

CAJERO	0	1	0	1
CONTADOR	1	0	0	1
DIRECTOR ADMINISTRATIVO	1	0	0	1
DIRECTOR DE INGRESOS	1	0	0	1
ENCARGADOS DE FONDOS FEDERALES	1	0	0	1
ENCARGADO DE SISTEMAS	0	1	0	1
INSPECTOR	1	0	0	1
JEFE DEPARTAMENTO	3	0	0	3
NOTIFICADOR	4	0	0	4
PENSIONADO	24	28	0	52
PLAZAS Y MERCADOS	1	0	0	1
RESPONSBLE DE NOMINA	1	0	0	1
SECRETARIA	1	0	0	1
SECRETARIA B	0	1	0	1
SUBDIRECTOR DE FINANZAS	1	0	0	1
TESORERO MUNICIPAL	1	0	0	1
<b>Total</b>	<b>54</b>	<b>33</b>	<b>0</b>	<b>87</b>
<b>Total General</b>	<b>514</b>	<b>133</b>	<b>0</b>	<b>647</b>

**Nota:** En el presente cuadro se 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 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 de Zaragoza; y 275 fracción VI del Código Financiero para los Municipios del Estado de Coahuila de Zaragoza.

3.6. TABULADOR DE SALARIOS DE MANDOS MEDIOS Y SUPERIORES			
ENTIDAD PÚBLICA:		FRANCISCO I. MADERO	
EJERCICIO FISCAL:		2020	
PERIODICIDAD DE LOS MONTOS:		MENSUAL	
Plaza/Puesto	Remuneraciones Base	Remuneraciones Adicionales y/o Especiales	Total Remuneraciones

	Sueldo Base		Aguinaldo		Prima Vacacional		Prestaciones Sindicales		Otras Prestaciones			
	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta
ABOGADO	10,394.10	11,126.10	\$866.18	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$11,260.28</b>	<b>\$12,053.28</b>
ABOGADO AUXILIAR	\$7,584.00	\$7,584.00	\$632.00	\$632.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$8,216.00</b>	<b>\$8,216.00</b>
ADMINISTRADOR UNIDAD DEPORTIVA	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$6,695.00</b>	<b>\$6,695.00</b>
ADULTOS INAPAM	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$6,695.00</b>	<b>\$6,695.00</b>
AFANADORES	\$9,554.40	\$9,554.40	\$1,194.30	\$1,194.30	\$0.00	\$0.00	\$1,828.00	\$1,910.00	\$0.00	\$0.00	<b>\$12,576.70</b>	<b>\$12,658.70</b>
ARCHIVISTA	\$9,606.00	\$9,606.00	\$1,200.75	\$1,200.75	\$0.00	\$0.00	\$1,922.00	\$1,922.00	\$0.00	\$0.00	<b>\$12,728.75</b>	<b>\$12,728.75</b>
ARQUITECTO	\$17,451.90	\$17,451.90	\$1,454.33	\$1,454.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$18,906.23</b>	<b>\$18,906.23</b>
ASESOR	\$11,216.10	\$36,882.00	\$927.18	\$3,073.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$12,053.28</b>	<b>\$39,955.50</b>
ASISTENTE	\$4,980.00	\$4,980.00	\$415.00	\$415.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$5,395.00</b>	<b>\$5,395.00</b>
ATENCION A LA JUVENTUD	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$6,695.00</b>	<b>\$6,695.00</b>
ATENCION A LA NIÑEZ	\$8,031.90	\$8,031.90	\$669.33	\$752.58	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$8,701.23</b>	<b>\$9,784.48</b>
ATENCION AL ADULTO MAYOR	11,126.10	11,126.10	927.18	927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$12,053.28</b>	<b>\$12,053.28</b>
ATENCION DISCAPACITADOS	\$15,168.00	\$15,168.00	\$1,264.00	\$1,264.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$16,432.00</b>	<b>\$16,432.00</b>
AUDITOR	\$6,180.00	\$21,267.90	\$515.00	\$1,772.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$6,695.00</b>	<b>\$22,990.23</b>
AUXILIAR ADMINISTRATIVO	\$3,080.40	\$16,179.90	\$256.70	\$1,348.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	<b>\$3,337.10</b>	<b>\$17,528.23</b>
BIBLIOTECARIA	\$3,843.90	\$9,101.70	\$320.33	\$1,137.71	\$0.00	\$0.00	\$1820.00	\$1,820.00	\$0.00	\$0.00	<b>\$4,164.23</b>	<b>\$12,059.41</b>
BOMBEROS	\$5,574.00	\$5,574.00	\$464.50	\$464.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,038.50	<b>\$6,038.50</b>
CAJERA	\$6,180.00	\$10,787.40	\$0.00	\$0.00	\$0.00	\$0.00	\$2,158.00	\$2,158.00	\$0.00	\$0.00	<b>\$8,853.00</b>	<b>\$14,293.83</b>
CARGADOR	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00
CHOFER	\$4,980.00	\$9,934.20	\$415.00	\$1,241.78	\$0.00	\$0.00	\$0.00	\$1,241.78	\$0.00	\$0.00	\$5,395.00	\$12,417.76
COMANDANTE BOMBERO	\$11,126.10	\$11,126.10	\$9,027.18	\$9,027.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,053.28	\$20,153.28
CONTADOR	\$22,794.00	\$22,794.00	\$1,899.50	\$1,899.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,693.50	\$24,693.50
CONTRALOR	\$46,809.90	\$46,809.90	\$3,900.83	\$3,900.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,710.73	\$50,710.83
COORDINADOR ADMVO.	\$4,980.00	\$9,908.10	\$415.00	\$825.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,395.00	\$10,733.78
CRONISTA	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00
DELEGADO	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00
DIRECTOR DEPARTAMENTO	\$6180.00	\$29,360.10	\$515.00	\$2,446.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$31,806.78
DISEÑO	\$8,715.90	\$8,715.90	\$726.33	\$726.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,442.23	\$9,442.23
ENCARGADO ADMVO	\$8,715.90	\$21,836.40	\$726.33	\$2,729.55	\$0.00	\$0.00	\$4,036.00	\$4,036.00	\$0.00	\$0.00	\$9,442.23	\$28,601.95
ENFERMERA	\$3,080.40	\$6,180.00	\$256.70	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,337.10	\$6,695.00

