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

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

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

2025-075-01-00-000-005-011-0509-33        GERENCIA ADMINISTRATIVA

 001 MORALES CHALI CARLOS ALEJANDRO        GERENTE ADMINISTRATIVO        048-014316-3   2708   02/04/2024   02/04/2024
 30  12,738.00   0.00   0.00   375.00   0.00   0.00   5,400.00   18,513.00   .00   .00   .00   .00   .00   .00   16,008.84   16,258.84
  894.18   .00   .00   .00   .00   193.33   .00   248.82   1,167.83   .00   .00   .00   .00   .00   .00   250.00

 002 CONTRERAS CONDE ANA GABRIELA          SUBGERENTE ADMINISTRATIVO     014-076834-1   2713   02/07/2024   02/07/2024
 30  8,558.00   0.00   0.00   375.00   0.00   0.00   4,500.00   13,433.00   .00   .00   .00   .00   .00   .00   11,611.85   11,861.85
  648.81   .00   .00   .00   .00   193.33   .00   180.54   798.47   .00   .00   .00   .00   .00   .00   250.00

 003 AVALOS CONTRERAS ZOILA ESPERANZA      ASISTENTE TECNICO III         020780196184   2137   16/04/2008   16/04/2008
 30  3,058.00   2,642.00   650.00   0.00   249.00   0.00   1,700.00   8,299.00   .00   .00   .00   .00   .00   .00   7,539.98   7,789.98
  248.97   .00   .00   .00   .00   .00   .00   .00   510.05   .00   .00   .00   .00   .00   .00   250.00

 24,354.00   2,642.00   650.00   750.00   249.00   0.00   11,600.00   40,245.00   0.00
       .00   .00   .00   .00   2,476.35   .00   0.00   .00   .00   .00   .00   35,160.67   35,910.67
 1,791.96   .00   386.66   429.36   .00   .00   .00   .00   750.00


2025-075-01-00-000-005-011-0509-34        DEPARTAMENTO DE COMPRAS

 001 CORDON SAGASTUME KATERIN VANESSA      JEFE DE DEPARTAMENTO          3006189490     2733   12/02/2025   12/02/2025
 30  5,918.00   0.00   0.00   375.00   0.00   0.00   4,300.00   10,593.00   .00   .00   .00   .00   .00   .00   8,813.38   9,063.38
  511.64   .00   .00   .00   .00   .00   .00   142.37   583.46   .00   .00   .00   .00   542.15   .00   250.00

 002 MORALES CRUZ MARCO ANTONIO            ASISTENTE TECNICO II          3114030738     2051   01/07/2003   01/07/2003
 30  2,838.00   2,476.00   675.00   0.00   349.00   0.00   1,600.00   7,938.00   .00   .00   .00   .00   .00   .00   3,828.09   4,078.09
  383.41   .00   .00   2,603.30   .00   193.33   .00   .00   441.09   .00   79.38   .00   .00   409.40   .00   250.00

 003 ALVAREZ YENIFER CORALI GALLARDO VILLALOBOS DE   ASISTENTE TECNICO I   030780000694   2285   16/12/2009   16/12/2009
 30  2,618.00   1,600.00   650.00   0.00   149.00   0.00   1,500.00   6,517.00   .00   .00   .00   .00   .00   .00   5,189.73   5,439.73
  314.77   .00   .00   .00   .00   193.33   .00   .00   415.65   .00   65.17   .00   .00   338.35   .00   250.00


  Van ...
    35,728.00   6,718.00   1,975.00   1,125.00   747.00   0.00   19,000.00   65,293.00   144.55   0.00   0.00   0.00   1,289.90   0.00   1,500.00
  3,001.78   0.00   0.00   2,603.30   0.00   773.32   0.00   571.73   3,916.55   0.00   0.00   0.00   0.00   0.00   0.00   52,991.87   54,491.87
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA ADMINISTRATIVA
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 | Desc Judicial | Banrural | Prestamo BI | Jubila | Prest Jubila | Cooperativa Upa | Sueldo Liquido | 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 | Acep/ Dec. 81-70 B. Ornato | Otros Bonos

Vienen ...
35,728.00 6,718.00 1,975.00 1,125.00 747.00 0.00 19,000.00 65,293.00 0.00 0.00 0.00 0.00 1,289.90 0.00 52,991.87 54,491.87
3,001.78 0.00 0.00 2,603.30 0.00 773.32 0.00 571.73 3,916.55 0.00 144.55 0.00 0.00 0.00 0.00 0.00 0.00 1,500.00

2025-075-01-00-000-005-011-0509-34 DEPARTAMENTO DE COMPRAS

004 GALLARDO Y GAYARDO NOELIA ELIZABETH OFICIAL ADMINISTRATIVO II 020780264546 2238 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 2,247.55 .00 .00 2,148.91 2,398.91
321.29 .00 .00 1,167.27 .00 .00 .00 .00 355.36 .00 66.52 .00 .00 345.10 .00 250.00

005 QUIÑONEZ LINARES SHENY MARISELA SECRETARIA DE DEPARTAMENTO 3114031026 2433 18/02/2013 18/02/2013
30 2,398.00 973.00 550.00 0.00 85.00 0.00 1,500.00 5,506.00 .00 .00 .00 .00 .00 .00 4,547.73 4,797.73
265.94 .00 .00 .00 .00 .00 .00 .00 349.47 .00 55.06 .00 .00 287.80 .00 250.00

006 RUANO LORENZO IVAN ESTUARDO AUXILIAR ADMINISTRATIVO 445-004470-8 2768 02/06/2025 02/06/2025
30 2,178.00 0.00 0.00 0.00 0.00 0.00 1,500.00 3,678.00 .00 .00 .00 .00 .00 .00 3,073.84 3,323.84
177.65 .00 .00 .00 .00 193.33 .00 .00 .00 .00 36.78 .00 .00 196.40 .00 250.00

007 GONZALES VELASQUEZ GEOVANNY IBAN ASISTENTE TECNICO I 010780190820 1937 01/03/2002 01/03/2002
30 2,618.00 2,676.00 675.00 0.00 349.00 0.00 1,500.00 7,818.00 .00 .00 .00 .00 .00 .00 4,489.44 4,739.44
377.61 .00 .00 1,737.38 .00 193.33 .00 105.08 433.58 .00 78.18 .00 .00 403.40 .00 250.00

20,966.00 9,580.00 3,200.00 375.00 1,181.00 0.00 13,400.00 48,702.00 0.00
.00 .00 .00 .00 2,578.61 381.09 0.00 .00 .00 2,247.55 .00 32,091.12 33,841.12
2,352.31 5,507.95 773.32 247.45 .00 .00 2,522.60 .00 1,750.00

