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

Indiv	Nombre Sueldo Perma IGSS	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 ...																							
	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	
2025-075-01-00-000-001-011-0509-00	GERENCIA GENERAL																						
001	GIL MANCILLA SERGIO						GERENTE GENERAL						014-707104-6		2777	03/09/2025	03/09/2025						
30	35,000.00		0.00	0.00	375.00	0.00		0.00	0.00	35,375.00		.00		.00	.00	.00		.00		.00	32,380.58		32,630.58
	1,061.25	.00	.00	.00	.00	.00	.00	475.44	1,457.73	.00	.00	.00	.00				.00		.00			250.00	
002	MEJIA BARRIENTOS ANA LUISA						SUBGERENTE GENERAL						010780187730		1380	04/11/1991	04/11/1991						
30	24,000.00		6,995.00	600.00	375.00	649.00		0.00	0.00	32,619.00		.00		.00	.00	.00		.00		.00	22,354.69		22,604.69
	1,575.50	.00	.00	2,921.41	.00	193.33	.00	438.40	2,777.84	388.19	326.19	.00	.00				1,643.45		.00			250.00	
003	FAJARDO REYES MANUEL ERNESTO						ASESOR PORTUARIO II						01-078-019937-2		2509	03/09/2014	03/09/2014						
30	10,538.00		1,663.00	500.00	375.00	85.00		0.00	5,400.00	18,561.00		.00		.00	.00	.00		.00		.00	14,958.47		15,208.47
	896.50	.00	.00	.00	.00	193.33	.00	249.46	1,137.08	.00	.00	185.61	.00				940.55		.00			250.00	
004	RODRIGUEZ JUANA LEONOR HURTADO BARRIOS DE						ASISTENTE DE JUNTA DIRECTIVA						010780188346		1643	02/09/1996	02/09/1996						
30	4,158.00		5,300.00	675.00	0.00	549.00		0.00	3,700.00	14,382.00		.00		.00	.00	.00		.00		.00	11,700.70		11,950.70
	694.65	.00	.00	.00	.00	193.33	.00	193.29	868.43	.00	.00	.00	.00				731.60		.00			250.00	
005	PORRAS IRIS JEANNETH FUENTES FLORIAN DE						SECRETARIA EJECUTIVA						01-078-019917-8		2494	02/05/2014	02/05/2014						
30	3,718.00		733.00	550.00	0.00	85.00		0.00	1,700.00	6,786.00		.00		.00	.00	.00		.00		.00	5,538.61		5,788.61
	327.76	.00	.00	.00	.00	.00	.00	91.20	408.77	.00	67.86	.00	.00				351.80		.00			250.00	
006	LOPEZ CRUZ SARA NOHEMY						OFICIAL ADMINISTRATIVO II						01-078-019971-2		2526	02/02/2015	02/02/2015						
30	2,398.00		600.00	550.00	0.00	85.00		0.00	1,500.00	5,133.00		.00		.00	.00	.00		.00		.00	4,317.30		4,567.30
	247.92	.00	.00	.00	.00	.00	.00	.00	247.30	.00	51.33	.00	.00				269.15		.00			250.00	
007	PINEDA VENTURA MARIA ANTONIA						SECRETARIA EJECUTIVA						100780214583		2413	01/10/2012	01/10/2012						
30	3,718.00		1,000.00	550.00	0.00	85.00		0.00	1,700.00	7,053.00		.00		.00	.00	.00		.00		.00	5,569.00		5,819.00
	340.66	.00	.00	.00	.00	193.33	.00	94.80	490.06	.00	.00	.00	.00				365.15		.00			250.00	
008	GONZALEZ CHANG DANIEL HUMBERTO						ASESOR PORTUARIO I						02-078-026593-3		2765	17/03/2025	17/03/2025						
30	8,558.00		0.00	0.00	375.00	0.00		0.00	4,500.00	13,433.00		134.33		.00	.00	.00		.00		.00	10,880.89		11,130.89
	648.81	.00	.00	.00	.00	193.33	.00	180.54	710.95	.00	.00	.00	.00				684.15		.00			250.00	
Van ...																							
	92,088.00		16,291.00	3,425.00	1,500.00	1,538.00		0.00	18,500.00	133,342.00	445.38	134.33	0.00		0.00		4,985.85	0.00				2,000.00	
	5,793.05	0.00	0.00	2,921.41	0.00	966.65	0.00	1,723.13	8,098.16	388.19		185.61	0.00			0.00		0.00		0.00	107,700.24		109,700.24

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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%          Cuenta Bancaria   Codigo    Fecha Ingreso    Fecha Relación
                 Paso Sal  Antig     Profe     Pacto            Fam   Disp Ope   Devengado    1%      Sindicato  Acep/
  Sueldo Perma                                                                   Decreto   Sind/Stepq  Ostracompq Dec. 81-   Desc                Prestamo          Prest  Cooperativa                   Sueldo   Otros   Liquido
         1%       Prestamo                     Otros  Convenio                   424-95    Sind/Stopq  Stupepqpz  70  B.   Judicial  Banrural       BI      Jubila  Jubila   Upa                          Liquido  Bonos   Recibir
  IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos  pago     Fianza      Isr      1%                   Ornato
        orquet

 Vienen ...
     92,088.00   16,291.00   3,425.00   1,500.00   1,538.00      0.00  18,500.00    133,342.00        134.33        0.00       0.00      0.00    4,985.85      0.00              107,700.24   109,700.24
   5,793.05        0.00       0.00   2,921.41      0.00     966.65    0.00   1,723.13   8,098.16   388.19   445.38   185.61    0.00                 0.00       0.00          0.00     0.00     2,000.00

2025-075-01-00-000-001-011-0509-00          GERENCIA GENERAL

   92,088.00   16,291.00   3,425.00   1,500.00   1,538.00      0.00    18,500.00  133,342.00        134.33
           .00          .00          .00                .00               8,098.16                 445.38    185.61      .00      .00      .00      .00                107,700.24   109,700.24
   5,793.05            2,921.41            966.65            1,723.13               388.19                           .00                      4,985.85      .00                 2,000.00


2025-075-01-00-000-001-011-0509-01          ASESORIA JURIDICA

 001  CHACON AREVALO MARCO TULIO                      JEFE DE ASESORIA JURIDICA                     4384046061      2647    17/05/2021   17/05/2021
 30   10,538.00   1,312.00     0.00    375.00     0.00        0.00   5,400.00   17,625.00        .00       .00      .00      .00      .00      .00              15,216.76   15,466.76
   851.29     .00     .00     .00     .00   193.33     .00   236.88   1,126.74     .00     .00     .00     .00                                .00      .00                 250.00

 002  JIMENEZ DE LEON GLADYS DEL CARMEN               PROFESIONAL ESPECIALIZADO II                  020780194203    1921    02/07/2001   02/07/2001
 30    5,478.00   4,551.00   600.00    375.00   349.00        0.00   3,700.00   15,053.00        .00       .00      .00      .00      .00      .00              12,099.31   12,349.31
   727.06     .00     .00     .00     .00   193.33     .00   202.32     915.30     .00  150.53     .00     .00                              765.15      .00                 250.00

 003  TEOS ROSAURA DE JESUS OLIVARES GONZALEZ DE      PROFESIONAL ESPECIALIZADO II                  030780002166    2387    02/04/2012   02/04/2012
 30    5,478.00   1,750.00   500.00    375.00    85.00        0.00   3,700.00   11,888.00     118.88       .00      .00      .00      .00      .00               6,420.83    6,670.83
   574.19     .00     .00 3,117.47     .00   193.33     .00   159.78     696.62     .00     .00     .00     .00                              606.90      .00                 250.00

 004  DARDON PORTILLO MOISES ABELINO                  ASISTENTE TECNICO III                         010780188133    1612    01/07/1996   01/07/1996
 30    3,058.00   4,275.00   675.00      0.00   549.00        0.00   1,700.00   10,257.00        .00       .00      .00      .00      .00      .00               8,016.68    8,266.68
   495.41     .00     .00     .00     .00      .00     .00      .00   1,116.99     .00     .00  102.57     .00                              525.35      .00                 250.00

 005  ORELLANA CRUZ DIANA CAROLINA                    SECRETARIA DE UNIDAD                          4659090699      2239    18/08/2008   18/08/2008
 30    2,618.00   1,820.97   650.00      0.00   249.00        0.00   1,600.00    6,937.97        .00       .00      .00      .00      .00      .00               5,606.23    5,856.23
   335.10     .00     .00     .00     .00   193.33     .00      .00     374.53     .00     .00   69.38     .00                              359.40      .00                 250.00