ENLACE MUNICIPAL	\$6,180.00	\$23,810.10	\$515.00	\$1,984.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$25,794.28
ENTRENADOR	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00
ESCOLTA	\$11,126.10	\$11,126.10	\$927.18	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,053.28	\$12,053.28
FAJINEROS	\$4272.00	\$9894.30	\$356.00	\$1,236.79	\$0.00	\$0.00	\$1,894.00	\$1,978.00	\$0.00	\$0.00	\$6,522.00	\$13,109.09
INSPECCION	\$11,126.10	\$11,126.10	\$927.18	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,053.28	\$12,053.28
INTENDENTE	\$3,080.40	\$9,143.10	\$256.70	\$1,142.89	\$0.00	\$0.00	\$0.00	\$1,894.00	\$0.00	\$0.00	\$3,337.10	\$12,179.99
JARDINEROS	\$3,080.40	\$9,888.00	\$256.70	\$1,236.00	\$0.00	\$0.00	\$1,892.00	\$1978.00	\$0.00	\$0.00	\$5,229.10	\$13,102.00
JEFE DEPARTAMENTO	\$5,671.44	\$23,810.10	\$472.62	\$1,984.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,144.10	\$25,794.28
LOGISTICA	\$4,514.10	\$11,126.10	\$376.18	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,890.28	\$12,053.28
MANTENIMIENTO	\$4,980.00	\$9,960.30	\$415.00	\$1,245.04	\$0.00	\$0.00	\$1,992.00	\$1,992.00	\$0.00	\$0.00	\$7,387.00	\$13,197.34
MATANCERO	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00
MECANICO	\$7,584.10	\$7,584.10	\$632.01	\$32.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,216.11	\$8,216.11
MEDICO GENERAL	\$13,638.00	\$13,638.00	\$1,136.50	\$1,136.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,774.50	\$14,774.50
MEDICO VETERINARIO	\$3,843.90	\$6,180.00	\$320.33	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,164.23	\$6,695.00
NOTIFICADORES	\$3,080.40	\$9,215.70	\$256.70	\$1,151.93	\$0.00	\$0.00	\$1,842.00	\$1,842.00	\$0.00	\$0.00	\$5,179.10	\$12,209.66
PENSIONADO	\$3,080.40	\$17,528.10	\$256.70	\$2,191.01	\$0.00	\$0.00	\$1,780.00	\$3,239.00	\$0.00	\$0.00	\$5,171.10	\$22,958.11
PERSONA VULNERABLE	\$8,715.90	\$8,715.90	\$726.33	\$726.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,492.23	\$9,442.23
PLANEACION	\$13,638.00	\$13,638.00	\$1,136.50	\$1,136.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,774.50	\$14,774.50
PLAZAS Y MERCADOS	\$11,126.10	\$11,126.10	\$927.18	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,053.28	\$12,053.28
PRESIDENTE MUNICIPAL	\$90,483.00	\$90,843.00	\$7,540.25	\$7,540.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,980.23	\$98,023.25
PROYECTISTA	\$13,638.00	\$13,638.00	\$1,136.50	\$1,136.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,774.50	\$14,774.50
PSICOLOGO	\$9,908.10	\$9,908.10	\$825.68	\$825.68	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,733.78	\$10,733.78
RECURSOS NATURALES	\$6,108.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00
REDES SOCIALES	\$11,126.10	\$11,126.10	\$927.18	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,053.28	\$12,053.28
REGIDOR	\$46,809.90	\$46,809.90	\$3,900.83	\$3,900.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,710.73	\$50,710.73
RESPONSABLE DE NOMINA	\$22,794.00	\$22,794.00	\$1,899.50	\$1,899.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,693.50	\$24,693.50
SECRETARIA	\$3,843.90	\$11,126.10	\$320.33	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,164.23	\$12,053.28
SECRETARIO DEL AYTO.	\$46,809.90	\$46,809.90	\$3,900.83	\$3,900.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,710.73	\$50,710.73
SECRETARIO PARTICULAR	\$18,723.90	\$18,723.90	\$1,560.33	\$1,560.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,284.23	\$20,284.23
SINDICO	\$46,809.90	\$46,809.90	\$3,900.83	\$3,900.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,710.73	\$50,710.73
SUBDIRECTOR DEPTO	\$6,180.00	\$11,126.10	\$515.00	\$927.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$12,053.28
SUPERVISOR	\$4,980.00	\$23,810.10	\$415.00	\$1,984.18	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,395.00	\$25,794.28
TESORERO	\$46,809.90	\$46,809.90	\$3,900.83	\$3,900.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,710.73	\$50,710.73