2025-075-01-00-000-005-011-0509-35 DEPARTAMENTO DE SERVICIOS ADMINISTRATIVOS

001 CIFUENTES CASTILLO SELVYN OSMAR JEFE DE DEPARTAMENTO 010780189911 1816 16/03/2000 16/03/2000
30 5,918.00 5,300.00 600.00 375.00 349.00 0.00 4,300.00 16,842.00 .00 .00 .00 .00 .00 .00 13,319.80 13,569.80
813.47 .00 .00 .00 .00 193.33 .00 226.35 1,035.61 230.42 168.42 .00 .00 854.60 .00 250.00

002 VALDIVIEZO CLAUDIA MARIA GARCIA AZURDIA DE ASISTENTE ADMINISTRATIVO 03018513886627 2041 03/02/2003 03/02/2003
30 4,158.00 3,182.00 675.00 0.00 349.00 0.00 1,700.00 10,064.00 .00 3,347.40 .00 .00 .00 .00 4,945.06 5,195.06
486.09 .00 .00 .00 .00 .00 .00 135.26 634.49 .00 .00 .00 .00 515.70 .00 250.00

Van ...
55,396.00 20,704.00 5,125.00 1,500.00 2,128.00 0.00 31,000.00 115,853.00 549.51 0.00 3,347.40 0.00 3,892.90 0.00 3,000.00
5,443.83 0.00 0.00 5,507.95 0.00 1,353.31 0.00 1,038.42 6,725.06 230.42 0.00 0.00 2,247.55 0.00 0.00 85,516.65 88,516.65

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA ADMINISTRATIVA
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 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 | Decreto 424-95 1% | Sind/Stopq

Vienen ...																	
	55,396.00	20,704.00	5,125.00	1,500.00	2,128.00	0.00	31,000.00	115,853.00	0.00	3,347.40	0.00	0.00	3,892.90	0.00	85,516.65	88,516.65	
5,443.83	0.00	0.00	5,507.95	0.00	1,353.31	0.00	1,038.42	6,725.06	230.42	549.51	0.00	0.00	2,247.55	0.00	0.00	0.00	3,000.00
2025-075-01-00-000-005-011-0509-35	DEPARTAMENTO DE SERVICIOS ADMINISTRATIVOS																
003	MELENDEZ ARRECIS ANDREA BETZABE	SECRETARIA DE DEPARTAMENTO	01078019851-1	2445	02/05/2013	02/05/2013											
30	2,398.00	933.00	550.00	0.00	85.00	0.00	1,500.00	5,466.00	.00	.00	.00	699.66	.00	.00	3,755.59	4,005.59	
264.01	.00	.00	.00	.00	.00	.00	.00	406.28	.00	.00	54.66	.00	285.80	.00	250.00		
005	GONZALES RODRIGUEZ VITALINO	JEFE DE SECCION	091-009503-3	1513	21/02/1994	21/02/1994											
30	3,278.00	5,260.00	675.00	0.00	649.00	0.00	4,000.00	13,862.00	.00	.00	.00	.00	.00	.00	11,134.76	11,384.76	
669.53	138.62	.00	.00	.00	193.33	.00	186.30	833.86	.00	.00	.00	.00	705.60	.00	250.00		
006	ANDRADE MAHOLY GERALDINE GORDILLO PAREDES DE	OFICIAL ADMINISTRATIVO II	445-008671-7	2481	17/01/2014	17/01/2014											
30	2,398.00	791.00	550.00	0.00	85.00	0.00	1,500.00	5,324.00	.00	.00	.00	.00	.00	.00	4,208.67	4,458.67	
257.15	.00	.00	.00	.00	193.33	.00	71.56	261.35	.00	53.24	.00	.00	278.70	.00	250.00		
008	FAJARDO GARCIA BANNER ADAN	AUXILIAR ADMINISTRATIVO	010780196608	2649	02/09/2019	02/09/2019											
30	2,178.00	400.00	435.00	0.00	35.00	0.00	1,500.00	4,548.00	.00	.00	.00	.00	.00	.00	3,566.02	3,816.02	
219.67	.00	.00	.00	.00	193.33	.00	61.13	222.47	.00	45.48	.00	.00	239.90	.00	250.00		
009	LARA PAREDES FAUSTO RENE	OFICIAL ADMINISTRATIVO II	010780190090	1822	03/04/2000	03/04/2000											
30	2,398.00	2,900.00	675.00	0.00	349.00	0.00	1,500.00	7,822.00	78.22	2,456.13	.00	.00	580.91	.00	1,459.36	1,709.36	
377.80	.00	.00	984.29	.00	193.33	.00	105.12	1,183.24	.00	.00	.00	.00	403.60	.00	250.00		
010	MARTINEZ MARTINEZ ANGEL VLADIMIR	AUXILIAR ADMINISTRATIVO	01-038-000545-7	2762	18/02/2025	18/02/2025											
30	2,178.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,678.00	.00	.00	.00	.00	.00	.00	3,110.32	3,360.32	
177.65	.00	.00	.00	.00	.00	.00	.00	156.85	.00	36.78	.00	.00	196.40	.00	250.00		
011	POCASANGRE GARCIA CRISTINA FERNANDA	OFICIAL ADMINISTRATIVO I	010780199011	2710	16/04/2024	16/04/2024											
30	2,288.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,788.00	37.88	.00	.00	.00	.00	.00	3,215.00	3,465.00	
182.96	.00	.00	.00	.00	.00	.00	.00	150.26	.00	.00	.00	.00	201.90	.00	250.00		
Van ...																	
	72,512.00	30,988.00	8,010.00	1,500.00	3,331.00	0.00	44,000.00	160,341.00	685.01	116.10	5,803.53	0.00	6,204.80	0.00	4,750.00		
7,592.60	138.62	0.00	6,492.24	0.00	2,126.63	0.00	1,462.53	9,939.37	230.42	54.66	0.00	2,947.21	580.91	0.00	115,966.37	120,716.37	

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

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

Vienen ...
   72,512.00   30,988.00   8,010.00   1,500.00   3,331.00   0.00   44,000.00   160,341.00   116.10   5,803.53   0.00   0.00   6,204.80   0.00   115,966.37   120,716.37
 7,592.60   138.62   0.00   6,492.24   0.00   2,126.63   0.00   1,462.53   9,939.37   230.42   685.01   54.66   0.00   2,947.21   580.91   0.00   0.00   4,750.00

2025-075-01-00-000-005-011-0509-35        DEPARTAMENTO DE SERVICIOS ADMINISTRATIVOS

 27,192.00   18,766.00   4,160.00   375.00   1,901.00   0.00   19,000.00   71,394.00   116.10
      138.62   .00   .00   .00   4,884.41   303.92   54.66   5,803.53   .00   699.66   580.91   48,714.58   50,964.58
 3,448.33   984.29   966.65   785.72   230.42   .00   3,682.20   .00   2,250.00


2025-075-01-00-000-005-011-0509-36        SECCION DE SUMINISTROS Y ALMACENAMIENTOS

001  ANDRADE SANABRIA EDGAR ROLANDO          JEFE ADMINISTRATIVO PORTUARIO   4450086725   1773   17/01/2000   17/01/2000
 30   3,278.00   4,650.00   675.00   0.00   349.00   0.00   4,000.00   12,952.00   .00   4,001.90   .00   .00   2,271.82   .00   4,124.70   4,374.70
 625.58   .00   .00   .00   .00   193.33   .00   174.07   770.98   .00   129.52   .00   .00   660.10   .00   250.00

