

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria		Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir	
Sueldo Perma	1% Prestamo					Minimo		Decreto	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	1% Sind/Stepq Sind/Stopq	Jubila	Prest Jubila					
IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Otros Desc tos	Convenio	Fianza	Isr										424-95 1%
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		
2025-075-11-00-000-001-022-0509-48 SECCION DE MANTENIMIENTO DE OBRA DE MAR																		
001	RIOS IGUARDIA LUIS ARMANDO						TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR			3693028424	930	02/01/2025	02/01/2025	3,933.82	250.00	.00	4,183.82	
31	2,288.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,288.00									
	207.11	.00	.00	.00	.00	.00	.00	8.75	.00	.00	138.32	.00	.00					
	2,288.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,288.00										
	.00	.00	.00	.00	.00		8.75			.00	138.32	.00	.00	3,933.82	0.00	250.00	4,183.82	
	207.11	.00	.00	.00	.00	.00	.00	.00										
2025-075-12-00-000-001-022-0509-50 GERENCIA DE OPERACIONES																		
001	UBEDA GUIDO ELIAB SEBASTIAN						PROFESIONAL ESPECIALIZADO III			010780195784	22035	02/01/2025	02/01/2025	9,207.50	250.00	.00	9,457.50	
31	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00										
	518.40	.00	.00	.00	.00	.00	144.26	347.28	169.33	.00	346.23	.00	.00					
002	CHÁVEZ OSORIO FELIPE RIGOBERTO						PROFESIONAL ESPECIALIZADO III			01-078-020009-5	22036	02/01/2025	02/01/2025	9,376.83	250.00	.00	9,626.83	
31	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00										
	518.40	.00	.00	.00	.00	.00	144.26	347.28	.00	.00	346.23	.00	.00					
003	AGUIRRE BONILLA JOSÉ FERNANDO						PROFESIONAL ESPECIALIZADO III			030780001224	22037	02/01/2025	02/01/2025	9,376.83	250.00	.00	9,626.83	
31	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00										
	518.40	.00	.00	.00	.00	.00	144.26	347.28	.00	.00	346.23	.00	.00					
	19,074.00	0.00	0.00	1,125.00	0.00	0.00	12,000.00	32,199.00										
	.00	.00	.00	.00	.00		1,041.84			.00	1,038.69	.00	.00	27,961.16	0.00	750.00	28,711.16	
	1,555.20	.00		.00			432.78		169.33									
2025-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																		
Van ...																		
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	14,000.00	36,487.00										
	1,762.31	0.00	0.00	0.00	0.00	0.00	432.78	1,050.59	169.33	0.00	1,177.01	0.00	0.00	31,894.98	1,000.00	0.00	32,894.98	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir		
	IGSS	1% Sind/Sutrap orquet	Prestamo Sutraporque		Otros Descptos	Convenio	Fianza	Isr	Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	Acep/ 70 B. Ornato	Desc Judicial	Jubila	Prest Jubila				
Vienen ...																		
	21,362.00		0.00	0.00	1,125.00	0.00	0.00	14,000.00	36,487.00							32,894.98		
	1,762.31	0.00	0.00	0.00	0.00	0.00	432.78	1,050.59	169.33	0.00	1,177.01	0.00	0.00	0.00	31,894.98	1,000.00	0.00	
025-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																		
002	CAMPOSECO BALLINES CONRADO DANIEL					OPERADOR DE MAQUINARIA PORTUARIA				010780204074	910	02/01/2025	02/01/2025					
31	2,838.00		0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00						4,211.19	250.00	.00	4,461.19
	233.68	.00	.00	.00	.00	.00	.00	237.07	.00	.00	156.06	.00	.00	.00				
003	LORENZO MARTINEZ DANILO					OPERADOR DE MAQUINARIA PORTUARIA				010780204058	911	02/01/2025	02/01/2025					
31	2,838.00		0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00						4,239.56	250.00	.00	4,489.56
	233.68	.00	.00	.00	.00	.00	.00	208.70	.00	.00	156.06	.00	.00	.00				
004	LINARES ORELLANA DONALDO EMANUEL					OPERADOR DE MAQUINARIA PORTUARIA				010780203426	912	02/01/2025	02/01/2025					
31	2,838.00		0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00						4,196.76	250.00	.00	4,446.76
	233.68	.00	.00	.00	.00	.00	.00	251.50	.00	.00	156.06	.00	.00	.00				
005	LOPEZ BRENER HECTOR ALFONSO					OPERADOR DE MAQUINARIA PORTUARIA				010380004060	913	02/01/2025	02/01/2025					
31	2,838.00		0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00						4,191.47	250.00	.00	4,441.47
	233.68	.00	.00	.00	.00	.00	.00	256.79	.00	.00	156.06	.00	.00	.00				
006	CARRANZA RICARDO RENÉ					OPERADOR DE MAQUINARIA PORTUARIA				020780266409	914	02/01/2025	02/01/2025					
31	2,838.00		0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00						2,820.70	250.00	.00	3,070.70
	233.68	.00	.00	.00	.00	.00	.00	214.26	.00	.00	156.06	1,413.30	.00	.00				
007	BARILLAS BYRON ERNESTO					OPERADOR DE MAQUINARIA PORTUARIA				01-038-000669-0	915	02/01/2025	02/01/2025					
19	2,105.61		0.00	0.00	0.00	0.00	0.00	1,483.87	3,589.48						3,015.31	250.00	.00	3,265.31
	173.37	.00	.00	.00	.00	.00	.00	244.74	.00	.00	156.06	.00	.00	.00				
16,295.61																		
	.00	.00		.00	.00	0.00		11,483.87	27,779.48									
		.00	.00	.00	.00			1,413.06		.00	936.36	1,413.30	.00	.00	22,674.99	0.00	1,500.00	24,174.99
	1,341.77		.00		.00	.00		.00	.00									

