NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Indiv Nombre | Sueldo Perma | Paso Sal | Bonif Antig | Bonif Profe | Comple Pacto | Subsidio Fam | Bono Disp Ope | Sueldo Devengado | 1% Sind/Stepq | 1% Sindicato Ostracompq | Cuenta Bancaria | Codigo | Fecha Ingreso | Fecha Relación

IGSS | 1% Sind/Sutraporquet | Prestamo Sutraporque | Bantrab | Prest Sind | Otros Desctos | Convenio pago | Fianza | Isr | Decreto 424-95 1% | Sind/Stopq | Stupepqpz | Acep/Dec. 81-70 B. Ornato | Desc Judicial | Banrural | Prestamo BI | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | 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

2025-075-01-00-000-004-011-0509-26 GERENCIA DE RECURSOS HUMANOS

001 SOLARES MENÉNDEZ MARIO ALEJANDRO GERENTE DE RECURSOS HUMANOS 3228012887 2600 01/02/2018 01/02/2018
30 12,738.00 1,500.00 400.00 375.00 35.00 0.00 5,400.00 20,448.00 .00 .00 .00 .00 .00 .00 17,830.14 18,080.14
987.64 .00 .00 .00 .00 .00 .00 274.83 1,355.39 .00 .00 .00 .00 .00 .00 250.00

002 ROJAS MAGNOLIA JAKELINA CARRANZA JIMENEZ DE SUBGERENTE DE RECURSOS HUMANOS 100780188000 1665 01/04/1997 01/04/1997
30 8,558.00 5,532.00 600.00 375.00 549.00 0.00 4,500.00 20,114.00 .00 .00 .00 .00 .00 .00 16,423.04 16,673.04
971.51 .00 .00 .00 .00 193.33 .00 270.33 1,237.59 .00 .00 .00 .00 1,018.20 .00 250.00

21,296.00 7,032.00 1,000.00 750.00 584.00 0.00 9,900.00 40,562.00 0.00
.00 .00 .00 .00 2,592.98 .00 0.00 .00 .00 .00 .00 34,253.18 34,753.18
1,959.15 .00 193.33 545.16 .00 .00 1,018.20 .00 500.00

2025-075-01-00-000-004-011-0509-27 DEPARTAMENTO DE PERSONAL

001 ROLDAN RAMIREZ LISBETH ZIOMARA JEFE DE DEPARTAMENTO 1880134638 2015 03/02/2003 03/02/2003
30 5,918.00 5,273.00 600.00 375.00 349.00 0.00 4,300.00 16,815.00 .00 .00 .00 2,713.11 .00 .00 11,188.97 11,438.97
812.16 .00 .00 .00 .00 .00 .00 225.99 1,021.52 .00 .00 .00 .00 853.25 .00 250.00

002 LEON ALAS ERICK BENEDIN SUBJEFE DE DEPARTAMENTO 030780001151 2484 16/01/2014 16/01/2014
30 4,378.00 1,187.00 550.00 0.00 85.00 0.00 4,000.00 10,200.00 .00 .00 .00 .00 .00 .00 8,171.49 8,421.49
492.66 .00 .00 .00 .00 193.33 .00 137.09 580.93 .00 102.00 .00 .00 522.50 .00 250.00

003 ZELADA MORALES GLORIA ISMELDA ASISTENTE TECNICO IV 445-004773-5 1708 16/01/1998 16/01/1998
30 3,498.00 4,200.00 675.00 0.00 449.00 0.00 1,700.00 10,522.00 105.22 .00 .00 5,756.63 .00 .00 2,321.73 2,571.73
508.21 .00 .00 383.60 .00 193.33 .00 .00 714.68 .00 .00 .00 .00 538.60 .00 250.00

004 VELASQUEZ GONZALEZ LUIS FERNANDO ASISTENTE TECNICO II 03-078-000190-9 2555 23/05/2016 23/05/2016
30 2,838.00 600.00 435.00 0.00 35.00 0.00 1,600.00 5,508.00 .00 .00 .00 .00 .00 .00 4,340.29 4,590.29
266.04 .00 .00 .00 .00 193.33 .00 .00 420.44 .00 .00 .00 .00 287.90 .00 250.00

Van ...
37,928.00 18,292.00 3,260.00 1,125.00 1,502.00 0.00 21,500.00 83,607.00 102.00 105.22 0.00 0.00 3,220.45 0.00 1,500.00
4,038.22 0.00 0.00 383.60 0.00 773.32 0.00 908.24 5,330.55 0.00 0.00 0.00 8,469.74 0.00 0.00 60,275.66 61,775.66

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Indiv | Nombre | Cuenta Bancaria | Codigo | Fecha Ingreso | Fecha Relación

Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	1% Sindicato Ostracompq	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa	Sueldo Liquido	Otros Bonos	Liquido Recibir

IGSS	1% Sind/Sutrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Decreto 424-95 1%	Sind/Stopq	Stupepqpz

Vienen ...

