NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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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                          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 ...
          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

2025-075-11-00-000-001-011-0509-43          DIVISION DE OPERACIONES MARITIMAS

 001  COBON GALICIA LUIS CARLOS                               JEFE DE DIVISION                       01-078-020652-2      2732    06/01/2025     06/01/2025
 31      6,358.00      0.00       0.00      0.00      0.00      5,500.00     4,300.00    16,158.00       .00           .00      .00      .00      .00      .00        14,745.53     14,995.53
      .00      .00      .00      .00      .00   193.33      .00   217.17   599.02      .00      .00      .00    402.95                          .00          .00                     250.00

 002  FUENTES ARDIANO GLENDY MARISOL                          OFICIAL ADMINISTRATIVO II              01078019488-5        2262    06/03/2009     06/03/2009
 31      2,398.00   1,764.00    650.00      0.00    149.00      5,500.00     1,500.00    11,961.00       .00           .00      .00      .00      .00      .00         6,810.37      7,060.37
   577.72      .00      .00  3,150.75     .00   193.33      .00      .00   506.11      .00   119.61      .00    267.56                       335.55          .00                     250.00

 003  HERNANDEZ DE LEON ROSA AMELIA                           ASISTENTE TECNICO III                  3114030958           1296    20/11/1989     20/11/1989
 31      3,058.00   5,020.00    675.00      0.00    649.00      5,500.00     1,700.00    16,602.00    166.02           .00      .00      .00      .00      .00        10,378.68     10,628.68
   801.88      .00      .00  3,335.81     .00      .00      .00      .00   934.74      .00      .00      .00    417.27                       567.60          .00                     250.00

 004  DIAZ MADRILES JOSE ANTONIO                              CONDUCTOR DE VEHICULOS                 010780189830         1810    03/03/2000     03/03/2000
 31      2,288.00   3,134.00    675.00      0.00    349.00      5,500.00     1,500.00    13,446.00       .00           .00      .00      .00      .00      .00        10,939.14     11,189.14
   649.44      .00      .00      .00      .00   193.33      .00      .00   804.37      .00   134.46      .00    315.46                       409.80          .00                     250.00

  14,102.00   9,918.00   2,000.00      0.00   1,147.00   22,000.00   9,000.00   58,167.00        166.02
             .00         .00         .00           .00            2,844.24          254.07    0.00        .00      .00      .00      .00                      42,873.72     43,873.72
  2,029.04         6,486.56         579.99          217.17            .00                       1,403.24                          1,312.95      .00                    1,000.00

2025-075-11-00-000-001-011-0509-44          DEPARTAMENTO DE TRAFICO MARITIMO

 001  MONTERROSO DELIA LUZ FIGUEROA AREVALO DE                JEFE DE DEPARTAMENTO                   100780192148         1179    16/07/1986     16/07/1986
 31      5,918.00   5,745.00    600.00    375.00    649.00      5,500.00     4,300.00    23,087.00       .00           .00      .00      .00      .00      .00        18,548.56     18,798.56
 1,115.10      .00      .00      .00      .00   193.33      .00   310.28  1,170.55      .00   230.87      .00    626.46                       891.85          .00                     250.00

 002  GONZALEZ ANGELA MARIELA FRANCO CALITO DE                TECNICO PORTUARIO I                    3114030063           2224    18/08/2008     18/08/2008
 31      2,728.00   1,874.00    650.00      0.00    249.00      5,500.00     1,500.00    12,501.00       .00           .00      .00      .00      .00      .00         7,085.58      7,335.58
   603.80      .00      .00  3,318.72     .00   193.33      .00      .00   527.03      .00   125.01      .00    284.98                       362.55          .00                     250.00

  Van ...
      22,748.00   17,537.00   3,250.00    375.00   2,045.00   33,000.00   14,800.00   93,755.00    609.95    166.02    0.00        0.00    2,567.35    0.00                 1,500.00
   3,747.94      0.00      0.00   9,805.28     0.00   966.65     0.00   527.45   4,541.82     0.00        0.00   2,314.68        0.00       0.00        0.00        68,507.86    70,007.86
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 | Acep/ Dec. 81-70 B. Ornato

1% Sind/Sutraporquet | Prestamo Sutraporque | Otros Desctos | Convenio pago | Decreto 424-95 1% | Sind/Stopq | Ostracompq | Desc Judicial | Banrural | Prestamo BI | Prest Jubila | Cooperativa Upa | Sueldo Liquido | Otros Bonos | Liquido Recibir

IGSS | Bantrab | Prest Sind | Fianza | Isr | Stupepqpz | Jubila

Vienen ...

22,748.00 17,537.00 3,250.00 375.00 2,045.00 33,000.00 14,800.00 93,755.00 166.02 0.00 0.00 0.00 2,567.35 0.00 68,507.86 70,007.86

3,747.94 0.00 0.00 9,805.28 0.00 966.65 0.00 527.45 4,541.82 0.00 609.95 0.00 2,314.68 0.00 0.00 0.00 0.00 1,500.00

2025-075-11-00-000-001-011-0509-44 DEPARTAMENTO DE TRAFICO MARITIMO

003 CORADO SAZO JULIO ADALBERTO SUBJEFE DE DEPARTAMENTO 010780187781 1369 24/10/1990 24/10/1990

31 4,378.00 4,910.00 675.00 0.00 649.00 5,500.00 4,000.00 20,112.00 .00 .00 .00 .00 .00 .00 9,509.24 9,759.24

971.41 .00 .00 5,578.17 .00 .00 .00 270.30 2,308.17 .00 201.12 .00 530.49 743.10 .00 250.00

13,024.00 12,529.00 1,925.00 375.00 1,547.00 16,500.00 9,800.00 55,700.00 0.00

.00 .00 .00 .00 4,005.75 557.00 0.00 .00 .00 .00 .00 35,143.38 35,893.38

2,690.31 8,896.89 386.66 580.58 .00 1,441.93 1,997.50 .00 750.00

2025-075-11-00-000-001-011-0509-45 SECCION DE TRAFICO Y PILOTAJE

001 SANCHEZ NIXON ODRA ARMENTINA CONTROLADOR DE TRAFICO 3890005906 2317 01/06/2010 01/06/2010

31 3,278.00 2,275.00 650.00 0.00 85.00 5,500.00 1,600.00 13,388.00 .00 .00 .00 .00 .00 .00 11,695.40 11,945.40

646.64 .00 .00 .00 .00 .00 .00 .00 598.49 .00 133.88 .00 313.59 .00 .00 250.00

002 POLANCO LOPEZ MELVIN ESTUARDO CONTROLADOR DE TRAFICO 3114031131 1945 01/04/2002 01/04/2002

31 3,278.00 4,136.00 675.00 0.00 349.00 5,380.43 1,600.00 15,418.43 .00 2,500.00 .00 .00 2,442.40 .00 7,870.26 8,120.26

744.71 .00 .00 .00 .00 .00 .00 .00 809.53 .00 154.18 .00 382.95 514.40 .00 250.00

003 CONTRERAS SILVA GILMAR ALBERTO CONTROLADOR DE TRAFICO 445-14-61415 1608 20/08/2008 20/08/2008

31 3,278.00 1,891.00 650.00 0.00 249.00 5,500.00 1,600.00 13,168.00 .00 3,185.72 .00 .00 .00 .00 7,809.11 8,059.11

636.01 .00 .00 .00 .00 .00 .00 .00 653.09 .00 .00 181.68 306.49 395.90 .00 250.00

004 DE LEON MURALLES WALTER REGINALDO CONTROLADOR DE TRAFICO 20780264392 2216 01/07/2008 01/07/2008

31 3,278.00 1,370.00 650.00 0.00 249.00 5,500.00 1,600.00 12,647.00 .00 .00 .00 .00 .00 .00 10,580.59 10,830.59

610.85 .00 .00 .00 .00 193.33 .00 .00 476.22 .00 126.47 .00 289.69 369.85 .00 250.00

005 ALVARADO MANCILLA CARLOS FERNANDO OFICIAL ADMINISTRATIVO II 020840015016 2166 02/05/2008 02/05/2008

31 2,398.00 1,963.50 650.00 0.00 249.00 5,500.00 1,500.00 12,260.50 122.61 .00 .00 .00 .00 .00 10,384.69 10,634.69

592.18 .00 .00 .00 .00 .00 .00 .00 533.27 .00 .00 .00 277.22 350.53 .00 250.00

Van ...

42,636.00 34,082.50 7,200.00 375.00 3,875.00 65,880.43 26,700.00 180,748.93 1,225.60 288.63 5,685.72 0.00 4,941.13 0.00 3,000.00

7,949.74 0.00 0.00 15,383.45 0.00 1,159.98 0.00 797.75 9,920.59 0.00 181.68 4,415.11 0.00 2,442.40 0.00 126,357.15 129,357.15

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

  Vienen ...
      42,636.00   34,082.50   7,200.00    375.00   3,875.00   65,880.43   26,700.00    180,748.93                  288.63          5,685.72        0.00        0.00      4,941.13         0.00                 126,357.15        129,357.15
   7,949.74     0.00      0.00  15,383.45     0.00   1,159.98      0.00     797.75   9,920.59     0.00   1,225.60    181.68   4,415.11                           0.00    2,442.40              0.00        0.00      3,000.00

2025-075-11-00-000-001-011-0509-45              SECCION DE TRAFICO Y PILOTAJE

   15,510.00   11,635.50   3,275.00      0.00   1,181.00    27,380.43     7,900.00   66,881.93                 122.61
                .00         .00          .00                 .00                 3,070.60                   414.53     181.68          5,685.72          .00            .00      2,442.40                                48,340.05         49,590.05
   3,230.39                  .00              193.33                   .00                       .00                                1,569.94                                     1,630.68          .00                         1,250.00


2025-075-11-00-000-001-011-0509-46              SECCION DE REMOLCADORES

  001  BORLAND PARHAM CLEVLAN EDLY                          PATRON DE REMOLCADOR                010780191495        2026     03/02/2003     03/02/2003
  31     3,278.00   2,886.00     675.00      0.00      349.00     5,500.00     1,700.00   14,388.00            .00         .00        .00       .00       .00       .00            11,674.21         11,924.21
    694.94    143.88      .00       .00       .00   193.33     .00      .00    878.89      .00       .00     .00     345.85                                         456.90          .00                          250.00

  002  DE LEON PAZ FRANZEL RENE                             PATRON DE REMOLCADOR                100780188477        1852     03/07/2000     03/07/2000
  31     3,278.00   4,200.00     675.00      0.00      349.00     5,500.00     1,700.00   15,702.00            .00         .00        .00    2,251.12     .00       .00            10,423.41         10,673.41
    758.41       .00      .00       .00       .00   193.33     .00      .00  1,007.87      .00    157.02     .00     388.24                                         522.60          .00                          250.00

  003  BARRIENTOS SANCHEZ VICTOR MANUEL                     PATRON DE REMOLCADOR                100780188604        1685     11/08/1997     11/08/1997
  31     3,278.00   5,500.00     675.00      0.00      449.00     5,500.00     1,700.00   17,102.00            .00         .00        .00       .00       .00       .00            13,688.13         13,938.13
    826.03       .00      .00       .00       .00   193.33     .00      .00  1,147.49      .00       .00   221.02    433.40                                         592.60          .00                          250.00

  004  ORTIZ CORADO JULIO CESAR                             PATRON DE LANCHA                    3114030655          1779     17/01/2000     17/01/2000
  31     2,728.00   3,100.00     675.00      0.00      349.00     5,500.00     1,600.00   13,952.00         139.52         .00        .00       .00       .00       .00            11,289.78         11,539.78
    673.88       .00      .00       .00       .00   193.33     .00      .00    888.61      .00       .00     .00     331.78                                         435.10          .00                          250.00

  005  MONTEPEQUE MORALES NELSON                            PATRON DE LANCHA                    010780191320        2021     03/02/2003     03/02/2003
  31     2,728.00   2,586.00     675.00      0.00      349.00     5,500.00     1,600.00   13,438.00            .00    2,865.80        .00       .00       .00       .00             6,993.62          7,243.62
    649.06       .00      .00  1,034.87       .00   193.33     .00      .00    792.34      .00       .00   184.38    315.20                                         409.40          .00                          250.00

  006  HERNANDEZ POSADAS JULIO LUIS                         PATRON DE LANCHA                    100780188493        1431     16/11/1993     16/11/1993
  31     2,728.00   4,210.00     675.00      0.00      649.00     5,500.00     1,600.00   15,362.00         153.62         .00        .00       .00       .00       .00            10,025.87         10,275.87
    741.98       .00      .00  2,332.29       .00   193.33     .00      .00  1,032.04      .00       .00     .00     377.27                                         505.60          .00                          250.00


    Van ...
       60,654.00   56,564.50   11,250.00    375.00   6,369.00   98,880.43   36,600.00   270,692.93   1,382.62    581.77   8,551.52             0.00     7,863.33       0.00                            4,500.00
   12,294.04    143.88    0.00  18,750.61    0.00   2,319.96     0.00    797.75   15,667.83    0.00          587.08   6,606.85            2,251.12        2,442.40          0.00          190,452.17   194,952.17
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																							
	60,654.00	56,564.50		11,250.00	375.00	6,369.00		98,880.43	36,600.00	270,692.93		581.77		8,551.52	0.00	0.00	7,863.33		0.00		190,452.17		194,952.17
	12,294.04	143.88	0.00	18,750.61	0.00	2,319.96	0.00	797.75	15,667.83	0.00	1,382.62	587.08	6,606.85			2,251.12		2,442.40		0.00	0.00	4,500.00	
2025-075-11-00-000-001-011-0509-46	SECCION DE REMOLCADORES																						
007	PANIAGUA ALVARADO EDWIN RODOLFO							MAQUINISTA					100780188620		1681	21/07/1997	21/07/1997						
31	2,618.00	3,947.00		675.00	0.00	449.00		5,500.00	1,600.00	14,789.00		.00		.00	.00	.00		.00		.00	9,653.06		9,903.06
	714.31	.00	.00	2,338.15	.00	193.33	.00	.00	906.53	.00	147.89	.00	358.78				476.95		.00			250.00	
008	LOPEZ LEIVA ERICXON BLADIMIR							MAQUINISTA					3693025546		2175	02/06/2008	02/06/2008						
31	2,618.00	1,916.00		650.00	0.00	249.00		5,500.00	1,600.00	12,533.00		125.33		.00	.00	.00		.00		.00	10,250.30		10,500.30
	605.34	.00	.00	.00	.00	193.33	.00	.00	708.54	.00	.00	.00	286.01				364.15		.00			250.00	
009	SAYES AGUILAR EDGAR DANILO							MAQUINISTA					10-038-000212-0		2460	02/09/2013	02/09/2013						
31	2,618.00	865.00		550.00	0.00	85.00		5,500.00	1,600.00	11,218.00		112.18		2,088.80	.00	.00		.00		.00	6,541.15		6,791.15
	541.83	.00	.00	701.87	.00	193.33	.00	.00	496.85	.00	.00	.00	243.59				298.40		.00			250.00	
010	MORALES GARCIA AUDELINO							MARINERO					010780190952		1951	01/04/2002	01/04/2002						
31	2,398.00	2,663.00		675.00	0.00	349.00		5,500.00	1,500.00	13,085.00		130.85		.00	.00	.00		.00		.00	10,757.87		11,007.87
	632.01	.00	.00	.00	.00	193.33	.00	.00	675.37	.00	.00	.00	303.82				391.75		.00			250.00	
011	NAJARRO MONTEPEQUE ISABEL ALEXANDER							MARINERO					010780190057		1832	01/04/2000	01/04/2000						
31	2,398.00	3,200.00		675.00	0.00	349.00		5,500.00	1,500.00	13,622.00		.00		.00	.00	.00		.00		.00	11,134.39		11,384.39
	657.94	.00	.00	.00	.00	193.33	.00	.00	710.38	.00	.00	186.22	321.14				418.60		.00			250.00	
012	LOPEZ IXTUPE ROALDO EZEQUIEL							MARINERO					445-006981-2		2579	03/04/2017	03/04/2017						
31	2,398.00	600.00		435.00	0.00	35.00		5,500.00	1,500.00	10,468.00		.00		.00	.00	.00		.00		.00	9,051.02		9,301.02
	505.60	.00	.00	.00	.00	.00	.00	.00	326.40	.00	104.68	.00	219.40				260.90		.00			250.00	
013	RUANO DEL CID JAIRON VINICIO							MARINERO					01-038-000204-0		2691	03/01/2024	03/01/2024						
31	2,398.00	0.00		0.00	0.00	0.00		5,500.00	1,500.00	9,398.00		.00		.00	.00	.00		.00		.00	8,188.60		8,438.60
	453.92	.00	.00	.00	.00	193.33	.00	.00	283.29	.00	93.98	.00	184.88				.00		.00			250.00	
014	LOPEZ REYES MARVIN JOSUE							MARINERO					01-078-019987-9		2537	01/07/2015	01/07/2015						
31	2,398.00	600.00		550.00	0.00	35.00		5,500.00	1,500.00	10,583.00		1,605.83		.00	.00	.00		.00		.00	5,444.97		5,694.97
	511.16	.00	.00	1,938.88	.00	193.33	.00	.00	399.07	.00	.00	.00	223.11				266.65		.00			250.00	
Van ...																							
	80,498.00	70,355.50		15,460.00	375.00	7,920.00		142,880.43	48,900.00	366,388.93	1,729.17	2,555.96		10,640.32	0.00		10,340.73		0.00			6,500.00	
	16,916.15	143.88	0.00	23,729.51	0.00	3,673.27	0.00	797.75	20,174.26	0.00		773.30	8,747.58			2,251.12		2,442.40		0.00	261,473.53		267,973.53

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

 Vienen ...
     80,498.00   70,355.50   15,460.00    375.00    7,920.00   142,880.43   48,900.00    366,388.93           2,555.96      10,640.32      0.00       0.00    10,340.73      0.00                261,473.53      267,973.53
  16,916.15    143.88    0.00   23,729.51    0.00   3,673.27      0.00     797.75   20,174.26      0.00   1,729.17    773.30   8,747.58                   2,251.12      2,442.40           0.00        0.00       6,500.00

2025-075-11-00-000-001-011-0509-46            SECCION DE REMOLCADORES

 015  CARRANZA GAMEZ MIGUEL ANGEL                          MARINERO                                        020780195790      2124    16/04/2008     16/04/2008
 31      2,398.00     1,942.00     650.00      0.00      249.00      5,500.00     1,500.00    12,239.00           122.39              .00         .00        .00          .00         .00              8,038.94        8,288.94
    591.14        .00        .00   2,297.60       .00   193.33        .00        .00   719.07        .00         .00      .00     276.53                                  .00          .00                        250.00

 016  LOPEZ POLANCO LUIS ARMANDO                           MARINERO                                        010780187838      1561    01/09/1994     01/09/1994
 31      2,398.00     3,525.00     675.00      0.00      649.00      5,500.00     1,500.00    14,247.00           142.47         5,000.00         .00        .00          .00         .00              6,797.18        7,047.18
    688.13        .00        .00        .00       .00      .00        .00        .00   828.07        .00         .00      .00     341.30                               449.85          .00                        250.00

 017  OBANDO SANCHEZ JOSE WALDEMAR                         MARINERO                                        02078-026657-3    2757    18/02/2025     18/02/2025
 31      2,398.00         0.00       0.00      0.00        0.00      5,500.00     1,500.00     9,398.00              .00              .00         .00        .00          .00         .00              7,688.54        7,938.54
    453.92        .00        .00        .00       .00   193.33        .00        .00   575.95        .00       93.98      .00     184.88                               207.40          .00                        250.00

 018  ESTRADA RECINOS ERICKSON EDUARDO                     MARINERO                                        01-078-020230-6   2623    03/06/2019     03/06/2019
 31      2,398.00       600.00     435.00      0.00       35.00      5,500.00     1,500.00    10,468.00              .00              .00         .00        .00          .00         .00              8,757.72        9,007.72
    505.60        .00        .00        .00       .00   193.33        .00        .00   426.37        .00      104.68      .00     219.40                               260.90          .00                        250.00

 019  PINEDA GARCIA HUGO FELIPE                            MARINERO                                        03-078-000173-9   2682    11/09/2023     11/09/2023
 31      2,398.00        61.00       0.00      0.00        0.00      5,500.00     1,500.00     9,459.00              .00              .00         .00        .00          .00         .00              8,175.03        8,425.03
    456.87        .00        .00        .00       .00   193.33        .00        .00   352.33        .00       94.59      .00     186.85                                  .00          .00                        250.00

 020  CONTRERAS CAMPOS VICTOR JOSUE                        MARINERO                                        10-078-021819-8   2725    15/08/2024     15/08/2024
 31      2,398.00         0.00       0.00      0.00        0.00      5,500.00     1,500.00     9,398.00              .00              .00         .00        .00          .00         .00              7,945.57        8,195.57
    453.92        .00        .00        .00       .00   193.33        .00        .00   318.92        .00       93.98      .00     184.88                               207.40          .00                        250.00

 021  HERNANDEZ VALLADARES OSCAR VINICIO                   MARINERO                                        020780264619      2228    18/08/2008     18/08/2008
 31      2,398.00     1,855.00     650.00      0.00      249.00      5,500.00     1,500.00    12,152.00           121.52              .00         .00        .00          .00         .00              9,976.96       10,226.96
    586.94        .00        .00        .00       .00   193.33        .00        .00   654.43        .00         .00      .00     273.72                               345.10          .00                        250.00

 022  LORENZO MARTINEZ WALTER ALEXANDER                    MARINERO                                        030780001542      2669    03/04/2023     03/04/2023
 31      2,398.00       149.00       0.00      0.00        0.00      5,500.00     1,500.00     9,547.00              .00         1,400.00         .00        .00          .00         .00              6,622.56        6,872.56
    461.12        .00        .00        .00       .00   193.33        .00        .00   369.98        .00       95.47      .00     189.69                               214.85          .00                        250.00

