,752.00	100.00	100.00	45.87	45.87	95.40	95.40	248.00	248.00	3,100.00	3,100.00
FARMACIA	2,752.00	2,752.00	100.00	100.00	45.87	45.87	95.40	95.40	248.00	248.00	3,100.00	3,100.00
INFORMATICA	2,752.00	2,752.00	100.00	100.00	45.87	45.87	95.40	95.40	248.00	248.00	3,100.00	3,100.00
VERIFICADOR	2,752.00	2,752.00	100.00	100.00	45.87	45.87	95.40	95.40	248.00	248.00	3,100.00	3,100.00
MANUALIDADES	2,000.00	2,000.00	92.00	92.00	33.33	33.33	69.33	69.33	760.00	760.00	2,852.00	2,852.00
JUEZ DE LO FAMILIAR	2,112.00	2,112.00	80.00	80.00	35.20	35.20	0.00	0.00	288.00	288.00	2,480.00	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 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
COMISARIO	36,454.00	36,454.00	4,495.20	4,495.20	607.57	607.57	0.00	0.00	30,974.00	30,974.00	72,530.77	72,530.77
POLICIA	9,683.38	10,165.74	645.56	677.72	161.39	169.43	0.00	0.00	0.00	0.00	10,490.33	11,012.89
POLICIA 1	16,732.87	20,079.45	1,115.52	1,338.63	278.88	334.66	0.00	0.00	0.00	0.00	18,127.28	21,752.74
POLICIA 2	13,944.06	13,944.06	929.60	929.60	232.40	232.40	0.00	0.00	0.00	0.00	15,106.07	15,106.07
POLICIA 3	11,620.05	12,811.11	774.67	854.07	193.67	213.52	0.00	0.00	0.00	0.00	12,588.39	13,878.70

Todos los policías que integran la plantilla de seguridad pública, son municipales, no se cuenta con policías estatales cuya plantilla sea absorbida presupuestalmente por el Ayuntamiento.

De los 105 policías que integran la plantilla de seguridad pública, el 100% son municipales.

Artículo 25.- Para acceder a los incrementos salariales, se atenderá lo dispuesto en el Título Octavo denominado "De las Relaciones Jurídicas Laborales entre las Entidades Públicas Municipales y sus Trabajadores" del Código Municipal para el Estado de Coahuila de Zaragoza, en cual se establece, entre otras cosas, que es una obligación de las entidades públicas municipales preferir en igualdad de condiciones, de conocimientos, aptitudes, antigüedad y derechos escalafonarios a los trabajadores de base respecto de quienes no lo sean; a quienes representen la única fuente de ingresos para su familia, a las personas