002  VALIENTE ARTEAGA MELKIN ALBERTO         ASISTENTE TECNICO I             030780000864   2394   16/05/2012   16/05/2012
 30   2,618.00   1,125.00   550.00   0.00   85.00   0.00   1,500.00   5,878.00   .00   .00   .00   .00   .00   .00   3,498.38   3,748.38
 283.91   .00   .00   1,046.07   .00   193.33   .00   79.00   412.13   .00   58.78   .00   .00   306.40   .00   250.00

003  CEBALLOS SANCHEZ CARLOS ENRIQUE         ASISTENTE TECNICO III           3114031159   1829   03/04/2000   03/04/2000
 30   3,058.00   3,500.00   675.00   0.00   349.00   0.00   1,700.00   9,282.00   92.82   .00   .00   .00   .00   .00   7,708.52   7,958.52
 278.46   .00   .00   .00   .00   193.33   .00   .00   532.27   .00   .00   .00   .00   476.60   .00   250.00

004  GONZALEZ MARIA JOSE QUINTEROS ROSALES DE   OFICIAL ADMINISTRATIVO I     01078019914-3   2492   01/04/2014   01/04/2014
 30   2,288.00   750.00   550.00   0.00   85.00   0.00   1,500.00   5,173.00   .00   .00   .00   .00   .00   .00   4,050.81   4,300.81
 249.86   .00   .00   .00   .00   193.33   .00   69.53   286.59   .00   51.73   .00   .00   271.15   .00   250.00

005  GAMEZ ROCHA JEANETH ALBERTINA           OFICIAL ADMINISTRATIVO II       01078019766-3   2397   01/06/2012   01/06/2012
 30   2,398.00   1,117.00   550.00   0.00   85.00   0.00   1,500.00   5,650.00   56.50   .00   .00   .00   .00   .00   2,489.37   2,739.37
 272.90   .00   .00   2,059.12   .00   193.33   .00   .00   283.78   .00   .00   .00   .00   295.00   .00   250.00

006  VELASQUEZ AVILA JOSE MANUEL             ASISTENTE TECNICO I             020780265135   2288   16/12/2009   16/12/2009
 30   2,618.00   1,600.00   650.00   0.00   149.00   0.00   1,500.00   6,517.00   .00   .00   .00   2,765.65   .00   .00   2,145.96   2,395.96
 314.77   .00   .00   .00   .00   193.33   .00   87.58   606.19   .00   65.17   .00   .00   338.35   .00   250.00


 Van ...
   88,770.00   43,730.00   11,660.00   1,500.00   4,433.00   0.00   55,700.00   205,793.00   990.21   265.42   9,805.43   0.00   8,552.40   0.00   6,250.00
 9,618.08   138.62   0.00   9,597.43   0.00   3,286.61   0.00   1,872.71   12,831.31   230.42   54.66   0.00   5,712.86   2,852.73   0.00   139,984.11   146,234.11
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA ADMINISTRATIVA
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

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

Vienen ...
      88,770.00   43,730.00   11,660.00   1,500.00   4,433.00        0.00   55,700.00   205,793.00            265.42        9,805.43     0.00     0.00      8,552.40        0.00             139,984.11       146,234.11
  9,618.08   138.62   0.00   9,597.43   0.00   3,286.61   0.00   1,872.71   12,831.31   230.42   990.21   54.66   0.00            5,712.86      2,852.73        0.00      0.00     6,250.00

2025-075-01-00-000-005-011-0509-36          SECCION DE SUMINISTROS Y ALMACENAMIENTOS

 007  RABANALES SONIA LUCRESIA BARRIOS VELASQUEZ DE      OFICIAL ADMINISTRATIVO I             3114037034      2709    16/04/2024    16/04/2024
 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        3,215.00      3,465.00
  182.96    .00    .00    .00    .00    .00    .00    .00    150.26    .00    37.88    .00    .00                   201.90      .00                        250.00

 008  GIL QUINTANA JUAN RAUL                             OFICIAL ADMINISTRATIVO I             03-078-000198-4 2740    01/08/2022    01/08/2022
 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        3,221.96      3,471.96
  182.96    .00    .00    .00    .00    .00    .00    .00    181.18    .00    .00    .00    .00                     201.90      .00                        250.00

 009  LEON ALAS KEVIN ALEXANDER                          OFICIAL ADMINISTRATIVO I             01-078-020225-0 2703    09/02/2024    09/02/2024
 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        2,700.70      2,950.70
  182.96    .00    .00    .00    .00    193.33    .00    .00    471.23    .00    37.88    .00    .00                  201.90      .00                        250.00

  23,122.00   12,742.00   3,650.00   0.00   1,102.00      0.00   16,200.00   56,816.00        149.32
          .00         .00         .00          .00           3,694.61            380.96    0.00    4,001.90      .00    2,765.65    2,271.82          33,155.40    35,405.40
  2,574.36          3,105.19          1,353.31          410.18          .00                       .00                 2,953.30      .00              2,250.00


2025-075-01-00-000-005-011-0509-37          SECCION DE TRANSPORTES

 001  OCHOA FREDY HUMBERTO                               JEFE DE SECCION                      020780194874    1667    01/04/1997    01/04/1997
 30    3,278.00   4,500.00   675.00     0.00   549.00     0.00    4,000.00   13,002.00      .00       .00      .00      .00      .00      .00        7,943.07      8,193.07
  628.00    .00    .00    2,495.80    .00    193.33    .00    174.74    774.44    .00    130.02    .00    .00           662.60      .00                        250.00

 002  SANCHEZ RODRIGUEZ ESWIN JOSE                       CONDUCTOR DE VEHICULOS               03913602765840  2548    02/03/2016    02/03/2016
 30    2,288.00   600.00     435.00     0.00   35.00      0.00    1,500.00   4,858.00       .00    1,348.73    .00      .00      .00      .00        1,079.00      1,329.00
  234.64    48.58    .00    1,501.99    .00    .00    .00    .00    389.66    .00    .00    .00    .00                  255.40      .00                        250.00

 003  PANAMA RUIZ CARLOS RANDOLFO                        OFICIAL ADMINISTRATIVO II            3114031278      1718    01/09/1998    01/09/1998
 30    2,398.00   3,050.00   675.00     0.00   449.00     0.00    1,500.00   8,072.00       .00       .00      .00      .00   3,230.49     .00        2,752.05      3,002.05
  389.88    .00    .00    .00    .00    193.33    .00    .00    1,009.43    .00    80.72    .00    .00                416.10      .00                        250.00


  Van ...
     103,598.00   51,880.00   13,445.00   1,500.00   5,466.00      0.00   67,200.00   243,089.00   1,276.71     265.42   11,154.16         0.00   10,492.20      0.00               7,750.00
  11,419.48   187.20   0.00   13,595.22   0.00   3,866.60   0.00   2,047.45   15,807.51   230.42        54.66    0.00         5,712.86      6,083.22        0.00      160,895.89   168,645.89
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA ADMINISTRATIVA
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Vienen ...