   Van ...
       99,682.00   78,487.50   17,870.00    375.00    9,102.00   186,880.43   60,900.00   453,296.93   2,211.87   2,942.34   17,040.32        0.00   12,026.23      0.00                        8,500.00
  21,113.79    143.88    0.00   26,027.11    0.00   5,026.58      0.00     797.75   24,419.38      0.00             773.30  10,604.83        2,251.12      2,442.40          0.00        325,476.03   333,976.03
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Indiv  Nombre                Bonif     Bonif     Comple     Subsidio   Bono       Sueldo       1%           1%           Cuenta Bancaria   Codigo    Fecha Ingreso   Fecha Relación
  Sueldo Perma   Paso Sal    Antig     Profe     Pacto      Fam        Disp Ope   Devengado    Sind/Stepq   Sindicato    Acep/
        1%         Prestamo                      Otros     Convenio                Decreto     Sind/Stopq   Ostracompq   Dec. 81-    Desc       Banrural   Prestamo           Prest   Cooperativa          Sueldo    Otros   Liquido
  IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos  pago     Fianza    Isr     424-95                    Stupepqpz    70 B.       Judicial              BI        Jubila    Jubila  Upa                  Liquido   Bonos   Recibir
        orquet                                                                         1%                                         Ornato

 Vienen ...
   99,682.00   78,487.50   17,870.00   375.00   9,102.00   186,880.43   60,900.00   453,296.93   2,942.34   17,040.32   0.00   0.00   12,026.23   0.00   325,476.03   333,976.03
 21,113.79   143.88   0.00   26,027.11   0.00   5,026.58   0.00   797.75   24,419.38   0.00   2,211.87   773.30   10,604.83   2,251.12   2,442.40   0.00   0.00   8,500.00

2025-075-11-00-000-001-011-0509-46          SECCION DE REMOLCADORES

 023  GUEVARA ORELLANA JULIO RODOLFO                      MARINERO                                     445-11-68318      1780   01/02/2000   01/02/2000
 31   2,398.00   3,200.00   675.00   0.00   349.00   5,500.00   1,500.00   13,622.00   .00   .00   .00   .00   .00   .00   11,199.32   11,449.32
  657.94   .00   .00   .00   .00   193.33   .00   .00   695.45   .00   136.22   .00   321.14   418.60   .00   250.00

 024  CHILIN LOPEZ MELVIN AUGUSTO                         MARINERO                                     03-078-000233-6   2718   05/08/2024   05/08/2024
 31   2,398.00   0.00   0.00   0.00   0.00   5,500.00   1,500.00   9,398.00   .00   .00   .00   .00   .00   .00   8,186.01   8,436.01
  453.92   .00   .00   .00   .00   193.33   .00   .00   285.88   .00   93.98   .00   184.88   .00   .00   250.00

 025  GUDIEL VICTOR ANTONIO                               TRABAJADOR DE MANTENIMIENTO DE OBRA DE       3693013972        2752   18/02/2025   18/02/2025
                                                          MAR
 31   2,288.00   0.00   0.00   0.00   0.00   5,500.00   .00   .00   .00   .00   .00   7,972.21   8,222.21
  448.61   92.88   .00   .00   .00   193.33   .00   .00   1,500.00   9,288.00   .00   181.33   201.90   .00   250.00
  197.74   .00   .00   .00

   64,130.00   47,605.00   11,345.00   0.00   5,576.00   137,500.00   38,700.00   304,856.00   2,653.71
       236.76   .00   .00   .00   15,677.86   1,216.47   591.62   11,354.60   .00   2,251.12   .00   226,476.42   232,726.42
  14,724.52   10,643.66   4,446.59   .00   .00   6,877.07   7,705.60   .00   6,250.00


2025-075-11-00-000-001-011-0509-47          DEPARTAMENTO DE OBIMAR

 001  SOLARES CORTEZ NICOLAS                              JEFE DE DEPARTAMENTO                         02078026686-7     1494   21/02/1994   21/02/1994
 31   5,918.00   6,645.00   600.00   375.00   649.00   5,500.00   4,300.00   23,987.00   .00   .00   .00   .00   .00   .00   19,185.74   19,435.74
  1,158.57   .00   .00   .00   .00   193.33   .00   322.38   1,232.77   301.87   .00   .00   655.49   936.85   .00   250.00

 002  GARCIA THELMA EVELIA GARCIA ARROYO DE               SECRETARIA DE DEPARTAMENTO                   01-078-020243-8   2625   01/08/2019   01/08/2019
 31   2,398.00   600.00   435.00   0.00   35.00   5,500.00   1,500.00   10,468.00   1,000.00   .00   .00   .00   .00   .00   7,859.60   8,109.60
  505.60   .00   .00   .00   .00   193.33   .00   .00   324.49   .00   104.68   .00   219.40   260.90   .00   250.00

 003  URZUA SUCHITE LUIS FERNANDO                         SUBJEFE DE DEPARTAMENTO                      020780193401      1496   21/02/1994   21/02/1994
 31   4,378.00   5,340.00   675.00   0.00   649.00   5,500.00   4,000.00   20,542.00   .00   .00   .00   .00   .00   .00   16,624.93   16,874.93
  992.18   .00   .00   .00   .00   193.33   .00   276.08   996.09   .00   150.42   .00   544.37   764.60   .00   250.00

  Van ...
   119,460.00   94,272.50   20,255.00   750.00   10,784.00   219,880.43   75,200.00   540,601.93   2,697.17   3,942.34   17,040.32   0.00   14,609.08   0.00   10,000.00
 25,330.61   236.76   0.00   26,027.11   0.00   6,186.56   0.00   1,396.21   28,151.80   301.87   773.30   12,711.44   2,251.12   2,442.40   0.00   396,503.84   406,503.84
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

Vienen ...
119,460.00 94,272.50 20,255.00 750.00 10,784.00 219,880.43 75,200.00 540,601.93 3,942.34 17,040.32 0.00 0.00 14,609.08 0.00 396,503.84 406,503.84
25,330.61 236.76 0.00 26,027.11 0.00 6,186.56 0.00 1,396.21 28,151.80 301.87 2,697.17 773.30 12,711.44 2,251.12 2,442.40 0.00 0.00 10,000.00

2025-075-11-00-000-001-011-0509-47 DEPARTAMENTO DE OBIMAR

12,694.00 12,585.00 1,710.00 375.00 1,333.00 16,500.00 9,800.00 54,997.00 1,000.00
.00 .00 .00 .00 2,553.35 255.10 0.00 .00 .00 .00 .00 43,670.27 44,420.27
2,656.35 .00 579.99 598.46 301.87 1,419.26 1,962.35 .00 750.00

2025-075-11-00-000-001-011-0509-48 SECCION DE MANTENIMIENTO DE OBRA DE MAR

001 SANCHEZ BARRENO RONY ADALBERTO JEFE DE MANTENIMIENTO DE OBRA DE MAR 3114030944 1544 03/05/1994 03/05/1994
31 3,498.00 4,916.00 675.00 0.00 649.00 5,500.00 4,000.00 19,238.00 .00 .00 .00 .00 .00 .00 15,556.83 15,806.83
929.20 .00 .00 .00 .00 193.33 .00 258.56 906.00 .00 192.38 .00 502.30 699.40 .00 250.00

002 MARROQUIN AMAYA SERGIO MAURICIO TECNICO EN MANTENIMIENTO DE OBRA DE MAR 030780002506 2499 02/05/2014 02/05/2014
31 2,838.00 733.00 550.00 0.00 85.00 5,500.00 1,500.00 11,206.00 .00 .00 .00 .00 .00 .00 9,287.69 9,537.69
541.25 .00 .00 .00 .00 193.33 .00 .00 530.67 .00 112.06 .00 243.20 297.80 .00 250.00

003 MURALLES GONZALEZ JACINTO TECNICO EN MANTENIMIENTO DE OBRA DE MAR 01-078-020468-6 1132 01/08/1985 01/08/1985
31 2,838.00 3,635.00 675.00 0.00 649.00 5,500.00 1,500.00 14,797.00 .00 2,902.38 .00 .00 .00 .00 9,456.52 9,706.52
443.91 .00 .00 .00 .00 193.33 .00 .00 816.50 .00 147.97 .00 359.04 477.35 .00 250.00

004 URZUA ROJAS RIGOBERTO TECNICO EN MANTENIMIENTO DE OBRA DE MAR 020780264554 2241 18/08/2008 18/08/2008
31 2,838.00 1,855.00 650.00 0.00 249.00 5,500.00 1,500.00 12,592.00 .00 .00 .00 .00 .00 .00 10,506.19 10,756.19
608.19 .00 .00 .00 .00 193.33 .00 .00 503.36 .00 125.92 .00 287.91 367.10 .00 250.00

005 LIMA RAMOS FRANCISCO JOSE TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR 01-078-020024-9 2580 03/04/2017 03/04/2017
31 2,288.00 600.00 435.00 0.00 35.00 5,500.00 .00 .00 .00 .00 .00 6,342.95 6,592.95
500.29 .00 .00 911.17 .00 193.33 .00 .00 1,500.00 10,358.00 1,603.58 215.85 255.40 .00 250.00
335.43 .00 .00 .00

006 ARCHILA SANCHEZ GONZALO EFRAIN TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR 01-078-020182-2 2766 03/01/2024 03/01/2024
31 2,288.00 0.00 0.00 0.00 0.00 5,500.00 .00 .00 .00 .00 .00 7,953.96 8,203.96
448.61 .00 .00 .00 .00 193.33 .00 .00 1,500.00 9,288.00 .00 181.33 201.90 .00 250.00
215.99 .00 92.88 .00

Van ...
136,048.00 106,011.50 23,240.00 750.00 12,451.00 252,880.43 86,700.00 618,080.93 3,368.38 5,545.92 19,942.70 0.00 16,908.03 0.00 11,500.00
28,802.06 236.76 0.00 26,938.28 0.00 7,346.54 0.00 1,654.77 31,459.75 301.87 773.30 14,501.07 2,251.12 2,442.40 0.00 455,607.98 467,107.98

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

 Vienen ...
   136,048.00   106,011.50   23,240.00   750.00   12,451.00   252,880.43   86,700.00   618,080.93      5,545.92    19,942.70    0.00    0.00   16,908.03    0.00         455,607.98    467,107.98
 28,802.06   236.76   0.00   26,938.28   0.00   7,346.54   0.00   1,654.77   31,459.75   301.87   3,368.38   773.30   14,501.07        2,251.12    2,442.40    0.00    0.00    11,500.00

2025-075-11-00-000-001-011-0509-48          SECCION DE MANTENIMIENTO DE OBRA DE MAR

 007  SOLIS MEDINA MIGUEL ANGEL                        TRABAJADOR DE MANTENIMIENTO DE OBRA DE   03-078-000106-2   2753   18/02/2025   18/02/2025
 31    2,288.00    0.00    0.00    0.00    0.00    MAR 5,500.00                                         .00     .00    .00    .00    .00      8,387.72         8,637.72
                                                          1,500.00    9,288.00           .00
   448.61    .00    .00    .00    .00    .00    .00    .00                                   181.33                  .00          .00                   250.00
                                                          177.46    .00    92.88    .00

 008  HERNANDEZ AVILA WILMON MISAEL                    TECNICO EN MANTENIMIENTO DE OBRA DE MAR   110780000270   2164   02/05/2008   02/05/2008
 31    2,838.00    1,900.00    650.00    0.00    249.00    5,500.00    1,500.00    12,637.00    .00    .00    .00    .00    .00    .00      10,267.14        10,517.14
   610.37    .00    .00    .00    .00    193.33    .00    .00    781.07    .00    126.37    .00    289.37          369.35          .00                   250.00

 009  CASTILLO GOMEZ BAUDILIO                          TRABAJADOR DE MANTENIMIENTO DE OBRA DE   3114030114   2586   01/06/2017   01/06/2017
 31    2,288.00    398.00    435.00    0.00    35.00    MAR 5,500.00                                        .00     .00    .00    .00    .00      8,487.22         8,737.22
                                                          1,500.00    10,156.00          .00
   490.53    .00    .00    .00    .00    193.33    .00    .00                             209.33                  245.30          .00                   250.00
                                                          428.73    .00    101.56    .00

 010  MARTINEZ HERNANDEZ ALBERT ANTONY                 TRABAJADOR DE MANTENIMIENTO DE OBRA DE   3114030013   2587   01/06/2017   01/06/2017
 31    2,288.00    600.00    435.00    0.00    35.00    MAR 5,500.00                                        .00     .00    .00    .00    .00      6,690.78         6,940.78
                                                          1,500.00    10,358.00          .00
   500.29    .00    .00    1,935.83    .00    193.33    .00    .00                         215.85                  255.40          .00                   250.00
                                                          462.94    .00    103.58    .00

   26,290.00    14,637.00    4,505.00    0.00    1,986.00    55,000.00    17,500.00    119,918.00    1,603.58
          .00          .00          .00             .00          5,158.15          1,095.60    0.00    2,902.38    .00    .00    .00         92,937.00      95,437.00
   5,521.25          2,847.00          1,739.97          258.56          .00          2,685.51                 3,169.00    .00                   2,500.00

2025-075-11-00-000-001-011-0509-49          SECCIONES DE HIDROGRAFIA Y OCEANOGRAFIA

 001  CERVANTES GARCIA WILSON AROLDO                   OCEANOGRAFO                              010780189695   1702   01/12/1997   01/12/1997
 31    3,278.00    3,251.00    675.00    0.00    449.00    5,500.00    4,000.00    17,153.00    .00    .00    .00    .00    .00    .00      14,077.81        14,327.81
   828.49    .00    .00    .00    .00    193.33    .00    .00    801.65    .00    .00    221.53    435.04          595.15          .00                   250.00

  Van ...
    149,028.00   112,160.50   25,435.00   750.00   13,219.00   280,380.43   96,700.00   677,672.93   3,792.77   5,545.92   19,942.70    0.00   18,373.23    0.00      12,750.00
  31,680.35   236.76   0.00   28,874.11   0.00   8,119.86   0.00   1,654.77   34,111.60   301.87   994.83   15,831.99    2,251.12    2,442.40    0.00    503,518.65    516,268.65
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

  Vienen ...
      149,028.00   112,160.50   25,435.00     750.00   13,219.00   280,380.43   96,700.00     677,672.93               5,545.92        19,942.70        0.00        0.00     18,373.23        0.00                 503,518.65        516,268.65
    31,680.35      236.76        0.00   28,874.11      0.00    8,119.86        0.00   1,654.77   34,111.60    301.87   3,792.77    994.83  15,831.99                              2,251.12        2,442.40             0.00        0.00    12,750.00

2025-075-11-00-000-001-011-0509-49           SECCIONES DE HIDROGRAFIA Y OCEANOGRAFIA

  002  HERNANDEZ FIGUEROA EDGAR HERBERT                       HIDROGRAFO                                      4450141389        2511     01/09/2016    01/09/2016
  31     3,278.00      900.00      435.00       0.00       35.00      5,500.00     4,000.00    14,148.00              .00           .00         .00         .00           .00           .00           11,792.57       12,042.57
    683.35        .00        .00        .00        .00    193.33        .00        .00     554.26        .00       141.48        .00    338.11                                    444.90              .00                          250.00

  003  SAMAYOA DE LEON BYRON GIOVANNI                         PATRON DE LANCHA                                01-078-020326-4   1493     01/02/1994    01/02/1994
  31     2,728.00    4,020.00      675.00       0.00      649.00      5,500.00     1,600.00    15,172.00              .00           .00         .00         .00      3,230.49           .00            8,486.05        8,736.05
    732.81     151.72     500.00        .00        .00    193.33        .00        .00   1,010.36        .00          .00        .00    371.14                                    496.10              .00                          250.00

  004  VALLADARES LINARES JUAN CARLOS                         TECNICO PORTUARIO II                            020780264791      2248     05/11/2008    05/11/2008
  31     3,058.00    2,100.00      650.00       0.00      149.00      5,500.00     1,600.00    13,057.00           130.57           .00         .00         .00           .00           .00            8,609.80        8,859.80
    630.65        .00        .00   2,123.57        .00    193.33        .00        .00     675.82        .00          .00        .00    302.91                                    390.35              .00                          250.00

  005  MORALES SOTO WAGNER OLIVERTO                           TECNICO PORTUARIO II                            020780264201      2254     02/03/2009    02/03/2009
  31     3,058.00    2,650.00      650.00       0.00      149.00      5,500.00     1,600.00    13,607.00           136.07           .00         .00    3,368.33        672.28           .00            4,056.16        4,306.16
    657.22        .00        .00   3,008.24        .00    193.33        .00        .00     776.86        .00          .00        .00    320.66                                    417.85              .00                          250.00

  006  CABRERA SAGASTUME JOSUE OLIVERIO                       ASISTENTE TECNICO III                           010780188869      1533     02/03/1994    02/03/1994
  31     3,058.00    6,419.00      675.00       0.00      649.00      5,500.00     3,282.00    19,583.00              .00           .00         .00         .00           .00           .00           16,098.39       16,348.39
    945.86        .00        .00        .00        .00    193.33        .00        .00     919.51        .00       195.83        .00    513.43                                    716.65              .00                          250.00

      18,458.00    19,340.00    3,760.00       0.00    2,080.00    33,000.00    16,082.00    92,720.00              266.64
              151.72      500.00         .00                .00            4,738.46                    337.31     221.53           .00           .00    3,368.33      3,902.77                        63,120.78       64,620.78
    4,478.38              5,131.81          1,159.98                .00                 .00                        2,281.29                                 3,061.00         .00                          1,500.00


2025-075-12-00-000-001-011-0509-50           GERENCIA DE OPERACIONES

  001  VELIZ LOPEZ MARIO ARTEMIO                              GERENTE DE OPERACIONES                          3164019015        1720     29/06/2021    29/06/2021
  31    12,738.00    1,253.00        0.00     375.00        0.00      5,500.00     5,400.00    25,266.00              .00           .00         .00         .00           .00           .00           22,506.13       22,756.13
       .00        .00        .00        .00        .00    193.33        .00     339.57   1,530.22        .00          .00        .00    696.75                                       .00              .00                          250.00


    Van ...
        176,946.00   129,502.50   28,520.00   1,125.00   14,850.00   313,380.43  114,182.00   778,505.93   4,130.08   5,812.56  19,942.70              0.00    20,839.08         0.00                     14,250.00
    35,330.24     388.48     500.00   34,005.92      0.00    9,279.84      0.00   1,994.34   39,578.63    301.87              994.83  18,374.99           5,619.45          6,345.17          0.00        575,067.75   589,317.75
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Indiv  Nombre                Bonif      Bonif      Comple       Subsidio     Bono        Sueldo       1%           1%         Cuenta Bancaria    Codigo    Fecha Ingreso   Fecha Relación
  Sueldo Perma    Paso Sal   Antig      Profe      Pacto        Fam          Disp Ope    Devengado    Sind/Stepq   Sindicato   Acep/
          1%     Prestamo                          Otros     Convenio                    Decreto      Sind/Stopq   Ostracompq  Dec. 81-   Desc        Banrural    Prestamo              Prest  Cooperativa                     Sueldo   Otros   Liquido
  IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind Desctos  pago        Fianza       Isr    424-95                    Stupepqpz   70 B.     Judicial                BI        Jubila   Jubila  Upa                             Liquido  Bonos   Recibir
          orquet                                                                              1%                                   Ornato
  Vienen ...
     176,946.00   129,502.50   28,520.00   1,125.00   14,850.00   313,380.43   114,182.00    778,505.93              5,812.56      19,942.70      0.00        0.00      20,839.08        0.00                    575,067.75    589,317.75
   35,330.24   388.48   500.00   34,005.92    0.00   9,279.84     0.00   1,994.34   39,578.63    301.87   4,130.08   994.83   18,374.99                     5,619.45     6,345.17                 0.00        0.00    14,250.00

2025-075-12-00-000-001-011-0509-50          GERENCIA DE OPERACIONES

 002  MORALES ARIAS BYRON                                        SUBGERENTE DE OPERACIONES                    020780193304      1388      01/04/1992    01/04/1992
 31    8,558.00    5,770.00     600.00     375.00      649.00     5,500.00     4,500.00    25,952.00         .00          .00        .00        .00        .00        .00         20,465.03       20,715.03
  1,253.48      .00       .00       .00       .00    193.33      .00     348.79   1,411.35    321.52       204.52       .00     718.88                                      1,035.10          .00                      250.00

 003  SANCHEZ VARGAS YESENIA SIOMARA                             SECRETARIA DE GERENCIA                       030780001070      2352      16/09/2011    16/09/2011
 31    2,838.00    1,258.00     550.00       0.00       85.00     5,500.00     1,600.00    11,831.00         .00          .00        .00        .00        .00        .00          9,997.71       10,247.71
    571.44      .00       .00       .00       .00       .00      .00        .00     606.12       .00        63.31       .00     263.37                                        329.05          .00                      250.00

 004  SALAZAR SARA MARLENI CARRANZA GARCIA DE                    SECRETARIA DE SUBGERENCIA                    010780191223      1996      03/02/2003    03/02/2003
 31    2,618.00    2,536.00     675.00       0.00      349.00     5,500.00     1,600.00    13,278.00         .00          .00        .00        .00        .00        .00         11,094.83       11,344.83
    641.33      .00       .00       .00       .00    193.33      .00        .00     504.29       .00       132.78       .00     310.04                                        401.40          .00                      250.00

