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

```
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          Prest  Cooperativa   Sueldo   Otros  Liquido
 IGSS Sind/Sutrap Sutraporque Bantrab Prest Sind Desctos pago  Fianza Isr 424-95 1%         Stupepqpz   70 B.     Judicial           BI        Jubila  Jubila Upa           Liquido  Bonos  Recibir
      orquet                                                                                            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

2025-075-01-00-000-003-011-0509-19          GERENCIA FINANCIERA

 001  GIRON DIAZ DAVID ESTUARDO                         GERENTE FINANCIERO                    3132053989          2617     05/12/2018     05/12/2018
 30   12,738.00   1,500.00    400.00    375.00     35.00        0.00   5,400.00   20,448.00        .00          .00        .00       .00        .00        .00       16,676.80       16,926.80
   987.64       .00       .00       .00       .00    193.33      .00    274.83   1,280.50      .00        .00       .00       .00                          1,034.90         .00                  250.00

 002  LORD REYES FRANCISCO DAVID                        SUBGERENTE FINANCIERO                 014324693-2         2707     01/04/2024     01/04/2024
 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       11,594.06       11,844.06
   648.81       .00       .00       .00       .00    193.33      .00    180.54    816.26       .00        .00       .00       .00                               .00         .00                  250.00

 003  PACHECO NINNETTE BARILLAS LOPEZ DE                SECRETARIA DE GERENCIA                4450085156          1249     16/01/1989     16/01/1989
 30    2,838.00   4,023.50    675.00      0.00    649.00        0.00   1,600.00    9,785.50        .00          .00        .00       .00        .00        .00        4,807.88        5,057.88
   472.64       .00       .00  3,142.83       .00    193.33      .00       .00    569.18       .00        .00     97.86       .00                            501.78         .00                  250.00

 004  PINEDA MARLENY JUDITH ARGUETA RAMOS DE            ASISTENTE TECNICO III                 010780188516        1712     01/04/1998     01/04/1998
 30    3,058.00   4,320.00    675.00      0.00    449.00        0.00   1,700.00   10,202.00        .00          .00        .00       .00        .00        .00        8,102.95        8,352.95
   492.76    102.02       .00       .00       .00       .00      .00    137.11    844.56       .00        .00       .00       .00                            522.60         .00                  250.00

   27,192.00   9,843.50   1,750.00    750.00   1,133.00       0.00  13,200.00   53,868.50        0.00
          102.02        .00        .00        .00          3,510.50                 .00      97.86          .00        .00        .00        .00                  41,181.69       42,181.69
   2,601.85        3,142.83        579.99        592.48            .00                       .00                          2,059.28         .00                  1,000.00


2025-075-01-00-000-003-011-0509-20          DEPARTAMENTO DE PRESUPUESTO

 001  YUMAN VALLADARES NANCY ONDINA                     JEFE DE DEPARTAMENTO                  010780187676        1220     01/07/1988     01/07/1988
 30    5,918.00   7,570.00    600.00    375.00    649.00        0.00   4,300.00   19,412.00        .00          .00        .00       .00        .00        .00       16,029.81       16,279.81
   937.60       .00       .00       .00       .00       .00      .00    260.89   1,200.60      .00        .00       .00       .00                            983.10         .00                  250.00

 002  PEREZ CASTILLO MAURICIO ABDIAS                    OFICIAL DE FINANZAS II                01078019777-9       2402     01/08/2012     01/08/2012
 30    2,838.00   1,083.00    550.00      0.00     85.00        0.00   1,500.00    6,056.00        .00          .00        .00       .00        .00        .00        4,729.66        4,979.66
   292.50       .00       .00       .00       .00    193.33      .00     81.39    383.26       .00      60.56       .00       .00                            315.30         .00                  250.00


 Van ...
     35,948.00   18,496.50   2,900.00   1,125.00   1,867.00      0.00  19,000.00  79,336.50   60.56   0.00   0.00        0.00   3,357.68   0.00                  1,500.00
  3,831.95   102.02   0.00   3,142.83   0.00   773.32   0.00   934.76   5,094.36   0.00   97.86   0.00   0.00   0.00   0.00   61,941.16   63,441.16
```