103,598.00 51,880.00 13,445.00 1,500.00 5,466.00 0.00 67,200.00 243,089.00 265.42 11,154.16 0.00 0.00 10,492.20 0.00 160,895.89 168,645.89

11,419.48 187.20 0.00 13,595.22 0.00 3,866.60 0.00 2,047.45 15,807.51 230.42 1,276.71 54.66 0.00 5,712.86 6,083.22 0.00 0.00 7,750.00

2025-075-01-00-000-005-011-0509-37 SECCION DE TRANSPORTES

Indiv	Nombre		Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación
004	BATRES PEÑA MARIO RENE	CONDUCTOR DE VEHICULOS PESADOS	10-078-021824-4	1963	16/08/2002	16/08/2002
005	ALVARADO GUZMAN RAUL JONATAN	CONDUCTOR DE VEHICULOS	030780001658	2619	09/01/2019	09/01/2019
007	RODRIGUEZ GONZALEZ AXEL DONALDO	CONDUCTOR DE VEHICULOS	01-078-020464-3	2153	02/05/2008	02/05/2008
008	CAMPOS BLANCO FREDDY GUMERCINDO	CONDUCTOR DE VEHICULOS	010780197116	2496	03/05/2017	03/05/2017
009	GODOY SARCEÑO CESAR AUGUSTO	CONDUCTOR DE VEHICULOS	3134086768	2772	02/06/2025	02/06/2025
010	ORTIZ MUÑOZ WALTER ANTONIO	CONDUCTOR DE VEHICULOS	030780002263	2650	04/10/2021	04/10/2021
011	MURGA GALVEZ OTTO RAFAEL	CONDUCTOR DE VEHICULOS	4114156125	2739	18/07/2022	18/07/2022
012	ALEMAN MORALES ELMER WLADIMIR	CONDUCTOR DE VEHICULOS	021020004055	2114	05/03/2008	05/03/2008

Indiv		Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado	1% Sindicato Ostracompq	Desc Judicial	Banrural	Prestamo BI	Prest Jubila		Sueldo Liquido	Liquido Recibir
004	30	2,398.00	2,606.00	675.00	0.00	349.00	0.00	1,500.00	7,528.00	.00	2,353.23	.00	.00	.00	.00	2,065.40	2,315.40
005	30	2,288.00	600.00	435.00	0.00	35.00	0.00	1,500.00	4,858.00	.00	.00	.00	.00	.00	.00	3,720.74	3,970.74
007	30	2,288.00	1,933.00	650.00	0.00	249.00	0.00	1,500.00	6,620.00	.00	3,947.17	.00	.00	.00	.00	1,005.27	1,255.27
008	30	2,288.00	600.00	435.00	0.00	35.00	0.00	1,500.00	4,858.00	.00	.00	.00	.00	.00	.00	3,503.61	3,753.61
009	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	3,305.75	3,555.75
010	30	2,288.00	400.00	0.00	0.00	0.00	0.00	1,500.00	4,188.00	.00	.00	.00	.00	.00	.00	3,369.67	3,619.67
011	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	3,298.72	3,548.72
012	30	2,288.00	1,965.00	650.00	0.00	249.00	0.00	1,500.00	6,652.00	.00	.00	.00	.00	.00	.00	5,125.28	5,375.28

Indiv	IGSS	1% Sind/Sutrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	Stupepqpz	Acep/ Dec. 81-70 B. Ornato	Jubila	Cooperativa Upa	Otros Bonos
004	363.60	.00	.00	940.19	.00	193.33	.00	.00	1,148.07	.00	75.28	.00	.00	388.90	.00	250.00
005	234.64	.00	.00	.00	.00	193.33	.00	.00	405.31	.00	48.58	.00	.00	255.40	.00	250.00
007	319.75	.00	.00	.00	.00	193.33	.00	.00	744.78	.00	66.20	.00	.00	343.50	.00	250.00
008	234.64	.00	.00	.00	.00	193.33	.00	.00	622.44	.00	48.58	.00	.00	255.40	.00	250.00
009	182.96	.00	.00	.00	.00	193.33	.00	.00	68.08	.00	37.88	.00	.00	.00	.00	250.00
010	202.28	.00	.00	.00	.00	193.33	.00	.00	380.84	.00	41.88	.00	.00	.00	.00	250.00
011	113.64	.00	.00	.00	.00	.00	.00	.00	337.76	.00	37.88	.00	.00	.00	.00	250.00
012	321.29	.00	.00	.00	.00	193.33	.00	.00	600.48	.00	66.52	.00	.00	345.10	.00	250.00

Van ...

122,012.00 59,984.00 16,290.00 1,500.00 6,383.00 0.00 79,200.00 285,369.00 1,699.51 265.42 17,454.56 0.00 12,080.50 0.00 9,750.00

13,392.28 187.20 0.00 14,535.41 0.00 5,219.91 0.00 2,047.45 20,115.27 230.42 54.66 0.00 5,712.86 6,083.22 0.00 186,290.33 196,040.33

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 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 | Decreto 424-95 1%

Vienen ...

122,012.00 59,984.00 16,290.00 1,500.00 6,383.00 0.00 79,200.00 285,369.00 265.42 17,454.56 0.00 0.00 12,080.50 0.00 186,290.33 196,040.33
13,392.28 187.20 0.00 14,535.41 0.00 5,219.91 0.00 2,047.45 20,115.27 230.42 1,699.51 54.66 0.00 5,712.86 6,083.22 0.00 0.00 9,750.00

2025-075-01-00-000-005-011-0509-37 SECCION DE TRANSPORTES

013 SANDOVAL MATIAS JAIRO NEHEMIAS CONDUCTOR DE VEHICULOS 3114030540 2328 02/11/2010 02/11/2010
30 2,288.00 1,400.00 650.00 0.00 85.00 0.00 1,500.00 5,923.00 .00 1,863.05 .00 .00 .00 .00 1,531.31 1,781.31
286.08 .00 .00 730.12 .00 193.33 .00 .00 951.23 .00 59.23 .00 .00 308.65 .00 250.00

014 ALVAREZ GARCIA SLEYTER DAVID CONDUCTOR DE VEHICULOS 3693020642 2700 12/01/2024 12/01/2024
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 2,687.52 2,937.52
182.96 .00 .00 .00 .00 193.33 .00 .00 484.41 .00 37.88 .00 .00 201.90 .00 250.00

015 LORENZO GARCIA ARMANDO CONDUCTOR DE VEHICULOS 020780195951 2160 02/05/2008 02/05/2008
30 2,288.00 1,835.00 650.00 0.00 249.00 0.00 1,500.00 6,522.00 .00 .00 .00 .00 .00 .00 5,305.76 5,555.76
315.01 .00 .00 .00 .00 193.33 .00 .00 642.68 .00 65.22 .00 .00 .00 .00 250.00

