

BIBLIOTECA "FRANCISCO I. MADERO"(MUZQUIZ)	BIBLIOTECARIA	2	3		5
	INTENDENTE	1			1
	<b>Total</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>6</b>
CASA DE LA CULTURA MUZQUIZ	AUXILIAR	1			1
	DIRECTOR	1			1
	INTENDENTE	3			3
	SECRETARIA	1			1
	VELADOR	2			2
	VIGILANTE	1			1
	<b>Total</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>9</b>
TEATRO DE LA CIUDAD	DIRECTOR	1			1
	VIGILANTE	1			1
	<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>
TEATRO URBANO	DIRECTOR	1			1
	<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
FOMENTO ECONOMICO	AUXILIAR	2			2
	DIRECTOR	1			1
	SUPERVISOR	1			1
	<b>Total</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>
COMUNICACIÓN SOCIAL	AUXILIAR	2			2
	COORDINADOR	2			2
	DIRECTOR	1			1
	<b>Total</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5</b>
TURISMO	DIRECTOR	1			1
	COORDINADOR	2			2
	<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>
TENENCIA DE LA TIERRA	SECRETARIA	1			1
	DIRECTOR	1			1
	<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>
<b>Total General</b>		<b>581</b>	<b>34</b>	<b>0</b>	<b>615</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.A. TABULADOR DE SALARIOS DE MANDOS MEDIOS Y SUPERIORES												
ENTIDAD PÚBLICA:						MÚZQUIZ						
EJERCICIO FISCAL:						2020						
PERIODICIDAD DE LOS MONTOS:						QUINCENAL						
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
ALBAÑIL	\$1,809.00	\$3,100.00	\$4,824.00	\$8,266.67	\$241.20	\$723.33	\$0.00	\$0.00	\$0.00	\$0.00	\$6,874.20	\$12,090.00