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

Indiv	Nombre		Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto		Subsidio Fam	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq	1% Sindicato	Cuenta Bancaria		Codigo	Fecha Ingreso		Fecha Relación					
IGSS	Sueldo Perma	1% Sind/Sutrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Decreto 424-95 1%	Sind/Stopq	Ostracompq Stupepqpz	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																							
	35,948.00		18,496.50	2,900.00	1,125.00	1,867.00		0.00	19,000.00	79,336.50		0.00		0.00	0.00	0.00	3,357.68		0.00		61,941.16		63,441.16
3,831.95		102.02	0.00	3,142.83	0.00	773.32	0.00	934.76	5,094.36	0.00	60.56	97.86	0.00			0.00		0.00		0.00	0.00	1,500.00	
2025-075-01-00-000-003-011-0509-20				DEPARTAMENTO DE PRESUPUESTO																			
003	SOTTO MARROQUIN ELAN ALEXANDER						OFICIAL DE FINANZAS III						010780197124		2493	01/04/2014		01/04/2014					
30	3,058.00		1,125.00	550.00	0.00	85.00		0.00	1,600.00	6,418.00		.00		1,800.00	.00	.00		.00		.00	3,298.67		3,548.67
309.99		.00	.00	.00	.00	193.33	.00	86.26	332.17	.00	.00	64.18	.00				333.40		.00			250.00	
004	RUANO GONZALEZ WALFRED						OFICIAL DE FINANZAS II						030780000848		2471	15/11/2013		15/11/2013					
30	2,838.00		800.00	550.00	0.00	85.00		0.00	1,500.00	5,773.00		.00		.00	.00	.00		.00		.00	2,101.52		2,351.52
278.84		.00	.00	2,317.30	.00	193.33	.00	77.59	445.54	.00	57.73	.00	.00				301.15		.00			250.00	
005	CETINO RAMIREZ MARITZA						OFICIAL DE FINANZAS I						445-012054-0		2731	04/11/2024		04/11/2024					
30	2,618.00		0.00	0.00	0.00	0.00		0.00	1,500.00	4,118.00		.00		.00	.00	2,010.44		.00		.00	1,643.93		1,893.93
198.90		41.18	.00	.00	.00	.00	.00	55.35	168.20	.00	.00	.00	.00				.00		.00			250.00	
006	ALVARADO GUZMAN FIAMA ESTER						OFICIAL DE FINANZAS II						01078019745-0		2378	01/03/2012		01/03/2012					
30	2,838.00		1,167.00	550.00	0.00	85.00		0.00	1,500.00	6,140.00		.00		.00	.00	.00		.00		.00	4,835.20		5,085.20
296.56		.00	.00	.00	.00	193.33	.00	82.52	351.49	.00	61.40	.00	.00				319.50		.00			250.00	
007	BOTELLO GLORIA MARLENE SAENZ CHANQUIN DE						OFICIAL DE FINANZAS II						010780196195		2335	17/01/2011		17/01/2011					
30	2,838.00		1,318.00	550.00	0.00	85.00		0.00	1,500.00	6,291.00		.00		.00	.00	.00		.00		.00	5,059.44		5,309.44
303.86		.00	.00	.00	.00	193.33	.00	84.55	322.77	.00	.00	.00	.00				327.05		.00			250.00	
008	SOLIS ANDREA CATALINA BELISLE PEREZ DE						SUBJEFE DE DEPARTAMENTO						010780189539		1744	01/10/1999		01/10/1999					
30	4,378.00		4,850.00	675.00	0.00	349.00		0.00	4,000.00	14,252.00		.00		.00	.00	.00		.00		.00	11,794.70		12,044.70
688.37		.00	.00	.00	.00	.00	.00	191.54	852.29	.00	.00	.00	.00				725.10		.00			250.00	
009	MARROQUIN ONEIDA CRISTINA NAJARRO MORALES DE						JEFE DE SECCION						020780196419		2211	01/06/2008		01/06/2008					
30	3,278.00		2,817.00	650.00	0.00	249.00		0.00	4,000.00	10,994.00		.00		.00	.00	.00		.00		.00	8,929.25		9,179.25
531.01		.00	.00	.00	.00	193.33	.00	147.76	630.45	.00	.00	.00	.00				562.20		.00			250.00	
010	ENRIQUEZ GILDA YADIRA PEREZ CRUZ DE						OFICIAL DE FINANZAS III						020780264511		2227	18/08/2008		18/08/2008					
30	3,058.00		2,755.00	650.00	0.00	249.00		0.00	1,600.00	8,312.00		83.12		.00	.00	.00		.00		.00	6,622.73		6,872.73
401.47		.00	.00	.00	.00	193.33	.00	111.71	471.54	.00	.00	.00	.00				428.10		.00			250.00	
Van ...																							
	60,852.00		33,328.50	7,075.00	1,125.00	3,054.00		0.00	36,200.00	141,634.50	179.69	83.12	1,800.00		0.00	6,354.18		0.00				3,500.00	
6,840.95		143.20	0.00	5,460.13	0.00	1,933.30	0.00	1,772.04	8,668.81	0.00		162.04	0.00			2,010.44	0.00			0.00	106,226.60		109,726.60