016 RODRIGUEZ SANTIZO WALTER CONDUCTOR DE VEHICULOS 020780196435 2181 01/06/2008 01/06/2008
30 2,288.00 1,888.00 650.00 0.00 249.00 0.00 1,500.00 6,575.00 .00 .00 .00 .00 .00 .00 3,625.96 3,875.96
317.57 .00 .00 1,595.05 .00 193.33 .00 88.37 347.72 .00 65.75 .00 .00 341.25 .00 250.00

35,530.00 21,377.00 6,580.00 0.00 2,533.00 0.00 25,000.00 91,020.00 0.00
48.58 .00 .00 .00 8,907.33 861.62 0.00 9,512.18 .00 .00 3,230.49 50,319.11 54,069.11
4,326.94 7,263.15 2,513.29 263.11 .00 .00 3,774.20 .00 3,750.00

2025-075-01-00-000-005-011-0509-38 SECCION DE ARCHIVO

001 CRUZ ARACELY VALLADARES CARBAJAL DE JEFE DE SECCION 020780196451 2178 01/06/2008 01/06/2008
30 3,278.00 2,288.00 650.00 0.00 249.00 0.00 4,000.00 10,465.00 .00 .00 .00 .00 .00 .00 8,385.98 8,635.98
505.46 .00 .00 .00 .00 193.33 .00 140.65 599.18 .00 104.65 .00 .00 535.75 .00 250.00

002 GALLARDO OJEDA ELIDA SECRETARIA DE SECCION 020780194750 1781 01/02/2000 01/02/2000
30 2,288.00 2,850.00 675.00 0.00 349.00 0.00 1,500.00 7,662.00 .00 .00 .00 .00 .00 .00 6,494.40 6,744.40
229.86 .00 .00 .00 .00 .00 .00 .00 465.52 .00 76.62 .00 .00 395.60 .00 250.00

Van ...

136,730.00 70,245.00 19,565.00 1,500.00 7,564.00 0.00 90,700.00 326,304.00 2,108.86 265.42 19,317.61 0.00 13,863.65 0.00 11,250.00
15,229.22 187.20 0.00 16,860.58 0.00 6,186.56 0.00 2,276.47 23,606.01 230.42 54.66 0.00 5,712.86 6,083.22 0.00 214,321.26 225,571.26

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Indiv  Nombre                 Bonif     Bonif     Comple      Subsidio    Bono       Sueldo       1%          1%          Cuenta Bancaria  Codigo     Fecha Ingreso    Fecha Relación
  Sueldo Perma   Paso Sal     Antig     Profe     Pacto          Fam      Disp Ope   Devengado   Sind/Stepq  Sindicato    Acep/
             1%      Prestamo                     Otros   Convenio                    Decreto    Sind/Stopq  Ostracompq  Dec. 81-    Desc                   Prestamo            Prest   Cooperativa                    Sueldo   Otros   Liquido
   IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos  pago     Fianza   Isr  424-95               Stupepqpz   70  B.    Judicial      Banrural      BI        Jubila   Jubila   Upa                            Liquido  Bonos   Recibir
            orquet                                                                      1%                              Ornato
  Vienen ...
      136,730.00    70,245.00    19,565.00    1,500.00    7,564.00       0.00   90,700.00    326,304.00              265.42        19,317.61      0.00      0.00    13,863.65        0.00                  214,321.26        225,571.26
   15,229.22    187.20      0.00   16,860.58     0.00   6,186.56     0.00   2,276.47   23,606.01    230.42   2,108.86    54.66     0.00                     5,712.86    6,083.22            0.00        0.00    11,250.00

2025-075-01-00-000-005-011-0509-38           SECCION DE ARCHIVO

  003  MENCOS PEREZ MERLIN EUGENIA                          OFICIAL ADMINISTRATIVO II                 03-078-000151-8      740     01/07/2025     01/07/2025
  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         3,335.48         3,585.48
    188.27       .00       .00       .00       .00       .00       .00     52.39    114.46       .00        .00       .00       .00                          207.40       .00                       250.00

  004  REYES MADRILES TONY ALBERSON                         OFICIAL ADMINISTRATIVO I                  030780001445        2715     05/08/2024     05/08/2024
  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         2,370.80         2,620.80
    182.96       .00       .00    598.03       .00    193.33       .00     50.92    152.18       .00      37.88       .00       .00                          201.90       .00                       250.00

  005  DIAZ GALINDO MARIA DE LOURDES                        OFICIAL ADMINISTRATIVO I                  3890008260          2686     18/09/2023     18/09/2023
  30     2,288.00      57.00       0.00       0.00       0.00        0.00    1,500.00    3,845.00           .00        .00       .00       .00       .00       .00         1,871.41         2,121.41
    185.71       .00       .00  1,184.48       .00    193.33       .00       .00    166.87       .00      38.45       .00       .00                          204.75       .00                       250.00

     12,540.00     5,195.00    1,325.00       0.00     598.00        0.00   10,000.00   29,658.00             0.00
                .00          .00          .00                  .00              1,498.21                  257.60     0.00        .00        .00        .00        .00                     22,458.07        23,708.07
    1,292.26                1,782.51                579.99               243.96                 .00                      .00                                1,545.40      .00                     1,250.00


2025-075-01-00-000-005-011-0509-39           SECCIÓN DE SERVICIOS GENERALES

  001  DONIS GALEANO MAIRA ALCIRA                           SUBJEFE DE DEPARTAMENTO                   01078018837-0       1982     03/02/2003     03/02/2003
  30     4,378.00    3,182.00     675.00       0.00     349.00        0.00    4,000.00   12,584.00          .00        .00       .00       .00       .00       .00        10,301.85        10,551.85
    607.81       .00       .00       .00       .00       .00       .00    169.13    737.67       .00     125.84       .00       .00                          641.70       .00                       250.00

  002  HERNANDEZ GUERRA CLAUDIA ISABEL                      TRABAJADOR DE SERVICIOS                   10-078-021750-7     2528     02/02/2015     02/02/2015
  30     1,958.00     595.00     550.00       0.00      85.00        0.00    1,500.00    4,688.00         46.88        .00       .00     2,101.14     .00       .00         1,656.08         1,906.08
    226.43       .00       .00       .00       .00    193.33       .00       .00    217.24       .00        .00       .00       .00                          246.90       .00                       250.00

  003  REYES GLENDY YOSMARA TORRES LINARES DE               TRABAJADOR DE SERVICIOS                   3114030499           813     12/01/2024     12/01/2024
  30     1,958.00       0.00       0.00       0.00       0.00        0.00    1,500.00    3,458.00           .00        .00       .00       .00       .00       .00         3,037.50         3,287.50
    167.02       .00       .00       .00       .00       .00       .00       .00    218.90       .00      34.58       .00       .00                             .00       .00                       250.00


    Van ...
        151,998.00    74,079.00    20,790.00    1,500.00    7,998.00       0.00  102,200.00  358,565.00   2,345.61      312.30   19,317.61            0.00   15,366.30       0.00                  12,750.00
   16,787.42    187.20      0.00   18,643.09     0.00   6,766.55     0.00   2,548.91   25,213.33    230.42            54.66      0.00          7,814.00     6,083.22           0.00       236,894.38   249,644.38
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA ADMINISTRATIVA
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Vienen ...