APODERADO JURIDICO	\$1,500.00	\$2,149.00	\$4,000.00	\$5,730.67	\$200.00	\$286.53	\$0.00	\$0.00	\$0.00	\$0.00	\$5,700.00	\$8,166.20
ARCHIVISTA	\$2,000.00	\$4,420.00	\$5,333.33	\$11,786.67	\$666.67	\$1,473.33	\$0.00	\$0.00	\$0.00	\$0.00	\$8,000.00	\$17,680.00
ASESOR	\$2,500.00	\$5,000.00	\$6,666.67	\$13,333.33	\$583.33	\$1,166.67	\$0.00	\$0.00	\$0.00	\$0.00	\$9,750.00	\$19,500.00
ASISTENTE	\$1,697.00	\$6,000.00	\$4,525.33	\$16,000.00	\$505.47	\$2,200.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,727.80	\$24,200.00
AUDITOR	\$1,800.00	\$3,000.00	\$4,800.00	\$8,000.00	\$480.00	\$800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,080.00	\$11,800.00
AUXILIAR	\$628.00	\$6,818.00	\$1,674.67	\$18,181.33	\$83.73	\$2,416.50	\$175.00	\$175.00	\$2,516.00	\$4,833.00	\$5,077.40	\$32,423.83
AUXILIAR DE DEPARTAMENTO	\$2,000.00	\$4,780.00	\$5,333.33	\$12,746.67	\$666.67	\$1,593.33	\$0.00	\$0.00	\$0.00	\$0.00	\$8,000.00	\$19,120.00
AUXILIAR DE EGRESOS	\$3,500.00	\$4,358.00	\$9,333.33	\$11,621.33	\$816.67	\$1,016.87	\$0.00	\$0.00	\$0.00	\$0.00	\$13,650.00	\$16,996.20
AUXILIAR DE JURIDICO	\$1,923.00	\$6,000.00	\$5,128.00	\$16,000.00	\$266.67	\$933.33	\$0.00	\$0.00	\$0.00	\$0.00	\$7,317.67	\$22,933.33
AYUDANTE	\$713.00	\$4,000.00	\$1,901.33	\$10,666.67	\$105.60	\$1,574.50	\$175.00	\$175.00	\$2,655.00	\$3,149.00	\$5,549.93	\$19,565.17
AYUDANTE DE ELECTRICISTA	\$1,500.00	\$2,500.00	\$4,000.00	\$6,666.67	\$150.00	\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,650.00	\$9,416.67
AYUDANTE DE MECANICA	\$1,922.00	\$3,149.00	\$5,125.33	\$10,496.67	\$192.20	\$1,574.50	\$175.00	\$175.00	\$3,148.00	\$3,148.00	\$10,562.53	\$18,543.17
BIBLIOTECARIA	\$1,376.00	\$2,844.00	\$3,669.33	\$9,480.00	\$229.33	\$1,422.00	\$175.00	\$175.00	\$2,661.00	\$2,844.00	\$8,110.66	\$16,765.00
BOMBERO	\$1,000.00	\$2,000.00	\$2,666.67	\$5,333.33	\$100.00	\$266.67	\$0.00	\$0.00	\$0.00	\$0.00	\$3,766.67	\$7,600.00
CAJERA	\$2,374.00	\$5,562.00	\$6,330.67	\$14,832.00	\$415.00	\$1,297.80	\$0.00	\$0.00	\$0.00	\$0.00	\$9,119.67	\$21,691.80
CHOFER DE CARGA GENERAL	\$949.00	\$3,791.00	\$2,530.67	\$12,153.33	\$180.00	\$1,823.00	\$175.00	\$175.00	\$3,646.00	\$3,646.00	\$7,480.67	\$21,588.33
CONTADOR	\$2,500.00	\$4,000.00	\$6,666.67	\$10,666.67	\$333.33	\$533.33	\$0.00	\$0.00	\$0.00	\$0.00	\$9,500.00	\$15,200.00
CONTRALOR	\$16,000.00	\$22,000.00	\$42,666.67	\$58,666.67	\$3,733.33	\$5,133.33	\$0.00	\$0.00	\$0.00	\$0.00	\$62,400.00	\$85,800.00
COORDINADOR	\$949.00	\$12,000.00	\$2,530.67	\$32,000.00	\$146.67	\$2,845.50	\$175.00	\$175.00	\$5,691.00	\$5,691.00	\$9,492.34	\$52,711.50
DIBUJANTE	\$3,000.00	\$6,000.00	\$8,000.00	\$16,000.00	\$1,000.00	\$2,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,000.00	\$24,000.00
DIRECTOR	\$2,500.00	\$22,000.00	\$6,666.67	\$58,666.67	\$333.33	\$3,733.33	\$0.00	\$0.00	\$0.00	\$0.00	\$9,500.00	\$84,400.00
ENCARGADA DE EGRESOS	\$4,500.00	\$6,818.00	\$12,000.00	\$18,181.33	\$1,050.00	\$1,590.87	\$0.00	\$0.00	\$0.00	\$0.00	\$17,550.00	\$26,590.20
ENCARGADA GIRO MERCANTIL Y DIVERSOS	\$2,500.00	\$4,358.00	\$6,666.67	\$11,621.33	\$250.00	\$1,162.13	\$0.00	\$0.00	\$0.00	\$0.00	\$9,416.67	\$17,141.46
ENCARGADO DE CUADRILLA	\$1,000.00	\$2,000.00	\$2,666.67	\$5,333.33	\$300.00	\$600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,966.67	\$7,933.33
INSPECTOR	\$1,923.00	\$5,331.00	\$5,128.00	\$17,770.00	\$200.00	\$2,665.50	\$175.00	\$175.00	\$5,331.00	\$5,331.00	\$12,757.00	\$31,272.50
INTENDENTE	\$900.00	\$3,395.00	\$2,400.00	\$11,316.67	\$140.67	\$1,697.50	\$175.00	\$175.00	\$2,788.00	\$3,395.00	\$6,403.67	\$19,979.17
JARDINERO	\$1,500.00	\$3,109.00	\$4,000.00	\$9,223.33	\$200.00	\$1,383.50	\$175.00	\$175.00	\$2,767.00	\$2,767.00	\$8,642.00	\$16,657.83
JUEZ MUNICIPAL CONCILIADOR	\$949.00	\$3,000.00	\$2,530.67	\$8,000.00	\$221.43	\$700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,701.10	\$11,700.00
MECANICO	\$3,034.00	\$4,358.00	\$8,090.67	\$11,621.33	\$435.80	\$809.07	\$0.00	\$0.00	\$0.00	\$0.00	\$11,560.47	\$16,788.40
MEDICO	\$1,000.00	\$2,000.00	\$2,666.67	\$5,333.33	\$233.33	\$466.67	\$0.00	\$0.00	\$0.00	\$0.00	\$3,900.00	\$7,800.00
MENSAJERO	\$1,000.00	\$1,600.00	\$2,666.67	\$4,266.67	\$266.67	\$426.67	\$0.00	\$0.00	\$0.00	\$0.00	\$3,933.34	\$6,293.34
NOTIFICADOR	\$1,500.00	\$1,809.00	\$4,000.00	\$4,824.00	\$241.20	\$542.70	\$0.00	\$0.00	\$0.00	\$0.00	\$5,741.20	\$7,175.70
OFICIAL ELECTRICISTA	\$3,000.00	\$5,324.00	\$10,000.00	\$17,746.67	\$1,500.00	\$2,662.00	\$175.00	\$175.00	\$3,000.00	\$5,324.00	\$17,675.00	\$31,231.67
OPERADOR	\$840.00	\$5,562.00	\$2,240.00	\$14,832.00	\$112.00	\$741.60	\$0.00	\$0.00	\$0.00	\$0.00	\$3,192.00	\$21,135.60
PRESIDENTE MUNICIPAL	\$35,000.00	\$45,000.00	\$93,333.33	\$120,000.00	\$4,666.67	\$6,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$133,000.00	\$171,000.00
PROGRAMADOR ANALISTA	\$2,500.00	\$7,000.00	\$6,666.67	\$18,666.67	\$333.33	\$1,866.67	\$0.00	\$0.00	\$0.00	\$0.00	\$9,500.00	\$27,533.34
PROYECTISTA	\$3,500.00	\$5,000.00	\$9,333.33	\$13,333.33	\$816.67	\$1,166.67	\$0.00	\$0.00	\$0.00	\$0.00	\$13,650.00	\$19,500.00
PSICOLOGO	\$2,490.00	\$8,000.00	\$6,640.00	\$21,333.33	\$332.00	\$1,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,462.00	\$30,933.33
REGIDOR	\$18,875.00	\$24,000.00	\$50,333.33	\$64,000.00	\$1,887.50	\$5,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$71,095.83	\$93,600.00