 006  HERNANDEZ VELASQUEZ MAYRA AZUCENA               ASESOR JURIDICO                               010780188990    1536    04/04/1994   04/04/1994
 30    5,478.00   5,760.00   600.00      0.00   649.00        0.00   3,700.00   16,187.00        .00       .00      .00      .00      .00      .00              13,427.80   13,677.80
   781.83     .00     .00     .00     .00      .00     .00      .00     993.65     .00  161.87     .00     .00                              821.85      .00                 250.00


   Van ...
      124,736.00   35,759.97   6,450.00   2,625.00   3,419.00      0.00  38,300.00  211,289.97   757.78    253.21    0.00          0.00   8,064.50    0.00                  3,500.00
   9,557.93     0.00     0.00   6,038.88     0.00   1,739.97     0.00   2,322.11   13,321.99   388.19       357.56    0.00        0.00        0.00       0.00      168,487.85   171,987.85
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :NOVIEMBRE/2025
NOMINA 01-202511

Indiv	Nombre Sueldo Perma IGSS	Paso Sal 1% Sind/Sutrap orquet	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 ...																							
	124,736.00	35,759.97		6,450.00	2,625.00	3,419.00		0.00	38,300.00	211,289.97		253.21		0.00	0.00	0.00	8,064.50		0.00		168,487.85		171,987.85
	9,557.93	0.00	0.00	6,038.88	0.00	1,739.97	0.00	2,322.11	13,321.99	388.19	757.78	357.56	0.00			0.00		0.00		0.00	0.00	3,500.00	
2025-075-01-00-000-001-011-0509-01				ASESORIA JURIDICA																			
007	RODRIGUEZ JESSIKA ILEANA CARABALLO ROJAS DE							ASISTENTE JURIDICO					030780000899		2672	17/04/2023	17/04/2023						
30	3,058.00	212.00		0.00	0.00	0.00		0.00	1,700.00	4,970.00		.00		.00	.00	.00		.00		.00	3,131.13		3,381.13
	240.05	.00	.00	639.89	.00	193.33	.00	66.80	388.10	.00	49.70	.00	.00				261.00		.00			250.00	
008	GIRON SAJQUILL JUAN CARLOS							ASISTENTE JURIDICO					010780190618		1904	16/02/2001	16/02/2001						
30	3,058.00	3,950.00		675.00	0.00	349.00		0.00	1,700.00	9,732.00		97.32		.00	.00	.00		.00		.00	8,103.39		8,353.39
	470.06	.00	.00	.00	.00	.00	.00	.00	562.13	.00	.00	.00	.00				499.10		.00			250.00	
009	GUERRA CRUZ LESLY BEATRIZ							ASISTENTE JURIDICO					01-013-001354-1		2729	15/08/2024	15/08/2024						
30	3,058.00	0.00		0.00	0.00	0.00		0.00	1,700.00	4,758.00		.00		.00	.00	.00		.00		.00	4,069.24		4,319.24
	229.81	.00	.00	.00	.00	193.33	.00	.00	218.04	.00	47.58	.00	.00				.00		.00			250.00	
010	CEBALLOS CASTILLO CYNTHIA JOHANNA							ASISTENTE JURIDICO					01-078-020107-5		2184	01/06/2008	01/06/2008						
30	3,058.00	2,217.00		650.00	0.00	249.00		0.00	1,700.00	7,874.00		.00		.00	.00	2,437.49		.00		.00	1,657.61		1,907.61
	380.31	.00	.00	2,481.55	.00	.00	.00	.00	432.10	.00	78.74	.00	.00				406.20		.00			250.00	
011	MEJIA ALVARADO SANDRA PATRICIA							ASESOR JURIDICO					020780194386		2085	15/02/2005	15/02/2005						
30	5,478.00	4,750.00		600.00	375.00	249.00		0.00	3,700.00	15,152.00		.00		.00	.00	.00		.00		.00	9,484.26		9,734.26
	731.84	.00	.00	3,248.69	.00	.00	.00	.00	917.11	.00	.00	.00	.00				770.10		.00			250.00	
	50,358.00	30,597.97		4,950.00	1,500.00	2,728.00		0.00	30,300.00	120,433.97		216.20											
		.00	.00	.00		.00			7,741.31		488.42	171.95		.00	.00	2,437.49		.00			87,233.24		89,983.24
	5,816.95		9,487.60		1,159.98			665.78		.00			.00				5,015.05		.00			2,750.00	
2025-075-01-00-000-001-011-0509-02				SECRETARIA GENERAL																			
001	RODRIGUEZ SILVA LUIS MANUEL							SECRETARIO GENERAL					3551007202		2113	03/08/2020	03/08/2020						
30	10,538.00	1,500.00		400.00	375.00	0.00		0.00	5,400.00	18,213.00		.00		.00	.00	.00		.00		.00	15,765.44		16,015.44
	879.69	.00	.00	.00	.00	193.33	.00	244.79	1,129.75	.00	.00	.00	.00				.00		.00			250.00	
Van ...																							
	152,984.00	48,388.97		8,775.00	3,375.00	4,266.00		0.00	54,200.00	271,988.97	933.80	350.53	0.00		0.00	10,000.90		0.00				5,000.00	
	12,489.69	0.00	0.00	12,409.01	0.00	2,319.96	0.00	2,633.70	16,969.22	388.19		357.56	0.00			2,437.49		0.00		0.00	210,698.92		215,698.92

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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                                                             Decreto  Sind/Stopq  Ostracompq  Dec. 81-     Desc                                                                         Sueldo    Otros    Liquido
  IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Otros    Convenio      Fianza        Isr   424-95                 Stupepqpz    70  B.    Judicial      Banrural       Prestamo      Jubila    Prest   Cooperativa           Liquido   Bonos    Recibir
           orquet                                    Desctos    pago                               1%                               Ornato                                   BI                  Jubila      Upa

 Vienen ...
      152,984.00  48,388.97   8,775.00   3,375.00   4,266.00       0.00   54,200.00    271,988.97                350.53            0.00          0.00        0.00      10,000.90         0.00                  210,698.92     215,698.92
  12,489.69     0.00       0.00  12,409.01     0.00   2,319.96     0.00    2,633.70   16,969.22    388.19    933.80    357.56      0.00                           2,437.49           0.00           0.00        0.00     5,000.00

2025-075-01-00-000-001-011-0509-02                 SECRETARIA GENERAL

   10,538.00     1,500.00     400.00     375.00       0.00        0.00    5,400.00    18,213.00                0.00
               .00        .00        .00                 .00                1,129.75                 .00        0.00         .00        .00        .00        .00                  15,765.44     16,015.44
    879.69                  .00              193.33              244.79             .00                                 .00                                    .00         .00                    250.00


2025-075-01-00-000-001-011-0509-03                 UNIDAD DE ASESORIA Y PLANIFICACION PORTUARIA

 001  CASTILLO LEMUS ELMAR JONATHAN                       JEFE DE PLANIFICACION PORTUARIA                 014-7514797          2210      01/06/2008     01/06/2008
 30   10,538.00     1,917.00     600.00     375.00     249.00        0.00    5,400.00    19,079.00          190.79          .00          .00        .00         .00        .00        13,706.58     13,956.58
   921.52       .00       .00   1,594.11     .00       .00     .00    256.42   1,443.13       .00      .00       .00       .00                             966.45        .00                   250.00

 002  LOPEZ MELGAR MARILYN RUBI                           SECRETARIA DE UNIDAD                            01-078-019852-0      2443      02/05/2013     02/05/2013
 30    2,618.00       933.00     550.00       0.00      85.00        0.00    1,600.00     5,786.00           57.86          .00          .00        .00         .00        .00         4,669.86      4,919.86
   279.46       .00       .00       .00      .00    193.33     .00       .00     283.69       .00      .00       .00       .00                             301.80        .00                   250.00

 003  NORIEGA GUDIEL PAULA ROSA                           PROFESIONAL ESPECIALIZADO II                    30780000058          2365      11/01/2012     11/01/2012
 30    5,478.00     1,195.00     500.00     375.00      85.00        0.00    3,700.00    11,333.00          113.33          .00          .00        .00         .00        .00         9,248.26      9,498.26
   547.38       .00       .00       .00      .00    193.33     .00       .00     651.55       .00      .00       .00       .00                             579.15        .00                   250.00

