

|                         |                            |            |           |          |            |
|-------------------------|----------------------------|------------|-----------|----------|------------|
|                         | <b>Total</b>               | <b>3</b>   | <b>22</b> | <b>0</b> | <b>25</b>  |
| PENSIONADOS Y JUBILADOS | PENSIONADO                 | 0          | 5         | 0        | 5          |
|                         | <b>Total</b>               | <b>0</b>   | <b>5</b>  | <b>0</b> | <b>5</b>   |
| SIMAS                   | AUXILIAR DE DEPARTAMENTO   | 0          | 1         | 0        | 1          |
|                         | AYUDANTE                   | 0          | 2         | 0        | 2          |
|                         | CAJERA                     | 0          | 1         | 0        | 1          |
|                         | DIRECTOR                   | 1          | 0         | 0        | 1          |
|                         | FONTANERO                  | 0          | 2         | 0        | 2          |
|                         | NOTIFICADOR                | 0          | 1         | 0        | 1          |
|                         | VELADOR                    | 0          | 1         | 0        | 1          |
|                         | <b>Total</b>               | <b>1</b>   | <b>8</b>  | <b>0</b> | <b>9</b>   |
| TESORERIA               | ASESOR                     | 1          | 0         | 0        | 1          |
|                         | AUXILIAR DE CONTADOR       | 2          | 0         | 0        | 2          |
|                         | AUXILIAR DE DEPARTAMENTO   | 1          | 0         | 0        | 1          |
|                         | CAJERA                     | 1          | 0         | 0        | 1          |
|                         | CONTADOR                   | 1          | 0         | 0        | 1          |
|                         | TESORERO                   | 1          | 0         | 0        | 1          |
|                         | <b>Total</b>               | <b>7</b>   | <b>0</b>  | <b>0</b> | <b>7</b>   |
| SEGURIDAD PUBLICA       | AUXILIAR DE DEPARTAMENTO   | 10         | 0         | 0        | 10         |
|                         | BOMBERO                    | 4          | 0         | 0        | 4          |
|                         | DIRECTOR                   | 2          | 0         | 0        | 2          |
|                         | INTENDENTE                 | 0          | 2         | 0        | 2          |
|                         | JUEZ MUNICIPAL CONCILIADOR | 1          | 0         | 0        | 1          |
|                         | POLICIA                    | 10         | 0         | 0        | 10         |
|                         | OFICIAL                    | 10         | 0         | 0        | 10         |
|                         | SECRETARIA                 | 3          | 0         | 0        | 3          |
|                         | <b>Total</b>               | <b>40</b>  | <b>2</b>  | <b>0</b> | <b>42</b>  |
| <b>Total de Plazas</b>  |                            | <b>103</b> | <b>62</b> | <b>0</b> | <b>165</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.