37,928.00	18,292.00	3,260.00	1,125.00	1,502.00	0.00	21,500.00	83,607.00	105.22	0.00	0.00	0.00	3,220.45	0.00	60,275.66	61,775.66	
4,038.22	0.00	0.00	383.60	0.00	773.32	0.00	908.24	5,330.55	0.00	102.00	0.00	0.00	8,469.74	0.00	0.00	0.00	1,500.00

2025-075-01-00-000-004-011-0509-27 DEPARTAMENTO DE PERSONAL

005 REYES RODAS FRANCISCO — ASISTENTE TECNICO I — 01-078-020334-5 — 2040 — 03/02/2003 — 03/02/2003

30	2,618.00	2,536.00	675.00	0.00	349.00	0.00	1,500.00	7,678.00	.00	.00	.00	.00	.00	.00	5,400.96	5,650.96
230.34	.00	.00	956.29	.00	193.33	.00	.00	423.90	.00	76.78	.00	.00	396.40	.00	250.00	

006 VALLADARES PACHECO GUADALUPE — PROFESIONAL ESPECIALIZADO II — 01017029563-7 — 2444 — 02/05/2013 — 02/05/2013

30	5,478.00	1,866.00	500.00	375.00	85.00	0.00	3,700.00	12,004.00	.00	.00	.00	.00	.00	.00	10,335.28	10,585.28
579.79	.00	.00	.00	.00	193.33	.00	161.34	734.26	.00	.00	.00	.00	.00	.00	250.00	

007 VILLALOBOS ELUBIA MARLENY GARCIA HERNANDEZ DE — OFICIAL ADMINISTRATIVO II — 3890011003 — 2088 — 01/04/2005 — 01/04/2005

30	2,398.00	2,263.00	675.00	0.00	249.00	0.00	1,500.00	7,085.00	70.85	.00	.00	.00	.00	.00	4,695.69	4,945.69
342.21	.00	.00	.00	.00	.00	.00	.00	1,609.50	.00	.00	.00	.00	366.75	.00	250.00	

008 PEREZ ALVAREZ JOSE ESTEBAN — OFICIAL ADMINISTRATIVO II — 020780264643 — 2233 — 18/08/2008 — 18/08/2008

30	2,398.00	1,855.00	650.00	0.00	249.00	0.00	1,500.00	6,652.00	.00	.00	.00	.00	.00	.00	3,675.75	3,925.75
321.29	66.52	.00	1,482.29	.00	193.33	.00	89.40	478.32	.00	.00	.00	.00	345.10	.00	250.00	

29,524.00	19,780.00	4,760.00	750.00	1,850.00	0.00	19,800.00	76,464.00	176.07					
66.52	.00	.00	.00	5,983.55	178.78	0.00	.00	.00	8,469.74	.00	50,130.16	52,130.16	
3,552.70	2,822.18	1,159.98	613.82	.00	.00	3,310.50	.00	2,000.00					

2025-075-01-00-000-004-011-0509-28 SECCION DE NOMINAS

001 CRUZ FUENTES RONALD ESTUARDO — JEFE DE SECCION — 020780193657 — 1956 — 02/05/2002 — 02/05/2002

30	3,278.00	3,650.00	675.00	0.00	349.00	0.00	4,000.00	11,952.00	.00	.00	.00	4,184.22	.00	.00	5,132.29	5,382.29
577.28	.00	.00	585.26	.00	.00	.00	160.63	702.22	.00	.00	.00	.00	610.10	.00	250.00	

002 MOREIRA SANDOVAL LUIS FERNANDO — ASISTENTE TECNICO II — 03-078-000024-4 — 2446 — 02/05/2013 — 02/05/2013

30	2,838.00	933.00	550.00	0.00	85.00	0.00	1,600.00	6,006.00	.00	.00	.00	.00	.00	.00	4,611.51	4,861.51
290.09	.00	.00	.00	.00	193.33	.00	80.72	457.49	.00	60.06	.00	.00	312.80	.00	250.00	

Van ...

56,936.00	31,395.00	6,985.00	1,500.00	2,868.00	0.00	35,300.00	134,984.00	238.84	176.07	0.00	0.00	5,251.60	0.00	3,000.00			
6,379.22	66.52	0.00	3,407.44	0.00	1,546.64	0.00	1,400.33	9,736.24	0.00	0.00	0.00	12,653.96	0.00	0.00	94,127.14	97,127.14	

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Indiv Nombre | Sueldo Perma | Paso Sal | Bonif Antig | Bonif Profe | Comple Pacto | Subsidio Fam | Bono Disp Ope | Sueldo Devengado | Decreto 424-95 1% | 1% Sind/Stepq Sind/Stopq | 1% Sindicato Ostracompq Stupepqpz | Cuenta Bancaria | Acep/ Dec. 81-70 B. Ornato | Codigo | Desc Judicial | Banrural | Fecha Ingreso | Prestamo BI | Fecha Relación | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | Liquido Recibir

IGSS | 1% Sind/Sutrap orquet | Prestamo Sutraporque | Bantrab | Prest Sind | Otros Desctos | Convenio pago | Fianza | Isr

Vienen ...

56,936.00	31,395.00	6,985.00	1,500.00	2,868.00	0.00	35,300.00	134,984.00	176.07	0.00	0.00	0.00	5,251.60	0.00	94,127.14	97,127.14		
6,379.22	66.52	0.00	3,407.44	0.00	1,546.64	0.00	1,400.33	9,736.24	0.00	238.84	0.00	0.00	12,653.96	0.00	0.00	0.00	3,000.00

2025-075-01-00-000-004-011-0509-28 SECCION DE NOMINAS

003 CHANG HERNANDEZ HENRY CHILEON — ASISTENTE TECNICO I — 020780196303 — 2182 — 01/06/2008 — 01/06/2008

30	2,618.00	1,888.00	650.00	0.00	249.00	0.00	1,500.00	6,905.00	.00	.00	.00	.00	.00	.00	3,438.70	3,688.70
333.51	.00	.00	1,984.62	.00	193.33	.00	92.80	504.29	.00	.00	.00	.00	357.75	.00	250.00	

004 TELON ARIAS HECTOR VINICIO — ASISTENTE TECNICO I — 030780002590 — 2364 — 11/01/2012 — 11/01/2012

30	2,618.00	1,195.00	550.00	0.00	85.00	0.00	1,500.00	5,948.00	.00	.00	.00	2,355.80	.00	.00	2,364.40	2,614.40
287.29	.00	.00	.00	.00	193.33	.00	.00	377.80	.00	59.48	.00	.00	309.90	.00	250.00	