 004  SANTAMARINA MARICELA MARIBETH MERIDA MUÑOZ DE       PROFESIONAL ESPECIALIZADO III                   445-007985-2         1111      01/02/1985     01/02/1985
 30    6,358.00     7,790.00     600.00     375.00     649.00        0.00    4,300.00    20,072.00             .00          .00          .00        .00         .00        .00        16,636.88     16,886.88
   969.48       .00       .00       .00      .00    193.33     .00       .00   1,256.21       .00      .00       .00       .00                           1,016.10        .00                   250.00

 005  PEREIRA GUTIERREZ ANA ELUVIA                        PROFESIONAL ESPECIALIZADO II                    01078020137-7        1302      16/01/1990     16/01/1990
 30    5,478.00     5,945.00     600.00       0.00     649.00        0.00    3,700.00    16,372.00             .00          .00          .00        .00         .00        .00         8,429.44      8,679.44
   790.77       .00       .00   4,967.40     .00    193.33     .00       .00     996.24       .00   163.72       .00       .00                             831.10        .00                   250.00

 006  RECINOS VALLADARES ELUVIA MARICELA                  ASISTENTE TECNICO IV                            445-59-49590         1295      16/11/1989     16/11/1989
 30    3,498.00     4,158.00     675.00       0.00     549.00        0.00    1,700.00    10,580.00             .00          .00          .00        .00    2,101.65        .00         4,950.11      5,200.11
   511.01       .00       .00   1,748.10     .00       .00     .00       .00     621.83       .00   105.80       .00       .00                             541.50        .00                   250.00


   Van ...
       186,952.00   70,326.97   12,300.00   4,500.00   6,532.00       0.00   74,600.00   355,210.97   1,203.32     712.51     0.00            0.00    14,237.00       0.00                         6,500.00
   16,509.31     0.00     0.00  20,718.62     0.00   3,093.28     0.00    2,890.12   22,221.87    388.19        357.56    0.00          2,437.49      2,101.65        0.00      268,340.05     274,840.05
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Indiv	Nombre IGSS	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 ...		186,952.00		70,326.97		12,300.00	4,500.00	6,532.00		0.00	74,600.00	355,210.97		712.51		0.00	0.00	0.00	14,237.00		0.00		268,340.05		274,840.05
	16,509.31		0.00		0.00	20,718.62	0.00	3,093.28	0.00	2,890.12	22,221.87	388.19	1,203.32	357.56	0.00			2,437.49		2,101.65		0.00	0.00	6,500.00	
2025-075-01-00-000-001-011-0509-03	UNIDAD DE ASESORIA Y PLANIFICACION PORTUARIA																								
007	ORTIZ FONSECA GERMAN GABRIEL									ASISTENTE TECNICO III					020780264597		2240	18/08/2008	18/08/2008						
30		3,058.00		2,774.00		650.00	0.00	249.00		0.00	1,700.00	8,431.00		84.31		.00	.00	.00		.00		.00	5,568.17		5,818.17
	407.22		.00		.00	956.91	.00	193.33	.00	.00	787.01	.00	.00	.00	.00				434.05		.00			250.00	
008	MARROQUIN ESQUITE ELMER DAVID									PROFESIONAL ESPECIALIZADO III					020780194440		2090	07/04/2005	07/04/2005						
30		6,358.00		4,695.00		600.00	375.00	249.00		0.00	4,300.00	16,577.00		.00		.00	.00	.00		.00		.00	12,178.11		12,428.11
	497.31		.00		.00	2,204.86	.00	193.33	.00	222.79	1,052.83	227.77	.00	.00	.00				.00		.00			250.00	
010	XILOJ ZARATE JULIO BARTOLOME									ASISTENTE TECNICO IV					010780195962		2082	10/11/2004	10/11/2004						
30		3,498.00		3,743.00		675.00	0.00	349.00		0.00	3,282.00	11,547.00		.00		.00	.00	.00		.00		.00	10,500.84		10,750.84
	346.41		.00		.00	.00	.00	.00	.00	.00	699.75	.00	.00	.00	.00				.00		.00			250.00	
011	CARRILLO ROSMERY LUCRECIA SANTOS ALBIZUREZ DE									SECRETARIA DE DEPARTAMENTO					010780194893		2257	02/03/2009	02/03/2009						
30		2,398.00		1,767.00		650.00	0.00	149.00		0.00	1,500.00	6,464.00		.00		.00	.00	.00		.00		.00	5,218.18		5,468.18
	312.21		.00		.00	.00	.00	193.33	.00	.00	339.94	.00	64.64	.00	.00				335.70		.00			250.00	
012	APIXOLA HERNANDEZ LUDWIN ESTUARDO									JEFE DE SECCION					01078019837-6		2434	18/02/2013	18/02/2013						
30		3,278.00		1,273.00		550.00	0.00	85.00		0.00	4,000.00	9,186.00		.00		.00	.00	.00		.00		.00	6,673.89		6,923.89
	443.68		.00		.00	677.20	.00	193.33	.00	123.46	510.78	.00	91.86	.00	.00				471.80		.00			250.00	
013	PUAC ALICIA NINETH GODINEZ OLIVA DE									PROFESIONAL ESPECIALIZADO III					020780196214		2167	05/05/2008	05/05/2008						
30		6,358.00		3,863.00		600.00	375.00	249.00		0.00	4,300.00	15,745.00		.00		.00	.00	.00		.00		.00	13,038.58		13,288.58
	760.48		.00		.00	.00	.00	193.33	.00	.00	952.86	.00	.00	.00	.00				799.75		.00			250.00	
014	DE LA CRUZ GONZALEZ BRENDA LETICIA									PROFESIONAL ESPECIALIZADO II					010780191428		2032	03/02/2003	03/02/2003						
30		5,478.00		3,086.00		600.00	375.00	349.00		0.00	3,700.00	13,588.00		135.88		.00	.00	.00		.00		.00	10,913.96		11,163.96
	656.30		.00		.00	.00	.00	193.33	.00	182.63	814.00	.00	.00	.00	.00				691.90		.00			250.00	
015	REYES CASTAÑEDA INGRID JACKELINE									PROFESIONAL ESPECIALIZADO II					010780190650		1901	01/02/2001	01/02/2001						
30		5,478.00		3,400.00		600.00	375.00	349.00		0.00	3,700.00	13,902.00		.00		.00	.00	.00		.00		.00	11,552.93		11,802.93
	671.47		.00		.00	.00	.00	.00	.00	.00	830.98	.00	139.02	.00	.00				707.60		.00			250.00	
Van ...		222,856.00		94,927.97		17,225.00	6,000.00	8,560.00		0.00	101,082.00	450,650.97	1,498.84	932.70	0.00		0.00	17,677.80			0.00			8,500.00	
	20,604.39		0.00		0.00	24,557.59	0.00	4,253.26	0.00	3,419.00	28,210.02	615.96		357.56	0.00			2,437.49	2,101.65			0.00	343,984.71		352,484.71