25-075-12-00-000-001-022-0509-60

SECCION DE MUELLES

Van ...

37,657.61	0.00	0.00	1,125.00	0.00	0.00	25,483.87	64,266.48											
3,104.08	0.00	0.00	0.00	0.00	0.00	0.00	432.78	2,463.65	169.33	0.00	2,113.37	1,413.30	0.00	0.00	54,569.97	2,500.00	0.00	57,069.97

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria			Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir	
Sueldo Perma	1% Sind/Sutrap orquet	Prestamo Sutraporque			Otros Desc tos	Convenio	Fianza	Isr	Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Jubila	Prest Jubila					
IGSS			Bantrab	Prest Sind															
Vienen ...																			
	37,657.61	0.00	0.00	1,125.00	0.00	0.00	25,483.87	64,266.48									57,069.97		
	3,104.08	0.00	0.00	0.00	0.00	0.00	432.78	2,463.65	169.33	0.00	2,113.37	1,413.30	0.00	0.00	54,569.97	2,500.00	0.00		
2025-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																			
001	LÓPEZ VALDEZ ANGEL EDUARDO							AUXILIAR PORTUARIO			4179238911	954	03/03/2025	03/03/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,841.43	250.00	.00	4,091.43	
	201.80	.00	.00	.00	.00	.00	.00	.00	.00	.00	134.77	.00	.00	.00					
002	ESTRADA DEL CID NICOLAS							AUXILIAR PORTUARIO			01-038-000409-4	883	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,680.44	250.00	.00	3,930.44	
	201.80	.00	.00	.00	.00	.00	.00	160.99	.00	.00	134.77	.00	.00	.00					
003	REYES SOLARES DIEGO ALEJANDRO							AUXILIAR PORTUARIO			01-078-020433-3	921	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,745.62	250.00	.00	3,995.62	
	201.80	.00	.00	.00	.00	.00	.00	95.81	.00	.00	134.77	.00	.00	.00					
004	RIOS LÓPEZ DAVID ISAAC							AUXILIAR PORTUARIO			01-078-020383-3	899	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,699.01	250.00	.00	3,949.01	
	201.80	.00	.00	.00	.00	.00	.00	142.42	.00	.00	134.77	.00	.00	.00					
005	MELGAR ALVARADO MARCELO							AUXILIAR PORTUARIO			02-078-026643-3	571	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,839.47	250.00	.00	4,089.47	
	201.80	.00	.00	.00	.00	.00	.00	1.96	.00	.00	134.77	.00	.00	.00					
006	CRUZ DONIS JOZABADD SAUL							AUXILIAR PORTUARIO			01-038-000522-8	944	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,667.07	250.00	.00	3,917.07	
	201.80	.00	.00	.00	.00	.00	.00	174.36	.00	.00	134.77	.00	.00	.00					
008	RECINOS VALLADARES MARIO JOSÉ							AUXILIAR PORTUARIO			01-078-020436-8	924	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,710.14	250.00	.00	3,960.14	
	201.80	.00	.00	.00	.00	.00	.00	131.29	.00	.00	134.77	.00	.00	.00					
009	CUTZÁN GÓMEZ HUGO EDUARDO							AUXILIAR PORTUARIO			3693024785	917	02/01/2025	02/01/2025					
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00							3,739.76	250.00	.00	3,989.76	
	201.80	.00	.00	.00	.00	.00	.00	101.67	.00	.00	134.77	.00	.00	.00					
Van ...																			
	55,081.61	0.00	0.00	1,125.00	0.00	0.00	41,483.87	97,690.48											
	4,718.48	0.00	0.00	0.00	0.00	0.00	432.78	3,272.15	169.33	0.00	3,191.53	1,413.30	0.00	0.00	84,492.91	4,500.00	0.00	88,992.91	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						
	Sueldo Perma	1% Prestamo			Otros Desctos	Minimo		Decreto 424-95	1% Acep/ Dec. 81-70 B. Ornato	Desc Judicial			Jubila	Prest Jubila	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir
	IGSS	Sind/ Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Convenio	Fianza	Isr	1% Sind/Stepq	Sind/Stopq								
Vienen ...																		
	55,081.61		0.00	0.00	1,125.00		0.00	41,483.87										88,992.91
	4,718.48	0.00	0.00	0.00	0.00	0.00	432.78	3,272.15	169.33	0.00	3,191.53	1,413.30	0.00	0.00	84,492.91	4,500.00	0.00	
025-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																		
010	ALAYA FIGUEROA EDWIN EDILBERTO								AUXILIAR PORTUARIO		01-078-020442-2	925	02/01/2025	02/01/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,651.41	250.00	.00	3,901.41
	201.80	.00	.00	.00	.00	.00	.00	190.02	.00	.00	134.77	.00	.00	.00				
011	ARRIAGA SHEP EDUARDO ELICEO								AUXILIAR PORTUARIO		0143919728	955	03/03/2025	03/03/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,582.53	250.00	.00	3,832.53
	201.80	.00	.00	.00	.00	.00	.00	258.90	.00	.00	134.77	.00	.00	.00				
012	MORALES RUANO JOSHUA ALEXANDER								AUXILIAR PORTUARIO		4693164594	984	07/07/2025	07/07/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,841.43	250.00	.00	4,091.43
	201.80	.00	.00	.00	.00	.00	.00	.00	.00	.00	134.77	.00	.00	.00				
013	GONZALEZ DONIS ENCKELMÁN ALEJANDRO								AUXILIAR PORTUARIO		01-038-000678-0	945	02/01/2025	02/01/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,745.26	250.00	.00	3,995.26
	201.80	.00	.00	.00	.00	.00	.00	96.17	.00	.00	134.77	.00	.00	.00				
014	ARRIAZA HERNÁNDEZ JULIO BERNAL								AUXILIAR PORTUARIO		01-078-020659-0	960	21/04/2025	21/04/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,841.43	250.00	.00	4,091.43
	201.80	.00	.00	.00	.00	.00	.00	.00	.00	.00	134.77	.00	.00	.00				
015	HERRARTE CHIGÜICHÓN JASON JOSUÉ								AUXILIAR PORTUARIO		01-038-000407-8	884	02/01/2025	02/01/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,696.02	250.00	.00	3,946.02
	201.80	.00	.00	.00	.00	.00	.00	145.41	.00	.00	134.77	.00	.00	.00				
016	MONROY LÓPEZ LUIS FELIPE								AUXILIAR PORTUARIO		555-002926-7	920	02/01/2025	02/01/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,616.02	250.00	.00	3,866.02
	201.80	.00	.00	.00	.00	.00	.00	225.41	.00	.00	134.77	.00	.00	.00				
017	DE PAZ JIMENEZ FULVIO FERNANDO								AUXILIAR PORTUARIO		01-017-031066-0	937	02/01/2025	02/01/2025				
31	2,178.00		0.00	0.00	0.00		0.00	2,000.00	4,178.00						3,773.60	250.00	.00	4,023.60
	201.80	.00	.00	.00	.00	.00	.00	67.83	.00	.00	134.77	.00	.00	.00				
Van ...																		
	72,505.61		0.00	0.00	1,125.00		0.00	57,483.87	131,114.48									
	6,332.88	0.00	0.00	0.00	0.00	0.00	432.78	4,255.89	169.33	0.00	4,269.69	1,413.30	0.00	0.00	114,240.61	6,500.00	0.00	120,740.61