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

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	Codigo Desc Judicial	Fecha Ingreso Banrural	Prestamo BI	Fecha Relación Jubila	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																									
		60,852.00		33,328.50		7,075.00	1,125.00	3,054.00		0.00	36,200.00	141,634.50		83.12		1,800.00	0.00	0.00	6,354.18		0.00		106,226.60		109,726.60
	6,840.95		143.20		0.00	5,460.13	0.00	1,933.30	0.00	1,772.04	8,668.81	0.00	179.69	162.04	0.00			2,010.44		0.00		0.00	0.00	3,500.00	
2025-075-01-00-000-003-011-0509-20	DEPARTAMENTO DE PRESUPUESTO																								
		33,660.00		23,485.00		5,325.00	375.00	1,921.00		0.00	23,000.00	87,766.00		83.12											
			41.18		.00	.00			.00		5,158.31		179.69	64.18		1,800.00	.00	2,010.44		.00			65,044.91		67,544.91
	4,239.10				2,317.30		1,353.31			1,179.56		.00			.00				4,294.90		.00			2,500.00	
2025-075-01-00-000-003-011-0509-21	DEPARTAMENTO DE FACTURACION, CARTERA Y COBROS																								
001	ALVAREZ RAMIREZ SANTOS AURELIO								JEFE DE DEPARTAMENTO						445-07-41187	1365	18/09/1990		18/09/1990						
30		5,918.00		6,345.00		600.00	375.00	649.00		0.00	4,300.00	18,187.00		181.87		2,000.00	.00	.00		.00		.00	10,467.50		10,717.50
	878.43		.00		.00	2,171.05	.00	193.33	.00	244.43	1,128.54	.00	.00	.00	.00				921.85		.00			250.00	
002	ALFARO MARIN MILDRED MANJORY								SECRETARIA DE DEPARTAMENTO						01-078-020239-0	2624	15/07/2019		15/07/2019						
30		2,398.00		600.00		435.00	0.00	35.00		0.00	1,500.00	4,968.00		.00		.00	.00	.00		.00		.00	3,957.37		4,207.37
	239.95		.00		.00	.00	.00	193.33	.00	.00	266.77	.00	49.68	.00	.00				260.90		.00			250.00	
003	GIL IRENE BEATRIZ CHAVARRIA RAFAEL DE								FACTURADOR PORTUARIO I						010780198970	2477	16/12/2013		16/12/2013						
30		2,618.00		800.00		550.00	0.00	85.00		0.00	1,500.00	5,553.00		.00		.00	.00	.00		.00		.00	4,267.25		4,517.25
	268.21		.00		.00	.00	.00	193.33	.00	74.64	403.89	.00	55.53	.00	.00				290.15		.00			250.00	
004	VASQUEZ VILLALOBOS SELVIN MANOLO								FACTURADOR PORTUARIO I						030780000945	2677	15/06/2023		15/06/2023						
30		2,618.00		109.00		0.00	0.00	0.00		0.00	1,500.00	4,227.00		.00		.00	.00	.00		.00		.00	3,535.18		3,785.18
	204.16		.00		.00	.00	.00	193.33	.00	56.81	237.52	.00	.00	.00	.00				.00		.00			250.00	
005	VALDEZ VALDEZ MAYNOR ROBERTO								SUBJEFE DE DEPARTAMENTO						010780188150	1647	02/01/1997		02/01/1997						
30		4,378.00		4,700.00		675.00	0.00	549.00		0.00	4,000.00	14,302.00		.00		.00	.00	.00		.00		.00	9,115.82		9,365.82
	690.79		.00		.00	2,374.97	.00	193.33	.00	192.21	864.26	.00	.00	143.02	.00				727.60		.00			250.00	
006	HERNANDEZ SOSA INGRID EVELIA								FACTURADOR PORTUARIO III						010780189032	1471	17/01/1994		17/01/1994						
30		3,058.00		4,545.00		675.00	0.00	649.00		0.00	1,700.00	10,627.00		.00		.00	.00	.00		1,466.61		.00	6,728.62		6,978.62
	513.28		.00		.00	.00	.00	193.33	.00	142.82	932.22	.00	106.27	.00	.00				543.85		.00			250.00	
Van ...																									
		81,840.00		50,427.50		10,010.00	1,500.00	5,021.00		0.00	50,700.00	199,498.50	391.17	264.99		3,800.00	0.00		9,098.53	0.00				5,000.00	
	9,635.77		143.20		0.00	10,006.15	0.00	3,093.28	0.00	2,482.95	12,502.01	0.00		305.06	0.00			2,010.44		1,466.61	0.00		144,298.34		149,298.34

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

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 ...																										
			81,840.00		50,427.50		10,010.00	1,500.00	5,021.00		0.00	50,700.00	199,498.50		264.99		3,800.00	0.00	0.00	9,098.53		0.00		144,298.34		149,298.34
		9,635.77		143.20		0.00	10,006.15	0.00	3,093.28	0.00	2,482.95	12,502.01	0.00	391.17	305.06	0.00			2,010.44		1,466.61		0.00	0.00	5,000.00	
2025-075-01-00-000-003-011-0509-21	DEPARTAMENTO DE FACTURACION, CARTERA Y COBROS																									
007	AREVALO GONZALEZ NORMA ELENA									FACTURADOR PORTUARIO II						020780193371		1756	02/11/1999	02/11/1999						
30			2,838.00		3,850.00		675.00	0.00	349.00		0.00	1,600.00	9,312.00		.00		.00	.00	.00		.00		.00	4,710.46		4,960.46
		449.77		.00		.00	2,672.83	.00	.00	.00	125.15	782.57	.00	93.12	.00	.00				478.10		.00			250.00	
008	MORALES NAJARRO LESBIA LISSETH									FACTURADOR PORTUARIO II						02-078-026434-1		2478	02/01/2014	02/01/2014						
30			2,838.00		799.00		550.00	0.00	85.00		0.00	1,600.00	5,872.00		.00		.00	.00	.00		.00		.00	2,124.61		2,374.61
		283.62		.00		.00	2,473.61	.00	193.33	.00	78.92	353.09	.00	.00	58.72	.00				306.10		.00			250.00	
009	MONTOYA MENDOZA FABIO ROBERTO									FACTURADOR PORTUARIO II						020780194629		2094	27/06/2005	27/06/2005						
30			2,838.00		2,353.00		675.00	0.00	249.00		0.00	1,600.00	7,715.00		77.15		.00	.00	.00		.00		.00	6,144.71		6,394.71
		372.63		.00		.00	.00	.00	193.33	.00	103.69	425.24	.00	.00	.00	.00				398.25		.00			250.00	
010	MARTINEZ SANCHEZ DANIKA WALESKA									FACTURADOR PORTUARIO II						010780195725		2312	16/04/2010	16/04/2010						
30			2,838.00		1,542.00		650.00	0.00	85.00		0.00	1,600.00	6,715.00		.00		.00	.00	.00		.00		.00	1,482.32		1,732.32
		324.33		.00		.00	3,792.06	.00	193.33	.00	90.25	417.31	.00	.00	67.15	.00				348.25		.00			250.00	
011	VALDEZ ESCALANTE FRANCI LEONEL									FACTURADOR PORTUARIO II						020780193959		2065	16/04/2008	16/04/2008						
30			2,838.00		1,977.00		650.00	0.00	249.00		0.00	1,600.00	7,314.00		.00		.00	.00	.00		.00		.00	5,800.18		6,050.18
		353.27		.00		.00	.00	.00	.00	.00	98.30	610.91	.00	.00	73.14	.00				378.20		.00			250.00	
012	FLORIAN CACERES DANY									FACTURADOR PORTUARIO II						3114030233		1787	01/03/2000	01/03/2000						
30			2,838.00		3,400.00		675.00	0.00	349.00		0.00	1,600.00	8,862.00		.00		3,000.00	.00	.00		.00		.00	3,833.01		4,083.01
		428.03		.00		.00	.00	.00	193.33	.00	119.10	744.31	.00	88.62	.00	.00				455.60		.00			250.00	
013	RAMIREZ MEJIA FRANCISCO ALBERTO									FACTURADOR PORTUARIO II						03-078-000090-2		2513	01/10/2014	01/10/2014						
30			2,838.00		600.00		550.00	0.00	85.00		0.00	1,600.00	5,673.00		.00		.00	.00	.00		.00		.00	4,403.33		4,653.33
		274.01		.00		.00	.00	.00	193.33	.00	76.25	373.20	.00	56.73	.00	.00				296.15		.00			250.00	
014	OLIVARES MIRSA SULEMA CHARUCO LOPEZ DE									OFICIAL ADMINISTRATIVO I						01-078-019720-5		2716	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	3,414.63		3,664.63
		182.96		.00		.00	.00	.00	.00	.00	.00	152.53	.00	37.88	.00	.00				.00		.00			250.00	
Van ...																										
			103,994.00		64,948.50		14,435.00	1,500.00	6,472.00		0.00	63,400.00	254,749.50	667.52	342.14	6,800.00		0.00	11,759.18		0.00				7,000.00	
		12,304.39		143.20		0.00	18,944.65	0.00	4,059.93	0.00	3,174.61	16,361.17	0.00		504.07	0.00			2,010.44	1,466.61			0.00	176,211.59		183,211.59