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TRABAJO SOCIAL	\$8,031.90	\$8,031.90	\$669.33	\$669.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,701.23	\$8,701.23
TURISMO	\$6,180.00	\$8,715.90	\$515.00	\$726.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$9,442.23
VELADOR	\$3080.40	\$6,180.00	\$256.70	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,337.10	\$6,695.00
VIGILANTE	\$3,080.40	\$3,843.90	\$256.70	\$320.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,337.10	\$4,164.23
ZONAS ARIDAS	\$6,180.00	\$6,180.00	\$515.00	\$515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,695.00	\$6,695.00

**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 de Zaragoza; y 275 fracción VI del Código Financiero para los Municipios del Estado de Coahuila de Zaragoza.

3.7. TABULADOR DE SALARIOS DE LA POLICÍA													
ENTIDAD PÚBLICA:							FRANCISCO I. MADERO						
EJERCICIO FISCAL:							2020						
PERIODICIDAD DE LOS MONTOS:							MENSUAL						
Plaza/Puesto	Tipo de Plaza (Confianza / Base)	Remuneraciones Base						Remuneraciones Adicionales y/o Especiales				Total Remuneraciones	
		Sueldo Base		Aguinaldo		Prima Vacacional		Prestaciones Sindicales		Otras Prestaciones			
		De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta
AGENTE TRANSITO	CONFIANZA	\$ 4,357.95	\$ 4,663.95	\$ 726.33	\$ 777.33	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,084.28	\$ 5,441.28
ASESOR JURIDICO	CONFIANZA	\$ 6,183.00	\$ 6,183.00	\$ 1,030.50	\$ 1,030.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 7,213.50	\$ 7,213.50
AUXILIAR ADMINISTRATIVO	CONFIANZA	\$ 4,357.95	\$ 6,994.05	\$ 726.33	\$ 1,165.68	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,084.28	\$ 8,159.73
AUXILIAR DE PERITO	CONFIANZA	\$ 4,663.95	\$ 4,663.95	\$ 777.33	\$ 777.33	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,441.28	\$ 5,441.28
CADETE	CONFIANZA	\$ 3,090.00	\$ 5,730.75	\$ 515.00	\$ 955.13	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,605.00	\$ 6,685.88
COMANDANTE OPERATIVO	CONFIANZA	\$ 18,441.00	\$ 18,441.00	\$ 3,073.50	\$ 3,073.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 21,514.50	\$ 21,514.50
DELEGADO DE TRANSITO Y VIALIDAD	CONFIANZA	\$ 11,905.05	\$ 11,905.05	\$ 1,984.18	\$ 1,984.18	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 13,889.23	\$ 13,889.23
DIRECTOR ADMINISTRATIVO	CONFIANZA	\$ 6,819.00	\$ 6,819.00	\$ 1,136.50	\$ 1,136.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 7,955.50	\$ 7,955.50
DIRECTOR DE	CONFIANZA	\$	\$	\$	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$	\$ 22,806.00