#### TABULADOR DE SALARIOS DE MANDOS MEDIOS Y SUPERIORES

| ENTIDAD PÚBLICA:                  |                     |             |             |              |                  |             | MUNICIPIO DE VILLA UNION   |        |                       |             |                      |              |
|-----------------------------------|---------------------|-------------|-------------|--------------|------------------|-------------|----------------------------|--------|-----------------------|-------------|----------------------|--------------|
| EJERCICIO FISCAL:                 |                     |             |             |              |                  |             | 2022                       |        |                       |             |                      |              |
| PERIODICIDAD DE LOS MONTOS        |                     |             |             |              |                  |             | QUINCENAL                  |        |                       |             |                      |              |
| Plaza<br>Tabular                  | Remuneraciones Base |             |             |              |                  |             | Remuneraciones Adicionales |        |                       |             | Total Remuneraciones |              |
|                                   | Sueldo Base         |             | Aguinaldo   |              | Prima Vacacional |             | Prestaciones<br>Sindicales |        | Otras<br>Prestaciones |             |                      |              |
|                                   | De                  | Hasta       | De          | Hasta        | De               | Hasta       | De                         | Hasta  | De                    | Hasta       | De                   | Hasta        |
| Albañil                           | \$2,500.00          | \$8,500.00  | \$5,000.00  | \$17,000.00  | \$1.00           | \$8,500.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$7,502.00           | \$54,000.00  |
| Asesor                            | \$4,500.00          | \$14,500.00 | \$9,000.00  | \$29,000.00  | \$1.00           | \$14,500.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$13,502.00          | \$78,000.00  |
| Auxiliar                          | \$1,200.00          | \$3,846.00  | \$2,400.00  | \$7,692.00   | \$1.00           | \$3,846.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$3,602.00           | \$35,384.00  |
| Auxiliar de<br>contador           | \$2,800.00          | \$8,600.00  | \$5,600.00  | \$17,200.00  | \$1.00           | \$8,600.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$8,402.00           | \$54,400.00  |
| Auxiliar de<br>departamento       | \$1,000.00          | \$8,800.00  | \$2,000.00  | \$17,600.00  | \$1.00           | \$8,800.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$3,002.00           | \$55,200.00  |
| Ayudante                          | \$800.00            | \$4,860.00  | \$1,600.00  | \$9,720.00   | \$1.00           | \$4,860.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$2,402.00           | \$39,440.00  |
| Bombero                           | \$1,500.00          | \$5,500.00  | \$3,000.00  | \$11,000.00  | \$1.00           | \$5,500.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$4,502.00           | \$42,000.00  |
| Cajera                            | \$1,500.00          | \$10,500.00 | \$3,000.00  | \$21,000.00  | \$1.00           | \$10,500.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$4,502.00           | \$62,000.00  |
| Chofer de<br>carga general        | \$1,500.00          | \$7,700.00  | \$3,000.00  | \$154,000.00 | \$1.00           | \$7,700.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$4,502.00           | \$50,800.00  |
| Chofer de<br>maquinaria<br>pesada | \$3,000.00          | \$9,600.00  | \$6,000.00  | \$19,200.00  | \$1.00           | \$9,600.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$9,002.00           | \$58,400.00  |
| Contador                          | \$7,000.00          | \$22,000.00 | \$14,000.00 | \$44,000.00  | \$1.00           | \$22,000.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$21,002.00          | \$108,000.00 |
| Contralor<br>Municipal            | \$9,000.00          | \$27,990.00 | \$18,000.00 | \$55,980.00  | \$1.00           | \$27,990.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$27,002.00          | \$131,960.00 |
| Director                          | \$2,000.00          | \$35,000.00 | \$4,000.00  | \$70,000.00  | \$1.00           | \$35,000.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$6,002.00           | \$160,000.00 |
| Electricista                      | \$2,000.00          | \$7,000.00  | \$4,000.00  | \$14,000.00  | \$1.00           | \$7,000.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$6,002.00           | \$48,000.00  |
| Fontanero                         | \$2,000.00          | \$6,060.00  | \$4,000.00  | \$12,120.00  | \$1.00           | \$6,060.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$6,002.00           | \$44,240.00  |
| Intendente                        | \$800.00            | \$3,562.00  | \$1,600.00  | \$7,124.00   | \$1.00           | \$3,562.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$2,402.00           | \$34,248.00  |
| Jardinero                         | \$1,200.00          | \$3,784.00  | \$2,400.00  | \$7,568.00   | \$1.00           | \$3,784.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$3,602.00           | \$35,136.00  |
| Juez<br>municipal<br>Conciliador  | \$4,100.00          | \$12,890.00 | \$8,200.00  | \$25,780.00  | \$1.00           | \$12,890.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$12,302.00          | \$71,560.00  |
| Notificador                       | \$2,300.00          | \$7,300.00  | \$4,600.00  | \$14,600.00  | \$1.00           | \$7,300.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$6,902.00           | \$49,200.00  |
| Oficial                           | \$2,800.00          | \$11,642.00 | \$5,600.00  | \$23,284.00  | \$1.00           | \$11,642.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$8,402.00           | \$66,568.00  |
| Oficial<br>Mecánico               | \$3,600.00          | \$11,200.00 | \$7,200.00  | \$22,400.00  | \$1.00           | \$11,200.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$10,802.00          | \$64,800.00  |
| Operador                          | \$1,300.00          | \$4,482.00  | \$2,600.00  | \$8,964.00   | \$1.00           | \$4,482.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$3,902.00           | \$37,928.00  |
| Pensionado                        | \$500.00            | \$5,800.00  | \$1,000.00  | \$11,600.00  | \$1.00           | \$5,800.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$1,502.00           | \$43,200.00  |
| Presidente<br>Municipal           | \$30,000.00         | \$99,000.00 | \$60,000.00 | \$198,000.00 | \$1.00           | \$99,000.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$90,002.00          | \$416,000.00 |
| Psicólogo                         | \$2,800.00          | \$10,800.00 | \$5,600.00  | \$21,600.00  | \$1.00           | \$10,800.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$8,402.00           | \$63,200.00  |
| Recepcionista                     | \$2,000.00          | \$6,792.00  | \$4,000.00  | \$13,584.00  | \$1.00           | \$6,792.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$6,002.00           | \$47,168.00  |
| Regidor                           | \$7,000.00          | \$23,360.00 | \$14,000.00 | \$46,720.00  | \$1.00           | \$23,360.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$21,002.00          | \$113,440.00 |
| Secretaria                        | \$1,200.00          | \$7,400.00  | \$2,400.00  | \$14,800.00  | \$1.00           | \$7,400.00  | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$3,602.00           | \$49,600.00  |
| Secretario del<br>ayuntamiento    | \$9,000.00          | \$27,990.00 | \$18,000.00 | \$55,980.00  | \$1.00           | \$27,990.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$27,002.00          | \$131,960.00 |
| síndicos                          | \$7,000.00          | \$24,800.00 | \$14,000.00 | \$49,600.00  | \$1.00           | \$24,800.00 | \$0.00                     | \$0.00 | \$1.00                | \$20,000.00 | \$21,002.00          | \$119,200.00 |