151,998.00 74,079.00 20,790.00 1,500.00 7,998.00 0.00 102,200.00 358,565.00 312.30 19,317.61 0.00 0.00 15,366.30 0.00 236,894.38 249,644.38

16,787.42 187.20 0.00 18,643.09 0.00 6,766.55 0.00 2,548.91 25,213.33 230.42 2,345.61 54.66 0.00 7,814.00 6,083.22 0.00 0.00 12,750.00

2025-075-01-00-000-005-011-0509-39

SECCIÓN DE SERVICIOS GENERALES

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% Sindicato Ostracompq	Desc Judicial	Banrural	Prestamo BI	Prest Jubila		Sueldo Liquido	Liquido Recibir	IGSS	1% Sind/Sutraporquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	Stupepqpz	Acep/Dec. 81-70 B. Ornato	Jubila	Cooperativa Upa	Otros Bonos
004	CARRANZA VALLADARES GLORIA LUCILA	TRABAJADOR DE SERVICIOS	01-078-020130-0	2602	02/04/2018	02/04/2018	30	1,958.00	600.00	435.00	0.00	35.00	0.00	1,500.00	4,528.00	.00	.00	.00	.00	.00	.00	3,625.45	3,875.45	218.70	.00	.00	.00	.00	193.33	.00	.00	206.34	.00	.00	45.28	.00	238.90	.00	250.00
005	LORENZANA RAMIREZ MARIA DEL CARMEN	TRABAJADOR DE SERVICIOS	445-07-27599	2723	15/08/2024	15/08/2024	30	1,958.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,458.00	.00	.00	.00	.00	.00	.00	3,108.41	3,358.41	167.02	.00	.00	.00	.00	.00	.00	.00	147.99	.00	34.58	.00	.00	.00	.00	250.00
006	ARIAS GABRIELA ESTEFANY BARRERA HERNANDEZ DE	TRABAJADOR DE SERVICIOS	030780002140	658	07/07/2025	07/07/2025	30	1,958.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,458.00	.00	.00	.00	.00	.00	.00	2,792.03	3,042.03	167.02	.00	.00	.00	.00	193.33	.00	.00	120.22	.00	.00	.00	.00	185.40	.00	250.00
007	ANABISCA LIMA MARIA DEL CARMEN	TRABAJADOR DE SERVICIOS	03-078-000112-7	2742	01/08/2022	01/08/2022	30	1,958.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,458.00	.00	.00	.00	.00	.00	.00	2,903.11	3,153.11	167.02	.00	.00	.00	.00	193.33	.00	.00	159.96	.00	34.58	.00	.00	.00	.00	250.00
008	GONZALEZ BRENDA YANIRA MOREIRA	TRABAJADOR DE SERVICIOS	01-078-020391-4	2702	12/01/2024	12/01/2024	30	1,958.00	0.00	0.00	0.00	0.00	0.00	1,500.00	3,458.00	.00	.00	.00	.00	.00	.00	2,769.71	3,019.71	167.02	.00	.00	.00	.00	193.33	.00	.00	142.54	.00	.00	.00	.00	185.40	.00	250.00
009	TEJADA ESCOBAR MILDRE SIOMARA	TRABAJADOR DE SERVICIOS	01-078-019960-7	2519	17/11/2014	17/11/2014	30	1,958.00	600.00	550.00	0.00	85.00	0.00	1,500.00	4,693.00	.00	.00	.00	1,119.06	.00	.00	2,599.01	2,849.01	226.67	.00	.00	.00	.00	193.33	.00	.00	260.85	.00	.00	46.93	.00	247.15	.00	250.00
010	VELIZ HERNANDEZ ADRIAN ESTUARDO	AUXILIAR ADMINISTRATIVO	010780202756	2668	03/04/2023	03/04/2023	30	2,178.00	149.00	0.00	0.00	0.00	0.00	1,500.00	3,827.00	.00	.00	.00	.00	.00	.00	3,265.94	3,515.94	184.84	.00	.00	.00	.00	.00	.00	51.43	120.94	.00	.00	.00	.00	203.85	.00	250.00
011	ESTRADA MARIA ISABEL RIVAS ELVIRAS DE	TRABAJADOR DE SERVICIOS	4693074619	2183	02/06/2008	02/06/2008	30	1,958.00	1,887.00	650.00	0.00	249.00	0.00	1,500.00	6,244.00	62.44	.00	.00	1,785.93	.00	.00	3,362.11	3,612.11	301.59	.00	.00	.00	.00	.00	.00	.00	407.23	.00	.00	.00	.00	324.70	.00	250.00

Van ...

167,882.00 77,315.00 22,425.00 1,500.00 8,367.00 0.00 114,200.00 391,689.00 2,414.77 374.74 19,317.61 0.00 16,751.70 0.00 14,750.00

18,387.30 187.20 0.00 18,643.09 0.00 7,733.20 0.00 2,600.34 26,779.40 230.42 146.87 0.00 10,718.99 6,083.22 0.00 261,320.15 276,070.15