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo		Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato	Desc Judicial								
	IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Convenio	Fianza	Isr			Jubila	Prest Jubila		Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir	
Vienen ...																		
	0.00		0.00	0.00	0.00	0.00	0.00	0.00									0.00	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00		
2025-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																		
	34,848.00		0.00	0.00	0.00	0.00	32,000.00	66,848.00										
		.00	.00	.00		.00	1,792.24		.00	2,156.32	.00	.00	.00	59,670.64	0.00	4,000.00	63,670.64	
	3,228.80		.00		.00	.00		.00										

Van ...

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

RESUMEN GENERAL

Sueldo Permanente	72,505.61	
Paso Salarial	0.00	
Bonif / Antigüedad	0.00	
Bonif / Profesional	1,125.00	
Complemento Sal...	0.00	
Ajuste Salario Mininmo	0.00	
Bono Disp / operativa	57,483.87	
Bono 372001	6,500.00	
Gastos Representacion	0.00	
Nominal.....		137,614.48
(-) Cuota I.G.S.S (201).	6,332.88	
(-) Banco del Trabajador (102)	0.00	
(-) Cuota Sindicato (105)	0.00	
(-) Otros Descuentos (215)	0.00	
(-) Convenio de pago (2016)	0.00	
(-) Fianza (202)	432.78	
(-) I.S.R. (203)	4,255.89	
(-) Decreto 424-95 1% (117)	169.33	
(-) Acep (112)	4,269.69	
(-) Descuentos Judiciales (114)	1,413.30	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet	0.00	
(-) Prestamo Sindicato Sutraporquet	0.00	
(-) Plan Jubilación (111)	0.00	
		16,873.87
Liquido		120,740.61

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
CIENTO TREINTA Y SIETE MIL SEISCIENTOS CATORCE QUETZALES CON 48/100.- (137,614.48) PUERTO QUETZAL DICIEMBRE DE 2025

ELABORO F: _____
RONALD ESTUARDO CRUZ FUENTES
JEFE DE SECCION

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

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