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

 Vienen ...
    103,994.00    64,948.50    14,435.00    1,500.00    6,472.00        0.00    63,400.00    254,749.50        342.14        6,800.00      0.00      0.00     11,759.18        0.00                176,211.59      183,211.59
  12,304.39    143.20    0.00    18,944.65    0.00    4,059.93    0.00    3,174.61    16,361.17    0.00    667.52    504.07    0.00                2,010.44    1,466.61        0.00    0.00    7,000.00

2025-075-01-00-000-003-011-0509-21            DEPARTAMENTO DE FACTURACION, CARTERA Y COBROS

  43,142.00    31,620.00    7,360.00    375.00    3,418.00        0.00    27,200.00    113,115.00        259.02
            .00        .00        .00                .00                7,692.36            487.83    342.03    5,000.00        .00        .00    1,466.61                69,984.99    73,484.99
  5,463.44        13,484.52        2,126.63        1,402.57            .00                .00                5,405.00        .00                3,500.00


2025-075-01-00-000-003-011-0509-22            DEPARTAMENTO DE TESORERIA

001  LOPEZ MAGDA RUTH REYES NAVARRETE DE              JEFE DE DEPARTAMENTO            010780188443    1221    01/07/1988    01/07/1988
30   5,918.00    6,445.00    600.00    0.00    649.00        0.00    4,300.00    17,912.00        .00        .00        .00        .00        .00        .00        14,255.33    14,505.33
 865.15    .00    .00    .00    .00    193.33    .00    240.73    1,449.36    .00    .00    .00    .00                908.10        .00                250.00

002  RAMIREZ SANTOS LILIAN MARIBEL                    SECRETARIA DE DEPARTAMENTO      010780188125    1229    22/11/1988    22/11/1988
30   2,398.00    4,010.00    675.00    0.00    649.00        0.00    1,500.00    9,232.00        .00        .00        .00        .00        .00        .00        7,859.22    8,109.22
 276.96    .00    .00    .00    .00    .00    .00    .00    529.40    .00    92.32    .00    .00                474.10        .00                250.00

003  SOLORZANO JUAREZ MARIA MARTINA                   OFICIAL DE FINANZAS III         010780190200    1742    01/09/1999    01/09/1999
30   3,058.00    4,050.00    675.00    0.00    449.00        0.00    1,600.00    9,832.00        .00        .00        .00        .00        .00        .00        8,013.52    8,263.52
 474.89    .00    .00    .00    .00    .00    .00    132.14    609.03    .00    98.32    .00    .00                504.10        .00                250.00

004  FONSECA MORALES JOSE FERNANDO                    OFICIAL DE FINANZAS II          010780191274    1991    03/02/2003    03/02/2003
30   2,838.00    2,582.00    675.00    0.00    349.00        0.00    1,500.00    7,944.00        .00        .00        .00        .00        .00        .00        5,693.72    5,943.72
 383.70    .00    .00    .00    .00    193.33    .00    106.77    1,077.34    .00    .00    79.44    .00                409.70        .00                250.00

005  URBINA CASTILLO ANABELLA                         OFICIAL DE FINANZAS III         010780190251    1858    17/07/2000    17/07/2000
30   3,058.00    3,550.00    675.00    0.00    349.00        0.00    1,600.00    9,232.00        .00        .00        .00        .00        .00        .00        7,564.58    7,814.58
 445.91    .00    .00    .00    .00    .00    .00    124.07    531.02    .00    92.32    .00    .00                474.10        .00                250.00

006  SANTOS GOMEZ ALBA MARILINA                       OFICIAL DE FINANZAS III         020780195870    1755    16/04/2008    16/04/2008
30   3,058.00    1,942.00    650.00    0.00    249.00        0.00    1,600.00    7,499.00        .00        .00        .00        .00        .00        .00        6,060.97    6,310.97
 362.20    .00    .00    .00    .00    .00    .00    100.79    512.60    .00    74.99    .00    .00                387.45        .00                250.00