11,352.00	7,666.00	2,425.00	0.00	768.00	0.00	8,600.00	30,811.00	0.00						
.00	.00	.00	.00	2,041.80	119.54	0.00	.00	.00	6,540.02	.00	15,546.90	16,546.90		
1,488.17	2,569.88	579.99	334.15	.00	.00	1,590.55	.00	1,000.00						

2025-075-01-00-000-004-011-0509-29 SECCION DE TOMADURIA DE TIEMPO

001 ROSALES MENDIZABAL ELIAZAR — JEFE DE SECCION — 020780264295 — 2218 — 01/07/2008 — 01/07/2008

30	3,278.00	2,775.00	650.00	0.00	249.00	0.00	4,000.00	10,952.00	109.52	.00	.00	.00	.00	.00	9,313.03	9,563.03
528.98	.00	.00	.00	.00	193.33	.00	147.19	659.95	.00	.00	.00	.00	.00	.00	250.00	

002 CAMPOS SOLARES MAURICIO — CONTROLADOR DE TIEMPO — 01-078-020492-9 — 1775 — 17/01/2000 — 17/01/2000

30	2,508.00	3,350.00	675.00	0.00	349.00	0.00	1,500.00	8,382.00	.00	.00	.00	.00	3,230.49	.00	3,207.94	3,457.94
404.85	.00	.00	.00	.00	.00	.00	.00	1,023.30	.00	83.82	.00	.00	431.60	.00	250.00	

003 DEL CID REYES GONZALO — CONTROLADOR DE TIEMPO — 010780187897 — 1397 — 22/04/1992 — 22/04/1992

30	2,508.00	4,545.00	675.00	0.00	649.00	0.00	1,500.00	9,877.00	.00	.00	.00	.00	.00	.00	5,033.73	5,283.73
477.06	.00	.00	2,421.48	.00	193.33	.00	.00	1,146.28	.00	98.77	.00	.00	506.35	.00	250.00	

004 MARROQUIN LOPEZ HECTOR RENE — CONTROLADOR DE TIEMPO — 4450487670 — 2219 — 01/07/2008 — 01/07/2008

30	2,508.00	1,867.00	650.00	0.00	249.00	0.00	1,500.00	6,774.00	67.74	3,000.00	.00	.00	.00	.00	1,956.80	2,206.80
327.18	.00	.00	.00	.00	193.33	.00	.00	877.75	.00	.00	.00	.00	351.20	.00	250.00	

Van ...

72,974.00	47,015.00	10,835.00	1,500.00	4,698.00	0.00	46,800.00	183,822.00	480.91	353.33	3,000.00	0.00	7,208.40	0.00	4,500.00			
8,738.09	66.52	0.00	7,813.54	0.00	2,513.29	0.00	1,640.32	14,325.61	0.00	0.00	0.00	15,009.76	3,230.49	0.00	119,441.74	123,941.74	

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Indiv Nombre | Sueldo Perma | Paso Sal | Bonif Antig | Bonif Profe | Comple Pacto | Subsidio Fam | Bono Disp Ope | Sueldo Devengado | 1% Sind/Stepq | 1% Sindicato Ostracompq | Cuenta Bancaria | Codigo | Fecha Ingreso | Fecha Relación
IGSS | 1% Sind/Sutraporquet | Prestamo Sutraporque | Bantrab | Prest Sind | Otros Desctos | Convenio pago | Fianza | Isr | Decreto 424-95 1% | Sind/Stopq | Stupepqpz | Acep/ Dec. 81-70 B. Ornato | Desc Judicial | Banrural | Prestamo BI | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | Liquido Recibir

Vienen ...
72,974.00 47,015.00 10,835.00 1,500.00 4,698.00 0.00 46,800.00 183,822.00 353.33 3,000.00 0.00 0.00 7,208.40 0.00 119,441.74 123,941.74
8,738.09 66.52 0.00 7,813.54 0.00 2,513.29 0.00 1,640.32 14,325.61 0.00 480.91 0.00 0.00 15,009.76 3,230.49 0.00 0.00 4,500.00

2025-075-01-00-000-004-011-0509-29 SECCION DE TOMADURIA DE TIEMPO

005 CONTRERAS SOSA HAROL GUILLERMO OFICIAL ADMINISTRATIVO I 010780187552 1656 03/03/1997 03/03/1997
762.67 1,116.67 225.00 0.00 183.00 0.00 500.00 2,787.34 .00 .00 .00 .00 .00 .00 2,029.77 2,279.77
134.63 .00 .00 .00 .00 .00 .00 .00 443.20 .00 27.87 .00 .00 151.87 .00 250.00

006 VELIZ KATHERIN DEL ROSARIO BOLAÑOS GODOY DE AUXILIAR ADMINISTRATIVO 02-078-026579-8 887 03/02/2025 03/02/2025
0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 .00 .00 .00 .00 .00 .00 - 135.55 114.45
.00 .00 .00 .00 .00 .00 .00 .00 123.05 .00 .00 .00 .00 12.50 .00 250.00

11,564.67 13,653.67 2,875.00 0.00 1,679.00 0.00 9,000.00 38,772.34 177.26
.00 .00 .00 .00 4,273.53 210.46 0.00 3,000.00 .00 .00 3,230.49 21,405.72 22,905.72
1,872.70 2,421.48 579.99 147.19 .00 .00 1,453.52 .00 1,500.00