 005  QUIÑONEZ SOLIS HENRY DAVID                                 CONDUCTOR DE VEHICULOS                       3142106521        2676      08/06/2023    08/06/2023
 31    2,288.00        0.00       0.00       0.00        0.00     5,500.00     1,500.00     9,288.00         .00          .00        .00        .00        .00        .00          8,106.49        8,356.49
    448.61      .00       .00       .00       .00    193.33      .00        .00     265.36       .00        92.88       .00     181.33                                           .00          .00                      250.00

 006  DEL CID ARDON ELISEO                                       CONDUCTOR DE VEHICULOS                       010780190073      1834      03/04/2000    03/04/2000
 31    2,288.00    2,850.00     675.00       0.00      349.00     5,500.00     1,500.00    13,162.00         .00          .00        .00        .00        .00        .00         10,945.39       11,195.39
    394.86      .00       .00       .00       .00    193.33      .00        .00   1,245.50       .00        76.62       .00     306.30                                           .00          .00                      250.00

    31,328.00   13,667.00    2,500.00     750.00    1,432.00    33,000.00    16,100.00    98,777.00              0.00
             .00        .00        .00               .00               5,562.84                       570.11     0.00          .00         .00         .00        .00                       83,115.58      84,615.58
   3,309.72                .00            966.65             688.36              321.52                            2,476.67                                   1,765.55        .00                    1,500.00

2025-075-12-00-000-001-011-0509-51          PLANIFICACION DE OPERACIONES PORTUARIAS

 001  BATRES GIL NERY HIOVANY                                    PROFESIONAL ESPECIALIZADO II                 010780191568      1995      03/02/2003    03/02/2003
 31    5,478.00    5,368.00     600.00       0.00      349.00     5,500.00     3,700.00    20,995.00         .00          .00        .00        .00        .00        .00         18,091.57       18,341.57
    629.85      .00       .00       .00       .00    193.33      .00     282.17   1,239.10       .00          .00       .00     558.98                                           .00          .00                      250.00

    Van ...
       201,014.00   147,284.50   31,620.00   1,500.00   16,631.00   346,380.43   128,582.00   873,011.93   4,700.19   5,812.56   19,942.70        0.00     22,604.63       0.00                 15,750.00
    39,269.81   388.48   500.00   34,005.92    0.00   10,246.49    0.00   2,625.30   44,850.35   623.39        994.83   20,713.89       5,619.45     6,345.17        0.00          653,768.77   669,518.77
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Indiv  Nombre                Bonif     Bonif     Comple       Subsidio     Bono       Sueldo       1%          1%          Cuenta Bancaria   Codigo   Fecha Ingreso   Fecha Relación
  Sueldo Perma   Paso Sal    Antig     Profe     Pacto        Fam          Disp Ope   Devengado    Sind/Stepq  Sindicato   Acep/
         1%       Prestamo                       Otros   Convenio                     Decreto      Sind/Stopq  Ostracompq  Dec. 81-   Desc       Banrural   Prestamo          Prest   Cooperativa        Sueldo    Otros   Liquido
  IGSS   Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos  pago    Fianza   Isr  424-95              Stupepqpz   70 B.      Judicial              BI        Jubila  Jubila  Upa                Liquido   Bonos   Recibir
         orquet                                                                        1%                             Ornato

 Vienen ...
     201,014.00   147,284.50   31,620.00   1,500.00   16,631.00   346,380.43   128,582.00   873,011.93       5,812.56      19,942.70      0.00      0.00    22,604.63      0.00           653,768.77      669,518.77
  39,269.81   388.48   500.00   34,005.92   0.00   10,246.49   0.00   2,625.30   44,850.35   623.39   4,700.19   994.83   20,713.89      5,619.45   6,345.17      0.00      0.00   15,750.00

2025-075-12-00-000-001-011-0509-51          PLANIFICACION DE OPERACIONES PORTUARIAS

 002  VALENZUELA CASTRO CARLOS GUILLERMO                 ASISTENTE TECNICO III             030780000228      2276   01/09/2009   01/09/2009
 31    3,058.00   1,666.00   650.00   0.00   149.00   5,500.00   1,700.00   12,723.00      .00      .00      .00      .00      .00      .00      10,613.92      10,863.92
   614.52   .00   .00   .00   .00   193.33   .00   .00   458.21   .00      .00   177.23   292.14                  373.65      .00                  250.00

 003  MORALES CONTRERAS FRANCISCO ALEJANDRO              ASISTENTE TECNICO III             3693015049        1777   17/01/2000   17/01/2000
 31    3,058.00   4,600.00   675.00   0.00   349.00   5,500.00   1,700.00   15,882.00      .00      .00      .00      .00      .00      .00      9,322.75      9,572.75
   767.10   158.82   .00   3,567.01   .00   193.33   .00   .00   947.35   .00      .00   .00   394.04                  531.60      .00                  250.00

 004  GRAJEDA SALDAÑA EDGAR GIOVANI                      ASISTENTE TECNICO III             010780190120      1776   17/01/2000   17/01/2000
 31    3,058.00   4,600.00   675.00   0.00   349.00   5,500.00   1,700.00   15,882.00      .00      .00      .00      .00      .00      .00      12,568.98      12,818.98
   767.10   .00   .00   .00   .00   193.33   .00   .00   1,268.13   .00      158.82   .00   394.04                  531.60      .00                  250.00

 005  SANTAMARINA FRIMAN VICTOR FERNANDO                 PROFESIONAL ESPECIALIZADO II      01078019709-4     2408   27/08/2012   27/08/2012
 31    5,478.00   2,138.00   500.00   0.00   85.00   5,500.00   3,700.00   17,401.00      .00      .00      .00      .00      .00      .00      14,536.34      14,786.34
   840.47   174.01   .00   .00   .00   .00   .00   .00   799.59   .00      .00   .00   443.04                  607.55      .00                  250.00

 006  RODRIGUEZ CLARA LUIS ALFREDO                       ASISTENTE TECNICO III             3114030706        1664   03/02/2003   03/02/2003
 31    3,058.00   3,682.00   675.00   0.00   349.00   5,500.00   1,700.00   14,964.00      .00      3,224.90      .00      .00      2,000.00      .00      5,673.36      5,923.36
   448.92   149.64   600.00   1,188.77   .00   193.33   .00   .00   1,120.65   .00      .00   .00   364.43                  .00      .00                  250.00

 007  LUNA BONILLA NERI FRANSUA                          PROFESIONAL ESPECIALIZADO I       010780189482      1736   15/06/1999   15/06/1999
 31    4,378.00   3,600.00   600.00   0.00   449.00   5,500.00   3,700.00   18,227.00      .00      .00      .00      .00      .00      .00      11,037.25      11,287.25
   880.36   182.27   .00   3,728.62   .00   193.33   .00   244.97   841.66   .00      .00   .00   469.69                  648.85      .00                  250.00

 008  RUANO LOPEZ JOSE DANIEL                            TECNICO PORTUARIO I               01-078-019931-3   2508   01/09/2014   01/09/2014
 31    2,728.00   666.00   550.00   0.00   85.00   5,500.00   1,500.00   11,029.00      .00      .00      .00      .00      .00      .00      9,132.69      9,382.69
   532.70   .00   .00   .00   .00   193.33   .00   .00   533.55   .00      110.29   .00   237.49                  288.95      .00                  250.00

 009  VALENZUELA MIRIAM JUDITH LOPEZ PINEDA DE           SECRETARIA DE DEPARTAMENTO        020780196443      2186   01/06/2008   01/06/2008
 31    2,398.00   1,917.00   650.00   0.00   249.00   5,500.00   1,500.00   12,214.00      122.14      .00      .00      .00      .00      .00      10,133.78      10,383.78
   589.94   .00   .00   .00   .00   193.33   .00   .00   550.89   .00      .00   .00   275.72                  348.20      .00                  250.00

  Van ...
     228,228.00   170,153.50   36,595.00   1,500.00   18,695.00   390,380.43   145,782.00   991,333.93   4,969.30   5,934.70   23,167.60      0.00   25,935.03      0.00           17,750.00
  44,710.92   1,053.22   1,100.00   42,490.32   0.00   11,599.80   0.00   2,870.27   51,370.38   623.39      1,172.06   23,584.48      5,619.45      8,345.17      0.00      736,787.84   754,537.84
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Indiv  Nombre            Bonif     Bonif     Comple     Subsidio    Bono       Sueldo       1%          1%          Cuenta Bancaria   Codigo    Fecha Ingreso    Fecha Relación
  Sueldo Perma  Paso Sal  Antig     Profe     Pacto      Fam         Disp Ope   Devengado    Sind/Stepq  Sindicato   Acep/
          1%      Prestamo                     Otros     Convenio                            Decreto      Sind/Stopq  Ostracompq  Dec. 81-   Desc                 Prestamo            Prest   Cooperativa       Sueldo    Otros    Liquido
  IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos  pago  Fianza          Isr    424-95                  Stupepqpz   70  B.     Judicial   Banrural   BI         Jubila  Jubila  Upa          Liquido   Bonos    Recibir
        orquet                                                                              1%                                  Ornato

 Vienen ...
     228,228.00   170,153.50   36,595.00   1,500.00   18,695.00   390,380.43   145,782.00   991,333.93      5,934.70   23,167.60   0.00   0.00   25,935.03   0.00   736,787.84   754,537.84
   44,710.92   1,053.22   1,100.00   42,490.32   0.00   11,599.80   0.00   2,870.27   51,370.38   623.39   4,969.30   1,172.06   23,584.48   5,619.45   8,345.17   0.00   0.00   17,750.00

2025-075-12-00-000-001-011-0509-51          PLANIFICACION DE OPERACIONES PORTUARIAS

 010  BARRIOS MARITZA BARILLAS AYALA DE                PROFESIONAL ESPECIALIZADO II          418000085-1    1248    16/01/1989    16/01/1989
 31    5,478.00   6,845.00   600.00   375.00   649.00   5,500.00   3,700.00   23,147.00      .00   .00   .00   .00   .00   .00   13,544.63   13,794.63
 1,118.00   .00   .00   4,749.97   .00   193.33   .00   311.09   1,181.79   293.47   231.47   .00   628.40   894.85   .00   250.00

   38,170.00   35,082.00   6,175.00   375.00   3,062.00   55,000.00   24,600.00   162,464.00      122.14
         664.74   600.00   .00   .00   8,940.92   500.58   177.23   3,224.90   .00   .00   2,000.00   114,655.27   117,155.27
   7,188.96   13,234.37   1,739.97   838.23   293.47   4,057.97   4,225.25   .00   2,500.00

2025-075-12-00-000-001-011-0509-52          DIVISION DE OPERACIONES TERRESTRES

 001  CUTZAN SOSA HUGO GREGORIO                        JEFE DE DIVISION                      100780188639   1141    01/10/1985    01/10/1985
 31    6,358.00   6,145.00   600.00   0.00   649.00   5,500.00   4,300.00   23,552.00      .00   2,900.00   .00   .00   5,400.03   .00   9,424.32   9,674.32
   706.56   .00   .00   .00   .00   193.33   .00   316.53   2,874.15   .00   180.52   .00   641.46   915.10   .00   250.00

    6,358.00   6,145.00   600.00   0.00   649.00   5,500.00   4,300.00   23,552.00      0.00
          .00   .00   .00   .00   2,874.15   180.52   0.00   2,900.00   .00   .00   5,400.03   9,424.32   9,674.32
    706.56   .00   193.33   316.53   .00   641.46   915.10   .00   250.00

2025-075-12-00-000-001-011-0509-53          DEPARTAMENTO DE TERMINALES

 001  YUMAN VALLADAREZ DAVID FERNANDO                  JEFE DE DEPARTAMENTO                  3693014701     2004    03/02/2003    03/02/2003
 31    5,918.00   3,982.00   600.00   375.00   349.00   5,500.00   4,300.00   21,024.00      .00   .00   .00   .00   1,328.43   .00   15,617.37   15,867.37
 1,015.46   .00   .00   .00   .00   193.33   .00   282.56   1,028.00   .00   210.24   .00   559.91   788.70   .00   250.00

 002  MENDEZ CAMPOS INGRIS YOMARA                      TECNICO PORTUARIO I                   030780001380   2305    09/03/2010    09/03/2010
 31    2,728.00   1,563.00   650.00   0.00   149.00   5,500.00   1,500.00   12,090.00      .00   .00   .00   .00   .00   .00   10,246.72   10,496.72
   583.95   .00   .00   .00   .00   .00   .00   .00   524.71   .00   120.90   .00   271.72   342.00   .00   250.00

   Van ...
      248,710.00   188,688.50   39,045.00   2,250.00   20,491.00   412,380.43   159,582.00   1,071,146.93   5,712.43   5,934.70   26,067.60   0.00   28,875.68   0.00   18,750.00
   48,134.89   1,053.22   1,100.00   47,240.29   0.00   12,179.79   0.00   3,780.45   56,979.03   916.86   1,172.06   25,685.97   5,619.45   15,073.63   0.00   785,620.88   804,370.88
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

 Vienen ...
      248,710.00   188,688.50   39,045.00   2,250.00   20,491.00   412,380.43   159,582.00   1,071,146.93            5,934.70        26,067.60       0.00        0.00      28,875.68        0.00                    785,620.88      804,370.88
  48,134.89   1,053.22   1,100.00   47,240.29      0.00   12,179.79       0.00   3,780.45   56,979.03      916.86   5,712.43   1,172.06   25,685.97             5,619.45     15,073.63           0.00         0.00     18,750.00

2025-075-12-00-000-001-011-0509-53          DEPARTAMENTO DE TERMINALES

 003  ALARCON LOPEZ CARLOS RENE                            SUBJEFE DE DEPARTAMENTO                   01-078-019048-0     1472   17/01/1994   17/01/1994
 31     4,378.00     4,970.00     675.00      0.00      649.00     5,500.00     4,000.00    20,172.00            .00          .00         .00       .00        .00        .00        16,282.52      16,532.52
   974.31       .00       .00       .00       .00    193.33       .00    271.11    970.48       .00      201.72       .00    532.43                                  746.10        .00                       250.00

 004  BROL EDNA ALCIRA URBINA CETINO DE                    TECNICO PORTUARIO II                      4114063409          1757   09/11/1999   09/11/1999
 31     3,058.00     3,900.00     675.00      0.00      349.00     5,500.00     1,600.00    15,082.00        1,650.82      3,178.70         .00       .00        .00        .00         6,395.93       6,645.93
   728.46       .00       .00  1,293.97       .00    193.33       .00       .00    780.95       .00         .00       .00    368.24                                  491.60        .00                       250.00

 005  PEREIRA GARCIA HECTOR FRANCISCO                      AUXILIAR ADMINISTRATIVO                   03-078-000247-6     2722   15/08/2024   15/08/2024
 31     2,178.00         0.00       0.00      0.00        0.00     5,500.00     1,500.00     9,178.00            .00          .00         .00       .00        .00        .00         8,115.15       8,365.15
   443.30       .00       .00       .00       .00       .00       .00       .00    153.59       .00       91.78       .00    177.78                                  196.40        .00                       250.00

    18,260.00    14,415.00    2,600.00    375.00    1,496.00    27,500.00    12,900.00    77,546.00        1,650.82
              .00          .00          .00                .00             3,457.73                 624.64      0.00      3,178.70        .00        .00     1,328.43                    56,657.69      57,907.69
  3,745.48              1,293.97             579.99             553.67                  .00                    1,910.08                          2,564.80        .00                       1,250.00

2025-075-12-00-000-001-011-0509-54          SECCIONES DE BODEGAS DE IMPORTACION Y
                                            EXPORTACION
 001  MADRID HERNANDEZ MIGUEL ANTONIO                      JEFE DE BODEGA                            010780186661        1500   21/02/1994   21/02/1994
 31     3,498.00     4,950.00     675.00      0.00      649.00     5,500.00     4,000.00    19,272.00            .00          .00         .00       .00        .00        .00        15,541.86      15,791.86
   930.84       .00       .00       .00       .00    193.33       .00    259.01    899.74       .00         .00    242.72    503.40                                  701.10        .00                       250.00

 003  FRANCO CALITO JORGE DAVID                            ASISTENTE DE BODEGA                       3114030554          1966   01/10/2002   01/10/2002
 31     3,058.00     3,200.00     675.00      0.00      349.00     5,500.00     1,600.00    14,382.00            .00          .00         .00   2,712.93       .00        .00         7,971.89       8,221.89
   694.65       .00       .00       .00       .00    193.33       .00       .00  1,863.12       .00      143.82       .00    345.66                                  456.60        .00                       250.00

 004  CASSIANO BARILLAS OSCAR EDUARDO                      ASISTENTE DE BODEGA                       010780189407        1396   22/04/1992   22/04/1992
 31     3,058.00     4,520.00     675.00      0.00      649.00     5,500.00     1,600.00    16,002.00            .00          .00         .00       .00        .00        .00        12,636.78      12,886.78
   772.90       .00       .00       .00       .00    193.33       .00       .00  1,303.46       .00      160.02       .00    397.91                                  537.60        .00                       250.00

 Van ...
      267,938.00   210,228.50   42,420.00   2,250.00   23,136.00   445,380.43   173,882.00   1,165,234.93   6,309.77   7,585.52   29,246.30        0.00   32,005.08        0.00                      20,250.00
  52,679.35   1,053.22   1,100.00   48,534.26      0.00   13,146.44       0.00   4,310.57   62,950.37      916.86             1,414.78   28,011.39        8,332.38     15,073.63           0.00         852,565.01     872,815.01
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																							
	267,938.00		210,228.50	42,420.00	2,250.00	23,136.00		445,380.43	173,882.00	1,165,234.93		7,585.52		29,246.30	0.00	0.00	32,005.08		0.00		852,565.01		872,815.01
	52,679.35	1,053.22	1,100.00	48,534.26	0.00	13,146.44	0.00	4,310.57	62,950.37	916.86	6,309.77	1,414.78	28,011.39			8,332.38		15,073.63		0.00	0.00	20,250.00	
2025-075-12-00-000-001-011-0509-54					SECCIONES DE BODEGAS DE IMPORTACION Y EXPORTACION																		
005	SIMAJ HERNANDEZ BANY ELY							TECNICO DE BODEGA					3114030100		2222	18/08/2008	18/08/2008						
31	2,838.00		1,874.00	650.00	0.00	249.00		5,500.00	1,500.00	12,611.00		.00		1,500.00	.00	.00		.00		.00	6,932.81		7,182.81
	609.11	.00	.00	1,584.92	.00	193.33	.00	.00	1,008.14	.00	126.11	.00	288.53				368.05		.00			250.00	
006	GONZALEZ BARILLAS JOSE ANTONIO							TECNICO DE BODEGA					020780193835		1729	05/04/1999	05/04/1999						
31	2,838.00		3,550.00	675.00	0.00	449.00		5,500.00	1,500.00	14,512.00		.00		.00	.00	.00		.00		.00	11,263.40		11,513.40
	700.93	.00	.00	.00	.00	193.33	.00	.00	1,396.27	.00	145.12	.00	349.85				463.10		.00			250.00	
007	LEMUS ARROYO VICTOR MANUEL							TECNICO DE BODEGA					3114032350		1799	03/03/2000	03/03/2000						
31	2,838.00		3,200.00	675.00	0.00	349.00		5,500.00	1,500.00	14,062.00		.00		.00	.00	.00		3,708.52		.00	6,616.95		6,866.95
	679.19	.00	.00	795.02	.00	193.33	.00	.00	1,152.44	.00	140.62	.00	335.33				440.60		.00			250.00	
008	MEJIA ESCOBAR EDHY ALBERTO							OFICIAL DE BODEGA					3114030283		2019	03/02/2003	03/02/2003						
31	2,618.00		2,490.00	675.00	0.00	349.00		5,500.00	1,500.00	13,132.00		.00		.00	.00	.00		2,637.16		.00	7,203.93		7,453.93
	634.28	.00	.00	776.74	.00	193.33	.00	.00	805.81	.00	.00	181.32	305.33				394.10		.00			250.00	
009	MORALES ESCOBAR SERGIO VINICIO							TECNICO DE BODEGA					100780189082		1850	19/06/2000	19/06/2000						
31	2,838.00		3,200.00	675.00	0.00	349.00		5,500.00	1,500.00	14,062.00		.00		.00	.00	2,990.03		.00		.00	8,239.98		8,489.98
	679.19	.00	.00	.00	.00	193.33	.00	.00	992.92	.00	.00	190.62	335.33				440.60		.00			250.00	
010	BARRIENTOS CALDERON CESAR AUGUSTO							OFICIAL DE BODEGA					030780000686		2283	16/12/2009	16/12/2009						
31	2,618.00		1,600.00	650.00	0.00	149.00		5,500.00	1,500.00	12,017.00		.00		.00	.00	.00		.00		.00	6,045.09		6,295.09
	580.42	.00	.00	3,827.27	.00	193.33	.00	.00	643.00	.00	120.17	.00	269.37				338.35		.00			250.00	
011	CEBALLOS MORALES MARIO RODOLFO							OFICIAL DE BODEGA					014-311096-3		1903	16/02/2001	16/02/2001						
31	2,618.00		3,000.00	675.00	0.00	349.00		5,500.00	1,500.00	13,642.00		1,136.42		.00	.00	.00		.00		.00	8,424.35		8,674.35
	409.26	.00	.00	2,277.36	.00	193.33	.00	.00	879.50	.00	.00	.00	321.78				.00		.00			250.00	
012	CARRANZA LOPEZ ELISANDRO							OFICIAL DE BODEGA					3114037864		2226	18/08/2008	18/08/2008						
31	2,618.00		1,855.00	650.00	0.00	249.00		5,500.00	1,500.00	12,372.00		.00		.00	.00	.00		.00		.00	7,445.25		7,695.25
	597.57	.00	.00	2,631.71	.00	193.33	.00	.00	693.50	.00	.00	173.72	280.82				356.10		.00			250.00	
Van ...																							
	289,762.00		230,997.50	47,745.00	2,250.00	25,628.00		489,380.43	185,882.00	1,271,644.93	6,841.79	8,721.94		30,746.30	0.00		34,805.98		0.00			22,250.00	
	57,569.30	1,053.22	1,100.00	60,427.28	0.00	14,693.08	0.00	4,310.57	70,521.95	916.86		1,960.44	30,497.73			11,322.41		21,419.31		0.00	914,736.77		936,986.77

