

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono	Sueldo	1%	Acep/	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación										
Sueldo Perma	1% Prestamo				Otros	Minimo	Disp Ope	Devengado	Sind/Stepq	Dec. 81-	Desc	Prest. Elect.												
IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Desc tos	Convenio	Fianza	Isr	Decreto 424-95 1%	70 B. Ornato	Judicial	Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir			
Vienen ...																								
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
2025-075-11-00-000-001-022-0509-48 SECCION DE MANTENIMIENTO DE OBRA DE MAR																								
001	RIOS IGUARDIA LUIS ARMANDO						TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR				3693028424	930	02/01/2025	02/01/2025										
30	2,288.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,788.00									3,596.29	250.00		3,846.29			
	182.96	.00	.00	.00	.00	.00	.00	8.75	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00				
	2,288.00	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,788.00									3,596.29	250.00	0.00				
	.00	.00	.00	.00	.00	.00	.00	8.75	.00	.00	.00	.00	.00	.00	.00	.00	.00							
	182.96	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		250.00		3,846.29			
2025-075-12-00-000-001-022-0509-50 GERENCIA DE OPERACIONES																								
001	UBEDA GUIDO ELIAB SEBASTIAN						PROFESIONAL ESPECIALIZADO III				010780195784	22035	02/01/2025	02/01/2025										
30	6,358.00	0.00	0.00	375.00	0.00	0.00	3,500.00	10,233.00										9,089.60	250.00		9,339.60			
	494.25	.00	.00	.00	.00	.00	137.54	347.28	164.33	.00	.00	.00	.00	.00	.00	.00	.00			.00				
002	CHÁVEZ OSORIO FELIPE RIGOBERTO						PROFESIONAL ESPECIALIZADO III				01-078-020009-5	22036	02/01/2025	02/01/2025										
30	6,358.00	0.00	0.00	375.00	0.00	0.00	3,500.00	10,233.00										9,253.93	250.00		9,503.93			
	494.25	.00	.00	.00	.00	.00	137.54	347.28	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00				
003	AGUIRRE BONILLA JOSÉ FERNANDO						PROFESIONAL ESPECIALIZADO III				030780001224	22037	02/01/2025	02/01/2025										
30	6,358.00	0.00	0.00	375.00	0.00	0.00	3,500.00	10,233.00										9,253.93	250.00		9,503.93			
	494.25	.00	.00	.00	.00	.00	137.54	347.28	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00				
	19,074.00	0.00	0.00	1,125.00	0.00	0.00	10,500.00	30,699.00										27,597.46	750.00	0.00				
	.00	.00	.00	.00	.00	.00	1,041.84	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00							
	1,482.75	.00	.00	.00	.00	412.62		164.33	.00	.00	.00	.00	.00	.00	.00	.00	0.00							
2025-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																								
Van ...																								
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	12,000.00	34,487.00		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00		0.00				
	1,665.71	0.00	0.00	0.00	0.00	0.00	412.62	1,050.59	164.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	31,193.75						

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-70 B. Ornato	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación								
	Sueldo Perma	1% Prestamo			Otros Desctos	Minimo		Decreto 424-95	Sind/Stopq		Desc Judicial	Prest. Elect.			Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Liquido Recibir
	IGSS	Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Fianza	Isr	1%														
Vienen ...																						
	21,362.00		0.00	0.00	1,125.00	0.00		12,000.00	34,487.00	0.00		0.00		0.00			0.00		0.00		1,000.00	32,193.75
	1,665.71	0.00	0.00	0.00	0.00	0.00		412.62	1,050.59	164.33	0.00		0.00		0.00			0.00		31,193.75		0.00
2025-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																						
002	CAMPOSECO BALLINES CONRADO DANIEL					OPERADOR DE MAQUINARIA PORTUARIA					010780204074	910	02/01/2025	02/01/2025								
30	2,838.00		0.00	0.00	0.00	0.00		1,500.00	4,338.00											3,891.40	250.00	4,141.40
	209.53	.00	.00	.00	.00	.00	.00	237.07	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
003	LORENZO MARTINEZ DANILO					OPERADOR DE MAQUINARIA PORTUARIA					010780204058	911	02/01/2025	02/01/2025								
30	2,838.00		0.00	0.00	0.00	0.00		1,500.00	4,338.00											3,919.77	250.00	4,169.77
	209.53	.00	.00	.00	.00	.00	.00	208.70	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
004	LINARES ORELLANA DONALDO EMANUEL					OPERADOR DE MAQUINARIA PORTUARIA					010780203426	912	02/01/2025	02/01/2025								
30	2,838.00		0.00	0.00	0.00	0.00		1,500.00	4,338.00											3,876.97	250.00	4,126.97
	209.53	.00	.00	.00	.00	.00	.00	251.50	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
005	LOPEZ BRENER HECTOR ALFONSO					OPERADOR DE MAQUINARIA PORTUARIA					010380004060	913	02/01/2025	02/01/2025								
30	2,838.00		0.00	0.00	0.00	0.00		1,500.00	4,338.00											3,871.68	250.00	4,121.68
	209.53	.00	.00	.00	.00	.00	.00	256.79	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
006	CARRANZA RICARDO RENÉ					OPERADOR DE MAQUINARIA PORTUARIA					020780266409	914	02/01/2025	02/01/2025								
30	2,838.00		0.00	0.00	0.00	0.00		1,500.00	4,338.00											2,500.91	250.00	2,750.91
	209.53	.00	.00	.00	.00	.00	.00	214.26	.00	.00	.00	1,413.30	.00	.00	.00	.00	.00	.00	.00		.00	
007	BARILLAS BYRON ERNESTO					OPERADOR DE MAQUINARIA PORTUARIA					01-038-000669-0	915	02/01/2025	02/01/2025								
30	2,838.00		0.00	0.00	0.00	0.00		1,500.00	4,338.00											3,883.73	250.00	4,133.73
	209.53	.00	.00	.00	.00	.00	.00	244.74	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00	
	17,028.00		0.00	0.00	0.00	0.00		9,000.00	26,028.00													
	.00	.00		.00	.00			1,413.06	.00		1,413.30	.00		.00		.00		.00		21,944.46		0.00
	1,257.18		.00		.00	.00	.00		.00	.00		.00	.00	.00	.00		.00		0.00		1,500.00	23,444.46
2025-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																						
Van ...																						
	38,390.00		0.00	0.00	1,125.00	0.00		21,000.00	60,515.00	0.00		0.00		0.00			0.00		0.00		2,500.00	0.00
	2,922.89	0.00	0.00	0.00	0.00	0.00		412.62	2,463.65	164.33	0.00		1,413.30		0.00	0.00		0.00		53,138.21		55,638.21