2025-075-01-00-000-004-011-0509-30 SERVICIOS DE MEDICINA EN EL TRABAJO

001 ALVAREZ BLANCO JOSE ORESTES MEDICO M/T 100780192164 2176 01/06/2008 01/06/2008
30 2,739.00 1,916.00 600.00 187.50 249.00 0.00 1,850.00 7,541.50 .00 .00 .00 .00 .00 .00 5,440.44 5,690.44
364.25 75.42 .00 1,113.15 .00 .00 .00 101.36 446.88 .00 .00 .00 .00 .00 .00 250.00

002 ROLDAN WUENDY CAROLINA CEBALLOS CASTILLO DE JEFE ADMINISTRATIVO PORTUARIO 0910127265 1864 01/08/2000 01/08/2000
30 3,278.00 3,500.00 675.00 0.00 349.00 0.00 4,000.00 11,802.00 .00 .00 .00 .00 .00 .00 8,608.89 8,858.89
570.04 .00 .00 856.96 .00 193.33 .00 158.61 693.55 .00 118.02 .00 .00 602.60 .00 250.00

003 CIUDAD REAL AGUILAR LUIS EMILIO MEDICO 020780193649 1935 01/02/2002 01/02/2002
30 5,478.00 4,983.00 600.00 375.00 349.00 0.00 3,700.00 15,485.00 .00 4,000.00 .00 .00 .00 .00 8,238.93 8,488.93
747.93 .00 .00 .00 .00 193.33 .00 208.12 1,155.09 .00 154.85 .00 .00 786.75 .00 250.00

004 MOLINA AVILA CLAUDIA CRISTINA SECRETARIA DE SECCION 030780002026 2693 03/01/2024 03/01/2024
30 2,288.00 0.00 0.00 0.00 0.00 0.00 1,500.00 3,788.00 .00 .00 .00 .00 .00 .00 1,650.93 1,900.93
182.96 .00 .00 1,751.51 .00 .00 .00 .00 164.72 .00 37.88 .00 .00 .00 .00 250.00

Van ...
87,519.67 58,530.67 12,935.00 2,062.50 5,828.00 0.00 58,350.00 225,225.84 819.53 353.33 7,000.00 0.00 8,762.12 0.00 6,000.00
10,737.90 141.94 0.00 11,535.16 0.00 2,899.95 0.00 2,108.41 17,352.10 0.00 0.00 0.00 15,009.76 3,230.49 0.00 145,275.15 151,275.15

Indiv | Nombre | Cuenta Bancaria | Codigo | Fecha Ingreso | Fecha Relación
Sueldo Perma | Paso Sal | Bonif Antig | Bonif Profe | Comple Pacto | Subsidio Fam | Bono Disp Ope | Sueldo Devengado Decreto 424-95 1% | 1% Sind/Stepq Sind/Stopq | 1% Sindicato Ostracompq Stupepqpz | Acep/ Dec. 81-70 B. Ornato | Desc Judicial | Banrural | Prestamo BI | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | Liquido Recibir
IGSS | 1% Sind/Sutrap orquet | Prestamo Sutraporque | Bantrab | Prest Sind | Otros Desctos | Convenio pago | Fianza | Isr

Vienen ...

87,519.67 | 58,530.67 | 12,935.00 | 2,062.50 | 5,828.00 | 0.00 | 58,350.00 | 225,225.84 | 353.33 | 7,000.00 | 0.00 | 0.00 | 8,762.12 | 0.00 | 145,275.15 | 151,275.15
10,737.90 | 141.94 | 0.00 | 11,535.16 | 0.00 | 2,899.95 | 0.00 | 2,108.41 | 17,352.10 | 0.00 | 819.53 | 0.00 | 0.00 | 15,009.76 | 3,230.49 | 0.00 | 0.00 | 6,000.00

2025-075-01-00-000-004-011-0509-30 SERVICIOS DE MEDICINA EN EL TRABAJO

006 CANTE CRUZ LAZARO FRANCISCO | PARAMEDICO AUXILIAR | 010780206476 | 2432 | 18/02/2013 | 18/02/2013
30 | 2,508.00 | 973.00 | 550.00 | 0.00 | 85.00 | 0.00 | 1,500.00 | 5,616.00 | .00 | .00 | .00 | .00 | .00 | .00 | 1,800.85 | 2,050.85
271.25 | .00 | .00 | 2,449.46 | .00 | 193.33 | .00 | .00 | 551.65 | .00 | 56.16 | .00 | .00 | 293.30 | .00 | 250.00

007 HERNANDEZ MARIA DEL CARMEN GARCIA MADRILES DE | PARAMEDICO AUXILIAR | 3693025803 | 2152 | 02/05/2008 | 02/05/2008
30 | 2,508.00 | 1,966.50 | 650.00 | 0.00 | 249.00 | 0.00 | 1,500.00 | 6,873.50 | 68.74 | .00 | .00 | .00 | .00 | .00 | 5,113.48 | 5,363.48
331.99 | .00 | .00 | .00 | .00 | 193.33 | .00 | .00 | 809.78 | .00 | .00 | .00 | .00 | 356.18 | .00 | 250.00

008 CASTILLO BERLYN MARLENY HUERTAS ORELLANA DE | OFICIAL ADMINISTRATIVO II | 010780198651 | 2459 | 02/09/2013 | 02/09/2013
30 | 2,398.00 | 866.00 | 550.00 | 0.00 | 85.00 | 0.00 | 1,500.00 | 5,399.00 | 53.99 | .00 | .00 | .00 | .00 | .00 | 4,247.16 | 4,497.16
260.77 | .00 | .00 | .00 | .00 | 193.33 | .00 | .00 | 361.30 | .00 | .00 | .00 | .00 | 282.45 | .00 | 250.00