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

Indiv IGSS	Nombre Sueldo Perma 1% Sind/Sutrap orquet	Paso Sal Prestamo Sutraporque	Bonif Antig Bantrab	Bonif Profe Prest Sind	Comple Pacto Otros Desctos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Isr	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 ...																						
	289,762.00	230,997.50	47,745.00	2,250.00	25,628.00	489,380.43	185,882.00	1,271,644.93			8,721.94		30,746.30	0.00	0.00	34,805.98		0.00		914,736.77		936,986.77
57,569.30	1,053.22	1,100.00	60,427.28	0.00	14,693.08	0.00	4,310.57	70,521.95	916.86	6,841.79	1,960.44	30,497.73			11,322.41		21,419.31		0.00	0.00	22,250.00	
2025-075-12-00-000-001-011-0509-54				SECCIONES DE BODEGAS DE IMPORTACION Y EXPORTACION																		
014	AGUIRRE BONILLA ELIAS					OFICIAL DE BODEGA						010780190065	1833	03/04/2000		03/04/2000						
31	2,618.00	2,900.00	675.00	0.00	349.00	5,500.00	1,500.00	13,542.00			.00		.00	.00	.00		.00		.00	10,836.49		11,086.49
654.08	.00	.00	.00	.00	193.33	.00	.00	989.52	.00	135.42	.00	318.56				414.60		.00			250.00	
015	GOMEZ URRUTIA EDWIN ARNOLDO					OFICIAL DE BODEGA						291-016869-5	2271	03/08/2009		03/08/2009						
31	2,618.00	1,082.00	650.00	0.00	149.00	5,500.00	1,500.00	11,499.00			.00		.00	.00	.00		.00		.00	7,777.22		8,027.22
555.40	.00	.00	1,735.45	.00	.00	.00	.00	865.82	.00	.00	.00	252.66				312.45		.00			250.00	
016	LAINFIESTA ARELLANOS BAUDILIO					OFICIAL DE BODEGA						010780191347	1983	03/02/2003		03/02/2003						
31	2,618.00	2,782.00	675.00	0.00	349.00	5,500.00	1,500.00	13,424.00			.00		.00	.00	.00		.00		.00	10,798.19		11,048.19
648.38	.00	.00	.00	.00	193.33	.00	.00	876.41	.00	.00	184.24	314.75				408.70		.00			250.00	
017	GUDIEL PEREZ WILSON RENE					OFICIAL DE BODEGA						010780197922	2415	02/11/2012		02/11/2012						
31	2,618.00	1,000.00	550.00	0.00	85.00	5,500.00	1,500.00	11,253.00			.00		.00	.00	.00		.00		.00	6,728.80		6,978.80
543.52	.00	.00	2,434.69	.00	193.33	.00	.00	695.26	.00	112.53	.00	244.72				300.15		.00			250.00	
018	DE LA CRUZ OSOY MANUEL ESTUARDO					OFICIAL DE BODEGA						01-078-020087-7	2592	01/08/2017		01/08/2017						
31	2,618.00	600.00	435.00	0.00	35.00	5,500.00	1,500.00	10,688.00			.00		.00	.00	.00		.00		.00	6,564.51		6,814.51
516.23	.00	.00	2,145.71	.00	193.33	.00	.00	662.95	.00	106.88	.00	226.49				271.90		.00			250.00	
019	SOLIS CONTRERAS EDWIN FREDDY					OFICIAL DE BODEGA						010780190677	1909	16/04/2001		16/04/2001						
31	2,618.00	2,927.00	675.00	0.00	349.00	5,500.00	1,500.00	13,569.00			.00		.00	.00	.00		.00		.00	10,968.55		11,218.55
655.38	.00	.00	.00	.00	193.33	.00	.00	880.67	.00	135.69	.00	319.43				415.95		.00			250.00	
020	MORALES SANDOVAL JOSE MIGUEL					OFICIAL DE BODEGA						020780196192	2155	02/05/2008		02/05/2008						
31	2,618.00	1,933.00	650.00	0.00	249.00	5,500.00	1,500.00	12,450.00			.00		.00	.00	.00		.00		.00	10,356.24		10,606.24
601.34	.00	.00	.00	.00	193.33	.00	.00	531.26	.00	124.50	.00	283.33				360.00		.00			250.00	
021	MENDOZA YAXON MANUEL					OFICIAL DE BODEGA						030780001836	2611	01/08/2018		01/08/2018						
31	2,618.00	600.00	435.00	0.00	35.00	5,500.00	1,500.00	10,688.00			.00		.00	.00	.00		.00		.00	6,685.05		6,935.05
516.23	.00	.00	1,853.26	.00	193.33	.00	.00	834.86	.00	106.88	.00	226.49				271.90		.00			250.00	
Van ...																						
	310,706.00	244,821.50	52,490.00	2,250.00	27,228.00	533,380.43	197,882.00	1,368,757.93		7,563.69	8,721.94	30,746.30		0.00	37,561.63		0.00				24,250.00	
62,259.86	1,053.22	1,100.00	68,596.39	0.00	16,046.39	0.00	4,310.57	76,858.70	916.86		2,144.68	32,684.16		11,322.41		21,419.31			0.00	985,451.82		1,009,701.82

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																							
	310,706.00	244,821.50		52,490.00	2,250.00	27,228.00		533,380.43	197,882.00	1,368,757.93		8,721.94		30,746.30	0.00	0.00	37,561.63		0.00		985,451.82		1,009,701.82
	62,259.86	1,053.22	1,100.00	68,596.39	0.00	16,046.39	0.00	4,310.57	76,858.70	916.86	7,563.69	2,144.68	32,684.16			11,322.41		21,419.31		0.00	0.00	24,250.00	
2025-075-12-00-000-001-011-0509-54					SECCIONES DE BODEGAS DE IMPORTACION Y EXPORTACION																		
	52,382.00	47,263.00		12,095.00	0.00	5,739.00		104,500.00	31,200.00	253,179.00		1,136.42											
		.00	.00	.00			.00		17,974.65		1,557.76	972.62		1,500.00	.00	5,702.96		6,345.68			169,037.34		173,787.34
	11,978.90		20,062.13		3,479.94			259.01		.00			5,919.74				7,251.85		.00			4,750.00	
2025-075-12-00-000-001-011-0509-55					SECCION DE PATIOS Y VEHICULOS																		
001	ALAYA HERNANDEZ ELFEGO VIDAL							JEFE DE BODEGA					010780187609		1116	01/02/1985	01/02/1985						
31	3,498.00	4,645.00		675.00	0.00	649.00		5,500.00	4,000.00	18,967.00		.00		.00	.00	.00		.00		.00	12,427.91		12,677.91
	916.11	.00	.00	2,868.22	.00	193.33	.00	254.91	887.44	.00	.00	239.67	493.56				685.85		.00			250.00	
002	ALAYA HERNANDEZ CIPRIANO ABRAHAN							TECNICO DE BODEGA					0143111011		1329	23/02/1990	23/02/1990						
31	2,838.00	4,020.00		675.00	0.00	649.00		5,500.00	1,500.00	15,182.00		.00		.00	.00	.00		.00		.00	9,706.96		9,956.96
	733.29	.00	.00	.00	.00	193.33	.00	.00	3,528.54	.00	151.82	.00	371.46				496.60		.00			250.00	
004	MENDOZA BARILLAS JOSE SALVADOR							OFICIAL DE BODEGA					020780195765		2125	16/04/2008	16/04/2008						
31	2,618.00	1,942.00		650.00	0.00	249.00		5,500.00	1,500.00	12,459.00		1,624.59		.00	.00	2,161.49		.00		.00	6,759.16		7,009.16
	601.77	.00	.00	.00	.00	193.33	.00	.00	835.04	.00	.00	.00	283.62				.00		.00			250.00	
005	ARREDONDO CLAUDIA KARINA SAQUIC SANTOS DE							OFICIAL DE BODEGA					03-078-000079-1		2485	17/01/2014	17/01/2014						
31	2,618.00	791.00		550.00	0.00	85.00		5,500.00	1,500.00	11,044.00		.00		.00	.00	.00		.00		.00	6,433.07		6,683.07
	533.43	.00	.00	2,420.62	.00	193.33	.00	.00	825.43	.00	110.44	.00	237.98				289.70		.00			250.00	
006	MENCOS CETINO RONY ANTONIO							OFICIAL DE BASCULA					020780195838		2134	16/04/2008	16/04/2008						
31	2,838.00	1,942.00		650.00	0.00	249.00		5,500.00	1,500.00	12,679.00		.00		.00	.00	.00		.00		.00	8,427.42		8,677.42
	380.37	.00	.00	2,484.86	.00	193.33	.00	.00	775.51	.00	126.79	.00	290.72				.00		.00			250.00	
007	RABANALES CASTILLO ANGEL DE JESUS							OFICIAL DE BODEGA					010780197965		2419	02/11/2012	02/11/2012						
31	2,618.00	1,000.00		550.00	0.00	85.00		5,500.00	1,500.00	11,253.00		.00		.00	.00	.00		.00		.00	9,456.09		9,706.09
	543.52	.00	.00	.00	.00	.00	.00	.00	595.99	.00	112.53	.00	244.72				300.15		.00			250.00	
Van ...																							
	327,734.00	259,161.50		56,240.00	2,250.00	29,194.00		566,380.43	209,382.00	1,450,341.93	8,065.27	10,346.53		30,746.30	0.00		39,333.93		0.00			25,750.00	
	65,968.35	1,053.22	1,100.00	76,370.09	0.00	17,013.04	0.00	4,565.48	84,306.65	916.86		2,384.35	34,606.22			13,483.90		21,419.31		0.00	1,038,662.43		1,064,412.43

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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                             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 ...
     327,734.00   259,161.50   56,240.00    2,250.00   29,194.00   566,380.43   209,382.00    1,450,341.93           **********     30,746.30      0.00       0.00     39,333.93       0.00             1,038,662.43    1,064,412.43
  65,968.35   1,053.22   1,100.00   76,370.09    0.00   17,013.04     0.00    4,565.48   84,306.65    916.86    8,065.27    2,384.35   34,606.22              13,483.90     21,419.31           0.00         0.00    25,750.00

2025-075-12-00-000-001-011-0509-55                SECCION DE PATIOS Y VEHICULOS

 008  MARIN CRISTALES ANTHONY VLADIMIR                 OFICIAL DE BODEGA                               01078020159-8        2610     01/08/2018     01/08/2018
 31    2,618.00     600.00      435.00      0.00      35.00     5,500.00     1,500.00    10,688.00          .00      1,300.00       .00       .00       .00       .00              7,162.88       7,412.88
   516.23      .00       .00       .00       .00    193.33     .00       .00    910.29      .00      106.88      .00     226.49                                271.90        .00                       250.00

 009  GUTIERREZ DIEGUEZ JOSE ADOLFO                    TECNICO DE BODEGA                               010780189105         1515     21/02/1994     21/02/1994
 31    2,838.00   4,020.00      675.00      0.00     649.00     5,500.00     1,500.00    15,182.00          .00           .00       .00       .00       .00       .00             11,958.44      12,208.44
   733.29      .00       .00       .00       .00    193.33     .00       .00  1,277.06      .00      151.82      .00     371.46                                496.60        .00                       250.00

 010  SABALLA MARTINEZ NESTOR EMILIO                   OFICIAL DE BODEGA                               01078019490-7        2256     02/03/2009     02/03/2009
 31    2,618.00   1,767.00      650.00      0.00     149.00     5,500.00     1,500.00    12,184.00          .00           .00       .00       .00       .00       .00              9,873.50      10,123.50
   588.49      .00       .00       .00       .00    193.33     .00       .00    840.39      .00       66.84      .00     274.75                                346.70        .00                       250.00

 011  CASTILLO CORTEZ GUSTAVO NOE                      TECNICO DE BODEGA                               010780187633         1524     21/02/1994     21/02/1994
 31    2,838.00   4,020.00      675.00      0.00     649.00     5,500.00     1,500.00    15,182.00          .00           .00       .00       .00       .00       .00             11,375.63      11,625.63
   733.29      .00       .00       .00       .00    193.33     .00       .00  1,914.87      .00       96.82      .00     371.46                                496.60        .00                       250.00

 012  CALO LUIS MARVIN GEOVANI                         OFICIAL DE BODEGA                               01078019491-5        2260     02/03/2009     02/03/2009
 31    2,618.00   1,767.00      650.00      0.00     149.00     5,500.00     1,500.00    12,184.00          .00           .00       .00       .00       .00       .00              9,960.15      10,210.15
   588.49      .00       .00       .00       .00    193.33     .00       .00    698.74      .00      121.84      .00     274.75                                346.70        .00                       250.00

 013  CALITO HERNANDEZ JUAN CARLOS                     OFICIAL DE BODEGA                               03-078-000126-7      2743     03/01/2024     03/01/2024
 31    2,618.00       0.00        0.00      0.00       0.00     5,500.00     1,500.00     9,618.00          .00           .00       .00       .00       .00       .00              8,078.70       8,328.70
   464.55      .00       .00       .00       .00    193.33     .00       .00    374.86      .00       96.18      .00     191.98                                218.40        .00                       250.00

 014  GARCIA MADRILES AMILCAR                          ASISTENTE DE BODEGA                             010780187595         1325     19/02/1990     19/02/1990
 31    3,058.00   4,170.00      675.00      0.00     649.00     5,500.00     1,600.00    15,652.00          .00           .00       .00       .00       .00       .00             10,542.68      10,792.68
   755.99      .00       .00    820.81       .00    193.33     .00       .00  2,330.95      .00      101.52      .00     386.62                                520.10        .00                       250.00

 015  CETINO NORIEGA ANDERSON ALBERTO                  OFICIAL DE BODEGA                               010780196187         2334     17/01/2011     17/01/2011
 31    2,618.00   1,391.00      550.00      0.00      85.00     5,500.00     1,500.00    11,644.00          .00           .00       .00       .00       .00       .00              6,943.43       7,193.43
   562.41      .00       .00  2,386.88       .00    193.33     .00       .00    864.48      .00      116.44      .00     257.33                                319.70        .00                       250.00

    Van ...
       349,558.00   276,896.50   60,550.00   2,250.00   31,559.00   610,380.43   221,482.00   1,552,675.93   8,923.61   10,346.53   32,046.30          0.00    42,350.63       0.00                 27,750.00
   70,911.09   1,053.22   1,100.00   79,577.78    0.00   18,559.68     0.00   4,565.48    93,518.29   916.86         2,384.35   36,961.06        13,483.90     21,419.31          0.00     1,114,557.84   1,142,307.84
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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 ...
    349,558.00   276,896.50   60,550.00   2,250.00   31,559.00   610,380.43   221,482.00   1,552,675.93              **********        32,046.30     0.00        0.00      42,350.63          0.00                     1,114,557.84    1,142,307.84
  70,911.09   1,053.22   1,100.00   79,577.78     0.00   18,559.68     0.00   4,565.48   93,518.29   916.86   8,923.61   2,384.35   36,961.06              13,483.90   21,419.31             0.00        0.00   27,750.00

2025-075-12-00-000-001-011-0509-55                 SECCION DE PATIOS Y VEHICULOS

 016  POSADAS DIVAS YERALDY RUBI                              OFICIAL DE BODEGA                              4693124308          2310     12/04/2010     12/04/2010
 31    2,618.00    1,543.00    650.00    0.00    85.00    5,500.00    1,500.00    11,896.00          2,118.96        1,163.05     .00      .00      .00      .00                 4,869.24       5,119.24
   574.58     .00     .00   1,657.89     .00   193.33     .00     .00   721.19     .00     .00     .00    265.46                          332.30     .00                          250.00

 017  ZAMORA SARABIA CRISTIAN ELIZAU                          OFICIAL DE BASCULA                             020780195900        2133     16/04/2008     16/04/2008
 31    2,838.00    1,942.00    650.00    0.00   249.00    5,500.00    1,500.00    12,679.00               .00             .00     .00      .00      .00      .00                 7,161.12       7,411.12
   612.40   126.79     .00   3,357.84     .00   193.33     .00     .00   565.35     .00     .00     .00    290.72                          371.45     .00                          250.00

 018  RODRIGUEZ LINARES EDIXON LEONIL                         OFICIAL DE BODEGA                              020780195757        2123     16/04/2008     16/04/2008
 31    2,618.00    1,942.00    650.00    0.00   249.00    5,500.00    1,500.00    12,459.00               .00             .00     .00   2,214.09     .00      .00                 7,474.44       7,724.44
   601.77   124.59   500.00     .00     .00   193.33     .00     .00   706.71     .00     .00     .00    283.62                          360.45     .00                          250.00

 019  VALENZUELA RODRIGUEZ VICTOR ALEJANDRO                   OFICIAL DE BODEGA                              445-004519-2        2131     16/04/2008     16/04/2008
 31    2,618.00    1,942.00    650.00    0.00   249.00    5,500.00    1,500.00    12,459.00               .00             .00     .00      .00      .00      .00                 9,974.49      10,224.49
   601.77   124.59     .00     .00     .00   193.33     .00     .00   920.75     .00     .00     .00    283.62                          360.45     .00                          250.00

 020  VALIENTE DEL AGUILA HUGO AMILKAR                        OFICIAL DE BASCULA                             02-078-0194351      1800     03/03/2000     03/03/2000
 31    2,838.00    2,385.00    675.00    0.00   349.00    5,500.00    1,500.00    13,247.00               .00             .00     .00      .00   2,362.52     .00                 6,388.96       6,638.96
   639.83     .00     .00   1,995.39     .00   193.33     .00     .00   1,175.46     .00     .00   182.47    309.04                          .00     .00                          250.00

 021  BERNAL GUEVARA EDGAR ANTONIO                            OFICIAL DE BODEGA                              020780193860        2057     01/10/2003     01/10/2003
 31    2,618.00    2,450.00    675.00    0.00   349.00    5,500.00    1,500.00    13,092.00               .00             .00     .00      .00      .00      .00                10,163.25      10,413.25
   632.34     .00     .00     .00     .00   193.33     .00     .00   1,276.02     .00   130.92     .00    304.04                          392.10     .00                          250.00

 022  CRUZ DE LA ROCA MANUEL HAROLDO                          OFICIAL DE BASCULA                             010780191142        1986     03/02/2003     03/02/2003
 31    2,838.00    2,782.00    675.00    0.00   349.00    5,500.00    1,500.00    13,644.00               .00             .00     .00      .00      .00      .00                10,913.22      11,163.22
   659.01     .00     .00     .00     .00   193.33     .00     .00   1,000.45     .00   136.44     .00    321.85                          419.70     .00                          250.00

 Van ...
    368,544.00   291,882.50   65,175.00   2,250.00   33,438.00   648,880.43   231,982.00   1,642,151.93   9,190.97   12,465.49   33,209.35          0.00   44,587.08          0.00                     29,500.00
  75,232.79   1,429.19   1,600.00   86,588.90     0.00   19,912.99     0.00   4,565.48   99,884.22   916.86          2,566.82   39,019.41          15,697.99   23,781.83          0.00          1,171,502.56   1,201,002.56
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

Indiv	Nombre										Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación					
Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracompq Stupepqpz	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa	Sueldo Liquido	Otros Bonos	Liquido Recibir
IGSS	1% Sind/Sutraporquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Decreto 424-95 1%										
Vienen ...																			
368,544.00	291,882.50	65,175.00	2,250.00	33,438.00	648,880.43	231,982.00	1,642,151.93	**********	33,209.35	0.00	0.00	44,587.08	0.00	1,171,502.56	1,201,002.56				
75,232.79	1,429.19	1,600.00	86,588.90	0.00	19,912.99	0.00	4,565.48	99,884.22	916.86	9,190.97	2,566.82	39,019.41	15,697.99	23,781.83	0.00	0.00	29,500.00		

2025-075-12-00-000-001-011-0509-55 SECCION DE PATIOS Y VEHICULOS

57,838.00	47,061.00	12,685.00	0.00	6,210.00	115,500.00	34,100.00	273,394.00	3,743.55					
375.97	500.00	.00	.00	23,025.52	1,627.28	422.14	2,463.05	.00	4,375.58	2,362.52	186,050.74	191,300.74	
12,972.93	17,992.51	3,866.60	254.91	.00	6,335.25	7,025.45	.00	5,250.00					