Indiv	Nombre	Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-70 B. Ornato	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación								
	IGSS	1% Sind/Sutrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio	Fianza	Isr	Decreto 424-95 1%		Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Rep.	Liquido Recibir
Vienen ...																							
	38,390.00		0.00	0.00	1,125.00	0.00	0.00	21,000.00		60,515.00	0.00		0.00		0.00		0.00		0.00		2,500.00		55,638.21
	2,922.89	0.00	0.00	0.00	0.00	0.00	0.00	412.62	2,463.65	164.33	0.00	1,413.30		0.00		0.00		0.00		53,138.21		0.00	
2025-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																							
001	LÓPEZ VALDEZ ANGEL EDUARDO							AUXILIAR PORTUARIO				4179238911		954	03/03/2025	03/03/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,500.35	250.00		3,750.35
	177.65	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
002	ESTRADA DEL CID NICOLAS							AUXILIAR PORTUARIO				01-038-000409-4		883	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,339.35	250.00		3,589.35
	177.65	.00	.00	.00	.00	.00	.00	161.00		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
003	REYES SOLARES DIEGO ALEJANDRO							AUXILIAR PORTUARIO				01-078-020433-3		921	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,404.54	250.00		3,654.54
	177.65	.00	.00	.00	.00	.00	.00	95.81		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
004	RIOS LÓPEZ DAVID ISAAC							AUXILIAR PORTUARIO				01-078-020383-3		899	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,357.93	250.00		3,607.93
	177.65	.00	.00	.00	.00	.00	.00	142.42		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
005	MELGAR ALVARADO MARCELO							AUXILIAR PORTUARIO				02-078-026643-3		571	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,498.39	250.00		3,748.39
	177.65	.00	.00	.00	.00	.00	.00	1.96		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
006	CRUZ DONIS JOZABADD SAUL							AUXILIAR PORTUARIO				01-038-000522-8		944	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,384.76	250.00		3,634.76
	177.65	.00	.00	.00	.00	.00	.00	115.59		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
008	RECINOS VALLADARES MARIO JOSÉ							AUXILIAR PORTUARIO				01-078-020436-8		924	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,369.06	250.00		3,619.06
	177.65	.00	.00	.00	.00	.00	.00	131.29		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
009	CUTZÁN GÓMEZ HUGO EDUARDO							AUXILIAR PORTUARIO				3693024785		917	02/01/2025	02/01/2025							
30	2,178.00		0.00	0.00	0.00	0.00	0.00	1,500.00		3,678.00										3,398.68	250.00		3,648.68
	177.65	.00	.00	.00	.00	.00	.00	101.67		.00	.00	.00	.00	.00	.00	.00	.00	.00	.00		.00		
Van ...																							
	55,814.00		0.00	0.00	1,125.00	0.00	0.00	33,000.00		89,939.00	0.00		0.00		0.00		0.00		0.00		4,500.00		0.00
	4,344.09	0.00	0.00	0.00	0.00	0.00	0.00	412.62	3,213.39	164.33	0.00	1,413.30		0.00		0.00		0.00		80,391.27			84,891.27