009 PAZ MORALES ETELVINA BEATRIZ | OFICIAL ADMINISTRATIVO I | 030780002379 | 2663 | 18/07/2022 | 18/07/2022
30 | 2,288.00 | 291.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,500.00 | 4,079.00 | .00 | .00 | .00 | .00 | .00 | .00 | 3,391.86 | 3,641.86
197.02 | .00 | .00 | .00 | .00 | .00 | .00 | 54.82 | 178.06 | .00 | 40.79 | .00 | .00 | 216.45 | .00 | 250.00

010 BARRIENTOS GALVEZ CESAR AUGUSTO | CONDUCTOR DE VEHICULOS | 010780190316 | 1868 | 08/08/2000 | 08/08/2000
30 | 2,288.00 | 3,200.00 | 675.00 | 0.00 | 349.00 | 0.00 | 1,500.00 | 8,012.00 | .00 | .00 | .00 | .00 | .00 | .00 | 3,535.78 | 3,785.78
386.98 | .00 | .00 | 2,645.13 | .00 | 193.33 | .00 | .00 | 1,170.66 | .00 | 80.12 | .00 | .00 | .00 | .00 | 250.00

011 MENDOZA ARRIAGA VICTOR EDUARDO | MEDICO M/T | 3595006253 | 2582 | 04/07/2019 | 04/07/2019
30 | 2,739.00 | 600.00 | 400.00 | 187.50 | 35.00 | 0.00 | 1,850.00 | 5,811.50 | .00 | .00 | .00 | .00 | .00 | .00 | 4,938.81 | 5,188.81
280.70 | .00 | .00 | .00 | .00 | 193.33 | .00 | 78.11 | 320.55 | .00 | .00 | .00 | .00 | .00 | .00 | 250.00

012 GONZALEZ MONTES DE OCA NATALY | ODONTOLOGO | 0280009258 | 2638 | 28/04/2020 | 28/04/2020
30 | 5,478.00 | 1,200.00 | 400.00 | 375.00 | 0.00 | 0.00 | 3,700.00 | 11,153.00 | 111.53 | .00 | .00 | .00 | .00 | .00 | 8,918.17 | 9,168.17
538.69 | .00 | .00 | .00 | .00 | 193.33 | .00 | 149.90 | 671.23 | .00 | .00 | .00 | .00 | 570.15 | .00 | 250.00

013 BARRERA SHENI JANETH LOPEZ GRAJEDA DE | AUXILIAR DE ENFERMERIA | 03078000201-8 | 2457 | 01/08/2013 | 01/08/2013
30 | 2,508.00 | 883.00 | 550.00 | 0.00 | 85.00 | 0.00 | 1,500.00 | 5,526.00 | .00 | .00 | .00 | .00 | .00 | .00 | 2,471.67 | 2,721.67
266.91 | .00 | .00 | 1,789.29 | .00 | 193.33 | .00 | .00 | 749.54 | .00 | 55.26 | .00 | .00 | .00 | .00 | 250.00

Van ...

110,234.67 | 68,510.17 | 16,710.00 | 2,625.00 | 6,716.00 | 0.00 | 72,900.00 | 277,695.84 | 1,051.86 | 587.59 | 7,000.00 | 0.00 | 10,480.65 | 0.00 | 8,000.00
13,272.21 | 141.94 | 0.00 | 18,419.04 | 0.00 | 4,253.26 | 0.00 | 2,391.24 | 22,164.87 | 0.00 | 0.00 | 0.00 | 15,009.76 | 3,230.49 | 0.00 | 179,692.93 | 187,692.93

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Indiv Nombre | Paso Sal | Bonif Antig | Bonif Profe | Comple Pacto | Subsidio Fam | Bono Disp Ope | Sueldo Devengado | 1% Sind/Stepq | 1% Sindicato Ostracompq | Cuenta Bancaria | Codigo | Fecha Ingreso | Fecha Relación
Sueldo Perma | Prestamo Sutraporque | Decreto 424-95 1% | Sind/Stopq | Stupepqpz | Acep/ Dec. 81-70 B. Ornato | Desc Judicial | Banrural | Prestamo BI | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | Liquido Recibir
IGSS | 1% Sind/Sutrap orquet | Bantrab | Prest Sind | Otros Desctos | Convenio pago | Fianza | Isr

Vienen ...
110,234.67 68,510.17 16,710.00 2,625.00 6,716.00 0.00 72,900.00 277,695.84 587.59 7,000.00 0.00 0.00 10,480.65 0.00 179,692.93 187,692.93
13,272.21 141.94 0.00 18,419.04 0.00 4,253.26 0.00 2,391.24 22,164.87 0.00 1,051.86 0.00 0.00 15,009.76 3,230.49 0.00 0.00 8,000.00

2025-075-01-00-000-004-011-0509-30 SERVICIOS DE MEDICINA EN EL TRABAJO

014 ALVARADO ARRIAGA OTILIA AMPARO — PARAMEDICO AUXILIAR — 3083237371 — 2274 — 03/08/2009 — 03/08/2009
30 2,508.00 1,600.00 650.00 0.00 149.00 0.00 1,500.00 6,407.00 .00 .00 .00 .00 .00 .00 2,160.17 2,410.17
309.46 .00 .00 2,558.67 .00 .00 .00 .00 981.78 .00 64.07 .00 .00 332.85 .00 250.00

015 BARILLAS MARROQUIN SAMUEL BENJAMIN — CONDUCTOR DE VEHICULOS — 01-078-0202101 — 2047 — 01/04/2003 — 01/04/2003
30 2,288.00 2,713.00 675.00 0.00 349.00 0.00 1,500.00 7,525.00 .00 400.00 .00 .00 .00 .00 1,228.70 1,478.70
363.46 .00 .00 3,617.79 .00 193.33 .00 .00 1,257.72 .00 75.25 .00 .00 388.75 .00 250.00