2025-075-12-00-000-001-011-0509-56 SECCION DE CANCELACION DE MANIFIESTOS

001	BOLAÑOS CATALAN NELSON RONALDO	DECODIFICADOR PORTUARIO JEFE	10-078-021770-1	1521	21/02/1994	21/02/1994										
31	3,498.00	4,920.00	675.00	0.00	649.00	5,500.00	4,000.00	19,242.00	.00	.00	.00	.00	.00	.00	12,291.95	12,541.95
929.39	.00	.00	3,218.03	.00	193.33	.00	258.61	906.24	.00	.00	242.42	502.43	699.60	.00	250.00	
002	FLORIAN MAZARIEGOS JORGE ARMANDO	DECODIFICADOR PORTUARIO	010780190987	1955	16/04/2002	16/04/2002										
31	3,058.00	3,892.00	675.00	0.00	349.00	5,500.00	1,600.00	15,074.00	.00	.00	.00	.00	.00	.00	12,368.15	12,618.15
728.07	.00	.00	.00	.00	193.33	.00	.00	774.53	.00	150.74	.00	367.98	491.20	.00	250.00	
003	GALINDO OCHOA WALTER HUGO	DECODIFICADOR PORTUARIO	01-078-020186-5	1805	16/03/2000	16/03/2000										
31	3,058.00	4,200.00	675.00	0.00	349.00	5,500.00	1,600.00	15,382.00	.00	.00	.00	.00	.00	.00	9,077.17	9,327.17
742.95	153.82	600.00	2,831.80	.00	193.33	.00	.00	898.42	.00	.00	.00	377.91	506.60	.00	250.00	
004	MONTERROSO HERNANDEZ CARLOS ANIBAL	DECODIFICADOR PORTUARIO	3114031498	2052	01/07/2003	01/07/2003										
31	3,058.00	3,301.00	675.00	0.00	349.00	5,500.00	1,600.00	14,483.00	.00	.00	.00	2,784.17	.00	.00	9,362.87	9,612.87
434.49	.00	.00	.00	.00	193.33	.00	.00	752.75	.00	144.83	.00	348.91	461.65	.00	250.00	
005	LEIVA DUARTE ELVIS DONALDO	DECODIFICADOR PORTUARIO	3114030370	1993	03/02/2003	03/02/2003										
31	3,058.00	3,382.00	675.00	0.00	324.00	5,500.00	1,600.00	14,539.00	145.39	2,988.65	.00	.00	1,212.52	.00	7,684.77	7,934.77
702.23	.00	.00	.00	.00	193.33	.00	.00	796.94	.00	.00	.00	350.72	464.45	.00	250.00	
006	LORENZO MARTINEZ CINDY CAROLINA	DECODIFICADOR PORTUARIO	03-078-000150-0	2417	02/11/2012	02/11/2012										
31	3,058.00	1,500.00	550.00	0.00	85.00	5,500.00	1,600.00	12,293.00	.00	.00	.00	.00	.00	.00	10,185.46	10,435.46
593.75	122.93	.00	.00	.00	193.33	.00	.00	567.11	.00	.00	.00	278.27	352.15	.00	250.00	

Van ...																
387,332.00	313,077.50	69,100.00	2,250.00	35,543.00	681,880.43	243,982.00	1,733,164.93	9,486.54	12,610.88	36,198.00	0.00	47,562.73	0.00	31,000.00		
79,363.67	1,705.94	2,200.00	92,638.73	0.00	21,072.97	0.00	4,824.09	104,580.21	916.86	2,809.24	41,245.63	18,482.16	24,994.35	0.00	1,232,472.93	1,263,472.93

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

  Vienen ...
       387,332.00  313,077.50  69,100.00   2,250.00  35,543.00  681,880.43 243,982.00    1,733,164.93         **********        36,198.00       0.00      0.00       47,562.73        0.00                  1,232,472.93   1,263,472.93
     79,363.67 1,705.94 2,200.00  92,638.73    0.00  21,072.97    0.00    4,824.09 104,580.21  916.86   9,486.54 2,809.24  41,245.63                         18,482.16     24,994.35            0.00        0.00     31,000.00

2025-075-12-00-000-001-011-0509-56         SECCION DE CANCELACION DE MANIFIESTOS

  007  DUEÑAS LIMA OSCAR ALEXANDER                                DECODIFICADOR PORTUARIO                              01078019735-3        2458      02/09/2013     02/09/2013
  31   3,058.00   1,166.00     550.00       0.00       85.00      5,500.00     1,600.00   11,959.00            119.59               .00           .00            .00             .00             .00          10,027.36       10,277.36
    577.62       .00     .00      .00       .00   193.33       .00       .00   438.16       .00          .00       .00     267.49                                    335.45              .00                             250.00

  008  SANTOS SALES BLANCA JEANNETTE                              DECODIFICADOR PORTUARIO                              3114030128           2135      16/04/2008     16/04/2008
  31   3,058.00   2,642.00     650.00       0.00      249.00      5,500.00     1,600.00   13,699.00               .00               .00           .00       2,351.46             .00             .00           8,500.39        8,750.39
    661.66       .00     .00      .00       .00   193.33       .00       .00 1,109.10       .00       136.99       .00     323.62                                    422.45              .00                             250.00

  009  DIAZ GRAJEDA JOSE LUIS                                     DECODIFICADOR PORTUARIO                              010780189571         1747      02/11/1999     02/11/1999
  31   3,058.00   4,750.00     675.00       0.00      349.00      5,500.00     1,600.00   15,932.00               .00               .00           .00            .00             .00             .00          13,103.10       13,353.10
    769.52       .00     .00      .00       .00   193.33       .00       .00   776.97       .00       159.32       .00     395.66                                    534.10              .00                             250.00

  010  MENDOZA BOTEO LEIDA SAMIRA                                 DECODIFICADOR PORTUARIO                              3114032227           2370      01/02/2012     01/02/2012
  31   3,058.00   1,183.00     550.00       0.00       85.00      5,500.00     1,600.00   11,976.00          1,619.76               .00           .00            .00             .00             .00           7,390.01        7,640.01
    578.44       .00     .00 1,193.47       .00   193.33       .00       .00   396.65       .00          .00       .00     268.04                                    336.30              .00                             250.00

  011  VANEGAS GALINDO EDGAR FABRICIO                             DECODIFICADOR PORTUARIO                              01-078-020637-9      2455      01/08/2013     01/08/2013
  30   2,959.35   1,144.84     532.26       0.00       82.26      5,440.22     1,548.39   11,707.32          2,117.07          2,091.60           .00         828.07             .00             .00           4,861.30        5,103.24
    565.46       .00     .00      .00       .00   193.33       .00       .00   457.00       .00          .00       .00     268.04                                    325.45              .00                             241.94

  012  SANTOS IGNACIO                                             DECODIFICADOR PORTUARIO                              010780190944         1940      01/04/2002     01/04/2002
  31   3,058.00   3,751.00     675.00       0.00      349.00      5,500.00     1,600.00   14,933.00               .00               .00           .00            .00             .00             .00          12,274.15       12,524.15
    721.26       .00     .00      .00       .00   193.33       .00       .00   747.35       .00       149.33       .00     363.43                                    484.15              .00                             250.00

  013  SALAZAR ORTIZ MELVIN LEONEL                                DECODIFICADOR PORTUARIO                              010780189490         1738      15/06/1999     15/06/1999
  31   3,058.00   4,146.00     675.00       0.00      449.00      5,500.00     1,600.00   15,428.00               .00          3,299.80           .00            .00             .00             .00           8,440.56        8,690.56
    745.17       .00     .00      .00       .00   193.33       .00       .00 1,656.56       .00          .00    204.28     379.40                                    508.90              .00                             250.00

  014  PEREZ HERNANDEZ WALTER EDISIO                              AUXILIAR ADMINISTRATIVO                              01078019718-3        2360      04/01/2012     04/01/2012
  31   2,178.00   1,198.00     550.00       0.00       85.00      5,500.00     1,500.00   11,011.00               .00               .00           .00            .00             .00             .00           8,044.30        8,294.30
    531.83       .00     .00 1,544.62       .00      .00       .00       .00   310.18       .00        55.11       .00     236.91                                    288.05              .00                             250.00

     Van ...
          410,817.35 333,058.34   73,957.26  2,250.00  37,276.26  725,820.65 256,630.39 1,839,810.25 9,987.29  16,467.30 41,589.40                0.00      50,797.58          0.00
     84,514.63 1,705.94  2,200.00 95,376.82    0.00  22,426.28    0.00   4,824.09  110,472.18  916.86          3,013.52 43,748.22                   21,661.69      24,994.35             0.00             1,305,114.10  1,338,106.04
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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/                                                                                              Sueldo    Otros    Liquido
          1%       Prestamo                            Otros   Convenio                              Decreto     Sind/Stopq   Ostracompq   Dec. 81-      Desc          Banrural      Prestamo            Prest   Cooperativa              Liquido   Bonos    Recibir
  IGSS  Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos    pago        Fianza         Isr     424-95                   Stupepqpz    70  B.     Judicial                       BI        Jubila   Jubila       Upa
          orquet                                                                                        1%                                 Ornato

 Vienen ...
      410,817.35   333,058.34   73,957.26    2,250.00   37,276.26   725,820.65   256,630.39   1,839,810.25             **********         41,589.40        0.00        0.00      50,797.58          0.00                    1,305,114.10   1,338,106.04
   84,514.63   1,705.94   2,200.00   95,376.82    0.00   22,426.28      0.00    4,824.09   110,472.18     916.86   9,987.29   3,013.52   43,748.22                  21,661.69     24,994.35              0.00       0.00     32,991.94

2025-075-12-00-000-001-011-0509-56            SECCION DE CANCELACION DE MANIFIESTOS

   42,273.35    41,175.84    8,782.26       0.00    3,838.26     76,940.22     24,648.39   197,658.32              4,001.81
          276.75       600.00          .00                 .00             10,587.96                   796.32      446.70        8,380.05        .00      5,963.70        1,212.52                               133,611.54      137,103.48
   9,281.84            8,787.92            2,513.29            258.61               .00                                     4,728.81                           6,210.50          .00                          3,491.94


2025-075-12-00-000-001-011-0509-57            SECCION DE CHEQUES DE CONTROL

 001  PINEDA LOPEZ OSCAR                                  SUPERVISOR PORTUARIO                          010780188834      1203    01/06/1987    01/06/1987
 31    3,938.00    5,070.00     675.00      0.00     649.00     5,500.00     4,000.00    19,832.00        .00         .00        .00        .00        .00        .00          16,284.84      16,534.84
   957.89      .00       .00       .00      .00    193.33     .00     .00    947.06     .00     198.32     .00    521.46                        729.10        .00                 250.00

 003  CORDERO GRAJEDA RUDY FERNANDO                       SUPERVISOR PORTUARIO                          010780190758      1916    01/06/2001    01/06/2001
 31    3,938.00    3,000.00     675.00      0.00     349.00     5,500.00     4,000.00    17,462.00        .00         .00        .00        .00        .00        .00          14,410.77      14,660.77
   843.41   174.62       .00       .00      .00    193.33     .00     .00    784.26     .00        .00     .00    445.01                        610.60        .00                 250.00

 004  ALVARADO REYES REGINALDO                            CHEQUE DE MERCANCIAS                          4450052131        2695    03/01/2024    03/01/2024
 31    2,508.00        0.00       0.00      0.00       0.00     5,500.00     1,500.00     9,508.00        .00         .00        .00        .00        .00        .00           8,174.90       8,424.90
   459.24      .00       .00       .00      .00    193.33     .00     .00    397.02     .00      95.08     .00    188.43                           .00        .00                 250.00

 005  LOPEZ LINARES EDY WILFREDO                          CHEQUE DE MERCANCIAS                          4693085133        2389    02/04/2012    02/04/2012
 31    2,508.00    1,150.00     550.00      0.00      85.00     5,500.00     1,500.00    11,293.00        .00         .00        .00        .00        .00        .00           9,208.84       9,458.84
   545.45      .00       .00       .00      .00    193.33     .00     .00    684.29     .00     112.93     .00    246.01                        302.15        .00                 250.00

 006  GONZALEZ ANGELA YANETH ESCOBAR GOMEZ DE             CHEQUE DE MERCANCIAS                          01-078-020000-1   2546    15/01/2016    15/01/2016
 31    2,508.00      600.00     435.00      0.00      35.00     5,500.00     1,500.00    10,578.00        .00         .00        .00        .00        .00        .00           8,692.43       8,942.43
   510.92      .00       .00       .00      .00    193.33     .00     .00    586.19     .00     105.78     .00    222.95                        266.40        .00                 250.00

 007  LIU DIAZ FRANZ MALCOLM                              CHEQUE DE MERCANCIAS                          3114048764        2531    16/03/2015    16/03/2015
 31    2,508.00      600.00     550.00      0.00      85.00     5,500.00     1,500.00    10,743.00        .00    1,619.80        .00        .00        .00        .00           6,959.63       7,209.63
   518.89      .00       .00       .00      .00    193.33     .00     .00    791.00     .00        .00  157.43    228.27                        274.65        .00                 250.00


 Van ...
     428,725.35   343,478.34   76,842.26   2,250.00   38,479.26   758,820.65   270,630.39   1,919,226.25   10,499.40   16,467.30   43,209.20         0.00    52,980.48        0.00                          34,491.94
  88,350.43   1,880.56   2,200.00   95,376.82    0.00   23,586.26     0.00   4,824.09   114,662.00   916.86        3,170.95   45,600.35        21,661.69     24,994.35        0.00      1,368,845.51   1,403,337.45
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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/                                                                       Liquido
              1%       Prestamo                     Otros  Convenio                     Decreto   Sind/Stopq  Ostracompq  Dec. 81-     Desc                   Prestamo          Prest   Cooperativa       Sueldo   Otros   Recibir
  IGSS   Sind/Sutrap Sutraporque  Bantrab  Prest Sind Desctos  pago       Fianza      Isr  424-95                Stupepqpz   70  B.    Judicial    Banrural      BI       Jubila   Jubila      Upa           Liquido  Bonos
           orquet                                                                         1%                                Ornato

 Vienen ...
      428,725.35   343,478.34   76,842.26    2,250.00   38,479.26   758,820.65   270,630.39    1,919,226.25          **********        43,209.20      0.00      0.00      52,980.48       0.00          1,368,845.51   1,403,337.45
   88,350.43   1,880.56   2,200.00   95,376.82     0.00  23,586.26     0.00   4,824.09  114,662.00     916.86   10,499.40   3,170.95   45,600.35                21,661.69      24,994.35           0.00      0.00   34,491.94

2025-075-12-00-000-001-011-0509-57              SECCION DE CHEQUES DE CONTROL

 008  FUENTES ARDIANO RUDY ALEXANDER                         CHEQUE DE MERCANCIAS                020780195854        2121     16/04/2008     16/04/2008
 31     2,508.00     1,942.00     650.00      0.00     249.00     5,500.00     1,500.00   12,349.00          .00         .00        .00       .00        .00        .00        7,360.25        7,610.25
   596.46      .00      .00   2,592.70      .00   193.33      .00      .00   847.74      .00      123.49      .00     280.08                        354.95          .00                    250.00

 009  MONRROY HERNANDEZ RANDOLFO NEFTALI                     CHEQUE DE MERCANCIAS                02073001656-5       2488     03/03/2014     03/03/2014
 31     2,508.00       766.00     550.00      0.00      85.00     5,500.00     1,500.00   10,909.00     2,109.09         .00        .00       .00        .00        .00        4,132.58        4,382.58
   526.90      .00      .00   2,803.27      .00   193.33      .00      .00   910.21      .00         .00      .00     233.62                           .00          .00                    250.00

 010  CARRERA HERNANDEZ EDSON ALBERTO                        CHEQUE DE MERCANCIAS                01078019860-0       2449     03/06/2013     03/06/2013
 31     2,508.00       916.00     550.00      0.00      85.00     5,500.00     1,500.00   11,059.00          .00         .00        .00       .00        .00        .00        8,872.73        9,122.73
   534.15      .00      .00        .00      .00   193.33      .00      .00   819.29      .00      110.59      .00     238.46                        290.45          .00                    250.00

 011  MACARIO SEMET JOSE ELISEO                              CHEQUE DE MERCANCIAS                03-078000179-8      2763     18/02/2025     18/02/2025
 31     2,508.00         0.00       0.00      0.00       0.00     5,500.00     1,500.00    9,508.00          .00         .00        .00       .00        .00        .00        8,353.72        8,603.72
   459.24      .00      .00        .00      .00   193.33      .00      .00   218.20      .00       95.08      .00     188.43                           .00          .00                    250.00

 012  ESCOBAR SANTOS JULIO FRANCISCO                         CHEQUE DE MERCANCIAS                020780195811        2120     16/04/2008     16/04/2008
 31     2,508.00     1,942.00     650.00      0.00     249.00     5,500.00     1,500.00   12,349.00          .00         .00        .00       .00        .00        .00        7,296.23        7,546.23
   596.46      .00      .00   2,538.73      .00   193.33      .00      .00   965.73      .00      123.49      .00     280.08                        354.95          .00                    250.00

 013  GONZALEZ RUANO RUDY                                    CHEQUE DE MERCANCIAS                3114032126          2229     18/08/2008     18/08/2008
 31     2,508.00     1,855.00     650.00      0.00     249.00     5,500.00     1,500.00   12,262.00          .00         .00        .00       .00        .00        .00        8,365.70        8,615.70
   592.25      .00      .00   1,463.53      .00   193.33      .00      .00   896.70      .00      122.62      .00     277.27                        350.60          .00                    250.00

 014  SIMITE VILLALTA CRISTIAN RAMIRO                        CHEQUE DE MERCANCIAS                01-038-000199-0     2775     07/07/2025     07/07/2025
 31     2,508.00         0.00       0.00      0.00       0.00     5,500.00     1,500.00    9,508.00          .00    1,315.30        .00       .00        .00        .00        6,972.96        7,222.96
   459.24      .00      .00        .00      .00   193.33      .00      .00   283.66      .00       95.08      .00     188.43                           .00          .00                    250.00

 015  PANAMA RUIZ ROSENDO ESTUARDO                           CHEQUE DE MERCANCIAS                010780191193        1998     03/02/2003     03/02/2003
 31     2,508.00     2,689.00     675.00      0.00     349.00     5,500.00     1,500.00   13,221.00          .00         .00        .00       .00   1,397.50        .00        9,607.89        9,857.89
   396.63      .00      .00        .00      .00   193.33      .00      .00   786.69      .00      132.21      .00     308.20                        398.55          .00                    250.00

   Van ...
         448,789.35   353,588.34   80,567.26    2,250.00   39,745.26   802,820.65   282,630.39   2,010,391.25   11,301.96   18,576.39   44,524.50         0.00   54,729.98        0.00                  36,491.94
   92,511.76   1,880.56   2,200.00   104,775.05     0.00   25,132.90     0.00   4,824.09   120,390.22     916.86      3,170.95   47,594.92         21,661.69      26,391.85        0.00      1,429,807.57   1,466,299.51
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																						
	448,789.35	353,588.34	80,567.26	2,250.00	39,745.26		802,820.65	282,630.39	2,010,391.25		**********		44,524.50	0.00	0.00	54,729.98		0.00		1,429,807.57		1,466,299.51
92,511.76	1,880.56	2,200.00	104,775.05	0.00	25,132.90	0.00	4,824.09	120,390.22	916.86	11,301.96	3,170.95	47,594.92			21,661.69		26,391.85		0.00	0.00	36,491.94	
2025-075-12-00-000-001-011-0509-57				SECCION DE CHEQUES DE CONTROL																		
016	LOPEZ JOSSELINE MARIELA MARTINEZ MARROQUIN DE					CHEQUE DE MERCANCIAS						01-078-020001-0		2547	15/01/2016	15/01/2016						
31	2,508.00	600.00	435.00	0.00	35.00		5,500.00	1,500.00	10,578.00		1,605.78		.00	.00		.00	.00		.00	5,462.00		5,712.00
510.92	.00	.00	1,933.10	.00	193.33	.00	.00	383.52	.00	.00	.00	222.95				266.40		.00			250.00	
017	GARCIA LOPEZ AMANDA FABIOLA					CHEQUE DE MERCANCIAS						01-078-020006-0		2551	16/05/2016	16/05/2016						
31	2,508.00	600.00	435.00	0.00	35.00		5,500.00	1,500.00	10,578.00		.00		.00	.00		.00	.00		.00	9,202.23		9,452.23
510.92	.00	.00	.00	.00	.00	.00	.00	269.72	.00	105.78	.00	222.95				266.40		.00			250.00	
018	ESCOBAR ARCHILA ALEJANDRO JAVIER					CHEQUE DE MERCANCIAS						01-038-000701-8		2549	15/03/2016	15/03/2016						
31	2,508.00	600.00	435.00	0.00	35.00		5,500.00	1,500.00	10,578.00		1,605.78		.00	.00		.00	.00		.00	7,345.45		7,595.45
510.92	.00	.00	.00	.00	193.33	.00	.00	433.17	.00	.00	.00	222.95				266.40		.00			250.00	
019	BARILLAS LOPEZ DIEGO ARMANDO					CHEQUE DE MERCANCIAS						03-078-000153-4		2683	18/09/2023	18/09/2023						
31	2,508.00	57.00	0.00	0.00	0.00		5,500.00	1,500.00	9,565.00		.00		.00	.00		.00	.00		.00	8,019.08		8,269.08
461.99	.00	.00	.00	.00	193.33	.00	.00	388.93	.00	95.65	.00	190.27				215.75		.00			250.00	
020	GONZALEZ SON MILTON GEOVANNI					CHEQUE DE MERCANCIAS						03-078000168-2		2690	03/01/2024	03/01/2024						
31	2,508.00	0.00	0.00	0.00	0.00		5,500.00	1,500.00	9,508.00		.00		.00	.00		.00	.00		.00	8,132.04		8,382.04
459.24	.00	.00	.00	.00	193.33	.00	.00	439.88	.00	95.08	.00	188.43				.00		.00			250.00	
021	TAPERIO GILMA BEATRIZ GRAJEDA LOPEZ DE					CHEQUE DE MERCANCIAS						01-078-019890-2		2467	15/11/2013	15/11/2013						
31	2,508.00	800.00	550.00	0.00	85.00		5,500.00	1,500.00	10,943.00		.00		.00	.00		.00	.00		.00	7,492.45		7,742.45
528.55	.00	.00	1,650.86	.00	193.33	.00	.00	449.01	.00	109.43	.00	234.72				284.65		.00			250.00	
022	GOMEZ VASQUEZ FREDY ORLANDO					CHEQUE DE MERCANCIAS						020780195846		2128	16/04/2008	16/04/2008						
31	2,508.00	1,942.00	650.00	0.00	249.00		5,500.00	1,500.00	12,349.00		.00		.00	.00		.00	.00		.00	9,987.68		10,237.68
596.46	.00	.00	.00	.00	193.33	.00	.00	813.01	.00	123.49	.00	280.08				354.95		.00			250.00	
023	ESTRADA GONZALEZ BYRON RODOLFO					CHEQUE DE MERCANCIAS						020780195277		2129	16/04/2008	16/04/2008						
31	2,508.00	1,942.00	650.00	0.00	249.00		5,500.00	1,500.00	12,349.00		.00		.00	.00		.00	.00		.00	7,830.32		8,080.32
596.46	.00	.00	2,467.65	.00	193.33	.00	.00	452.72	.00	.00	173.49	280.08				354.95		.00			250.00	
Van ...																						
	468,853.35	360,129.34	83,722.26	2,250.00	40,433.26		846,820.65	294,630.39	2,096,839.25	11,831.39	21,787.95	44,524.50		0.00		56,739.48		0.00			38,491.94	
96,687.22	1,880.56	2,200.00	110,826.66	0.00	26,486.21	0.00	4,824.09	124,020.18	916.86		3,344.44	49,437.35			21,661.69		26,391.85		0.00	1,493,278.82		1,531,770.76