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

Indiv IGSS	Nombre Sueldo Perma 1% Sind/Sutrap orquet	Paso Sal Prestamo Sutraporque	Bonif Antig Bantrab	Bonif Profe Prest Sind	Comple Pacto Otros Desctos	Convenio pago	Subsidio Fam Fianza	Bono Disp Ope Isr	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracompq Stupepqpz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Codigo Banrural	Fecha Ingreso Prestamo BI	Fecha Relación Jubila	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																						
	167,882.00	77,315.00	22,425.00	1,500.00	8,367.00		0.00	114,200.00	391,689.00		374.74		19,317.61	0.00	0.00	16,751.70		0.00		261,320.15		276,070.15
18,387.30	187.20	0.00	18,643.09	0.00	7,733.20	0.00	2,600.34	26,779.40	230.42	2,414.77	146.87	0.00			10,718.99		6,083.22		0.00	0.00	14,750.00	
2025-075-01-00-000-005-011-0509-39			SECCIÓN DE SERVICIOS GENERALES																			
012	UYU MARIA LUISA RAMOS REYES DE							TRABAJADOR DE SERVICIOS				01-078-020131-8		2604	02/04/2018	02/04/2018						
30	1,958.00	600.00	435.00	0.00	35.00		0.00	1,500.00	4,528.00		.00		.00	.00	.00		.00		.00	3,291.00		3,541.00
218.70	.00	.00	678.39	.00	.00	.00	.00	294.63	.00	.00	45.28	.00				.00		.00			250.00	
013	GONZALEZ FEVE JUDITH BARILLAS TOBIAS DE							TRABAJADOR DE SERVICIOS				01-078-019889-9		2468	15/11/2013	15/11/2013						
30	1,958.00	800.00	550.00	0.00	85.00		0.00	1,500.00	4,893.00		.00		1,625.05	.00	.00		.00		.00	2,300.79		2,550.79
236.33	.00	.00	.00	.00	193.33	.00	.00	231.42	.00	48.93	.00	.00				257.15		.00			250.00	
014	AZURDIA AVALOS ASTRID LUCERITO							TRABAJADOR DE SERVICIOS				02-078-026511-9		2512	01/10/2014	01/10/2014						
30	1,958.00	600.00	550.00	0.00	85.00		0.00	1,500.00	4,693.00		.00		.00	.00	.00		.00		.00	3,978.92		4,228.92
226.67	.00	.00	.00	.00	193.33	.00	.00	.00	.00	.00	46.93	.00				247.15		.00			250.00	
015	MOSCUT TORIBIO IRMA							TRABAJADOR DE SERVICIOS				01-078-019878-3		2462	02/09/2013	02/09/2013						
30	1,958.00	866.00	550.00	0.00	85.00		0.00	1,500.00	4,959.00		.00		.00	.00	1,429.62		.00		.00	2,992.25		3,242.25
239.52	.00	.00	.00	.00	.00	.00	.00	248.02	.00	49.59	.00	.00				.00		.00			250.00	
016	CARDONA HERNANDEZ KARLA FABIOLA							TRABAJADOR DE SERVICIOS				01-078-019994-1		2543	17/11/2015	17/11/2015						
30	1,958.00	600.00	550.00	0.00	35.00		0.00	1,500.00	4,643.00		46.43		1,584.80	.00	.00		.00		.00	1,495.80		1,745.80
224.26	.00	.00	610.87	.00	193.33	.00	.00	242.86	.00	.00	.00	.00				244.65		.00			250.00	
017	MARROQUIN AMAYA YESENIA MARIA							TRABAJADOR DE SERVICIOS				01-078-019954-2		2774	07/07/2025	07/07/2025						
30	1,958.00	0.00	0.00	0.00	0.00		0.00	1,500.00	3,458.00		.00		.00	.00	.00		.00		.00	3,169.24		3,419.24
167.02	.00	.00	.00	.00	.00	.00	.00	87.16	.00	34.58	.00	.00				.00		.00			250.00	
018	LOPEZ IRMA YOLANDA CRUZ MORALES DE							TRABAJADOR DE SERVICIOS				03-078-000217-4		2751	18/02/2025	18/02/2025						
30	1,958.00	0.00	0.00	0.00	0.00		0.00	1,500.00	3,458.00		.00		.00	.00	.00		.00		.00	3,127.54		3,377.54
167.02	.00	.00	.00	.00	.00	.00	.00	128.86	.00	34.58	.00	.00				.00		.00			250.00	
019	PEREZ REYNA VICTORIA VASQUEZ MURALLES DE							TRABAJADOR DE SERVICIOS				01-078-020411-2		2333	17/01/2011	17/01/2011						
30	1,958.00	1,391.00	550.00	0.00	85.00		0.00	1,500.00	5,484.00		54.84		.00	.00	1,996.72		.00		.00	2,797.32		3,047.32
264.88	.00	.00	.00	.00	.00	.00	.00	370.24	.00	.00	.00	.00				.00		.00			250.00	
Van ...																						
	183,546.00	82,172.00	25,610.00	1,500.00	8,777.00		0.00	126,200.00	427,805.00	2,582.45	476.01	22,527.46		0.00	17,500.65		0.00				16,750.00	
20,131.70	187.20	0.00	19,932.35	0.00	8,313.19	0.00	2,600.34	28,382.59	230.42		239.08	0.00			14,145.33	6,083.22			0.00	284,473.01		301,223.01

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA ADMINISTRATIVA
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	Desc Judicial	Codigo	Fecha Ingreso	Fecha Relación	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
	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		Banrural	Prestamo BI	Jubila						
Vienen ...																							
	183,546.00	82,172.00		25,610.00	1,500.00	8,777.00		0.00	126,200.00	427,805.00		476.01		22,527.46	0.00	0.00	17,500.65		0.00		284,473.01		301,223.01
	20,131.70	187.20	0.00	19,932.35	0.00	8,313.19	0.00	2,600.34	28,382.59	230.42	2,582.45	239.08	0.00			14,145.33		6,083.22		0.00	0.00	16,750.00	
2025-075-01-00-000-005-011-0509-39				SECCIÓN DE SERVICIOS GENERALES																			
020	MORALES RAMOS ELSA MARINA						TRABAJADOR DE SERVICIOS						4114082692		2275	03/08/2009	03/08/2009						
30	1,958.00	1,600.00		650.00	0.00	149.00		0.00	1,500.00	5,857.00		58.57		1,874.95	.00	.00		.00		.00	2,403.56		2,653.56
	282.89	.00	.00	928.55	.00	.00	.00	.00	308.48	.00	.00	.00	.00				.00		.00			250.00	
021	ESTRADA RIVAS MONICA ROXANA						TRABAJADOR DE SERVICIOS						01-078-020479-1		2398	01/06/2012	01/06/2012						
30	1,958.00	1,117.00		550.00	0.00	85.00		0.00	1,500.00	5,210.00		.00		1,541.93	.00	.00		.00		.00	2,043.83		2,293.83
	251.64	52.10	.00	592.49	.00	193.33	.00	.00	261.68	.00	.00	.00	.00				273.00		.00			250.00	
022	HERNANDEZ GATICA MARIA ELIZABETH						TRABAJADOR DE SERVICIOS						01078019795-7		2425	02/11/2012	02/11/2012						
30	1,958.00	999.00		550.00	0.00	85.00		0.00	1,500.00	5,092.00		.00		.00	.00	.00		.00		.00	1,327.44		1,577.44
	245.94	.00	.00	2,705.15	.00	193.33	.00	.00	302.12	.00	50.92	.00	.00				267.10		.00			250.00	
023	CASTILLO NAVARIJO JHANDY LISSETH						TRABAJADOR DE SERVICIOS						10078021657-8		2405	01/08/2012	01/08/2012						
30	1,958.00	1,083.00		550.00	0.00	85.00		0.00	1,500.00	5,176.00		51.76		.00	.00	1,768.47		.00		.00	2,364.45		2,614.45
	250.00	.00	.00	.00	.00	193.33	.00	.00	276.69	.00	.00	.00	.00				271.30		.00			250.00	
024	PINEDA HERNANDEZ OSCAR ROLANDO						TRABAJADOR DE SERVICIOS						01-078-019557-1		2737	04/01/2021	04/01/2021						
30	1,958.00	0.00		0.00	0.00	0.00		0.00	1,500.00	3,458.00		.00		.00	.00	.00		.00		.00	2,942.68		3,192.68
	167.02	.00	.00	.00	.00	.00	.00	.00	128.32	.00	34.58	.00	.00				185.40		.00			250.00	
025	OSORIO MARIA MERCEDES						TRABAJADOR DE MANTENIMIENTO						3114032653		1649	10/02/1997	10/02/1997						
30	2,068.00	3,348.00		675.00	0.00	549.00		0.00	1,500.00	8,140.00		.00		.00	2,931.97	.00		.00		.00	3,620.42		3,870.42
	244.20	.00	.00	.00	.00	193.33	.00	.00	649.18	.00	81.40	.00	.00				419.50		.00			250.00	
026	CONTRERAS FLORIAN KAROL MELISSA						TRABAJADOR DE SERVICIOS						01-078-019905-4		2486	03/02/2014	03/02/2014						
30	1,958.00	781.00		550.00	0.00	85.00		0.00	1,500.00	4,874.00		48.74		.00	.00	.00		.00		.00	3,910.16		4,160.16
	235.41	.00	.00	.00	.00	193.33	.00	.00	230.16	.00	.00	.00	.00				256.20		.00			250.00	
027	LEMUS OJEDA OFELIA MAGALI						TRABAJADOR DE SERVICIOS						4114155837		2540	16/09/2015	16/09/2015						
30	1,958.00	599.00		550.00	0.00	35.00		0.00	1,500.00	4,642.00		.00		.00	.00	.00		.00		.00	1,509.43		1,759.43
	224.21	46.42	.00	2,547.79	.00	.00	.00	.00	314.15	.00	.00	.00	.00				.00		.00			250.00	
Van ...																							
	199,320.00	91,699.00		29,685.00	1,500.00	9,850.00		0.00	138,200.00	470,254.00	2,749.35	635.08		25,944.34	2,931.97		19,173.15	0.00				18,750.00	
	22,033.01	285.72	0.00	26,706.33	0.00	9,279.84	0.00	2,600.34	30,853.37	230.42		239.08	0.00			15,913.80		6,083.22		0.00	304,594.98		323,344.98