016 MORALES CASTRO PAULINO — CONDUCTOR DE VEHICULOS — 01-078-020393-0 — 2220 — 16/07/2008 — 16/07/2008
30 2,288.00 1,869.00 650.00 0.00 249.00 0.00 1,500.00 6,556.00 .00 .00 .00 .00 .00 .00 1,650.28 1,900.28
316.65 65.56 .00 3,052.07 .00 193.33 .00 .00 937.81 .00 .00 .00 .00 340.30 .00 250.00

017 REYES JENNY MAGNOLIA SOLARES JIMENEZ DE — AUXILIAR DE ENFERMERIA — 01038000033-1 — 2368 — 01/02/2012 — 01/02/2012
30 2,508.00 1,183.00 550.00 0.00 85.00 0.00 1,500.00 5,826.00 .00 .00 .00 .00 .00 .00 2,363.65 2,613.65
281.40 .00 .00 2,329.62 .00 193.33 .00 .00 295.94 .00 58.26 .00 .00 303.80 .00 250.00

018 MEMBREÑO PINEDA ROMULO ENRIQUE — OFICIAL ADMINISTRATIVO I — 030780002387 — 2653 — 03/01/2022 — 03/01/2022
30 2,288.00 398.00 0.00 0.00 0.00 0.00 1,500.00 4,186.00 .00 .00 .00 .00 .00 .00 3,102.44 3,352.44
202.18 .00 .00 .00 .00 193.33 .00 .00 424.39 .00 41.86 .00 .00 221.80 .00 250.00

019 MORALES CRUZ NANCY DINORA — OFICIAL ADMINISTRATIVO II — 010780198449 — 2754 — 03/01/2024 — 03/01/2024
30 2,398.00 0.00 0.00 0.00 0.00 0.00 1,500.00 3,898.00 .00 .00 .00 .00 .00 .00 3,105.15 3,355.15
188.27 .00 .00 .00 .00 193.33 .00 .00 164.87 .00 38.98 .00 .00 207.40 .00 250.00

020 VALIENTE GALAN FRANCISCO DANIEL — PARAMEDICO AUXILIAR — 01-078-020478-3 — 2185 — 01/06/2008 — 01/06/2008
30 2,508.00 1,888.00 650.00 0.00 249.00 0.00 1,500.00 6,795.00 67.95 2,970.25 .00 .00 .00 .00 1,342.89 1,592.89
328.20 .00 .00 720.12 .00 193.33 .00 .00 820.01 .00 .00 .00 .00 352.25 .00 250.00

021 BARRENO CLAUDIA EUGENIA DAVILA BORJA DE — OFICIAL ADMINISTRATIVO I — 020730042140 — 1605 — 01/04/1996 — 01/04/1996
762.67 406.00 225.00 0.00 183.00 0.00 500.00 2,076.67 .00 .00 .00 .00 .00 .00 1,544.28 1,794.28
100.30 .00 .00 .00 .00 .00 .00 .00 294.99 .00 20.77 .00 .00 116.33 .00 250.00

Van ...
127,783.34 78,567.17 20,110.00 2,625.00 7,980.00 0.00 83,900.00 320,965.51 1,351.05 655.54 10,370.25 0.00 12,744.13 0.00 10,000.00
15,362.13 207.50 0.00 30,697.31 0.00 5,413.24 0.00 2,391.24 27,342.38 0.00 0.00 0.00 15,009.76 3,230.49 0.00 196,190.49 206,190.49

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	1% Sindicato Ostracompq	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación			
Sueldo Perma	1% Sind/Sutrap orquet	Prestamo Sutraporque			Otros Desctos	Convenio pago		Decreto 424-95 1%	Sind/Stopq	Stupepqpz	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa
IGSS			Bantrab	Prest Sind			Fianza	Isr								Sueldo Liquido	Otros Bonos / Liquido Recibir

Vienen ...

127,783.34 78,567.17 20,110.00 2,625.00 7,980.00 0.00 83,900.00 320,965.51 655.54 10,370.25 0.00 0.00 12,744.13 0.00 196,190.49 206,190.49
15,362.13 207.50 0.00 30,697.31 0.00 5,413.24 0.00 2,391.24 27,342.38 0.00 1,351.05 0.00 0.00 15,009.76 3,230.49 0.00 0.00 10,000.00

2025-075-01-00-000-004-011-0509-30 SERVICIOS DE MEDICINA EN EL TRABAJO

54,046.67 30,435.50 9,050.00 1,125.00 3,099.00 0.00 36,600.00 134,356.17 302.21
140.98 .00 .00 .00 12,450.52 842.27 0.00 7,370.25 .00 .00 .00 74,854.53 79,854.53
6,489.41 22,883.77 2,899.95 750.92 .00 .00 5,371.36 .00 5,000.00

2025-075-01-00-000-004-011-0509-31 DEPARTAMENTO Y CENTRO DE FORMACION Y CAPACITACION

001 PINEDA WENDY MARIELA SAZO ARCHILA DE — JEFE DE DEPARTAMENTO — 010780187994 — 1456 — 17/01/1994 — 17/01/1994
30 5,918.00 6,095.00 600.00 375.00 649.00 0.00 4,300.00 17,937.00 .00 .00 .00 .00 .00 .00 14,629.63 14,879.63
866.36 .00 .00 .00 .00 .00 .00 241.07 1,111.22 .00 .00 179.37 .00 909.35 .00 250.00