Indiv	Nombre Sueldo Perma IGSS	Paso Sal 1% Sind/Sutrap orquet	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 ...																							
	222,856.00	94,927.97		17,225.00	6,000.00	8,560.00		0.00	101,082.00	450,650.97		932.70		0.00	0.00	0.00	17,677.80		0.00		343,984.71		352,484.71
	20,604.39	0.00	0.00	24,557.59	0.00	4,253.26	0.00	3,419.00	28,210.02	615.96	1,498.84	357.56	0.00			2,437.49		2,101.65		0.00	0.00	8,500.00	
2025-075-01-00-000-001-011-0509-03	UNIDAD DE ASESORIA Y PLANIFICACION PORTUARIA																						
016	PIRIR XIQUIN ISRAEL							TOPOGRAFO					445017274-9		1689	01/09/1997	01/09/1997						
30	3,278.00	3,850.00		675.00	0.00	449.00		0.00	4,000.00	12,252.00		122.52		.00	.00	.00		.00		.00	10,189.99		10,439.99
	591.77	.00	.00	.00	.00	.00	.00	.00	722.62	.00	.00	.00	.00				625.10		.00			250.00	
017	MONZON ARRIAGA ELISEO							ASISTENTE TECNICO II					3114030320		1954	01/04/2002	01/04/2002						
30	2,838.00	2,713.00		675.00	0.00	349.00		0.00	1,600.00	8,175.00		.00		2,254.35	.00	.00		.00		.00	4,371.56		4,621.56
	394.85	.00	.00	.00	.00	193.33	.00	.00	457.91	.00	81.75	.00	.00				421.25		.00			250.00	
018	CASTRO MORALES FREDDY JONATAN							AUXILIAR DE TOPOGRAFIA					030780002638		2736	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	3,099.21		3,349.21
	188.27	.00	.00	.00	.00	193.33	.00	.00	170.81	.00	38.98	.00	.00				207.40		.00			250.00	
019	CANAS TUCH GERMAN RENE							AUXILIAR DE TOPOGRAFIA					010780196292		2331	25/01/2011	25/01/2011						
30	2,398.00	1,400.00		550.00	0.00	85.00		0.00	1,500.00	5,933.00		.00		.00	.00	.00		.00		.00	4,974.63		5,224.63
	286.56	.00	.00	.00	.00	.00	.00	.00	303.33	.00	59.33	.00	.00				309.15		.00			250.00	
020	MELGAR LOPEZ GERSON BLADIMIR							AUXILIAR DE TOPOGRAFIA					010780197787		2403	01/08/2012	01/08/2012						
30	2,398.00	600.00		550.00	0.00	35.00		0.00	1,500.00	5,083.00		.00		.00	.00	.00		.00		.00	4,273.10		4,523.10
	245.51	.00	.00	.00	.00	.00	.00	.00	246.91	.00	50.83	.00	.00				266.65		.00			250.00	
021	ROJAS GONZALEZ MIGUEL ANGEL							AUXILIAR DE TOPOGRAFIA					0143110823		2165	02/05/2008	02/05/2008						
30	2,398.00	1,896.00		650.00	0.00	249.00		0.00	1,500.00	6,693.00		66.93		2,060.98	.00	.00		.00		.00	2,530.67		2,780.67
	323.27	.00	.00	814.94	.00	193.33	.00	.00	355.73	.00	.00	.00	.00				347.15		.00			250.00	
	85,580.00	56,998.00		11,550.00	2,625.00	5,461.00		0.00	58,482.00	220,696.00		771.62											
		.00	.00	.00		.00			13,498.11		795.93	0.00		4,315.33	.00	.00		2,101.65			162,724.95		167,724.95
	10,144.93		12,963.52		2,513.29			785.30		227.77			.00				9,853.60		.00			5,000.00	
2025-075-01-00-000-001-011-0509-04	UNIDAD DE COMERCIALIZACION Y MERCADEO																						
Van ...																							
	238,564.00	105,386.97		20,325.00	6,000.00	9,727.00		0.00	112,682.00	492,684.97	1,729.73	1,122.15	4,315.33		0.00	19,854.50		0.00				10,000.00	
	22,634.62	0.00	0.00	25,372.53	0.00	4,833.25	0.00	3,419.00	30,467.33	615.96		357.56	0.00			2,437.49	2,101.65			0.00	373,423.87		383,423.87

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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 ...																									
	238,564.00		105,386.97		20,325.00		6,000.00	9,727.00		0.00	112,682.00	492,684.97		1,122.15		4,315.33	0.00	0.00	19,854.50		0.00		373,423.87		383,423.87
22,634.62		0.00		0.00		25,372.53	0.00	4,833.25	0.00	3,419.00	30,467.33	615.96	1,729.73	357.56	0.00			2,437.49		2,101.65		0.00	0.00	10,000.00	
2025-075-01-00-000-001-011-0509-04	UNIDAD DE COMERCIALIZACION Y MERCADEO																								
001	COBAR MORALES JUVIZA DEL ROSARIO								JEFE DE MERCADEO						010780188702		1335	01/03/1990	01/03/1990						
30	10,538.00		5,545.00		600.00		375.00	649.00		0.00	5,400.00	23,107.00		.00		.00	.00	.00		.00		.00	18,686.96		18,936.96
1,116.07		.00		.00		.00	.00	.00	.00	310.55	1,532.50	293.07	.00	.00	.00				1,167.85		.00			250.00	
002	VEGA GALINDO ANGELICA GUADALUPE								ASISTENTE TECNICO III						4114290822		2030	03/02/2003	03/02/2003						
30	3,058.00		2,782.00		675.00		0.00	349.00		0.00	1,700.00	8,564.00		85.64		.00	.00	.00		.00		.00	2,623.72		2,873.72
413.64		.00		.00		4,267.23	.00	193.33	.00	.00	539.74	.00	.00	.00	.00				440.70		.00			250.00	
003	URZUA BLANCA ARELY CONDE SALAZAR DE								ANALISTA DE MERCADEO						010780186424		1267	16/02/1989	16/02/1989						
30	5,038.00		4,854.00		600.00		375.00	649.00		0.00	3,700.00	15,216.00		.00		.00	.00	.00		.00		.00	12,435.79		12,685.79
734.93		.00		.00		.00	.00	193.33	.00	.00	926.49	.00	152.16	.00	.00				773.30		.00			250.00	
004	HERNANDEZ CABRERA RAFAEL								RELACIONISTA PUBLICO						010780190626		1896	01/02/2001	01/02/2001						
30	3,718.00		4,550.00		675.00		0.00	349.00		0.00	3,700.00	12,992.00		.00		.00	.00	.00		1,538.80		.00	5,714.47		5,964.47
627.51		.00		.00		3,808.47	.00	193.33	.00	174.61	804.89	.00	129.92	.00	.00				.00		.00			250.00	
005	PAREDES HEIDI YOHANA CHARUCO LOPEZ DE								SECRETARIA DE UNIDAD						3114030522		1964	02/09/2002	02/09/2002						
30	2,618.00		2,592.00		675.00		0.00	349.00		0.00	1,600.00	7,834.00		.00		.00	.00	.00		.00		.00	2,240.38		2,490.38
378.38		.00		.00		4,060.49	.00	193.33	.00	.00	478.88	.00	.00	78.34	.00				404.20		.00			250.00	
006	SOZA NAJARRO KEVIN ESTUARDO								ASISTENTE TECNICO I						01-038-000335-7		2712	02/05/2024	02/05/2024						
30	2,618.00		0.00		0.00		0.00	0.00		0.00	1,500.00	4,118.00		41.18		.00	.00	.00		.00		.00	3,484.68		3,734.68
198.90		.00		.00		.00	.00	.00	.00	.00	174.84	.00	.00	.00	.00				218.40		.00			250.00	
007	PERDOMO NANCY MAYLEN PEREIRA GARCIA DE								ANALISTA DE MERCADEO						010780188222		1463	17/01/1994	17/01/1994						
30	5,038.00		5,370.00		600.00		375.00	649.00		0.00	3,700.00	15,732.00		.00		.00	.00	.00		.00		.00	12,869.98		13,119.98
759.86		.00		.00		.00	.00	193.33	.00	.00	952.41	.00	.00	157.32	.00				799.10		.00			250.00	
008	YESCAS ORELLANA WENDY								ASISTENTE TECNICO III						4114062991		2212	16/06/2008	16/06/2008						
30	3,058.00		2,381.00		650.00		0.00	249.00		0.00	1,700.00	8,038.00		80.38		.00	.00	.00		.00		.00	2,628.17		2,878.17
388.24		.00		.00		3,885.27	.00	193.33	.00	.00	448.21	.00	.00	.00	.00				414.40		.00			250.00	
Van ...																									
	274,248.00		133,460.97		24,800.00		7,125.00	12,970.00		0.00	135,682.00	588,285.97	2,011.81	1,329.35	4,315.33		0.00	24,072.45		0.00				12,000.00	
27,252.15		0.00		0.00		41,393.99	0.00	5,993.23	0.00	3,904.16	36,325.29	909.03		593.22	0.00			2,437.49	3,640.45			0.00	434,108.02		446,108.02