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

Indiv	Nombre Sueldo Perma IGSS	1% Sind/Sutrap orquet	Paso Sal Prestamo Sutraporque	Bonif Antig Bantrab	Bonif Profe Prest Sind	Comple Pacto Otros Desctos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Isr	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 ...																							
	468,853.35		360,129.34	83,722.26	2,250.00	40,433.26	846,820.65	294,630.39	2,096,839.25			**********		44,524.50	0.00	0.00	56,739.48		0.00		1,493,278.82		1,531,770.76
	96,687.22	1,880.56	2,200.00	110,826.66	0.00	26,486.21	0.00	4,824.09	124,020.18	916.86	11,831.39	3,344.44	49,437.35			21,661.69		26,391.85		0.00	0.00	38,491.94	
2025-075-12-00-000-001-011-0509-57				SECCION DE CHEQUES DE CONTROL																			
024	FUENTES ARDIANO NEFTALY JONATAN						CHEQUE DE MERCANCIAS						010780191037		1962	01/08/2002	01/08/2002						
31	2,508.00		2,882.00	675.00	0.00	349.00	5,500.00	1,500.00	13,414.00			.00		.00	.00	.00		.00		.00	10,793.12		11,043.12
	647.90	.00	.00	.00	.00	193.33	.00	.00	922.88	.00	134.14	.00	314.43				408.20		.00			250.00	
025	PANIAGUA LIMA HENRY ALDAMIR						CHEQUE DE MERCANCIAS						01-038-000101-0		2606	02/04/2018	02/04/2018						
31	2,508.00		600.00	435.00	0.00	35.00	5,500.00	1,500.00	10,578.00			.00		.00	.00	.00		.00		.00	8,778.48		9,028.48
	510.92	.00	.00	.00	.00	193.33	.00	.00	500.14	.00	105.78	.00	222.95				266.40		.00			250.00	
026	OSORIO ADER ADOLFO						CHEQUE DE MERCANCIAS						01-078-020485-6		2714	05/08/2024	05/08/2024						
31	2,508.00		0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,508.00			.00		.00	.00	.00		.00		.00	8,254.14		8,504.14
	459.24	.00	.00	.00	.00	.00	.00	.00	511.11	.00	95.08	.00	188.43				.00		.00			250.00	
027	CONTRERAS CAMPOSECO JEFERSON ALEXANDER						CHEQUE DE MERCANCIAS						091-006568-9		2755	18/02/2025	18/02/2025						
31	2,508.00		0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,508.00			.00		.00	.00	.00		.00		.00	8,292.21		8,542.21
	459.24	.00	.00	.00	.00	.00	.00	.00	260.14	.00	95.08	.00	188.43				212.90		.00			250.00	
028	SOLORZANO CORDERO EVER ESTID						CHEQUE DE MERCANCIAS						01-038-000121-4		2684	18/09/2023	18/09/2023						
31	2,508.00		0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,508.00			.00		.00	.00	.00		.00		.00	6,173.90		6,423.90
	459.24	.00	.00	1,765.64	.00	193.33	.00	.00	419.48	.00	95.08	.00	188.43				212.90		.00			250.00	
029	MARTINEZ ARDON OTTO LEONEL						CHEQUE DE MERCANCIAS						3114037561		2000	03/02/2003	03/02/2003						
31	2,508.00		2,701.00	675.00	0.00	349.00	5,500.00	1,500.00	13,233.00			.00		2,424.98	.00	.00		1,465.90		.00	7,415.73		7,665.73
	396.99	.00	.00	.00	.00	193.33	.00	.00	845.15	.00	.00	182.33	308.59				.00		.00			250.00	
030	MORALES AGUILAR ELVIN ESTID						CHEQUE DE MERCANCIAS						03-078-000119-4		2688	03/01/2024	03/01/2024						
31	2,508.00		0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,508.00			.00		.00	.00	.00		.00		.00	8,028.50		8,278.50
	459.24	95.08	.00	.00	.00	193.33	.00	.00	330.52	.00	.00	.00	188.43				212.90		.00			250.00	
031	TORRES CRUZ JOSE MANUEL						CHEQUE DE MERCANCIAS						030780001895		2680	04/09/2023	04/09/2023						
31	2,508.00		65.00	0.00	0.00	0.00	5,500.00	1,500.00	9,573.00			.00		.00	.00	.00		.00		.00	8,269.39		8,519.39
	462.38	.00	.00	.00	.00	193.33	.00	.00	361.64	.00	95.73	.00	190.53				.00		.00			250.00	
Van ...																							
	488,917.35		366,377.34	85,507.26	2,250.00	41,166.26	890,820.65	306,630.39	2,181,669.25		12,452.28	21,787.95		46,949.48	0.00		58,052.78		0.00			40,491.94	
	100,542.37	1,975.64	2,200.00	112,592.30	0.00	27,646.19	0.00	4,824.09	128,171.24	916.86		3,526.77	51,227.57			21,661.69		27,857.75		0.00	1,559,284.29		1,599,776.23

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

Indiv	Nombre Sueldo Perma	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	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 ...																						
	488,917.35	366,377.34	85,507.26	2,250.00	41,166.26	890,820.65	306,630.39	2,181,669.25			**********		46,949.48	0.00	0.00	58,052.78		0.00		1,559,284.29		1,599,776.23
100,542.37	1,975.64	2,200.00	112,592.30	0.00	27,646.19	0.00	4,824.09	128,171.24	916.86	12,452.28	3,526.77	51,227.57			21,661.69		27,857.75		0.00	0.00	40,491.94	
2025-075-12-00-000-001-011-0509-57			SECCION DE CHEQUES DE CONTROL																			
032	PINEDA AUDON SELVIN RANDOLFO					CHEQUE DE MERCANCIAS						3114033276		1981	03/02/2003	03/02/2003						
31	2,508.00	2,782.00	675.00	0.00	349.00	5,500.00	1,500.00	13,314.00			133.14		.00	.00	.00		.00		.00	7,996.72		8,246.72
643.07	.00	.00	2,981.79	.00	.00	.00	.00	844.88	.00	.00	.00	311.20				403.20		.00			250.00	
033	JIMENEZ RAMIREZ CARLOS ALBERTO					CHEQUE DE MERCANCIAS						4114181956		2482	16/01/2014	16/01/2014						
31	2,508.00	791.00	550.00	0.00	85.00	5,500.00	1,500.00	10,934.00			1,609.34		1,733.25	.00	.00		.00		.00	6,057.60		6,307.60
528.11	.00	.00	.00	.00	193.33	.00	.00	577.94	.00	.00	.00	234.43				.00		.00			250.00	
034	GUZMAN DEL CID HECTOR SANTIAGO					CHEQUE DE MERCANCIAS						03-078-000172-0		2689	03/01/2024	03/01/2024						
31	2,508.00	0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,508.00			.00		.00	.00	.00		.00		.00	8,204.19		8,454.19
459.24	.00	.00	.00	.00	193.33	.00	.00	367.73	.00	95.08	.00	188.43				.00		.00			250.00	
036	RECINOS ESPINOZA RAMFIS EMILIO					CHEQUE DE MERCANCIAS						010780198724		2456	01/08/2013	01/08/2013						
31	2,508.00	883.00	550.00	0.00	85.00	5,500.00	1,500.00	11,026.00			.00		.00	.00	.00		.00		.00	7,562.23		7,812.23
532.56	.00	.00	1,427.88	.00	193.33	.00	.00	673.54	.00	110.26	.00	237.40				288.80		.00			250.00	
037	CARBALLO MORALES LUIS ENRIQUE					CHEQUE DE MERCANCIAS						01-078-020129-6		2605	02/04/2018	02/04/2018						
31	2,508.00	600.00	435.00	0.00	35.00	5,500.00	1,500.00	10,578.00			1,105.78		.00	.00	.00		.00		.00	6,658.81		6,908.81
510.92	.00	.00	1,154.03	.00	193.33	.00	.00	465.78	.00	.00	.00	222.95				266.40		.00			250.00	
038	MONTERROSO VALLADARES KARLA SARAHI					CHEQUE DE MERCANCIAS						01-078-020224-1		2770	02/06/2025	02/06/2025						
31	2,508.00	0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,508.00			.00		.00	.00	.00		.00		.00	7,699.72		7,949.72
459.24	.00	.00	.00	.00	193.33	.00	.00	659.30	.00	95.08	.00	188.43				212.90		.00			250.00	
039	CASTRO ESCAMILLA RIGOBERTO					SUPERVISOR PORTUARIO						01-078-019084-7		1948	01/04/2002	01/04/2002						
31	3,938.00	3,051.00	675.00	0.00	349.00	5,500.00	4,000.00	17,513.00			.00		.00	.00	.00		.00		.00	14,452.03		14,702.03
845.88	.00	.00	.00	.00	193.33	.00	.00	786.82	.00	175.13	.00	446.66				613.15		.00			250.00	
040	RAMOS MENDEZ RUDY JONATAN					CHEQUE DE MERCANCIAS						030780001003		2678	04/07/2023	04/07/2023						
31	2,508.00	99.00	0.00	0.00	0.00	5,500.00	1,500.00	9,607.00			.00		.00	.00	.00		.00		.00	8,083.52		8,333.52
464.02	.00	.00	.00	.00	193.33	.00	.00	360.59	.00	96.07	.00	191.62				217.85		.00			250.00	
Van ...																						
	510,411.35	374,583.34	88,392.26	2,250.00	42,069.26	934,820.65	321,130.39	2,273,657.25		13,023.90	24,636.21	48,682.73		0.00	60,055.08			0.00			42,491.94	
104,985.41	1,975.64	2,200.00	118,156.00	0.00	28,999.50	0.00	4,824.09	132,907.82	916.86		3,526.77	53,248.69			21,661.69	27,857.75			0.00	1,625,999.11		1,668,491.05

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																							
	510,411.35		374,583.34	88,392.26	2,250.00	42,069.26		934,820.65	321,130.39	2,273,657.25		**********		48,682.73	0.00	0.00	60,055.08		0.00		1,625,999.11		1,668,491.05
	104,985.41	1,975.64	2,200.00	118,156.00	0.00	28,999.50	0.00	4,824.09	132,907.82	916.86	13,023.90	3,526.77	53,248.69			21,661.69		27,857.75		0.00	0.00	42,491.94	
2025-075-12-00-000-001-011-0509-57				SECCION DE CHEQUES DE CONTROL																			
041	BATRES LEMUS ROCAEL ALBERTO							CHEQUE DE MERCANCIAS					020780264350		2217	01/07/2008	01/07/2008						
31	2,508.00		1,875.00	650.00	0.00	249.00		5,500.00	1,500.00	12,282.00		122.82		.00	.00	.00		.00		.00	10,034.79		10,284.79
	593.22	.00	.00	.00	.00	.00	.00	.00	901.66	.00	.00	.00	277.91				351.60		.00			250.00	
042	PEREZ BARRERA JOSE MANUEL							CHEQUE DE MERCANCIAS					010780196080		2321	16/08/2010	16/08/2010						
31	2,508.00		1,391.00	650.00	0.00	85.00		5,500.00	1,500.00	11,634.00		2,116.34		.00	.00	.00		.00		.00	5,392.60		5,642.60
	561.92	.00	.00	2,461.17	.00	.00	.00	.00	525.76	.00	.00	.00	257.01				319.20		.00			250.00	
043	CONTRERAS SILVA JULIO OMAR							CHEQUE DE MERCANCIAS					020780195889		2130	16/04/2008	16/04/2008						
31	2,508.00		1,942.00	650.00	0.00	249.00		5,500.00	1,500.00	12,349.00		.00		.00	.00	.00		946.37		.00	9,153.90		9,403.90
	596.46	123.49	.00	.00	.00	193.33	.00	.00	700.42	.00	.00	.00	280.08				354.95		.00			250.00	
045	DELGADO LESVIA CORINA MIRON							CHEQUE DE MERCANCIAS					030780001429		2385	02/04/2012	02/04/2012						
31	2,508.00		1,150.00	550.00	0.00	85.00		5,500.00	1,500.00	11,293.00		.00		.00	.00	.00		.00		.00	9,919.03		10,169.03
	545.45	.00	.00	.00	.00	.00	.00	.00	469.58	.00	112.93	.00	246.01				.00		.00			250.00	
046	VALIENTE HERNANDEZ FREDY ALBERTO							CHEQUE DE MERCANCIAS					01-078-019945-3		2758	18/09/2023	18/09/2023						
31	2,508.00		0.00	0.00	0.00	0.00		5,500.00	1,500.00	9,508.00		.00		.00	.00	.00		.00		.00	7,993.59		8,243.59
	459.24	.00	.00	.00	.00	193.33	.00	.00	315.43	.00	.00	145.08	188.43				212.90		.00			250.00	
047	RIZZO GONZALEZ GUILLERMO ESTUARDO							CHEQUE DE MERCANCIAS					01-078-020443-0		2769	02/06/2025	02/06/2025						
31	2,508.00		0.00	0.00	0.00	0.00		5,500.00	1,500.00	9,508.00		.00		.00	.00	.00		.00		.00	7,719.19		7,969.19
	459.24	.00	.00	.00	.00	193.33	.00	.00	639.83	.00	95.08	.00	188.43				212.90		.00			250.00	
048	BARILLAS CORO RODOLFO							CHEQUE DE MERCANCIAS					010780191126		1988	03/02/2003	03/02/2003						
31	2,508.00		2,782.00	675.00	0.00	349.00		5,500.00	1,500.00	13,314.00		.00		.00	.00	.00		.00		.00	10,576.64		10,826.64
	399.42	.00	.00	.00	.00	.00	.00	.00	1,893.60	.00	133.14	.00	311.20				.00		.00			250.00	
049	ESTRADA SERRANO JIMMY DANIEL							CHEQUE DE MERCANCIAS					01-078-019973-9		2527	02/02/2015	02/02/2015						
31	2,508.00		600.00	550.00	0.00	85.00		5,500.00	1,500.00	10,743.00		.00		.00	.00	.00		.00		.00	7,211.95		7,461.95
	518.89	.00	.00	1,769.78	.00	193.33	.00	.00	388.70	.00	.00	157.43	228.27				274.65		.00			250.00	
Van ...																							
	530,475.35		384,323.34	92,117.26	2,250.00	43,171.26		978,820.65	333,130.39	2,364,288.25	13,365.05	26,875.37		48,682.73	0.00		61,781.28		0.00			44,491.94	
	109,119.25	2,099.13	2,200.00	122,386.95	0.00	29,772.82	0.00	4,824.09	138,742.80	916.86		3,829.28	55,226.03			21,661.69		28,804.12		0.00	1,694,000.80		1,738,492.74

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

  Vienen ...
      530,475.35   384,323.34   92,117.26   2,250.00   43,171.26   978,820.65   333,130.39   2,364,288.25       **********       48,682.73     0.00     0.00    61,781.28     0.00                    1,694,000.80   1,738,492.74
  109,119.25   2,099.13   2,200.00   122,386.95   0.00   29,772.82   0.00   4,824.09   138,742.80   916.86   13,365.05   3,829.28   55,226.03          21,661.69     28,804.12          0.00     0.00   44,491.94

2025-075-12-00-000-001-011-0509-57             SECCION DE CHEQUES DE CONTROL

  050  LEMUS CRISTALES EDGAR ADOLFO                           CHEQUE DE MERCANCIAS              010780191231      1987    03/02/2003    03/02/2003
          836.00    927.33    225.00    0.00    116.33    5,500.00    500.00    8,104.66         .00       .00       .00     .00     .00     .00          5,503.41          5,753.41
    391.46     .00     .00    925.84     .00    193.33     .00     .00    698.37     .00     81.05     .00    311.20                  .00     .00                        250.00

  051  HERNANDEZ CERMEÑO EDY ISRAEL                           CHEQUE DE MERCANCIAS              010780191215      1997    03/02/2003    03/02/2003
  31    2,508.00    2,782.00    675.00    0.00    349.00    5,500.00    1,500.00    13,314.00    .00       .00       .00     .00     .00     .00          10,935.11         11,185.11
    643.07     .00     .00     .00     .00    193.33     .00     .00    694.95     .00    133.14     .00    311.20                  403.20     .00                     250.00

  052  VASQUEZ LOPEZ RICARDO ISAAC                            CHEQUE DE MERCANCIAS              3114039064        2529    02/02/2015    02/02/2015
  31    2,508.00    600.00    550.00    0.00    85.00    5,500.00    1,500.00    10,743.00    107.43    1,619.80       .00     .00     .00     .00          6,699.84          6,949.84
    518.89     .00     .00    625.87     .00    193.33     .00     .00    474.92     .00     .00     .00    228.27                  274.65     .00                     250.00

  053  MORALES COTZOJAY EFRAIN                                CHEQUE DE MERCANCIAS              030780002492      2393    16/05/2012    16/05/2012
  31    2,508.00    1,124.00    550.00    0.00    85.00    5,500.00    1,500.00    11,267.00    1,612.67    2,105.95     .00     .00     .00     .00          5,559.39          5,809.39
    544.20     .00     .00     .00     .00    193.33     .00     .00    705.44     .00     .00     .00    245.17                  300.85     .00                     250.00

  054  FLORES CATALAN RUDY ROLANDO                            CHEQUE DE MERCANCIAS              030780001755      2644    15/03/2021    15/03/2021
  31    2,508.00    559.00    0.00    0.00    0.00    5,500.00    1,500.00    10,067.00    .00       .00       .00     .00     .00     .00          8,381.05          8,631.05
    486.24     .00     .00     .00     .00    193.33     .00     .00    458.40     .00    100.67     .00    206.46                  240.85     .00                     250.00

  055  RAMIREZ JUAREZ RUBENS JOAQUIN                           CHEQUE DE MERCANCIAS              3890003182        2784    01/12/2025    01/12/2025
  31    2,508.00    0.00    0.00    0.00    0.00    1,853.26    1,500.00    5,861.26    .00       .00       .00     .00     .00     .00          4,517.52          4,767.52
    283.10     .00     .00     .00     .00    193.33     .00     .00    407.37     .00     58.61     .00    188.43                  212.90     .00                     250.00

    133,034.00   57,257.33   20,160.00   0.00   6,530.33   282,353.26   84,500.00   583,834.92   12,128.17
          393.19     .00     .00     .00     31,710.07     3,751.23   815.76   10,819.08    .00    .00    3,809.77            430,483.02   443,483.02
    27,471.58     28,561.84     8,506.52     .00     .00     12,968.54          12,416.15     .00                   13,000.00

2025-075-12-00-000-001-011-0509-58             DEPARTAMENTO DE MUELLES Y EQUIPOS

    Van ...
        543,851.35   390,315.67   94,117.26   2,250.00   43,806.59   1,008,173.91   341,130.39   2,423,645.17   13,738.52   28,595.47   52,408.48     0.00   63,213.73     0.00          45,991.94
    111,986.21   2,099.13   2,200.00   123,938.66   0.00   30,932.80   0.00   4,824.09   142,182.25   916.86   3,829.28   56,716.76     21,661.69     28,804.12     0.00     1,735,597.12   1,781,589.06
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Indiv  Nombre                   Bonif    Bonif     Comple     Subsidio     Bono       Sueldo        1%          1%         Cuenta Bancaria   Codigo   Fecha Ingreso   Fecha Relación
   Sueldo Perma    Paso Sal     Antig    Profe     Pacto        Fam      Disp Ope   Devengado   Sind/Stepq   Sindicato     Acep/
                1%      Prestamo                    Otros   Convenio                Decreto   Sind/Stopq  Ostracompq   Dec. 81-   Desc                  Prestamo          Prest  Cooperativa          Sueldo   Otros   Liquido
   IGSS   Sind/Sutrap Sutraporque  Bantrab  Prest Sind  Desctos  pago    Fianza   Isr   424-95                Stupepqpz   70  B.   Judicial   Banrural     BI      Jubila  Jubila     Upa              Liquido  Bonos   Recibir
             orquet                                                                   1%                                Ornato

  Vienen ...
      543,851.35    390,315.67    94,117.26    2,250.00    43,806.59   1,008,173.91   341,130.39   2,423,645.17        **********        52,408.48      0.00      0.00    63,213.73       0.00           1,735,597.12    1,781,589.06
   111,986.21   2,099.13   2,200.00  123,938.66    0.00   30,932.80    0.00   4,824.09  142,182.25    916.86   13,738.52   3,829.28   56,716.76             21,661.69    28,804.12          0.00       0.00   45,991.94