 Van ...
    124,322.00    87,527.50    18,385.00    1,500.00    9,166.00        0.00    75,500.00    316,400.50    1,025.47        342.14    6,800.00        0.00    14,916.73        0.00                8,500.00
  15,113.20    143.20    0.00    18,944.65    0.00    4,446.59    0.00    3,879.11    21,069.92    0.00        583.51    0.00        2,010.44        1,466.61        0.00        225,658.93    234,158.93
```

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA FINANCIERA
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 ...																						
	124,322.00	87,527.50	18,385.00	1,500.00	9,166.00		0.00	75,500.00	316,400.50		342.14		6,800.00	0.00	0.00	14,916.73		0.00		225,658.93		234,158.93
15,113.20	143.20	0.00	18,944.65	0.00	4,446.59	0.00	3,879.11	21,069.92	0.00	1,025.47	583.51	0.00			2,010.44		1,466.61		0.00	0.00	8,500.00	
2025-075-01-00-000-003-011-0509-22			DEPARTAMENTO DE TESORERIA																			
007	GUDIEL VALLADARES NADIA MILENA					OFICIAL DE FINANZAS II						02038000289-7		2375	01/02/2012	01/02/2012						
30	2,838.00	1,183.00	550.00	0.00	85.00		0.00	1,500.00	6,156.00		.00		.00	.00	.00		.00		.00	5,075.34		5,325.34
297.33	.00	.00	.00	.00	.00	.00	82.73	318.74	.00	61.56	.00	.00				320.30		.00			250.00	
008	SAQUIC SANTOS MAYRA ANGELICA					OFICIAL DE FINANZAS I						020780196389		2179	01/06/2008	01/06/2008						
30	2,618.00	1,917.00	650.00	0.00	249.00		0.00	1,500.00	6,934.00		.00		.00	.00	.00		.00		.00	2,470.39		2,720.39
334.91	.00	.00	2,962.68	.00	193.33	.00	93.20	450.95	.00	69.34	.00	.00				359.20		.00			250.00	
009	DOMINGUEZ SALAZAR MARCELO ODIL					SUBJEFE DE DEPARTAMENTO						010780190472		1879	02/10/2000	02/10/2000						
30	4,378.00	4,450.00	675.00	0.00	349.00		0.00	4,000.00	13,852.00		.00		.00	.00	.00		.00		.00	5,006.36		5,256.36
669.05	.00	.00	5,951.47	.00	193.33	.00	186.17	1,002.00	.00	.00	138.52	.00				705.10		.00			250.00	
010	PEREZ ELCIRA YECENIA CALLEJAS PALENCIA DE					OFICIAL DE FINANZAS II						020780195820		2136	16/04/2008	16/04/2008						
30	2,838.00	1,942.00	650.00	0.00	249.00		0.00	1,500.00	7,179.00		.00		.00	.00	.00		.00		.00	2,378.09		2,628.09
346.75	.00	.00	3,331.65	.00	193.33	.00	96.49	389.45	.00	71.79	.00	.00				371.45		.00			250.00	
011	TREJO SALAZAR ERIKA NATALIA					OFICIAL DE FINANZAS IV						020780193126		1371	05/11/1990	05/11/1990						
30	3,278.00	4,670.00	675.00	0.00	649.00		0.00	1,700.00	10,972.00		.00		.00	.00	.00		.00		.00	8,972.71		9,222.71
529.95	.00	.00	.00	.00	.00	.00	147.46	651.06	.00	109.72	.00	.00				561.10		.00			250.00	
012	GUTIERREZ ROJAS BORIS RENE					OFICIAL DE FINANZAS II						01-078-019781-7		2409	03/09/2012	03/09/2012						
30	2,838.00	1,065.00	550.00	0.00	85.00		0.00	1,500.00	6,038.00		.00		.00	.00	.00		.00		.00	4,725.53		4,975.53
291.64	.00	.00	.00	.00	193.33	.00	81.16	371.56	.00	.00	60.38	.00				314.40		.00			250.00	
013	MENDEZ GALVEZ VIVIAN ADRIANA					OFICIAL ADMINISTRATIVO I						010780197213		2701	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	3,043.20		3,293.20
182.96	.00	.00	.00	.00	.00	.00	50.92	271.14	.00	.00	37.88	.00				201.90		.00			250.00	
Van ...																						
	145,398.00	102,754.50	22,135.00	1,500.00	10,832.00		0.00	88,700.00	371,319.50	1,337.88	342.14		6,800.00	0.00		17,750.18		0.00			10,250.00	
17,765.79	143.20	0.00	31,190.45	0.00	5,219.91	0.00	4,617.24	24,524.82	0.00		820.29	0.00			2,010.44		1,466.61		0.00	257,330.55		267,580.55

```
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 ...
     145,398.00   102,754.50   22,135.00   1,500.00   10,832.00        0.00   88,700.00     371,319.50           342.14        6,800.00       0.00       0.00    17,750.18        0.00                257,330.55        267,580.55
  17,765.79     143.20     0.00   31,190.45     0.00   5,219.91      0.00   4,617.24   24,524.82     0.00   1,337.88   820.29      0.00                      2,010.44      1,466.61              0.00       0.00     10,250.00

2025-075-01-00-000-003-011-0509-22          DEPARTAMENTO DE TESORERIA

   41,404.00    37,806.00    7,700.00       0.00    4,360.00        0.00   25,300.00   116,570.00           0.00
               .00          .00          .00                 .00                8,163.65              670.36    316.22        .00        .00        .00        .00                  81,118.96        84,368.96
   5,461.40              12,245.80              1,159.98             1,442.63                .00                          .00                          5,991.00         .00                       3,250.00

2025-075-01-00-000-003-011-0509-23          DEPARTAMENTO DE CONTABILIDAD

 001  AVILA SOLIS DAVID RONALDO                           JEFE DE DEPARTAMENTO                          010780186408     1122     04/03/1985     04/03/1985
 30    5,918.00    7,295.00     600.00     375.00     649.00      0.00    4,300.00    19,137.00        .00        .00        .00     2,125.57       .00        .00          13,654.46        13,904.46
   924.32      .00      .00      .00      .00      .00      .00    257.20   1,206.10      .00      .00      .00      .00                              969.35        .00                  250.00