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 ...																						
	274,248.00	133,460.97	24,800.00	7,125.00	12,970.00		0.00	135,682.00	588,285.97		1,329.35		4,315.33	0.00	0.00	24,072.45		0.00		434,108.02		446,108.02
27,252.15	0.00	0.00	41,393.99	0.00	5,993.23	0.00	3,904.16	36,325.29	909.03	2,011.81	593.22	0.00			2,437.49		3,640.45		0.00	0.00	12,000.00	
2025-075-01-00-000-001-011-0509-04	UNIDAD DE COMERCIALIZACION Y MERCADEO																					
	35,684.00	28,074.00	4,475.00	1,125.00	3,243.00		0.00	23,000.00	95,601.00		207.20											
	.00	.00	.00			.00		5,857.96		282.08	235.66		.00	.00	.00		1,538.80			60,684.15		62,684.15
4,617.53		16,021.46		1,159.98			485.16		293.07			.00				4,217.95		.00			2,000.00	
2025-075-01-00-000-001-011-0509-05	UNIDAD DE INFORMATICA																					
001	YAQUE CASTILLO FEDERICO AUGUSTO					JEFE DE INFORMATICA						010780188419		1672	28/04/1997	28/04/1997						
30	10,538.00	6,878.00	675.00	375.00	549.00		0.00	5,400.00	24,415.00		244.15		.00	.00	.00		.00		.00	14,279.92		14,529.92
1,179.24	.00	.00	5,522.66	.00	.00	.00	328.14	1,627.64	.00	.00	.00	.00				1,233.25		.00			250.00	
002	GRANADOS RIVAS HENRY ARTURO					ASISTENTE TECNICO IV						020780196036		2143	02/05/2008	02/05/2008						
30	3,498.00	2,200.00	650.00	0.00	249.00		0.00	1,700.00	8,297.00		.00		.00	.00	.00		.00		.00	6,663.76		6,913.76
400.75	82.97	.00	.00	.00	193.33	.00	.00	528.84	.00	.00	.00	.00				427.35		.00			250.00	
003	SAMAYOA GRINDI MARLENY MENDEZ GONZALEZ DE					SECRETARIA DE UNIDAD						010780188028		1481	01/02/1994	01/02/1994						
30	2,618.00	4,370.00	675.00	0.00	649.00		0.00	1,600.00	9,912.00		.00		.00	.00	3,915.04		.00		.00	4,334.54		4,584.54
478.75	.00	.00	.00	.00	.00	.00	.00	576.45	.00	99.12	.00	.00				508.10		.00			250.00	
004	GUERRA CRUZ MYNOR SAUL					PROFESIONAL ESPECIALIZADO III						010780191410		2031	03/02/2003	03/02/2003						
30	6,358.00	3,732.00	600.00	375.00	349.00		0.00	4,300.00	15,714.00		.00		.00	.00	.00		.00		.00	12,355.14		12,605.14
758.99	.00	.00	664.85	.00	193.33	.00	.00	943.49	.00	.00	.00	.00				798.20		.00			250.00	
005	HERNANDEZ RAMIREZ CESAR HERNAN					PROFESIONAL ESPECIALIZADO II						01-078-020447-3		2193	02/06/2008	02/06/2008						
30	5,478.00	2,816.00	600.00	375.00	249.00		0.00	3,700.00	13,218.00		132.18		.00	.00	3,087.41		.00		.00	7,727.71		7,977.71
638.43	.00	.00	.00	.00	193.33	.00	.00	765.54	.00	.00	.00	.00				673.40		.00			250.00	
006	LUCAS PINEDA JORGE VINICIO					PROFESIONAL ESPECIALIZADO III						010780187692		1489	10/02/1994	10/02/1994						
30	6,358.00	6,055.00	600.00	375.00	649.00		0.00	4,300.00	18,337.00		.00		.00	.00	.00		.00		.00	14,521.65		14,771.65
885.68	.00	.00	.00	.00	193.33	.00	246.44	1,131.81	245.37	183.37	.00	.00				929.35		.00			250.00	
Van ...																						
	309,096.00	159,511.97	28,600.00	8,625.00	15,664.00		0.00	156,682.00	678,178.97	2,294.30	1,705.68	4,315.33		0.00	28,642.10		0.00				13,500.00	
31,593.99	82.97	0.00	47,581.50	0.00	6,766.55	0.00	4,478.74	41,899.06	1,154.40		593.22	0.00			9,439.94	3,640.45			0.00	493,990.74		507,490.74

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

 Vienen ...
    309,096.00   159,511.97   28,600.00   8,625.00   15,664.00       0.00   156,682.00     678,178.97              1,705.68        4,315.33     0.00      0.00     28,642.10        0.00                  493,990.74        507,490.74
  31,593.99      82.97      0.00   47,581.50      0.00   6,766.55      0.00   4,478.74   41,899.06   1,154.40   2,294.30   593.22      0.00                     9,439.94      3,640.45                 0.00     0.00   13,500.00

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 007  LEMUS PAIZ EDUARDO DE JESUS                             PROFESIONAL ESPECIALIZADO III              010780188214        1379    16/10/1991    16/10/1991
 30    6,358.00    7,850.00     600.00     375.00     649.00      0.00    4,300.00   20,132.00         .00        .00      .00       .00        .00        .00                 16,398.92          16,648.92
   972.38      .00       .00       .00       .00   193.33     .00    270.57  1,277.70      .00        .00       .00       .00                           1,019.10        .00                           250.00

 008  CATALAN RODRIGUEZ FEDERICO ANTONIO                      ANALISTA DE SISTEMAS                       3185345524          1739    01/07/1999    01/07/1999
 30    4,378.00    4,750.00     675.00       0.00     449.00      0.00    1,700.00   11,952.00      119.52        .00      .00   4,120.63       .00        .00                  5,172.61           5,422.61
   577.28      .00       .00       .00       .00   193.33     .00       .00  1,158.53      .00        .00       .00       .00                             610.10        .00                           250.00

 009  KEGEL VICENTE OSCAR ROMEO                               PROFESIONAL ESPECIALIZADO I                020780195722        2138    16/04/2008    16/04/2008
 30    4,378.00    2,342.00     600.00     375.00     249.00      0.00    3,700.00   11,644.00         .00        .00      .00       .00        .00        .00                  9,490.16           9,740.16
   562.41      .00       .00       .00       .00   193.33     .00       .00    686.96      .00     116.44       .00       .00                             594.70        .00                           250.00

 010  MOREIRA SANDOVAL MARVIN ESTUARDO                        TECNICO EN COMPUTO III                     01078019764-7       2396    01/06/2012    01/06/2012
 30    3,278.00    1,517.00     550.00       0.00      85.00      0.00    1,700.00    7,130.00         .00        .00      .00       .00        .00        .00                  3,472.11           3,722.11
   344.38      .00       .00  1,966.68       .00   193.33     .00       .00    713.20      .00      71.30       .00       .00                             369.00        .00                           250.00

 011  DAVILA JOLON JOSE LUIS                                  ASISTENTE TECNICO IV                       01-078-020294-2     2105    09/01/2008    09/01/2008
 30    3,498.00    2,945.00     650.00       0.00     249.00      0.00    1,700.00    9,042.00         .00        .00      .00       .00        .00        .00                  4,941.50           5,191.50
   436.73      .00       .00  2,435.68       .00      .00     .00       .00    673.07      .00      90.42       .00       .00                             464.60        .00                           250.00

 012  AMAYA MARIA ISABEL SOLIS MENDOZA DE                     TECNICO EN COMPUTO II                      030780001038        2591    03/07/2017    03/07/2017
 30    3,058.00      600.00     435.00       0.00      35.00      0.00    1,600.00    5,728.00         .00        .00      .00   2,064.08       .00        .00                  2,742.32           2,992.32
   276.66      .00       .00       .00       .00      .00     .00       .00    288.76      .00        .00     57.28       .00                             298.90        .00                           250.00

 013  AGUILAR CANTE JULIO ISAIAS                              TECNICO EN COMPUTO III                     010780198988        2476    16/12/2013    16/12/2013
 30    3,278.00    1,100.00     550.00       0.00      85.00      0.00    1,700.00    6,713.00       67.13        .00      .00       .00        .00        .00                  4,559.59           4,809.59
   324.24      .00       .00       .00       .00   193.33     .00       .00  1,220.56      .00        .00       .00       .00                             348.15        .00                           250.00

 014  FLORES CRUZ NERY ALEXANDER                              TECNICO EN COMPUTO II                      445-015169-3        2515    17/11/2014    17/11/2014
 30    3,058.00      600.00     550.00       0.00      85.00      0.00    1,600.00    5,893.00       58.93        .00      .00       .00        .00        .00                  4,177.11           4,427.11
   284.63      .00       .00       .00       .00   193.33     .00       .00    871.85      .00        .00       .00       .00                             307.15        .00                           250.00

   Van ...
       340,380.00   181,215.97   33,210.00   9,375.00   17,550.00       0.00   174,682.00   756,412.97   2,572.46   1,951.26   4,315.33        0.00   32,653.80        0.00                  15,500.00
  35,372.70      82.97      0.00   51,983.86      0.00   7,926.53      0.00   4,749.31   48,789.69   1,154.40        650.50      0.00      15,624.65      3,640.45        0.00           544,945.06   560,445.06
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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                                                              Decreto       Sind/Stopq   Ostracompq   Dec. 81-   Desc                     Prestamo             Prest    Cooperativa                 Sueldo    Otros   Liquido
  IGSS  Sind/Sutrap  Sutraporque  Bantrab   Prest Sind   Otros       Convenio    Fianza   Isr  424-95                    Stupepqpz    70  B.     Judicial    Banrural     BI         Jubila   Jubila   Upa                         Liquido   Bonos   Recibir
        orquet                                           Desctos     pago                      1%                                     Ornato