2025-075-12-00-000-001-011-0509-58          DEPARTAMENTO DE MUELLES Y EQUIPOS

  001  CASTILLO CRISTALES JORGE LEONEL                    JEFE DE DEPARTAMENTO             010780188915      1574    03/04/1995    03/04/1995
  31    5,918.00    5,455.00     600.00     0.00     649.00     5,500.00     4,300.00    22,422.00          .00          .00       .00       .00       .00       .00        11,983.45      12,233.45
   1,082.98       .00       .00   6,048.44     .00   193.33     .00    301.35   1,124.62     .00     224.22     .00    605.01                  858.60        .00                         250.00

  002  CRUZ COLOCHO OLIVER SAUL                           TECNICO PORTUARIO I              3693014715        1946    01/04/2002    01/04/2002
  31    2,728.00    2,951.00     675.00     0.00     349.00     5,500.00     1,500.00    13,703.00          .00          .00       .00       .00   1,710.40      .00         9,540.26       9,790.26
     661.85       .00       .00       .00     .00   193.33     .00       .00     713.73     .00     137.03     .00    323.75                  422.65        .00                         250.00

  003  RIOS LOPEZ RAFAEL PORFIRIO                         SUBJEFE DE DEPARTAMENTO          010780188567      1492    21/02/1994    21/02/1994
  31    4,378.00    4,525.00     675.00     0.00     649.00     5,500.00     4,000.00    19,727.00          .00          .00       .00       .00       .00       .00        10,023.77      10,273.77
     952.81       .00       .00   5,913.00     .00   193.33     .00    265.13     939.76     .00     197.27     .00    518.08                  723.85        .00                         250.00

  004  BARRIENTOS CEBALLOS CLEMENTE RONOVEL               SUPERVISOR PORTUARIO             010780190693      1912    02/05/2001    02/05/2001
  31    3,938.00    3,400.00     675.00     0.00     349.00     5,500.00     4,000.00    17,862.00          .00          .00       .00       .00       .00       .00        14,727.91      14,977.91
     862.73       .00       .00       .00     .00   193.33     .00       .00     810.90     .00     178.62     .00    457.91                  630.60        .00                         250.00

    16,962.00    16,331.00    2,625.00     0.00    1,996.00    22,000.00    13,800.00    73,714.00          0.00
              .00        .00          .00                .00             3,589.01                737.14     0.00        .00      .00      .00   1,710.40                         46,275.39      47,275.39
   3,560.37          11,961.44          773.32            566.48                  .00                       1,904.75                        2,635.70      .00                         1,000.00

2025-075-12-00-000-001-011-0509-59          SECCION DE EQUIPO

  002  MONZON SOLORZANO JUAN CARLOS                       SUPERVISOR PORTUARIO             4114074244        1768    03/01/2000    03/01/2000
  31    3,938.00    3,423.00     675.00     0.00     349.00     5,500.00     4,000.00    17,885.00          .00          .00   2,412.79      .00       .00       .00        12,333.29      12,583.29
     863.85    178.85       .00       .00     .00   193.33     .00       .00     812.48     .00       .00     .00    458.66                  631.75        .00                         250.00

  003  LOPEZ LINARES JOSE LUIS                            SUPERVISOR PORTUARIO             4693085454        1929    01/08/2001    01/08/2001
  31    3,938.00    3,350.00     675.00     0.00     349.00     5,500.00     4,000.00    17,812.00          .00          .00       .00       .00       .00       .00        11,408.30      11,658.30
     860.32       .00       .00   3,468.16     .00      .00     .00       .00     812.70     .00     178.12     .00    456.30                  628.10        .00                         250.00

    Van ...
        568,689.35    413,419.67    98,092.26    2,250.00    46,500.59   1,041,173.91   362,930.39   2,533,056.17   14,653.78   28,595.47   52,408.48        2,412.79    67,109.28      0.00                47,491.94
   117,270.75   2,277.98   2,200.00  139,368.26    0.00   31,899.45    0.00   5,390.57  147,396.44    916.86         3,829.28   59,536.47        21,661.69    30,514.52        0.00      1,805,614.10   1,853,106.04
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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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                    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 ...
    568,689.35   413,419.67   98,092.26    2,250.00   46,500.59  1,041,173.91   362,930.39    2,533,056.17          **********       52,408.48    2,412.79      0.00    67,109.28        0.00                1,805,614.10    1,853,106.04
 117,270.75   2,277.98   2,200.00  139,368.26     0.00  31,899.45     0.00    5,390.57  147,396.44    916.86  14,653.78   3,829.28  59,536.47                  21,661.69      30,514.52            0.00      0.00    47,491.94

2025-075-12-00-000-001-011-0509-59          SECCION DE EQUIPO

 005  MELGAR VALENZUELA BYRON                         OPERADOR DE MAQUINARIA PORTUARIA          3890003348         1967     04/11/2002    04/11/2002
 31     2,838.00     2,850.00      675.00      0.00     349.00     5,500.00     1,600.00    13,812.00       .00           .00        .00       .00     931.15        .00         8,761.86      9,011.86
   667.12      .00      .00   1,044.66      .00    193.33      .00      .00   1,320.39      .00      138.12      .00     327.27                          428.10          .00                   250.00

 006  AGUILAR FREDY ANTONIO                           OPERADOR DE MAQUINARIA PORTUARIA          3114032667         1752     02/11/1999    02/11/1999
 31     2,838.00     3,650.00      675.00      0.00     349.00     5,500.00     1,600.00    14,612.00       .00           .00        .00       .00        .00        .00         9,877.27     10,127.27
   705.76      .00      .00   1,919.00      .00    193.33      .00      .00     949.34      .00      146.12      .00     353.08                          468.10          .00                   250.00

 008  SALAZAR REINA RUANO SAN JOSE DE                 TECNICO PORTUARIO I                       02-078-026709-0    2523     16/12/2014    16/12/2014
 31     2,728.00       600.00      550.00      0.00      85.00     5,500.00     1,500.00    10,963.00       .00           .00        .00       .00        .00        .00         9,142.47      9,392.47
   529.51      .00      .00        .00      .00    193.33      .00      .00     467.04      .00      109.63      .00     235.37                          285.65          .00                   250.00

 010  VALENZUELA REYES SELVIN ESTUARDO                OPERADOR DE MAQUINARIA PORTUARIA          010780196454       2342     01/04/2011    01/04/2011
 31     2,838.00     1,200.00      550.00      0.00      85.00     5,500.00     1,600.00    11,773.00       .00      1,355.50        .00       .00        .00        .00         8,526.32      8,776.32
   568.64      .00      .00        .00      .00       .00      .00      .00     617.17      .00      117.73      .00     261.49                          326.15          .00                   250.00

 011  LOPEZ RAMOS EMAN                                OPERADOR DE MAQUINARIA PORTUARIA          3114030384         1700     06/07/2000    06/07/2000
 31     2,838.00     3,200.00      675.00      0.00     349.00     5,500.00     1,600.00    14,162.00       .00      1,000.00        .00       .00   2,621.39        .00         8,080.87      8,330.87
   424.86      .00      .00     645.74      .00    193.33      .00      .00     715.63      .00      141.62      .00     338.56                             .00          .00                   250.00

 012  DIAZ VELIZ CRISTIAN FRANCIS                     OPERADOR DE MAQUINARIA PORTUARIA          020780196559       2198     01/06/2008    01/06/2008
 31     2,838.00     1,917.00      650.00      0.00     249.00     5,500.00     1,600.00    12,754.00       .00           .00        .00       .00        .00        .00        10,356.91     10,606.91
   616.02      .00      .00        .00      .00    193.33      .00      .00     791.86      .00      127.54      .00     293.14                          375.20          .00                   250.00

 014  RIVERA HERNANDEZ MISAEL                         OPERADOR DE MAQUINARIA PORTUARIA          020780196486       2199     01/06/2008    01/06/2008
 31     2,838.00     1,917.00      650.00      0.00     249.00     5,500.00     1,600.00    12,754.00       .00           .00        .00       .00        .00        .00        11,073.88     11,323.88
   382.62      .00      .00        .00      .00    193.33      .00      .00     633.49      .00         .00   177.54     293.14                             .00          .00                   250.00

 015  PINEDA DE LEON JUAN JOSE                        OPERADOR DE MAQUINARIA PORTUARIA          030780002581       2439     18/02/2013    18/02/2013
 31     2,838.00       973.00      550.00      0.00      85.00     5,500.00     1,600.00    11,546.00    115.46           .00        .00       .00        .00        .00         9,472.13      9,722.13
   557.67      .00      .00        .00      .00    193.33      .00      .00     638.44      .00         .00      .00     254.17                          314.80          .00                   250.00

   Van ...
      591,283.35   429,726.67   103,067.26    2,250.00   48,300.59  1,085,173.91  375,630.39  2,635,432.17   15,434.54   28,710.93  54,763.98        2,412.79    69,307.28      0.00              49,491.94
 121,722.95   2,277.98   2,200.00  142,977.66     0.00  33,252.76     0.00    5,390.57  153,529.80    916.86        4,006.82  61,892.69        21,661.69      34,067.06         0.00      1,880,905.81  1,930,397.75
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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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 ...
     591,283.35   429,726.67   103,067.26     2,250.00    48,300.59  1,085,173.91   375,630.39      2,635,432.17                 **********        54,763.98       2,412.79       0.00      69,307.28          0.00                    1,880,905.81       1,930,397.75
 121,722.95    2,277.98   2,200.00   142,977.66      0.00    33,252.76        0.00       5,390.57  153,529.80     916.86   15,434.54    4,006.82    61,892.69                            21,661.69          34,067.06                 0.00         0.00       49,491.94

2025-075-12-00-000-001-011-0509-59              SECCION DE EQUIPO

 016  BURBANO ACEVEDO OMAR ESTUARDO                         OPERADOR DE MAQUINARIA PORTUARIA              03-078-000254-9       2559      01/09/2016     01/09/2016
 31     2,838.00       600.00       435.00        0.00        35.00       5,500.00      1,600.00    11,008.00                   .00              .00          .00          .00          .00          .00            8,506.52        8,756.52
   531.69        .00        .00      586.15        .00     193.33      .00         .00     555.51        .00        110.08        .00      236.82                                   287.90           .00                          250.00

 017  ALBIZURES CAMPOS EDUARDO ANIBAL                       OPERADOR DE MAQUINARIA PORTUARIA              01078019839-2         2435      18/02/2013     18/02/2013
 31     2,838.00       973.00       550.00        0.00        85.00       5,500.00      1,600.00    11,546.00                   .00              .00          .00          .00          .00          .00            9,522.16        9,772.16
   557.67        .00        .00         .00        .00     193.33      .00         .00     588.41        .00        115.46        .00      254.17                                   314.80           .00                          250.00

 018  ANABISCA LIMA WALTER OSVALDO                          OPERADOR DE MAQUINARIA PORTUARIA              010780190570          1895      01/02/2001     01/02/2001
 31     2,838.00     3,000.00       675.00        0.00       349.00       5,500.00      1,600.00    13,962.00                   .00              .00          .00          .00          .00          .00           11,150.70       11,400.70
   674.36        .00        .00         .00        .00     193.33      .00         .00   1,036.28        .00        139.62        .00      332.11                                   435.60           .00                          250.00

 019  MONTERROZO AREVALO NEFTALI                            OPERADOR DE MAQUINARIA PORTUARIA              020780195781          2126      16/04/2008     16/04/2008
 31     2,838.00     1,942.00       650.00        0.00       249.00       5,500.00      1,600.00    12,779.00                   .00              .00          .00          .00          .00          .00           10,330.51       10,580.51
   617.23        .00        .00         .00        .00     193.33      .00         .00     839.74        .00        127.79        .00      293.95                                   376.45           .00                          250.00

 020  PEREIRA ARTEAGA CARLOS ROBERTO                        OPERADOR DE MAQUINARIA PORTUARIA              030780002050          2473      15/11/2013     15/11/2013
 31     2,838.00       800.00       550.00        0.00        85.00       5,500.00      1,600.00    11,373.00                   .00              .00          .00          .00          .00          .00            7,873.80        8,123.80
   549.32        .00        .00    1,315.93        .00     193.33      .00         .00     722.15        .00           .00     163.73      248.59                                   306.15           .00                          250.00

 021  SALAZAR GARCIA BALDOMERO                              OPERADOR DE MAQUINARIA PORTUARIA              010780190359          1725      15/03/1999     15/03/1999
 31     2,838.00     3,700.00       675.00        0.00       449.00       5,500.00      1,600.00    14,762.00                   .00         2,643.55          .00          .00       828.13          .00            7,763.85        8,013.85
   713.00        .00        .00         .00        .00     193.33      .00         .00   1,639.01        .00        147.62        .00      357.91                                   475.60           .00                          250.00

 022  PEREZ VASQUEZ EVER FILIBERTO                          AUXILIAR DE SUPERVISOR PORTUARIO              020780196117          2145      02/05/2008     02/05/2008
 31     2,838.00     1,933.00       650.00        0.00       249.00       5,500.00      1,600.00    12,770.00                   .00              .00          .00          .00          .00          .00           10,579.98       10,829.98
   616.79        .00        .00         .00        .00     193.33      .00         .00     582.54        .00        127.70        .00      293.66                                   376.00           .00                          250.00

 024  DELGADO GOMEZ MARIO RENE                              SUPERVISOR PORTUARIO                          010780190707          1913      02/05/2001     02/05/2001
 31     3,938.00     4,000.00       675.00        0.00       349.00       5,500.00      4,000.00    18,462.00                   .00              .00          .00          .00          .00          .00           15,395.47       15,645.47
   891.71        .00        .00         .00        .00        .00      .00         .00     852.33        .00        184.62        .00      477.27                                   660.60           .00                          250.00

    Van ...
       615,087.35   446,674.67   107,927.26     2,250.00    50,150.59  1,129,173.91   390,830.39  2,742,094.17   16,387.43    28,710.93   57,407.53        2,412.79      72,540.38        0.00                 51,491.94
 126,874.72    2,277.98   2,200.00   144,879.74      0.00    34,606.07        0.00       5,390.57   160,345.77     916.86                4,170.55    64,387.17          21,661.69        34,895.19            0.00      1,962,028.80   2,013,520.74
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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 ...																								
	615,087.35		446,674.67		107,927.26	2,250.00	50,150.59		1,129,173.91	390,830.39	2,742,094.17		**********		57,407.53	2,412.79	0.00	72,540.38		0.00		1,962,028.80		2,013,520.74
126,874.72		2,277.98		2,200.00	144,879.74	0.00	34,606.07	0.00	5,390.57	160,345.77	916.86	16,387.43	4,170.55	64,387.17			21,661.69		34,895.19		0.00	0.00	51,491.94	
2025-075-12-00-000-001-011-0509-59					SECCION DE EQUIPO																			
025	FUNES CHIGUICHON MARVIN ESTUARDO								OPERADOR DE MAQUINARIA PORTUARIA					3114038950		2416	02/11/2012	02/11/2012						
31	2,838.00		1,000.00		550.00	0.00	85.00		5,500.00	1,600.00	11,573.00		.00		1,827.70	.00	.00		.00		.00	6,691.60		6,941.60
558.98		.00		.00	714.97	.00	193.33	.00	.00	899.50	.00	115.73	.00	255.04				316.15		.00			250.00	
026	RECINOS GRIJALVA ELGAR OTTONIEL								OPERADOR DE MAQUINARIA PORTUARIA					010780195229		2431	01/02/2013	01/02/2013						
31	2,838.00		982.00		550.00	0.00	85.00		5,500.00	1,600.00	11,555.00		.00		.00	.00	.00		.00		.00	9,346.08		9,596.08
558.11		.00		.00	.00	.00	193.33	.00	.00	772.22	.00	115.55	.00	254.46				315.25		.00			250.00	
027	SERRANO OCHOA OSCAR ALFREDO								OPERADOR DE MAQUINARIA PORTUARIA					3114030875		2173	01/06/2008	01/06/2008						
31	2,838.00		1,888.00		650.00	0.00	249.00		5,500.00	1,600.00	12,725.00		.00		.00	.00	.00		.00		.00	8,709.96		8,959.96
614.62		.00		.00	1,446.13	.00	193.33	.00	.00	967.76	.00	127.25	.00	292.20				373.75		.00			250.00	
028	HERNANDEZ GARCIA ERY GEOVANI								OPERADOR DE MAQUINARIA PORTUARIA					3890006189		1969	04/11/2002	04/11/2002						
31	2,838.00		2,400.00		675.00	0.00	349.00		5,500.00	1,600.00	13,362.00		1,633.62		2,453.85	.00	.00		.00		.00	5,772.03		6,022.03
645.38		.00		.00	941.94	.00	193.33	.00	.00	1,003.50	.00	.00	.00	312.75				405.60		.00			250.00	
029	SANCHEZ CARDOZA JOSE MANUEL								OPERADOR DE MAQUINARIA PORTUARIA					020780196087		2149	02/05/2008	02/05/2008						
31	2,838.00		1,933.00		650.00	0.00	249.00		5,500.00	1,600.00	12,770.00		.00		.00	.00	.00		.00		.00	10,678.36		10,928.36
616.79		.00		.00	.00	.00	193.33	.00	.00	484.16	.00	127.70	.00	293.66				376.00		.00			250.00	
030	GONZALEZ ORANTES HECTOR JOEL								AUXILIAR PORTUARIO					01-078-020451-1		2767	02/06/2025	02/06/2025						
31	2,178.00		0.00		0.00	0.00	0.00		5,500.00	1,500.00	9,178.00		.00		.00	.00	.00		.00		.00	8,044.16		8,294.16
443.30		.00		.00	.00	.00	193.33	.00	.00	227.65	.00	91.78	.00	177.78				.00		.00			250.00	
031	GONZALEZ ESCOBAR RUBEN								OPERADOR DE MAQUINARIA PORTUARIA					020780264490		2236	18/08/2008	18/08/2008						
31	2,838.00		1,855.00		650.00	0.00	249.00		5,500.00	1,600.00	12,692.00		.00		.00	.00	.00		.00		.00	10,256.20		10,506.20
613.02		.00		.00	.00	.00	193.33	.00	.00	839.29	.00	126.92	.00	291.14				372.10		.00			250.00	
032	DE LEON CEBALLOS SERGIO VINICIO								AUXILIAR PORTUARIO					4693008491		2278	16/10/2009	16/10/2009						
31	2,178.00		1,503.00		650.00	0.00	149.00		5,500.00	1,500.00	11,480.00		2,114.80		.00	.00	.00		.00		.00	4,961.97		5,211.97
554.48		.00		.00	1,827.39	.00	193.33	.00	.00	1,264.49	.00	.00	.00	252.04				311.50		.00			250.00	
Van ...																								
	636,471.35		458,235.67		112,302.26	2,250.00	51,565.59		1,173,173.91	403,430.39	2,837,429.17	17,092.36	32,459.35	61,689.08		2,412.79		75,010.73	0.00				53,491.94	
131,479.40		2,277.98		2,200.00	149,810.17	0.00	36,152.71	0.00	5,390.57	166,804.34	916.86		4,170.55	66,516.24			21,661.69		34,895.19		0.00	2,026,489.16		2,079,981.10

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

  Vienen ...
     636,471.35  458,235.67  112,302.26   2,250.00  51,565.59  1,173,173.91  403,430.39   2,837,429.17        **********     61,689.08    2,412.79     0.00     75,010.73       0.00              2,026,489.16   2,079,981.10
   131,479.40  2,277.98  2,200.00  149,810.17   0.00  36,152.71     0.00   5,390.57  166,804.34   916.86  17,092.36   4,170.55  66,516.24              21,661.69    34,895.19       0.00        0.00   53,491.94

2025-075-12-00-000-001-011-0509-59              SECCION DE EQUIPO

 033  MONROY RAMIREZ FELIPE NERY                              SUPERVISOR PORTUARIO                          10-078-021738-8     1751    02/11/1999    02/11/1999
  31    3,938.00   4,550.00     675.00      0.00     349.00    5,500.00    4,000.00   19,012.00     .00        .00       .00      .00      .00      .00       15,597.10     15,847.10
    918.28     .00      .00      .00      .00   193.33    .00     .00   930.06    .00     190.12     .00    495.01                688.10        .00                          250.00

 034  HURTARTE AMADA MAGDA HERNANDEZ FIGUEROA DE              TECNICO PORTUARIO III                         3114030031          1813    16/03/2000    16/03/2000
  31    3,278.00   3,233.50     675.00      0.00     349.00    5,500.00    1,700.00   14,735.50     .00        .00       .00      .00      .00      .00       11,265.60     11,515.60
    711.72     .00      .00   966.77      .00   193.33    .00     .00   619.38    .00     147.36     .00    357.06                474.28        .00                          250.00

 035  BAUTISTA MELGAR MARDOQUEO                               OPERADOR DE MAQUINARIA PORTUARIA              020780196168        2146    02/05/2008    02/05/2008
  31    2,838.00   1,883.00     650.00      0.00     249.00    5,500.00    1,600.00   12,720.00     .00        .00       .00      .00      .00      .00       10,464.78     10,714.78
    614.38     .00      .00      .00      .00   193.33    .00     .00   654.77    .00     127.20     .00    292.04                373.50        .00                          250.00

 036  ORELLANA CABRERA PEDRO ANTONIO                          OPERADOR DE MAQUINARIA PORTUARIA              020780196648        2200    01/06/2008    01/06/2008
  31    2,838.00   1,847.00     650.00      0.00     249.00    5,500.00    1,600.00   12,684.00     .00        .00       .00      .00      .00      .00       10,527.13     10,777.13
    612.64     .00      .00      .00      .00   193.33    .00     .00   933.18    .00     126.84     .00    290.88                   .00        .00                          250.00