 002  ALFARO ALBILLO VERONICA ESTHER                      SUBJEFE DE DEPARTAMENTO                       010780188184     1258     06/02/1989     06/02/1989
 30    4,378.00    5,320.00     675.00       0.00     649.00      0.00    4,000.00    15,022.00        .00        .00        .00        .00       .00        .00           7,346.74         7,596.74
   725.56      .00      .00  4,932.11      .00      .00      .00    201.89     901.88      .00      .00   150.22      .00                              763.60        .00                  250.00

 003  CRISTALES ORFA ARACELY MOLINA ALVARENGA DE          SECRETARIA DE DEPARTAMENTO                    01-078-019934-8  2507     01/09/2014     01/09/2014
 30    2,398.00      666.00     550.00       0.00      85.00      0.00    1,500.00     5,199.00        .00        .00        .00        .00       .00        .00           4,021.82         4,271.82
   251.11      .00      .00      .00      .00   193.33      .00       .00     408.30      .00    51.99      .00      .00                              272.45        .00                  250.00

 004  REYES LORENZO EDWIN                                 OFICIAL DE FINANZAS IV                        010780188001     1669     01/04/1997     01/04/1997
 30    3,278.00    5,050.00     675.00       0.00     549.00      0.00    1,700.00    11,252.00        .00        .00        .00        .00       .00        .00           6,360.18         6,610.18
   337.56      .00      .00  2,546.03      .00   193.33      .00    151.22     976.06      .00   112.52      .00      .00                              575.10        .00                  250.00

 005  NAJARRO CRUZ ANGELICA JANETH                        OFICIAL DE FINANZAS III                       010780190421     1877     05/09/2000     05/09/2000
 30    3,058.00    3,500.00     675.00       0.00     349.00      0.00    1,600.00     9,182.00        .00        .00        .00        .00       .00        .00           7,271.68         7,521.68
   443.49      .00      .00      .00      .00      .00      .00    123.40     780.01      .00      .00    91.82      .00                              471.60        .00                  250.00

 006  VALENZUELA RIVAS VIVIAN SUGEY                       OFICIAL DE FINANZAS III                       010780190600     1898     01/02/2001     01/02/2001
 30    3,058.00    3,950.00     675.00       0.00     349.00      0.00    1,600.00     9,632.00        .00        .00        .00        .00       .00        .00           2,771.91         3,021.91
   465.23      .00      .00  4,494.91      .00   193.33      .00    129.45     986.75      .00      .00    96.32      .00                              494.10        .00                  250.00