Vienen ...
    340,380.00   181,215.97   33,210.00   9,375.00   17,550.00      0.00   174,682.00   756,412.97   1,951.26   4,315.33   0.00   0.00   32,653.80   0.00   544,945.06   560,445.06
 35,372.70   82.97   0.00   51,983.86   0.00   7,926.53   0.00   4,749.31   48,789.69   1,154.40   2,572.46   650.50   0.00   15,624.65   3,640.45   0.00   0.00   15,500.00

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015  ORTIZ FERNANDEZ CARLOS ESTUARDO          PROFESIONAL ESPECIALIZADO I      010780190596      1897   01/02/2001   01/02/2001
30   4,378.00   4,657.00   600.00     0.00   349.00      0.00   3,700.00   13,684.00     .00   .00   .00   .00   .00   .00     11,980.54   12,230.54
 660.94   .00   .00   .00   .00   193.33   .00   .00   849.19   .00     .00   .00   .00                 .00   .00        250.00

016  AGUIRRE MORALES ANA LUBIA                PROFESIONAL ESPECIALIZADO I      01078018928-8     1385   09/03/1992   09/03/1992
30   4,378.00   5,170.00   600.00   375.00   649.00      0.00   3,700.00   14,872.00     .00   .00   .00   328.39   .00   .00     12,022.78   12,272.78
 718.32   .00   .00   .00   .00   .00   .00   .00   897.69   .00   148.72   .00   .00              756.10   .00        250.00

017  RODAS ALONZO ROCIO NINETH                TECNICO EN COMPUTO I             01-078-019961-5   2520   16/12/2014   16/12/2014
30   2,728.00     600.00   550.00     0.00    85.00      0.00   1,500.00    5,463.00     .00   .00   .00   .00   .00   .00      2,626.03    2,876.03
 263.86   .00   .00   1,769.78   .00   193.33   .00   .00   269.72   .00     .00   54.63   .00           285.65   .00        250.00

018  ESQUIVEL ROSA JULIO NOLBERTO             AUXILIAR DE COMPUTO              01078019828-7     2720   15/08/2024   15/08/2024
30   2,508.00       0.00     0.00     0.00     0.00      0.00   1,500.00    4,008.00     .00   1,005.73   .00   .00   .00   .00      2,371.89    2,621.89
 193.59   .00   .00   .00   .00   .00   .00   .00   183.81   .00   40.08   .00   .00                  212.90   .00        250.00

   80,124.00   58,182.00   10,160.00   2,625.00   5,663.00      0.00   49,400.00   206,154.00        621.91
            82.97        .00        .00          .00        14,664.81          749.45   111.91   1,005.73      .00   13,515.55      .00        139,838.28   144,338.28
  9,957.26        12,359.65        2,319.96        845.15         245.37                         .00                9,836.00      .00              4,500.00


2025-075-01-00-000-001-011-0509-06            UNIDAD DE AUDITORIA INTERNA

001  SOCOP TZAY LUIS EDUARDO                  AUDITOR INTERNO                  3014032759        2675   11/05/2023   11/05/2023
30  12,738.00     321.00     0.00   375.00     0.00      0.00   5,400.00   18,834.00     .00   .00   .00   .00   .00   .00     16,261.06   16,511.06
 909.68   .00   .00   .00   .00   193.33   .00   253.13   1,216.80   .00     .00   .00   .00                 .00   .00        250.00

002  MEZA MALTEZ RODOLFO ALBERTO              SUBAUDITOR INTERNO               010780198813      2464   01/10/2013   01/10/2013
30   8,558.00   2,000.00   500.00   375.00    85.00      0.00   4,500.00   16,018.00     .00   .00   .00   .00   .00   .00     13,045.45   13,295.45
 773.67   .00   .00   .00   .00   193.33   .00   215.29   976.86   .00     .00   .00   .00              813.40   .00        250.00