002 CRUZ AURA LETICIA DE LA CRUZ GARCIA DE — SUBJEFE DE DEPARTAMENTO — 02078026525-9 — 1666 — 01/04/1997 — 01/04/1997
30 4,378.00 5,150.00 675.00 0.00 549.00 0.00 4,000.00 14,752.00 .00 .00 .00 .00 .00 .00 10,878.85 11,128.85
712.52 .00 .00 1,052.02 .00 193.33 .00 198.26 966.92 .00 .00 .00 .00 750.10 .00 250.00

003 TELON ARIAS ALDO EMILIO — COORDINADOR DE CURSOS — 010780190170 — 1847 — 01/06/2000 — 01/06/2000
30 3,058.00 3,600.00 675.00 0.00 349.00 0.00 1,600.00 9,282.00 .00 .00 .00 .00 .00 .00 7,314.93 7,564.93
448.32 .00 .00 .00 .00 193.33 .00 124.75 631.25 .00 92.82 .00 .00 476.60 .00 250.00

004 FRANCO CASTELLANOS CARLOS FERNANDO — COORDINADOR DE CURSOS — 010780189890 — 1808 — 03/03/2000 — 03/03/2000
30 3,058.00 4,450.00 675.00 0.00 349.00 0.00 1,600.00 10,132.00 .00 .00 .00 .00 .00 .00 8,407.29 8,657.29
303.96 101.32 .00 .00 .00 193.33 .00 .00 607.00 .00 .00 .00 .00 519.10 .00 250.00

005 GARCIA VALDEZ JAIME AROLDO — COORDINADOR DE CURSOS — 010780190910 — 1942 — 01/04/2002 — 01/04/2002
30 3,058.00 3,663.00 675.00 0.00 349.00 0.00 1,600.00 9,345.00 93.45 .00 .00 .00 .00 .00 5,784.07 6,034.07
280.35 .00 .00 2,438.42 .00 193.33 .00 .00 555.38 .00 .00 .00 .00 .00 .00 250.00

19,470.00 22,958.00 3,300.00 375.00 2,245.00 0.00 13,100.00 61,448.00 93.45
101.32 .00 .00 .00 3,871.77 92.82 179.37 .00 .00 .00 .00 47,014.77 48,264.77
2,611.51 3,490.44 773.32 564.08 .00 .00 2,655.15 .00 1,250.00

Van ...

147,253.34 101,525.17 23,410.00 3,000.00 10,225.00 0.00 97,000.00 382,413.51 1,443.87 748.99 10,370.25 0.00 15,399.28 0.00 11,250.00
17,973.64 308.82 0.00 34,187.75 0.00 6,186.56 0.00 2,955.32 31,214.15 0.00 179.37 0.00 15,009.76 3,230.49 0.00 243,205.26 254,455.26

Indiv Nombre | Sueldo Perma | Paso Sal | Bonif Antig | Bonif Profe | Comple Pacto | Subsidio Fam | Bono Disp Ope | Sueldo Devengado | 1% Sind/Stepq | 1% Sindicato Ostracompq | Cuenta Bancaria | Codigo | Fecha Ingreso | Fecha Relación

IGSS | 1% Sind/Sutraporquet | Prestamo Sutraporque | Bantrab | Prest Sind | Otros Desctos | Convenio pago | Fianza | Isr | Decreto 424-95 1% | Sind/Stopq | Stupepqpz | Acep/Dec. 81-70 B. Ornato | Desc Judicial | Banrural | Prestamo BI | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | Liquido Recibir

Vienen ...

147,253.34	101,525.17	23,410.00	3,000.00	10,225.00	0.00	97,000.00	382,413.51	748.99	10,370.25	0.00	0.00	15,399.28	0.00	243,205.26	254,455.26							
17,973.64	308.82	0.00	34,187.75	0.00	6,186.56	0.00	2,955.32	31,214.15	0.00	1,443.87	179.37	0.00	15,009.76	3,230.49	0.00	0.00	11,250.00					

2025-075-01-00-000-004-011-0509-32 DEPARTAMENTO DE CLASIFICACION DE PUESTOS Y ADMON DE SALARIOS

001 CABRIA WUENDA BETZABE ARCHILA MELGAR DE	JEFE DE DEPARTAMENTO	4450141140	1648	03/02/1997	03/02/1997																	
30	5,918.00	4,500.00	600.00	375.00	549.00	0.00	4,300.00	16,242.00	162.42	.00	.00	.00	.00	.00	13,278.22	13,528.22						
784.49	.00	.00	.00	.00	.00	.00	218.29	973.98	.00	.00	.00	.00	824.60	.00	250.00							
002 LAU AGUILAR MARTHA ALICIA	SECRETARIA DE DEPARTAMENTO	01-078-019996-8	2660	16/05/2022	16/05/2022																	
30	2,398.00	325.00	0.00	0.00	0.00	0.00	1,500.00	4,223.00	.00	.00	.00	.00	.00	.00	3,549.92	3,799.92						
203.97	.00	.00	.00	.00	.00	.00	.00	203.23	.00	42.23	.00	.00	223.65	.00	250.00							
003 MELGAR GISELA LISSBETH GRANADOS CRUZ DE	SUBJEFE DE DEPARTAMENTO	010780189474	1733	01/05/1999	01/05/1999																	
30	4,378.00	4,750.00	675.00	0.00	449.00	0.00	4,000.00	14,252.00	.00	.00	.00	.00	.00	.00	9,702.12	9,952.12						
688.37	.00	.00	1,748.21	.00	193.33	.00	191.54	860.81	.00	142.52	.00	.00	725.10	.00	250.00							
004 MORALES MIRZA JEANETE DONIS GALEANO DE	ASISTENTE TECNICO III	020780193088	1443	07/12/1993	07/12/1993																	
30	3,058.00	5,570.00	675.00	0.00	649.00	0.00	1,700.00	11,652.00	.00	.00	.00	.00	.00	.00	9,601.79	9,851.79						
562.79	.00	.00	.00	.00	.00	.00	.00	775.80	.00	116.52	.00	.00	595.10	.00	250.00							
006 OSEGUEDA CINDY MABEL ALFARO ALBILLO DE	ASISTENTE TECNICO III	010780189989	1830	03/04/2000	03/04/2000																	
30	3,058.00	4,200.00	675.00	0.00	349.00	0.00	1,700.00	9,982.00	99.82	.00	.00	.00	.00	.00	2,787.11	3,037.11						
482.13	.00	.00	5,497.86	.00	.00	.00	.00	603.48	.00	.00	.00	.00	511.60	.00	250.00							
007 AMEZQUITA GUZMAN LESLY CARMELITA	ASISTENTE TECNICO III	3115055937	2658	11/05/2022	11/05/2022																	
30	3,058.00	492.00	0.00	0.00	0.00	0.00	1,700.00	5,250.00	52.50	.00	.00	.00	.00	.00	4,481.17	4,731.17						
253.58	.00	.00	.00	.00	193.33	.00	.00	269.42	.00	.00	.00	.00	.00	.00	250.00							