|                    |             |             |             |              |        |             |        |        |        |             |             |              |
|--------------------|-------------|-------------|-------------|--------------|--------|-------------|--------|--------|--------|-------------|-------------|--------------|
| Sub director       | \$8,000.00  | \$24,900.00 | \$16,000.00 | \$49,800.00  | \$1.00 | \$24,900.00 | \$0.00 | \$0.00 | \$1.00 | \$20,000.00 | \$24,002.00 | \$119,600.00 |
| terapeuta          | \$4,200.00  | \$13,040.00 | \$8,400.00  | \$26,080.00  | \$1.00 | \$13,040.00 | \$0.00 | \$0.00 | \$1.00 | \$20,000.00 | \$12,602.00 | \$72,160.00  |
| velador            | \$1,000.00  | \$7,000.00  | \$2,000.00  | \$14,000.00  | \$1.00 | \$7,000.00  | \$0.00 | \$0.00 | \$1.00 | \$20,000.00 | \$3,002.00  | \$48,000.00  |
| Tesorero Municipal | \$20,000.00 | \$63,700.00 | \$40,000.00 | \$127,400.00 | \$1.00 | \$63,700.00 | \$0.00 | \$0.00 | \$1.00 | \$20,000.00 | \$60,002.00 | \$274,800.00 |

**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.

| TABULADOR DE SALARIOS DE LA POLICÍA |                       |                     |                 |                |                 |                     |             |                                                 |            |                       |                 |                      |             |
|-------------------------------------|-----------------------|---------------------|-----------------|----------------|-----------------|---------------------|-------------|-------------------------------------------------|------------|-----------------------|-----------------|----------------------|-------------|
| ENTIDAD PÚBLICA:                    |                       |                     |                 |                |                 |                     | VILLA UNION |                                                 |            |                       |                 |                      |             |
| EJERCICIO FISCAL:                   |                       |                     |                 |                |                 |                     | 2022        |                                                 |            |                       |                 |                      |             |
| PERIODICIDAD DE LOS MONTOS:         |                       |                     |                 |                |                 |                     | QUINCENAL   |                                                 |            |                       |                 |                      |             |
| Plaza/Puest<br>o                    | Tipo de<br>Plaza      | Remuneraciones Base |                 |                |                 |                     |             | Remuneraciones<br>Adicionales y/o<br>Especiales |            |                       |                 | Total Remuneraciones |             |
|                                     | (Confianza /<br>Base) | Sueldo Base         |                 | Aguinaldo      |                 | Prima<br>Vacacional |             | Prestacion<br>es<br>Sindicales                  |            | Otras<br>Prestaciones |                 |                      |             |
|                                     |                       | De                  | Hasta           | De             | Hasta           | De                  | Hast<br>a   | De                                              | Hast<br>a  | De                    | Hasta           | De                   | Hasta       |
| DIRECTOR                            | CONFIANZA             | \$4,000.<br>00      | \$15,000.<br>00 | \$8,000.<br>00 | \$30,000.<br>00 | \$0.0<br>0          | \$0.00      | \$0.<br>00                                      | \$0.0<br>0 | \$0.<br>00            | \$20,000.<br>00 | \$12,001.00          | \$65,000.00 |
| POLICIA<br>MUNICIPAL                | CONFIANZA             | \$4,000.<br>00      | \$12,000.<br>00 | \$8,000.<br>00 | \$24,000.<br>00 | \$0.0<br>0          | \$0.00      | \$0.<br>00                                      | \$0.0<br>0 | \$0.<br>00            | \$2,000.<br>00  | \$12,001.00          | \$56,000.00 |
| COMANDAN<br>TE                      | CONFIANZA             | \$4,000.<br>00      | \$12,000.<br>00 | \$8,000.<br>00 | \$24,000.<br>00 | \$0.0<br>0          | \$0.00      | \$0.<br>00                                      | \$0.0<br>0 | \$0.<br>00            | \$2,000.<br>00  | \$12,001.00          | \$56,000.00 |
| OFICIAL                             | CONFIANZA             | \$4,000.<br>00      | \$12,000.<br>00 | \$8,000.<br>00 | \$24,000.<br>00 | \$0.0<br>0          | \$0.00      | \$0.<br>00                                      | \$0.0<br>0 | \$0.<br>00            | \$2,000.<br>00  | \$12,001.00          | \$56,000.00 |

| POLICÍAS              |           |                  |
|-----------------------|-----------|------------------|
| EJERCICIO FISCAL 2022 |           |                  |
| Municipales           | Estatales | Policías Totales |
| 5                     | 4         | 9                |

De los 9 policías que integran la plantilla de seguridad pública, 5 son municipales, y 4 son policías estatales que se encuentran al mando de las autoridades estatales correspondientes, pero que presupuestalmente dependen del municipio por darle un servicio a la ciudadanía, con base en los convenios de coordinación en materia de seguridad pública. La plantilla de seguridad pública correspondiente a policías estatales, absorbida presupuestalmente en el ejercicio 2022 por el Ayuntamiento se estima por un monto total de \$808,687.00.