  Van ...
    375,668.00   193,963.97   35,460.00   10,500.00   18,718.00      0.00   194,982.00   829,291.97   2,761.26   1,951.26   5,321.06      0.00   34,721.85      0.00        17,000.00
 38,892.76   82.97   0.00   53,753.64   0.00   8,699.85   0.00   5,217.73   53,183.76   1,154.40   705.13   0.00   15,953.04   3,640.45   0.00   603,252.81   620,252.81
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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
    Sueldo Perma       Paso Sal        Antig        Profe        Pacto            Fam      Disp Ope    Devengado         1%          1%       Acep/
                  1%       Prestamo                                                                       Decreto   Sind/Stepq    Sindicato  Dec. 81-                                                                                              Sueldo    Otros    Liquido
                                                                 Otros  Convenio                           424-95   Sind/Stopq  Ostracompq               Desc         Banrural       Prestamo               Prest Cooperativa                     Liquido    Bonos    Recibir
      IGSS    Sind/Sutrap Sutraporque    Bantrab  Prest Sind   Desctos    pago      Fianza          Isr                          Stupepqpz    70 B.     Judicial                         BI         Jubila  Jubila     Upa
                orquet                                                                                        1%                              Ornato
   Vienen ...
        375,668.00    193,963.97    35,460.00    10,500.00    18,718.00          0.00   194,982.00        829,291.97                1,951.26           5,321.06          0.00        0.00         34,721.85            0.00                        603,252.81       620,252.81
    38,892.76      82.97      0.00   53,753.64        0.00    8,699.85        0.00    5,217.73   53,183.76    1,154.40    2,761.26     705.13        0.00                               15,953.04          3,640.45                 0.00          0.00       17,000.00
2025-075-01-00-000-001-011-0509-06                UNIDAD DE AUDITORIA INTERNA
   003  GARCIA DIAZ MARLENY                                                   SECRETARIA DE UNIDAD                                          3114036136              2517        17/11/2014        17/11/2014
    30    2,618.00      600.00        550.00         0.00        85.00            0.00        1,600.00       5,453.00                  .00                  .00             .00               .00                .00               .00               4,369.89           4,619.89
      263.38        .00        .00       .00         .00    193.33         .00         .00     286.72         .00       54.53         .00         .00                                                  285.15                 .00                                    250.00
   004  SOLARES SILVIA LUCRECIA SANTOS MORAN DE                               AUDITOR                                                       30780000180             2359        16/12/2011        16/12/2011
    30    4,158.00    1,500.00        500.00       375.00        85.00            0.00        4,000.00      10,618.00                  .00                  .00             .00               .00                .00               .00               3,284.94           3,534.94
      512.85        .00        .00  5,414.46         .00       .00         .00      142.71     613.46         .00      106.18         .00         .00                                                  543.40                 .00                                    250.00
   005  GUZMAN PEREZ HILDA ISABEL                                             AUDITOR                                                       010780188508            1428        02/11/1993        02/11/1993
    30    4,158.00    5,173.00        600.00       375.00       649.00            0.00        4,000.00      14,955.00                  .00                  .00             .00               .00                .00               .00              12,013.69          12,263.69
      722.33        .00        .00       .00         .00    193.33         .00      201.00     914.85         .00      149.55         .00         .00                                                  760.25                 .00                                    250.00
   006  ORTEGA RAMOS ALFONSO NERY                                             PROFESIONAL ESPECIALIZADO III                                 010780187811            1194        20/04/1987        20/04/1987
    30    6,358.00    7,600.00        600.00       375.00       649.00            0.00        4,300.00      19,882.00                  .00                  .00             .00               .00                .00               .00               6,938.66           7,188.66
      960.30        .00        .00  8,813.18         .00    193.33         .00      267.21   1,243.08      260.82      198.82         .00         .00                                                1,006.60                 .00                                    250.00
   007  CARVAJAL GIL OVEL                                                     AUDITOR                                                       020780196427            2205        01/06/2008        01/06/2008
    30    4,158.00    2,417.00        600.00       375.00       249.00            0.00        4,000.00      11,799.00                  .00                  .00             .00               .00                .00               .00               7,536.92           7,786.92
      569.89        .00        .00  2,125.07         .00       .00         .00      158.58     688.10         .00      117.99         .00         .00                                                  602.45                 .00                                    250.00
   008  CIFUENTES CASTILLO CLAUDIA CONSUELO                                   PROFESIONAL ESPECIALIZADO III                                 010780188265            1638        12/08/1996        12/08/1996
    30    6,358.00    6,150.00        600.00       375.00       549.00            0.00        4,300.00      18,332.00                  .00                  .00             .00               .00                .00               .00              15,129.21          15,379.21
      885.44        .00        .00       .00         .00       .00         .00      246.38   1,141.87         .00         .00         .00         .00                                                  929.10                 .00                                    250.00
   009  SIAJES BARILLAS MAYNOR ARMANDO                                        AUDITOR                                                       3114030774              1246        16/01/1989        16/01/1989
    30    4,158.00    6,984.00        975.00         0.00       649.00            0.00        4,000.00      16,766.00                  .00             7,376.80             .00               .00           2,434.10               .00               3,694.40           3,944.40
      809.80        .00        .00       .00         .00    193.33         .00      225.33   1,013.78         .00      167.66         .00         .00                                                  850.80                 .00                                    250.00
   010  FONSECA EVELIN ODILY LEMUS PEREZ DE                                   PROFESIONAL ESPECIALIZADO III                                 10780188354             1699        18/11/1997        18/11/1997
    30    6,358.00    5,550.00        600.00       375.00       449.00            0.00        4,300.00      17,632.00               176.32                  .00             .00               .00                .00               .00              14,197.40          14,447.40
      851.63        .00        .00       .00         .00    193.33         .00      236.97   1,082.25         .00         .00         .00         .00                                                  894.10                 .00                                    250.00
       Van ...
           413,992.00    229,937.97    40,485.00    12,750.00    22,082.00           0.00  225,482.00    944,728.97     3,555.99      2,127.58  12,697.86                     0.00        40,593.70              0.00                                              19,000.00
     44,468.38       82.97      0.00   70,106.35      0.00     9,666.50       0.00    6,695.91    60,167.87   1,415.22                705.13        0.00                             15,953.04          6,074.55                  0.00                   670,417.92     689,417.92
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Indiv	Nombre		Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracompq Stupepqpz	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación			
	Sueldo Perma	Paso Sal						Decreto 424-95 1%			Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa
IGSS	1% Sind/Sutraporquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr							Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																	
413,992.00	229,937.97	40,485.00	12,750.00	22,082.00	0.00	225,482.00	944,728.97	2,127.58	12,697.86	0.00	0.00	40,593.70	0.00	670,417.92	689,417.92		
44,468.38	82.97	0.00	70,106.35	0.00	9,666.50	0.00	6,695.91	60,167.87	1,415.22	3,555.99	705.13	0.00	15,953.04	6,074.55	0.00	0.00	19,000.00
2025-075-01-00-000-001-011-0509-06	UNIDAD DE AUDITORIA INTERNA																
011	GONZALEZ OCAMPO EDY RAMIRO	AUDITOR	020780264635	2223	20/08/2008	20/08/2008											
30	4,158.00	2,355.00	650.00	375.00	249.00	0.00	4,000.00	11,787.00	117.87	.00	.00	.00	.00	.00	4,520.95	4,770.95	
569.31	.00	.00	4,934.46	.00	193.33	.00	158.41	690.82	.00	.00	.00	.00	601.85	.00	250.00		
012	LARA MENDEZ JORGE HUMBERTO	AUDITOR	010780189679	1766	16/12/1999	16/12/1999											
30	4,158.00	5,150.00	600.00	375.00	349.00	0.00	4,000.00	14,632.00	146.32	.00	.00	.00	.00	.00	11,753.54	12,003.54	
706.73	.00	.00	.00	.00	193.33	.00	196.65	891.33	.00	.00	.00	.00	744.10	.00	250.00		
014	AMADO TERCERO ROBERTO ISMAEL	AUDITOR	010780189504	1737	15/06/1999	15/06/1999											
30	4,158.00	4,800.00	600.00	375.00	449.00	0.00	4,000.00	14,382.00	143.82	.00	.00	.00	.00	.00	11,550.05	11,800.05	
694.65	.00	.00	.00	.00	193.33	.00	193.29	875.26	.00	.00	.00	.00	731.60	.00	250.00		
015	DIAZ LOPEZ JUAN MIGUEL	AUDITOR	010780188109	1640	01/09/1996	01/09/1996											
30	4,158.00	5,350.00	600.00	375.00	549.00	0.00	4,000.00	15,032.00	.00	.00	.00	.00	.00	.00	10,757.56	11,007.56	
726.05	.00	.00	1,162.55	.00	193.33	.00	202.03	1,076.06	.00	.00	150.32	.00	764.10	.00	250.00		
017	CARIAS ARGUETA EDWIN HUMBERTO	AUDITOR	020780195714	2116	16/04/2008	16/04/2008											
30	4,158.00	2,542.00	600.00	375.00	249.00	0.00	4,000.00	11,924.00	.00	.00	.00	.00	.00	.00	9,682.06	9,932.06	
575.93	.00	.00	.00	.00	193.33	.00	160.26	703.72	.00	.00	.00	.00	608.70	.00	250.00		
018	MONZON MARTINEZ CROSBY ROSITA	AUDITOR	020780196222	2141	02/05/2008	02/05/2008											
30	4,158.00	2,333.00	600.00	375.00	249.00	0.00	4,000.00	11,715.00	117.15	.00	.00	.00	.00	.00	9,602.33	9,852.33	
565.83	.00	.00	.00	.00	.00	.00	157.45	673.99	.00	.00	.00	.00	598.25	.00	250.00		
019	RECINOS INGRID MARISOL NATARENO RUIZ DE	AUDITOR	10170293774	2355	02/11/2011	02/11/2011											
30	4,158.00	1,500.00	500.00	375.00	85.00	0.00	4,000.00	10,618.00	106.18	.00	.00	.00	.00	.00	8,506.07	8,756.07	
512.85	.00	.00	.00	.00	193.33	.00	142.71	613.46	.00	.00	.00	.00	543.40	.00	250.00		
Van ...																	
443,098.00	253,967.97	44,635.00	15,375.00	24,261.00	0.00	253,482.00	1,034,818.97	3,555.99	2,758.92	12,697.86	0.00	45,185.70	0.00	20,750.00			
48,819.73	82.97	0.00	76,203.36	0.00	10,826.48	0.00	7,906.71	65,692.51	1,415.22	855.45	0.00	15,953.04	6,074.55	0.00	736,790.48	757,540.48	

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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 Acep/ 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 Ostracompq Stupepqpz Dec. 81-70 B. Ornato

Vienen ...
443,098.00 253,967.97 44,635.00 15,375.00 24,261.00 0.00 253,482.00 1,034,818.97 2,758.92 12,697.86 0.00 0.00 45,185.70 0.00 736,790.48 757,540.48
48,819.73 82.97 0.00 76,203.36 0.00 10,826.48 0.00 7,906.71 65,692.51 1,415.22 3,555.99 855.45 0.00 15,953.04 6,074.55 0.00 0.00 20,750.00

2025-075-01-00-000-001-011-0509-06 UNIDAD DE AUDITORIA INTERNA

88,726.00 62,325.00 9,675.00 5,625.00 5,628.00 0.00 68,400.00 240,379.00 807.66
.00 .00 .00 .00 14,702.41 794.73 150.32 7,376.80 .00 .00 2,434.10 162,844.18 167,094.18
11,610.32 22,449.72 2,513.29 3,157.40 260.82 .00 11,277.25 .00 4,250.00

2025-075-01-00-000-001-011-0509-07 UNIDAD EJECUTORA DE PROYECTOS

001 ARELLANO LAGOS MARLON RUBEN JEFE DE UNIDAD EJECUTORA DE PROYECTOS 321802714-4 2711 16/04/2024 16/04/2024
30 10,538.00 0.00 0.00 375.00 0.00 0.00 5,400.00 16,313.00 .00 .00 .00 .00 .00 .00 14,102.59 14,352.59
787.92 .00 .00 .00 .00 193.33 .00 219.25 1,009.91 .00 .00 .00 .00 .00 .00 250.00

002 CAMO LOPEZ BORIS PAOLO PROFESIONAL ESPECIALIZADO III 20990032030 2326 01/10/2010 01/10/2010
30 6,358.00 2,800.00 600.00 375.00 85.00 0.00 4,300.00 14,518.00 .00 .00 .00 .00 .00 .00 11,821.47 12,071.47
701.22 .00 .00 .00 .00 193.33 .00 195.13 868.45 .00 .00 .00 .00 738.40 .00 250.00

003 CHOROSAJEV ESMENJAUD GUILLERMO ENRIQUE ASISTENTE TECNICO III 010780190553 1887 01/02/2001 01/02/2001
30 3,058.00 3,999.00 675.00 0.00 349.00 0.00 3,282.00 11,363.00 .00 .00 .00 .00 .00 .00 9,267.58 9,517.58
548.83 .00 .00 .00 .00 193.33 .00 .00 658.98 .00 .00 113.63 .00 580.65 .00 250.00