   Van ...
       167,486.00   128,535.50   25,985.00   1,875.00   13,462.00      0.00  103,400.00   440,743.50   1,502.39     342.14   6,800.00          0.00    21,296.38        0.00                      11,750.00
  20,913.06     143.20     0.00   43,163.50     0.00   5,799.90      0.00   5,480.40   29,783.92     0.00        1,158.65      0.00           4,136.01      1,466.61          0.00       298,757.34   310,507.34
```

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

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

Vienen ...
167,486.00 128,535.50 25,985.00 1,875.00 13,462.00 0.00 103,400.00 440,743.50 342.14 6,800.00 0.00 0.00 21,296.38 0.00 298,757.34 310,507.34
20,913.06 143.20 0.00 43,163.50 0.00 5,799.90 0.00 5,480.40 29,783.92 0.00 1,502.39 1,158.65 0.00 4,136.01 1,466.61 0.00 0.00 11,750.00

2025-075-01-00-000-003-011-0509-23 DEPARTAMENTO DE CONTABILIDAD

007 CALDERON ALVARADO CARLOS ENRIQUE OFICIAL DE FINANZAS III 010780190111 1823 03/04/2000 03/04/2000
30 3,058.00 3,500.00 675.00 0.00 349.00 0.00 1,600.00 9,182.00 .00 .00 .00 .00 .00 .00 7,422.62 7,672.62
443.49 .00 .00 .00 .00 193.33 .00 123.40 527.56 .00 .00 .00 .00 471.60 .00 250.00

008 PINEDA HUERTAS EDDY ADIEL OFICIAL DE FINANZAS II 030780000678 2282 16/12/2009 16/12/2009
30 2,838.00 1,600.00 650.00 0.00 149.00 0.00 1,500.00 6,737.00 .00 .00 .00 .00 .00 .00 5,255.34 5,505.34
325.40 .00 .00 .00 .00 193.33 .00 90.54 455.67 .00 .00 67.37 .00 349.35 .00 250.00

27,984.00 30,881.00 5,175.00 375.00 3,128.00 0.00 17,800.00 85,343.00 0.00
.00 .00 .00 .00 6,242.33 164.51 405.73 .00 .00 2,125.57 .00 54,104.75 56,104.75
3,916.16 11,973.05 966.65 1,077.10 .00 .00 4,367.15 .00 2,000.00

2025-075-01-00-000-003-011-0509-24 SECCION DE INVENTARIO

001 REYES NAVARRETE FRANCISCO JAVIER JEFE DE SECCION 010780198279 1398 22/04/1992 22/04/1992
30 3,278.00 5,110.00 675.00 0.00 649.00 0.00 4,000.00 13,712.00 .00 .00 .00 6,821.72 .00 .00 4,191.67 4,441.67
662.29 .00 .00 .00 .00 193.33 .00 184.28 823.49 .00 137.12 .00 .00 698.10 .00 250.00

002 MARTINEZ FLORA DEL ROSARIO ARAGON ELUCAY DE SECRETARIA DE SECCION 03-078-000092-9 2553 15/01/2016 15/01/2016
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 4,075.13 4,325.13
234.64 .00 .00 .00 .00 193.33 .00 .00 306.32 .00 48.58 .00 .00 .00 .00 250.00

003 MORALES SOTO SONIA LILIANA OFICIAL DE FINANZAS III 010780190014 1828 03/04/2000 03/04/2000
30 3,058.00 3,750.00 675.00 0.00 349.00 0.00 1,600.00 9,432.00 .00 .00 .00 .00 .00 .00 7,557.57 7,807.57
455.57 .00 .00 .00 .00 .00 .00 126.76 713.68 .00 94.32 .00 .00 484.10 .00 250.00

004 SIAJES CINDY MARIA SAZO ARCHILA DE OFICIAL DE FINANZAS II 3114030150 2386 02/04/2012 02/04/2012
30 2,838.00 1,150.00 550.00 0.00 85.00 0.00 1,500.00 6,123.00 .00 .00 .00 .00 .00 .00 2,765.64 3,015.64
295.74 .00 .00 2,253.35 .00 .00 .00 82.30 346.09 .00 61.23 .00 .00 318.65 .00 250.00

Van ...
184,844.00 144,245.50 29,645.00 1,875.00 15,078.00 0.00 115,100.00 490,787.50 1,843.64 342.14 6,800.00 0.00 23,618.18 0.00 13,250.00
23,330.19 143.20 0.00 45,416.85 0.00 6,573.22 0.00 6,087.68 32,956.73 0.00 1,226.02 0.00 10,957.73 1,466.61 0.00 330,025.31 343,275.31

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA FINANCIERA
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 ...																									
	184,844.00	144,245.50		29,645.00	1,875.00	15,078.00		0.00	115,100.00	490,787.50		342.14		6,800.00		0.00		0.00	23,618.18		0.00		330,025.31		343,275.31
	23,330.19	143.20	0.00	45,416.85	0.00	6,573.22	0.00	6,087.68	32,956.73	0.00	1,843.64	1,226.02	0.00					10,957.73		1,466.61		0.00	0.00	13,250.00	
2025-075-01-00-000-003-011-0509-24	SECCION DE INVENTARIO																								
005	ARIAS ACUÑA LUIS ALFREDO						OFICIAL DE FINANZAS II						03-078-000194-1		2558		01/09/2016		01/09/2016						
30	2,838.00	600.00		435.00	0.00	35.00		0.00	1,500.00	5,408.00		.00		.00		.00		.00		.00		.00	4,739.23		4,989.23
	261.21	.00	.00	.00	.00	.00	.00	72.69	280.79	.00	54.08	.00	.00						.00		.00			250.00	
006	GARCIA LESLY CAROLINA MORALES CRUZ DE						OFICIAL DE FINANZAS II						010780190979		1953		01/04/2002		01/04/2002						
30	2,838.00	3,001.00		675.00	0.00	349.00		0.00	1,500.00	8,363.00		.00		.00		.00		.00		.00		.00	6,667.83		6,917.83
	403.93	.00	.00	.00	.00	193.33	.00	112.40	471.23	.00	83.63	.00	.00						430.65		.00			250.00	
007	ILLESCAS RALDA HECTOR HUGO						OFICIAL DE FINANZAS II						3733043022		2451		03/06/2013		03/06/2013						
30	2,838.00	316.00		550.00	0.00	50.00		0.00	1,500.00	5,254.00		.00		.00		.00		.00		.00		.00	4,429.35		4,679.35
	253.77	.00	.00	.00	.00	.00	.00	70.62	225.06	.00	.00	.00	.00						275.20		.00			250.00	
009	RAMOS ILSE ARRUVI QUEZADA LOPEZ DE						OFICIAL DE FINANZAS II						01-078-019774-4		2407		01/08/2012		01/08/2012						
30	2,838.00	1,083.00		550.00	0.00	85.00		0.00	1,500.00	6,056.00		.00		.00		.00		.00		.00		.00	4,680.62		4,930.62
	292.50	.00	.00	.00	.00	193.33	.00	81.39	432.30	.00	.00	60.56	.00						315.30		.00			250.00	
010	CASTILLO URBINA MARIA FERNANDA						OFICIAL DE FINANZAS II						01078019841-4		2438		18/02/2013		18/02/2013						
30	2,838.00	973.00		550.00	0.00	85.00		0.00	1,500.00	5,946.00		.00		.00		.00		.00		.00		.00	4,905.40		5,155.40
	287.19	.00	.00	.00	.00	.00	.00	79.91	304.24	.00	59.46	.00	.00						309.80		.00			250.00	
	25,652.00	16,583.00		5,095.00	0.00	1,722.00		0.00	16,100.00	65,152.00		0.00													
		.00	.00	.00			.00		3,903.20		538.42	60.56		.00		.00		6,821.72		.00			44,012.44		46,262.44
	3,146.84		2,253.35		773.32			810.35		.00			.00						2,831.80		.00			2,250.00	
2025-075-01-00-000-003-011-0509-25	SECCION DE COSTOS																								
001	URZUA IRMA CECILIA CASTRO DE PAZ DE						JEFE DE SECCION						020780193398		1801		03/03/2000		03/03/2000						
30	3,278.00	4,100.00		675.00	0.00	349.00		0.00	4,000.00	12,402.00		.00		.00		.00		.00		.00		.00	10,146.70		10,396.70
	599.02	.00	.00	.00	.00	.00	.00	166.68	732.98	.00	124.02	.00	.00						632.60		.00			250.00	
Van ...																									
	202,312.00	154,318.50		33,080.00	1,875.00	16,031.00		0.00	126,600.00	534,216.50	2,164.83	342.14		6,800.00		0.00			25,581.73		0.00			14,750.00	
	25,427.81	143.20	0.00	45,416.85	0.00	6,959.88	0.00	6,671.37	35,403.33	0.00		1,286.58	0.00					10,957.73		1,466.61		0.00	365,594.44		380,344.44

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

  Vienen ...
      202,312.00  154,318.50  33,080.00   1,875.00  16,031.00        0.00  126,600.00    534,216.50                342.14        6,800.00      0.00       0.00      25,581.73        0.00               365,594.44       380,344.44
   25,427.81     143.20       0.00   45,416.85     0.00    6,959.88      0.00   6,671.37  35,403.33       0.00   2,164.83  1,286.58      0.00                       10,957.73      1,466.61             0.00      0.00   14,750.00

2025-075-01-00-000-003-011-0509-25          SECCION DE COSTOS

  002  CETINO KATHERIN VANESSA GRAJEDA GOMEZ DE          OFICIAL DE FINANZAS II                         01078019966-6       2524     22/12/2014    22/12/2014
  30     2,838.00      600.00      550.00       0.00       85.00          0.00    1,500.00    5,573.00             .00            .00          .00          .00          .00          .00           3,248.16       3,498.16
     269.18        .00       .00      810.57       .00     193.33       .00      74.91    629.97       .00          .00     55.73        .00                                   291.15          .00                          250.00

  003  CORADO VIOLETA ESMERALDA HERNANDEZ GARCIA DE      OFICIAL DE FINANZAS III                        010780189202        1192     01/02/1987    01/02/1987
  30     3,058.00    4,670.00      675.00       0.00      649.00          0.00    1,600.00   10,652.00             .00            .00          .00          .00          .00          .00           4,032.94       4,282.94
     319.56        .00       .00    4,795.72       .00        .00       .00     143.16    709.00       .00      106.52       .00        .00                                   545.10          .00                          250.00

  004  AVILA RAMOS VERNY FRANCISCO                        OFICIAL DE FINANZAS I                          03-078-000147-0     2734     04/01/2021    04/01/2021
  30     2,618.00        0.00        0.00       0.00        0.00          0.00    1,500.00    4,118.00             .00            .00          .00          .00          .00          .00           3,418.37       3,668.37
     198.90        .00       .00         .00       .00     193.33       .00      55.35    210.87       .00       41.18       .00        .00                                      .00          .00                          250.00

     11,792.00     9,370.00    1,900.00       0.00    1,083.00          0.00    8,600.00   32,745.00              0.00
            .00          .00         .00              .00            2,282.82                    271.72     55.73          .00          .00          .00          .00                     20,846.17      21,846.17
    1,386.66         5,606.29          386.66            440.10                .00                              .00                          1,468.85          .00                        1,000.00





    Van ...
        210,826.00   159,588.50   34,305.00    1,875.00   16,765.00        0.00  131,200.00   554,559.50   2,312.53      342.14   6,800.00          0.00    26,417.98        0.00                        15,500.00
    26,215.45     143.20     0.00   51,023.14      0.00    7,346.54      0.00    6,944.79   36,953.17      0.00        1,342.31      0.00          10,957.73       1,466.61            0.00          376,293.91   391,793.91
```