SECRETARIA	\$1,100.00	\$7,000.00	\$2,933.33	\$20,243.33	\$146.67	\$3,036.50	\$175.00	\$175.00	\$2,590.00	\$6,073.00	\$6,945.00	\$36,527.83
SECRETARIO DEL AYUNTAMIENTO	\$16,000.00	\$22,000.00	\$42,666.67	\$58,666.67	\$3,733.33	\$5,133.33	\$0.00	\$0.00	\$0.00	\$0.00	\$62,400.00	\$85,800.00
SECRETARIO PART. PRES. MPAL.	\$10,000.00	\$12,000.00	\$26,666.67	\$32,000.00	\$1,333.33	\$1,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$38,000.00	\$45,600.00
SINDICO	\$18,875.00	\$24,000.00	\$50,333.33	\$64,000.00	\$1,887.50	\$5,600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$71,095.83	\$93,600.00
SOLDADOR	\$1,000.00	\$2,140.00	\$2,666.67	\$5,706.67	\$266.67	\$570.67	\$0.00	\$0.00	\$0.00	\$0.00	\$3,933.34	\$8,417.34
SUBDIRECTOR	\$3,090.00	\$8,000.00	\$8,240.00	\$21,333.33	\$533.33	\$1,866.67	\$0.00	\$0.00	\$0.00	\$0.00	\$11,863.33	\$31,200.00
SUPERVISOR	\$1,923.00	\$7,000.00	\$5,128.00	\$18,666.67	\$400.00	\$2,333.33	\$0.00	\$0.00	\$0.00	\$0.00	\$7,451.00	\$28,000.00
TECNICO EN MANTENIMIENTO	\$1,688.00	\$1,809.00	\$4,501.33	\$4,824.00	\$168.80	\$180.90	\$0.00	\$0.00	\$0.00	\$0.00	\$6,358.13	\$6,813.90
TESORERO MUNICIPAL	\$16,000.00	\$22,000.00	\$42,666.67	\$58,666.67	\$2,133.33	\$2,933.33	\$0.00	\$0.00	\$0.00	\$0.00	\$60,800.00	\$83,600.00
VELADOR	\$840.00	\$2,050.00	\$2,240.00	\$5,466.67	\$137.60	\$542.70	\$0.00	\$0.00	\$0.00	\$0.00	\$3,217.60	\$8,059.37
VIGILANTE	\$1,055.00	\$2,500.00	\$2,813.33	\$6,666.67	\$200.00	\$756.07	\$0.00	\$0.00	\$0.00	\$0.00	\$4,068.33	\$9,922.74

**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:							MÚZQUIZ						
EJERCICIO FISCAL:							2020						
PERIODICIDAD DE LOS MONTOS:							QUINCENAL						
Plaza/Puesto	Tipo de Plaza	Remuneraciones Base						Remuneraciones Adicionales y/o Especiales				Total Remuneraciones	
	(Confianza / Base)	Sueldo Base		Aguinaldo		Prima Vacacional		Prestaciones Sindicales		Otras Prestaciones			
		De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta	De	Hasta
COMANDANTE	CONFIANZA	\$10,380.00	\$16,000.00	\$27,680.00	\$42,666.67	\$2,076.00	\$2,133.33	\$0.00	\$0.00	\$0.00	\$0.00	\$40,136.00	\$60,800.00
OFICIAL DE GUARDIA	CONFIANZA	\$1,923.00	\$6,007.00	\$5,128.00	\$16,018.67	\$256.40	\$1,401.63	\$0.00	\$0.00	\$0.00	\$0.00	\$7,307.40	\$23,427.30
POLICIA	CONFIANZA	\$4,505.00	\$7,208.00	\$12,013.33	\$19,221.33	\$600.70	\$1,681.87	\$0.00	\$0.00	\$0.00	\$0.00	\$17,119.03	\$28,111.20
POLICIA PRIMERO	CONFIANZA	\$6,007.00	\$7,208.00	\$16,018.67	\$19,221.33	\$1,201.33	\$1,681.87	\$0.00	\$0.00	\$0.00	\$0.00	\$23,227.00	\$28,111.20

POLICÍAS		
EJERCICIO FISCAL 2020		
Municipales	Estatales	Policías Totales
54	0	54

De los 54 policías que integran la plantilla de seguridad pública, el 100% son municipales. No se cuenta con policías estatales cuya plantilla sea absorbida presupuestalmente por el Ayuntamiento.

**Artículo 26.-** Para acceder a los incrementos salariales, se atenderá lo dispuesto en el Título Octavo denominado "De las Relaciones Jurídicas Laborales entre las Entidades