004 CONTRERAS EVELING MAGALY CAMPOSECO ORANTES DE ASISTENTE TECNICO IV 020780195749 2140 16/04/2008 16/04/2008
30 3,498.00 2,342.00 650.00 0.00 249.00 0.00 1,700.00 8,439.00 .00 .00 .00 .00 .00 .00 6,843.32 7,093.32
407.60 .00 .00 .00 .00 193.33 .00 .00 475.91 .00 84.39 .00 .00 434.45 .00 250.00

005 YAC QUIEM MYNOR ORLANDO PROFESIONAL ESPECIALIZADO II 01078019632-2 2532 16/03/2015 16/03/2015
30 5,478.00 1,200.00 500.00 375.00 85.00 0.00 3,700.00 11,338.00 .00 .00 .00 .00 .00 .00 9,093.69 9,343.69
547.63 113.38 .00 .00 .00 193.33 .00 152.39 658.18 .00 .00 .00 .00 579.40 .00 250.00

006 TOCAY AJCUC DOUGLAS ORLANDO PROFESIONAL ESPECIALIZADO II 01078019870-8 2533 16/03/2015 16/03/2015
30 5,478.00 1,200.00 500.00 375.00 85.00 0.00 3,700.00 11,338.00 .00 .00 .00 .00 .00 .00 7,592.99 7,842.99
547.63 .00 .00 1,619.11 .00 193.33 .00 152.39 653.15 .00 .00 .00 .00 579.40 .00 250.00

Van ...
477,506.00 265,508.97 47,560.00 16,875.00 25,114.00 0.00 275,564.00 1,108,127.97 3,640.38 2,758.92 12,697.86 0.00 48,098.00 0.00 22,250.00
52,360.56 196.35 0.00 77,822.47 0.00 11,986.46 0.00 8,625.87 70,017.09 1,415.22 969.08 0.00 15,953.04 6,074.55 0.00 795,512.12 817,762.12

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA GENERAL
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 Sind/Stopq	1% Sindicato Ostracompq Stupepqpz	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						
IGSS	1% Sind/Sutrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa	Sueldo Liquido	Otros Bonos	Liquido Recibir

Vienen ...

477,506.00	265,508.97	47,560.00	16,875.00	25,114.00	0.00	275,564.00	1,108,127.97	2,758.92	12,697.86	0.00	0.00	48,098.00	0.00	795,512.12	817,762.12		
52,360.56	196.35	0.00	77,822.47	0.00	11,986.46	0.00	8,625.87	70,017.09	1,415.22	3,640.38	969.08	0.00	15,953.04	6,074.55	0.00	0.00	22,250.00

2025-075-01-00-000-001-011-0509-07 UNIDAD EJECUTORA DE PROYECTOS

007 FIGUEROA CARRASCOZA HERNAN BAUDILIO PROFESIONAL ESPECIALIZADO II 020380003125 2534 16/03/2015 16/03/2015

30	5,478.00	1,200.00	500.00	375.00	85.00	0.00	3,700.00	11,338.00	.00	.00	.00	.00	.00	.00	9,207.07	9,457.07	
547.63	.00	.00	.00	.00	193.33	.00	152.39	658.18	.00	.00	.00	.00	579.40	.00	250.00		

39,886.00	12,741.00	3,425.00	1,875.00	938.00	0.00	25,782.00	84,647.00	0.00							
113.38	.00	.00	.00	4,982.76	84.39	113.63	.00	.00	.00	.00	67,928.71	69,678.71			
4,088.46	1,619.11	1,353.31	871.55	.00	.00	3,491.70	.00	1,750.00							

Van ...

482,984.00	266,708.97	48,060.00	17,250.00	25,199.00	0.00	279,264.00	1,119,465.97	3,640.38	2,758.92	12,697.86	0.00	48,677.40	0.00	22,500.00		
52,908.19	196.35	0.00	77,822.47	0.00	12,179.79	0.00	8,778.26	70,675.27	1,415.22	969.08	0.00	15,953.04	6,074.55	0.00	804,719.19	827,219.19

OBSERVACIONES NOMINA DE SUELDOS-01-202511

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2777	1	GIL MANCILLA, SERGIO	GERENTE GENERAL	ACTUALIZACIÓN DE LA CUOTA DE DESCUENTO DEL ISR Q 1,457.73 A PARTIR DEL MES DE NOVIEMBRE 2025
2210	1	CASTILLO LEMUS, ELMAR JONATHAN	JEFE DE PLANIFICACION PORTUARIA	ACTUALIZACIÓN DE LA CUOTA DE DESCUENTO DEL ISR Q1,443.13 A PARTIR DEL MES DE NOVIEMBRE 2025
1380	2	MEJIA BARRIENTOS, ANA LUISA	SUBGERENTE GENERAL	ACTUALIZACIÓN DE LA CUOTA DE DESCUENTO DEL ISR Q 2,777.84 A PARTIR DEL MES DE NOVIEMBRE 2025
1246	9	SIAJES BARILLAS, MAYNOR ARMANDO	AUDITOR	SE LE EMPEZÓ A DESCONTAR Q 75.00 DEL BONO POR ANTIGUEDAD POR TENER PLAZA DE AUDITOR Y NO LE CORRESPONDÍA EL DESCUENTO. POR LO TANTO SE LE AGREGA LAS CUOTAS DESCONTADAS DE JULIO A OCTUBRE DE 2025 AL BONO POR ANTIGUEDAD EN EL MES DE NOVIEMBRE DE 2025.
1766	12	LARA MENDEZ JORGE HUMBERTO	AUDITOR	RENUNCIA A SINDICATO STEPQ Y SE AFILIA A SINDICATO OSTRACOMPQ, A PARTIR DEL MES DE NOVIEMBRE 2025

OBSERVACIONES NOMINA DE SUELDOS-01-202511

ANEXO 1: DESCUENTOS JUDICIALES

CODIGOINDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES

OBSERVACIONES NOMINA DE SUELDOS-01-202511

ANEXO 2: PRESTAMOS PLAN DE JUBILACIONES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1194	2025	ORTEGA RAMOS, ALFONSO NERY	PROFESIONAL ESPECIALIZADO III	LAS CUOTAS SERAN TRIMESTRALES, INICIANDO A PARTIR DEL MES DE SEPTIEMBRE 2025.
1246	2025	SIAJES BARILLAS, MAYNOR ARMANDO	AUDITOR	TIENE NUEVO CONVENIO 2025. NO SE REALIZABA DESCUENTO COMPLETO POR EMBARGO JUDICIAL.
2165	2025	ROJAS GONZALEZ, MIGUEL ANGEL	AUXILIAR DE TOPOGRAFIA	EMBARGO DICIEMBRE/2024. TIENE PRÉSTAMO EN BCO. DE LOS TRABAJADORES

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

RESUMEN GENERAL

Sueldo Permanente	482,984.00	
Paso Salarial	266,708.97	
Bonif/Antiguedad	48,060.00	
Bonif/Profesional	17,250.00	
Complemento Sal...	25,199.00	
Subsidio Familiar	0.00	
Bono Disp/operativa	279,264.00	
Bono 372001	22,500.00	
Nominal.................		1,141,965.97
(-) Cuota I.G.S.S (201).	52,908.19	
(-) Banco del Trabajador (102)	77,822.47	
(-) Cuota Sindicato (105)	3,640.38	
(-) Otros Descuentos (215)	12,179.79	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	8,778.26	
(-) I.S.R. (203)	70,675.27	
(-) Decreto 424-95 1% (117)	1,415.22	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (211)	12,697.86	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	196.35	
(-) Prestamo Sindicato Sutraporquet (189)	0.00	
(-) Desc. Sindicato Stupepqpz (282)	969.08	
(-) Descuento Jubilación (111)	48,677.40	
(-) Plan Jubilación (111)	6,074.55	
(-) Prestamo Banco Industrial	15,953.04	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	2,758.92	
(-) Prestamo Banco BANRURAL (215)	0.00	314,746.78
Liquido		827,219.19

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
UN MILLON CIENTO CUARENTA Y UNO MIL NOVECIENTOS SESENTA Y CINCO QUETZALES CON 97/100.- (1,141,965.97) PUERTO QUETZAL NOVIEMBRE DE 2025

ELABORO F: ________________________________
MARIA JOSE QUINTEROS ROSALES de GONZALEZ
OFICIAL ADMINISTRATIVO I

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

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