21,868.00	19,837.00	2,625.00	375.00	1,996.00	0.00	14,900.00	61,601.00	314.74								
.00	.00	.00	.00	3,686.72	301.27	0.00	.00	.00	.00	.00	43,400.33	44,900.33				
2,975.33	7,246.07	386.66	409.83	.00	.00	2,880.05	.00	1,500.00								

Van ...

169,121.34	121,362.17	26,035.00	3,375.00	12,221.00	0.00	111,900.00	444,014.51	1,745.14	1,063.73	10,370.25	0.00	18,279.33	0.00	12,750.00				
20,948.97	308.82	0.00	41,433.82	0.00	6,573.22	0.00	3,365.15	34,900.87	0.00	179.37	0.00	15,009.76	3,230.49	0.00	286,605.59	299,355.59		

OBSERVACIONES NOMINA DE SUELDOS-01-202511

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2182	3	CHANG HERNANDEZ, HENRY CHILEON	ASISTENTE TECNICO I	RENUNCIA AL SINDICATO OSTRACOMPQ A PARTIR DEL MES DE NOVIEMBRE 2025.
2555	4	VELASQUEZ GONZALEZ, LUIS FERNANDO	ASISTENTE TECNICO II	DESCUENTO DEL SEGURO MEDICO A PARTIR DE ESTE MES DE 193.33.
2040	5	REYES RODAS, FRANCISCO	ASISTENTE TECNICO I	DESCUENTO DEL 3% DE LA CUOTA DEL IGSS. (JUBILADO DEL IGSS)
1868	10	BARRIENTOS GALVEZ CESAR AUGUSTO	CONDUCTOR DE VEHICULOS	NUEVO PRESTAMO BANTRAB CON CUOTA MENSUAL DE Q. 2,645.13
2457	13	BARRERA SHENI JANETH LOPEZ GRAJEDA DE BARRERA DE	AUXILIAR DE ENFERMERIA	NUEVO PRESTAMO BANTRAB CON CUOTA MENSUAL DE Q. 1,789.29

OBSERVACIONES NOMINA DE SUELDOS-01-202511

ANEXO 1: DESCUENTOS JUDICIALES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2185	2025	VALIENTE GALAN, FRANCISCO DANIEL	PARAMEDICO AUXILIAR	SOBREPASA EL PORCENTAJE LEGAL DEL 65%. DE ACUERDO AL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y SINDICATO DE TRABAJADORES DE LA EPQ VIGENTE EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO.

ANEXO 2: PRESTAMOS PLAN DE JUBILACIONES

CODIGOINDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES

RESUMEN DE SUELDOS DEL PERSONAL PERMANENTE 011
DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE NOVIEMBRE/2025

RESUMEN GENERAL

Sueldo Permanente	169,121.34	
Paso Salarial	121,362.17	
Bonif/Antiguedad	26,035.00	
Bonif/Profesional	3,375.00	
Complemento Sal...	12,221.00	
Subsidio Familiar	0.00	
Bono Disp/operativa	111,900.00	
Bono 372001	12,750.00	
Nominal.................		456,764.51
(-) Cuota I.G.S.S (201).	20,948.97	
(-) Banco del Trabajador (102)	41,433.82	
(-) Cuota Sindicato (105)	1,745.14	
(-) Otros Descuentos (215)	6,573.22	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	3,365.15	
(-) I.S.R. (203)	34,900.87	
(-) Decreto 424-95 1% (117)	0.00	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (211)	10,370.25	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	308.82	
(-) Prestamo Sindicato Sutraporquet (189)	0.00	
(-) Desc. Sindicato Stupepqpz (282)	179.37	
(-) Descuento Jubilación (111)	18,279.33	
(-) Plan Jubilación (111)	3,230.49	
(-) Prestamo Banco Industrial	15,009.76	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	1,063.73	
(-) Prestamo Banco BANRURAL (215)	0.00	157,408.92
Liquido		299,355.59

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
CUATROCIENTOS CINCUENTA Y SEIS MIL SETECIENTOS SESENTA Y CUATRO QUETZALES CON 51/100.- (456,764.51) PUERTO QUETZAL NOVIEMBRE DE 2025

ELABORO F: ______________________________
BANNER ADAN FAJARDO GARCIA
AUXILIAR ADMINISTRATIVO

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

Vo. Bo. F: ______________________________
MAGNOLIA JAKELINA CARRANZA JIMENEZ de ROJA
SUBGERENTE DE RECURSOS HUMANOS