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

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

2025-075-01-00-000-005-011-0509-39        SECCIÓN DE SERVICIOS GENERALES

     55,616.00    21,397.00   10,120.00      0.00    2,286.00         0.00      43,000.00  132,419.00            369.66
             98.52         .00          .00                 .00              6,813.85                  564.16      184.42        6,626.73      2,931.97      10,200.94            .00                           82,696.03      89,446.03
     6,246.85            8,063.24             2,706.62              220.56                  .00                               .00                                     4,695.45            .00                            6,750.00

      Van ...
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OBSERVACIONES NOMINA DE SUELDOS-01-202511

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2715	4	REYES MADRILES, TONY ALBERSON	OFICIAL ADMINISTRATIVO I	DESCUENTO DE PRÉSTAMO BANTRAB POR Q.598.03, A PARTIR DE NOVIEMBRE 2025, VENCE EN OCTUBRE 2028
2686	5	DIAZ GALINDO, MARIA DE LOURDES	OFICIAL ADMINISTRATIVO I	DESCUENTO DE PRÉSTAMO BANTRAB POR Q.1,184.48, A PARTIR DE NOVIEMBRE 2025, VENCE EN OCTUBRE 2035
2183	11	ESTRADA MARIA ISABEL RIVAS ELVIRAS DE ESTRADA DE	TRABAJADOR DE SERVICIOS	SUSPENSIÓN DE DESCUENTO DE PRÉSTAMO BCO. INDUSTRIAL 41018106480026 A PARTIR DE NOV. 2025, POR CANCELAR CON CRÉDITO NUEVO 41018106480035 DESCUENTO POR Q. 1,785.93 A PARTIR DE NOVIEMBRE 2025 A OCTUBRE 2033.
2462	15	MOSCUT TORIBIO, IRMA	TRABAJADOR DE SERVICIOS	SUSPENSIÓN DE DESCUENTO DE PRÉSTAMO BCO. INDUSTRIAL 41013110930029 A PARTIR DE NOV. 2025, POR CANCELAR CON CRÉDITO NUEVO 41013110930038 DESCUENTO POR Q. 1,429.62 A PARTIR DE NOVIEMBRE 2025 A OCTUBRE 2033.

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2548	2025	SANCHEZ RODRIGUEZ, ESWIN JOSE	CONDUCTOR DE VEHICULOS	DE ACUERDO AL ARTÍCULO 59 SUBSIDIO FAMILIAR Y ARTÍCULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL STEPQ VIGENTE, ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO FAMILIAR

OBSERVACIONES NOMINA DE SUELDOS-01-202511

ANEXO 2: PRESTAMOS PLAN DE JUBILACIONES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1773	2025	ANDRADE SANABRIA, EDGAR ROLANDO	JEFE ADMINISTRATIVO PORTUARIO	NO SE DESCUENTA CUOTA REAL DEL PRÉSTAMO DEL REGIMEN DE PENSIONES Y JUBILACIONES, DEBIDO A EMBARGO JUDICIAL A PARTIR DE MARZO DE 2023
1718	2025	PANAMA RUIZ CARLOS RANDOLFO	OFICIAL ADMINISTRATIVO II	SE INICIÓ DE NUEVO EL DESCUENTO DEL PRÉSTAMO DEL REGIMEN DE PENSIONES Y JUBILACIONES EN JUNIO DE 2025

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

RESUMEN GENERAL

Sueldo Permanente	199,320.00	
Paso Salarial	91,699.00	
Bonif/Antiguedad	29,685.00	
Bonif/Profesional	1,500.00	
Complemento Sal...	9,850.00	
Subsidio Familiar	0.00	
Bono Disp/operativa	138,200.00	
Bono 372001	18,750.00	
Nominal.................		489,004.00
(-) Cuota I.G.S.S (201).	22,033.01	
(-) Banco del Trabajador (102)	26,706.33	
(-) Cuota Sindicato (105)	2,749.35	
(-) Otros Descuentos (215)	9,279.84	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	2,600.34	
(-) I.S.R. (203)	30,853.37	
(-) Decreto 424-95 1% (117)	230.42	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (211)	25,944.34	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	285.72	
(-) Prestamo Sindicato Sutraporquet (189)	0.00	
(-) Desc. Sindicato Stupepqpz (282)	239.08	
(-) Descuento Jubilación (111)	19,173.15	
(-) Plan Jubilación (111)	6,083.22	
(-) Prestamo Banco Industrial	15,913.80	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	635.08	
(-) Prestamo Banco BANRURAL (215)	2,931.97	165,659.02
Liquido		323,344.98

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
CUATROCIENTOS OCHENTA Y NUEVE MIL CUATRO QUETZALES EXACTOS.- (489,004.00) PUERTO QUETZAL NOVIEMBRE DE 2025

ELABORO F: ______________________________
LUIS FERNANDO MOREIRA SANDOVAL
ASISTENTE TECNICO II

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

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