Indiv	Nombre	Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	Acep/ Dec. 81-70 B. Ornato	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación										
		1% Sind/Sutrap	Prestamo Sutraporque			Otros Descots	Convenio		Decreto 424-95 1%			Desc Judicial	Prest. Elect.	Cuota Coop	Tienda Coop	Jubila	Prest Jubila	Cooperativa Upa	Cooperativa Josefina	Sueldo Liquido	Otros Bonos Gts.	Rep.	Liquido Recibir		
Vienen ...																									
		55,814.00	0.00	0.00	1,125.00	0.00		33,000.00	89,939.00		0.00		0.00		0.00		0.00		0.00		4,500.00			84,891.27	
		4,344.09	0.00	0.00	0.00	0.00		412.62	3,213.39	164.33	0.00	1,413.30		0.00		0.00		0.00		80,391.27			0.00		
2025-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																									
010	ALAYA FIGUEROA EDWIN EDILBERTO						AUXILIAR PORTUARIO					01-078-020442-2		925	02/01/2025	02/01/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,310.33	250.00		3,560.33		
	177.65	.00	.00	.00	.00	.00	.00	.00	190.02	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
011	ARRIAGA SHEP EDUARDO ELICEO						AUXILIAR PORTUARIO					0143919728		955	03/03/2025	03/03/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,327.07	250.00		3,577.07		
	177.65	.00	.00	.00	.00	.00	.00	.00	173.28	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
012	MORALES RUANO JOSHUA ALEXANDER						AUXILIAR PORTUARIO					4693164594		984	07/07/2025	07/07/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,500.35	250.00		3,750.35		
	177.65	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
013	GONZALEZ DONIS ENCKELMÁN ALEJANDRO						AUXILIAR PORTUARIO					01-038-000678-0		945	02/01/2025	02/01/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,404.18	250.00		3,654.18		
	177.65	.00	.00	.00	.00	.00	.00	.00	96.17	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
014	ARRIAZA HERNÁNDEZ JULIO BERNAL						AUXILIAR PORTUARIO					01-078-020659-0		960	21/04/2025	21/04/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,500.35	250.00		3,750.35		
	177.65	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
015	HERRARTE CHIGÜICHÓN JASON JOSUÉ						AUXILIAR PORTUARIO					01-038-000407-8		884	02/01/2025	02/01/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,354.94	250.00		3,604.94		
	177.65	.00	.00	.00	.00	.00	.00	.00	145.41	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
016	MONROY LÓPEZ LUIS FELIPE						AUXILIAR PORTUARIO					555-002926-7		920	02/01/2025	02/01/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,274.94	250.00		3,524.94		
	177.65	.00	.00	.00	.00	.00	.00	.00	225.41	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
017	DE PAZ JIMENEZ FULVIO FERNANDO						AUXILIAR PORTUARIO					01-017-031066-0		937	02/01/2025	02/01/2025									
30	2,178.00	0.00	0.00	0.00	0.00	0.00		1,500.00	3,678.00											3,432.52	250.00		3,682.52		
	177.65	.00	.00	.00	.00	.00	.00	.00	67.83	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00			.00			
Van ...																									
		73,238.00	0.00	0.00	1,125.00	0.00		45,000.00	119,363.00		0.00		0.00		0.00		0.00		0.00		6,500.00			0.00	
		5,765.29	0.00	0.00	0.00	0.00		412.62	4,111.51	164.33	0.00	1,413.30		0.00		0.00		0.00		107,495.95			113,995.95		

CODIGOINDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
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RESUMEN DE SUELDOS DEL PERSONAL DE REGION 022
DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE SEPTIEMBRE/2025

RESUMEN GENERAL

Sueldo Permanente	73,238.00	
Paso Salarial	0.00	
Bonif / Antigüedad	0.00	
Bonif / Profesional	1,125.00	
Complemento Sal...	0.00	
Ajuste Salario Mininmo	0.00	
Bono Disp / operativa	45,000.00	
Bono 372001	6,500.00	
Gastos Representacion	0.00	
Nominal.....		125,863.00
(-) Cuota I.G.S.S (201).	5,765.29	
(-) Banco del Trabajador (102)	0.00	
(-) Cuota Sindicato (105)	0.00	
(-) Otros Descuentos (215)	0.00	
(-) Convenio de pago (2016)	0.00	
(-) Fianza (202)	412.62	
(-) I.S.R. (203)	4,111.51	
(-) Decreto 424-95 1% (117)	164.33	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (114)	1,413.30	
(-) Desc Coop. Electro. (108)	0.00	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet	0.00	
(-) Prestamo Sindicato Sutraporquet	0.00	
(-) Plan Jubilación (111)	0.00	
(-) Cuota Cooperativa (108)	0.00	
(-) Tienda Coop. (108)	0.00	
(-) Cooperativa Josefina.	0.00	
(-) Cooperativa Upa (204)	0.00	11,867.05
Liquido		113,995.95

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
CIENTO VEINTE Y CINCO MIL OCHOCIENTOS SESENTA Y TRES QUETZALES EXACTOS.- (125,863.00) PUERTO QUETZAL SEPTIEMBRE DE 2025

ELABORO F: _____
ADRIAN ESTUARDO VELIZ HERNANDEZ
AUXILIAR ADMINISTRATIVO

ES CONFORME F: _____
LISBETH ZIOMARA ROLDAN RAMIREZ
JEFE DE DEPARTAMENTO

Vo. Bo. F: _____
MARIO ALEJANDRO SOLARES MENÉNDEZ
GERENTE DE RECURSOS HUMANOS