OBSERVACIONES NOMINA DE SUELDOS-01-202511

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1398	1	REYES NAVARRETE, FRANCISCO JAVIER	JEFE DE SECCION	DESCUENTO DEL PRESTMO INDUSTRIAL A PARTIR DE ESTE MES. CUOTA MESUAL DE Q. 6,821.72.
1258	2	ALFARO ALBILLO, VERONICA ESTHER	SUBJEFE DE DEPARTAMENTO	NOTA DE REINTEGRO DEL MES DE OCTUBRE EN DONDE CANCELA PRESTAMO BANTRAB #012406613720. NUEVO PRESTAMO BANTRAB CON CUOTA MENSUAL DE Q. 4,932.11
2624	2	ALFARO MARIN, MILDRED MANJORY	SECRETARIA DE DEPARTAMENTO	DESCUENTO DEL SEGURO MEDICO A PARTIR DE ESTE MES DE 193.33.
1991	4	FONSECA MORALES, JOSE FERNANDO	OFICIAL DE FINANZAS II	DESCUENTO DEL SEGURO MEDICO A PARTIR DE ESTE MES DE 193.33.
1744	8	SOLIS ANDREA CATALINA BELISLE PEREZ DE SOLIS DE	SUBJEFE DE DEPARTAMENTO	CANCELO PRETAMO BANRURAL EN EL 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
1471	2025	HERNANDEZ SOSA, INGRID EVELIA	FACTURADOR PORTUARIO III	A PARTIR DE JULIO 2025 SE LEVANTO EL EMBARGO DE AGOSTO 2021.

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

RESUMEN GENERAL

Sueldo Permanente	210,826.00	
Paso Salarial	159,588.50	
Bonif/Antiguedad	34,305.00	
Bonif/Profesional	1,875.00	
Complemento Sal...	16,765.00	
Subsidio Familiar	0.00	
Bono Disp/operativa	131,200.00	
Bono 372001	15,500.00	
Nominal.................		570,059.50
(-) Cuota I.G.S.S (201).	26,215.45	
(-) Banco del Trabajador (102)	51,023.14	
(-) Cuota Sindicato (105)	2,312.53	
(-) Otros Descuentos (215)	7,346.54	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	6,944.79	
(-) I.S.R. (203)	36,953.17	
(-) Decreto 424-95 1% (117)	0.00	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (211)	6,800.00	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	143.20	
(-) Prestamo Sindicato Sutraporquet (189)	0.00	
(-) Desc. Sindicato Stupepqpz (282)	1,342.31	
(-) Descuento Jubilación (111)	26,417.98	
(-) Plan Jubilación (111)	1,466.61	
(-) Prestamo Banco Industrial	10,957.73	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	342.14	
(-) Prestamo Banco BANRURAL (215)	0.00	178,265.59
Liquido		391,793.91

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
QUINIENTOS SETENTA MIL CINCUENTA Y NUEVE QUETZALES CON 50/100.- (570,059.50) PUERTO QUETZAL NOVIEMBRE DE 2025

ELABORO F: ___________________________________
BANNER ADAN FAJARDO GARCIA
AUXILIAR ADMINISTRATIVO

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

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