 037  SUHUL DE LEON GUILLERMO FEDERICO                        AUXILIAR PORTUARIO                            3569039748          2750    18/02/2025    18/02/2025
  31    2,178.00       0.00       0.00      0.00       0.00    5,500.00    1,500.00    9,178.00     .00        .00       .00      .00      .00      .00        8,078.83      8,328.83
    443.30     .00      .00      .00      .00   193.33    .00     .00   192.98    .00      91.78     .00    177.78                   .00        .00                          250.00

 038  MARTINEZ RODRIGUEZ GERMAN ANTONIO                       AUXILIAR PORTUARIO                            010780189946        1815    16/03/2000    16/03/2000
  31    2,178.00   3,200.00     675.00      0.00     349.00    5,500.00    1,500.00   13,402.00     .00        .00       .00      .00      .00      .00       11,221.80     11,471.80
    402.06     .00      .00      .00      .00   193.33    .00     .00   729.15    .00     134.02     .00    314.04                407.60        .00                          250.00

 039  AGUIRRE BONILLA DAVID GAMALIEL                          AUXILIAR DE SUPERVISOR PORTUARIO              3693013459          1959    03/06/2002    03/06/2002
  31    2,838.00   2,687.00     675.00      0.00     349.00    5,500.00    1,600.00   13,649.00     .00   2,245.25       .00      .00      .00      .00        8,844.27      9,094.27
    659.25     .00      .00      .00      .00   193.33    .00     .00   828.45    .00     136.49     .00    322.01                419.95        .00                          250.00

 040  BARRERA HERNANDEZ JEFRY NOE                             OPERADOR DE MAQUINARIA PORTUARIA              01-078-019591-1     2583    01/06/2017    01/06/2017
  31    2,838.00     600.00     435.00      0.00      35.00    5,500.00    1,600.00   11,008.00     .00        .00       .00      .00      .00      .00        8,825.80      9,075.80
    531.69     .00      .00      .00      .00   193.33    .00     .00   822.38    .00     110.08     .00    236.82                287.90        .00                          250.00

   Van ...
       659,395.35  476,236.17  116,737.26   2,250.00  53,494.59  1,217,173.91  418,530.39  2,943,817.67  18,156.25   32,459.35  63,934.33       2,412.79    77,662.06      0.00              55,491.94
   136,372.72   2,277.98  2,200.00  150,776.94   0.00  37,699.35   0.00   5,390.57  172,514.69  916.86        4,170.55  69,001.88       21,661.69     34,895.19       0.00     2,111,314.47   2,166,806.41
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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/
                                                                           Decreto Sind/Stepq Sindicato Dec. 81-
             1%    Prestamo                   Otros Convenio                                                  Desc            Prestamo        Prest Cooperativa           Sueldo Otros Liquido
          Sind/Sutrap Sutraporque        Desctos                        424-95  Sind/Stopq Ostracompq 70 B. Judicial Banrural   BI           Jubila Upa                  Liquido Bonos Recibir
    IGSS                     Bantrab Prest Sind     pago    Fianza     Isr     1%          Stupepqpz                                   Jubila
           orquet                                                                                     Ornato

  Vienen ...
      659,395.35  476,236.17  116,737.26  2,250.00  53,494.59  1,217,173.91  418,530.39  2,943,817.67     **********    63,934.33   2,412.79    0.00     77,662.06      0.00          2,111,314.47  2,166,806.41
   136,372.72  2,277.98  2,200.00  150,776.94    0.00  37,699.35     0.00   5,390.57  172,514.69  916.86  18,156.25  4,170.55  69,001.88                         21,661.69   34,895.19        0.00     0.00   55,491.94

2025-075-12-00-000-001-011-0509-59          SECCION DE EQUIPO

  041 CORADO ROCA LUIS FERNANDO                        OPERADOR DE MAQUINARIA PORTUARIA          01-078-019622-5   2584    01/06/2017    01/06/2017
  31 2,838.00  600.00    435.00     0.00     35.00   5,500.00   1,600.00  11,008.00            .00      1,752.80         .00         .00           .00          .00         7,350.65     7,600.65
   531.69    .00     .00    .00     .00  193.33     .00     .00  544.73     .00     110.08     .00   236.82                              287.90          .00                        250.00

  042 DOMINGUEZ CEBALLOS JOSE LUIS                     OPERADOR DE MAQUINARIA PORTUARIA          03-078-000225-5   2530    23/02/2015    23/02/2015
  31 2,838.00  600.00    550.00     0.00     85.00   5,500.00   1,600.00  11,173.00            .00           .00         .00         .00           .00          .00         9,278.74     9,528.74
   539.66    .00     .00    .00     .00  193.33     .00     .00  511.25     .00     111.73     .00   242.14                              296.15          .00                        250.00

  104,258.00    70,789.50    20,980.00      0.00    7,812.00    198,000.00    66,800.00   468,639.50            3,863.88
          178.85          .00          .00               .00              27,799.41                3,902.40     341.27     13,278.65     2,412.79              .00      4,380.67                         346,071.35    355,071.35
  21,897.49               14,876.84              6,379.89                    .00                  .00                   10,859.33                                     12,396.68          .00                        9,000.00

2025-075-12-00-000-001-011-0509-60          SECCION DE MUELLES

  001 VILLALOBOS MOREIRA MEYSI GUILLERMO               SUPERVISOR PORTUARIO                      020780194424      2089    01/04/2005    01/04/2005
  31 3,938.00 2,513.00   675.00     0.00    249.00   5,500.00   4,000.00  16,875.00            .00           .00         .00         .00           .00          .00        14,142.32    14,392.32
   815.06 168.75     .00    .00     .00     .00     .00     .00  741.54     .00        .00     .00   426.08                              581.25          .00                        250.00

  002 MORALES ORTEGA OTTO ROMEO                        SUPERVISOR PORTUARIO                      445-015424-2      2204    16/06/2008    16/06/2008
  31 3,938.00 2,608.00   650.00     0.00    249.00   5,500.00   4,000.00  16,945.00            .00           .00         .00         .00           .00          .00        11,226.02    11,476.02
   818.44    .00     .00 2,777.06   .00  193.33     .00     .00  747.62     .00     169.45     .00   428.33                              584.75          .00                        250.00

  003 AYALA RODRIGUEZ JOSE EFRAIN                      SUPERVISOR PORTUARIO                      3114030586        1727    15/03/1999    15/03/1999
  31 3,938.00 4,200.00   675.00     0.00    449.00   5,500.00   4,000.00  18,762.00            .00           .00         .00         .00      2,006.48          .00         8,263.03     8,513.03
   906.20    .00     .00 5,169.65   .00  193.33     .00     .00  873.14     .00     187.62     .00   486.95                              675.60          .00                        250.00

  004 ARTEAGA CUEVAS JOSE ANTONIO                      AUXILIAR PORTUARIO                        3114030605        1743    01/10/1999    01/10/1999
  31 2,178.00 3,000.00   675.00     0.00    349.00   5,500.00   1,500.00  13,202.00       1,632.02      2,520.70         .00         .00           .00          .00         4,831.44     5,081.44
   637.66    .00     .00 1,011.97   .00  193.33     .00     .00 1,669.69    .00        .00     .00   307.59                              397.60          .00                        250.00

     Van ...
        679,063.35  489,757.17  120,397.26  2,250.00  54,910.59  1,250,173.91  435,230.39  3,031,782.67  18,735.13  34,091.37  68,207.83        2,412.79   80,485.31        0.00                       56,991.94
    140,621.43  2,446.73  2,200.00  159,735.62    0.00  38,666.00     0.00   5,390.57  177,602.66  916.86        4,170.55  71,129.79      21,661.69     36,901.67         0.00        2,166,406.67  2,223,398.61
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																						
	679,063.35	489,757.17	120,397.26	2,250.00	54,910.59		1,250,173.91	435,230.39	3,031,782.67		**********		68,207.83	2,412.79	0.00	80,485.31		0.00		2,166,406.67		2,223,398.61
140,621.43	2,446.73	2,200.00	159,735.62	0.00	38,666.00	0.00	5,390.57	177,602.66	916.86	18,735.13	4,170.55	71,129.79			21,661.69		36,901.67		0.00	0.00	56,991.94	
2025-075-12-00-000-001-011-0509-60			SECCION DE MUELLES																			
005	AUDON VASQUEZ ANGEL ESTUARDO						AUXILIAR PORTUARIO					01-078-020395-7		2728	15/08/2024	15/08/2024						
31	2,178.00	0.00	0.00	0.00	0.00		5,500.00	1,500.00	9,178.00		.00		.00	.00	.00		.00		.00	7,778.85		8,028.85
443.30	.00	.00	.00	.00	193.33	.00	.00	296.56	.00	91.78	.00	177.78				196.40		.00			250.00	
006	VASQUEZ GONZALEZ LIONEL						AUXILIAR PORTUARIO					010780191479		2038	03/02/2003	03/02/2003						
31	2,178.00	2,536.00	675.00	0.00	349.00		5,500.00	1,500.00	12,738.00		.00		.00	.00	.00		.00		.00	9,429.23		9,679.23
615.25	.00	.00	1,320.44	.00	193.33	.00	.00	759.75	.00	127.38	.00	292.62				.00		.00			250.00	
007	MORATAYA BOLAÑOS SINOEL						AUXILIAR PORTUARIO					01-078-020185-7		1884	02/01/2001	02/01/2001						
31	2,178.00	2,508.00	675.00	0.00	349.00		5,500.00	1,500.00	12,710.00		.00		3,087.25	.00	.00		549.90		.00	6,267.51		6,517.51
613.89	.00	.00	350.27	.00	193.33	.00	.00	806.03	.00	.00	177.10	291.72				373.00		.00			250.00	
008	MONZON RAMIREZ HUGO AMILCAR						AUXILIAR PORTUARIO					03-078-000134-8		2747	18/02/2025	18/02/2025						
31	2,178.00	0.00	0.00	0.00	0.00		5,500.00	1,500.00	9,178.00		.00		.00	.00	.00		.00		.00	7,976.63		8,226.63
443.30	.00	.00	.00	.00	193.33	.00	.00	295.18	.00	91.78	.00	177.78				.00		.00			250.00	
009	DE PAZ RAMIREZ ENRIQUE						AUXILIAR PORTUARIO					3114031365		1613	01/07/1996	01/07/1996						
31	2,178.00	3,419.00	675.00	0.00	549.00		5,500.00	1,500.00	13,821.00		.00		.00	.00	2,433.14		.00		.00	8,914.57		9,164.57
667.55	.00	.00	.00	.00	.00	.00	.00	911.42	.00	138.21	.00	327.56				428.55		.00			250.00	
010	TORRES LINARES JOSE LUIS						AUXILIAR PORTUARIO					01078019566-0		2382	16/03/2012	16/03/2012						
31	2,178.00	1,155.00	550.00	0.00	85.00		5,500.00	1,500.00	10,968.00		109.68		.00	.00	.00		.00		.00	7,917.44		8,167.44
529.75	.00	.00	978.35	.00	193.33	.00	.00	718.02	.00	.00	.00	235.53				285.90		.00			250.00	
011	LOPEZ GRAJEDA ALFREDO						AUXILIAR PORTUARIO					3114030027		1950	01/04/2002	01/04/2002						
31	2,178.00	2,651.00	675.00	0.00	349.00		5,500.00	1,500.00	12,853.00		128.53		.00	.00	.00		2,469.11		.00	8,037.42		8,287.42
620.80	.00	.00	.00	.00	193.33	.00	.00	727.33	.00	.00	.00	296.33				380.15		.00			250.00	
012	ZACARIAS VALENZUELA JOSE ADAN						AUXILIAR PORTUARIO					3890015370		1925	16/07/2001	16/07/2001						
31	2,178.00	2,700.00	675.00	0.00	349.00		5,500.00	1,500.00	12,902.00		.00		.00	.00	.00		.00		.00	7,340.98		7,590.98
623.17	.00	.00	3,253.03	.00	.00	.00	.00	875.29	.00	129.02	.00	297.91				382.60		.00			250.00	
Van ...																						
	696,487.35	504,726.17	124,322.26	2,250.00	56,940.59		1,294,173.91	447,230.39	3,126,130.67	19,313.30	34,329.58	71,295.08		2,412.79		82,531.91		0.00			58,991.94	
145,178.44	2,446.73	2,200.00	165,637.71	0.00	39,825.98	0.00	5,390.57	182,992.24	916.86		4,347.65	73,227.02			24,094.83		39,920.68		0.00	2,230,069.30		2,289,061.24

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...	696,487.35	504,726.17		124,322.26	2,250.00	56,940.59		1,294,173.91		447,230.39	3,126,130.67		**********		71,295.08	2,412.79	0.00	82,531.91		0.00		2,230,069.30		2,289,061.24
	145,178.44	2,446.73	2,200.00	165,637.71	0.00	39,825.98	0.00		5,390.57	182,992.24	916.86	19,313.30	4,347.65	73,227.02			24,094.83		39,920.68		0.00	0.00	58,991.94	
2025-075-12-00-000-001-011-0509-60						SECCION DE MUELLES																		
013	RODRIGUEZ MARROQUIN URBIN ANIBAL							AUXILIAR PORTUARIO						4890098069		1892	01/02/2001	01/02/2001						
31	2,178.00	2,747.00		675.00	0.00	349.00		5,141.30		1,500.00	12,590.30		.00		.00	.00	.00		1,445.70		.00	7,367.30		7,617.30
	608.11	125.90	300.00	1,073.95	.00	193.33	.00		.00	791.63	.00	.00	.00	299.43				384.95		.00			250.00	
014	AUDON CARIAS LUCAS ESTUARDO							SUPERVISOR PORTUARIO						010780189601		1759	16/11/1999	16/11/1999						
31	3,938.00	3,757.00		675.00	0.00	349.00		5,500.00		4,000.00	18,219.00		.00		.00	.00	.00		.00		.00	14,694.84		14,944.84
	879.98	.00	.00	275.45	.00	193.33	.00		.00	875.33	.00	182.19	.00	469.43				648.45		.00			250.00	
015	LOPEZ GUADALUPE							AUXILIAR PORTUARIO						010780191436		2022	03/02/2003	03/02/2003						
31	2,178.00	2,536.00		675.00	0.00	349.00		5,500.00		1,500.00	12,738.00		.00		.00	.00	.00		.00		.00	10,400.51		10,650.51
	615.25	.00	.00	.00	.00	193.33	.00		.00	734.51	.00	127.38	.00	292.62				374.40		.00			250.00	
017	GIRON ARRASOLA RICARDO							AUXILIAR PORTUARIO						0143111003		2009	03/02/2003	03/02/2003						
31	2,178.00	2,536.00		675.00	0.00	349.00		5,500.00		1,500.00	12,738.00		.00		.00	.00	.00		.00		.00	8,295.26		8,545.26
	615.25	.00	.00	2,000.01	.00	193.33	.00		.00	839.75	.00	127.38	.00	292.62				374.40		.00			250.00	
018	RAMOS FRANCO LUIS ALBERTO							AUXILIAR PORTUARIO						4693094865		2006	03/02/2003	03/02/2003						
31	2,178.00	2,236.00		675.00	0.00	349.00		5,500.00		1,500.00	12,438.00		.00		2,780.25	.00	.00		628.12		.00	6,677.83		6,927.83
	600.76	.00	.00	.00	.00	193.33	.00		.00	790.98	.00	124.38	.00	282.95				359.40		.00			250.00	
019	NIÑO MORALES JORGE MARIANO							AUXILIAR PORTUARIO						010780189377		1542	18/04/1994	18/04/1994						
31	2,178.00	3,879.00		675.00	0.00	649.00		5,500.00		1,500.00	14,381.00		.00		.00	.00	.00		2,761.83		.00	8,738.82		8,988.82
	694.60	.00	.00	.00	.00	193.33	.00		.00	996.44	.00	.00	193.81	345.62				456.55		.00			250.00	
020	ENRIQUEZ GARCIA LUIS DEMETRIO							AUXILIAR PORTUARIO						030780001011		2726	15/08/2024	15/08/2024						
31	2,178.00	0.00		0.00	0.00	0.00		5,500.00		1,500.00	9,178.00		.00		.00	.00	.00		.00		.00	8,051.38		8,301.38
	443.30	.00	.00	.00	.00	.00	.00		.00	217.36	.00	91.78	.00	177.78				196.40		.00			250.00	
021	CASTRO MORALES LENNIN JOSSIMAR							AUXILIAR PORTUARIO						010780196888		2351	01/08/2011	01/08/2011						
31	2,178.00	1,283.00		550.00	0.00	85.00		5,500.00		1,500.00	11,096.00		.00		.00	.00	.00		.00		.00	7,645.77		7,895.77
	535.94	.00	.00	1,374.35	.00	193.33	.00		.00	703.69	.00	110.96	.00	239.66				292.30		.00			250.00	
Van ...	715,671.35	523,700.17		128,922.26	2,250.00	59,419.59		1,337,815.21		461,730.39	3,229,508.97	20,077.37	34,329.58		74,075.33	2,412.79		85,618.76		0.00			60,991.94	
	150,171.63	2,572.63	2,500.00	170,361.47	0.00	41,179.29	0.00		5,390.57	188,941.93	916.86		4,541.46	75,627.13			24,094.83		44,756.33		0.00	2,301,941.01		2,362,932.95

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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

 Vienen ...
     715,671.35   523,700.17   128,922.26    2,250.00    59,419.59   1,337,815.21   461,730.39    3,229,508.97          **********        74,075.33     2,412.79        0.00       85,618.76          0.00                2,301,941.01    2,362,932.95
  150,171.63   2,572.63   2,500.00   170,361.47     0.00   41,179.29      0.00    5,390.57   188,941.93      916.86   20,077.37    4,541.46    75,627.13                          24,094.83        44,756.33              0.00         0.00     60,991.94

2025-075-12-00-000-001-011-0509-60             SECCION DE MUELLES

   50,600.00      46,264.00     11,200.00         0.00       5,805.00       109,641.30        40,000.00    263,510.30           1,870.23
            294.65        300.00            .00                    .00                  15,371.26                   1,699.31       370.91          8,388.20         .00          2,433.14         9,861.14                     173,997.15       178,997.15
  12,727.56             19,584.53              3,093.28                   .00                     .00                                  6,146.29                                     7,372.65            .00                          5,000.00

2025-075-12-00-000-001-011-0509-61             DEPARTAMENTO DE CONTENEDORES

 001  GOMEZ MENDEZ ANGEL FLORENCIO                           JEFE DE DEPARTAMENTO                                  010780186777        1240      19/12/1988      19/12/1988
 31   5,918.00    5,270.00     600.00       0.00       649.00      5,500.00     4,300.00    22,237.00
                                                                                                     .00            .00           .00           .00          .00          .00              17,847.74       18,097.74
  1,074.05      .00        .00        .00         .00    193.33      .00    298.86   1,152.26       .00         222.37        .00      599.04                                      849.35              .00                               250.00

 002  CASTILLO MAYEN ELEAZAR EXEQUIEL                        SUBJEFE DE DEPARTAMENTO                               4693071589          1728      05/04/1999      05/04/1999
 31   4,378.00    4,550.00     675.00       0.00       449.00      5,500.00     4,000.00    19,552.00
                                                                                                     .00            .00           .00           .00          .00          .00              15,855.56       16,105.56
    944.36      .00        .00        .00         .00    193.33      .00    262.77     927.93       .00         140.52        .00      512.43                                      715.10              .00                               250.00

 003  CORADO ROCA SANTOS ENMANUEL                            OFICIAL DE CONTENEDORES III                           010780191134        1990      03/02/2003      03/02/2003
 31   3,498.00    3,382.00     675.00       0.00       349.00      5,500.00     1,700.00    15,104.00
                                                                                                     .00            .00           .00           .00          .00          .00              11,532.85       11,782.85
    729.52      .00        .00        .00         .00    193.33      .00       .00   1,585.61       .00            .00     201.04      368.95                                      492.70              .00                               250.00

 004  LOPEZ CHAN EDGAR MIZAEL                                OFICIAL DE CONTENEDORES II                            01-078-020381-7     1840      02/05/2000      02/05/2000
 31   3,058.00    3,600.00     675.00       0.00       349.00      5,500.00     1,600.00    14,782.00
                                                                                                2,147.82       3,000.00           .00           .00     1,322.67          .00               5,466.30        5,716.30
    713.97      .00        .00        .00         .00    193.33      .00       .00   1,102.75       .00            .00        .00      358.56                                      476.60              .00                               250.00

 005  CRISTALES ROJAS EDWIN OBDULIO                          OFICIAL DE CONTENEDORES II                            110780000041        1251      01/02/1989      01/02/1989
 31   3,058.00    5,016.00     675.00       0.00       649.00      5,500.00     1,600.00    16,498.00
                                                                                                     .00       2,000.00           .00           .00          .00          .00              11,070.30       11,320.30
    796.85      .00        .00        .00         .00       .00      .00       .00   1,489.56       .00         164.98        .00      413.91                                      562.40              .00                               250.00

 006  LOPEZ PEREZ ENRIQUE                                    OFICIAL DE CONTENEDORES II                            3890002775          1857      05/07/2000      05/07/2000
 31   3,058.00    4,100.00     675.00       0.00       349.00      5,500.00     1,600.00    15,282.00
                                                                                                     .00            .00           .00           .00          .00          .00               8,017.47        8,267.47
    458.46      .00        .00   4,916.39         .00       .00      .00       .00   1,362.17       .00         152.82        .00      374.69                                         .00              .00                               250.00

   Van ...
       738,639.35    549,618.17    132,897.26     2,250.00    62,213.59   1,370,815.21   476,530.39   3,332,963.97    20,758.06     36,477.40   79,075.33          2,412.79     88,714.91          0.00                          62,491.94
  154,888.84     2,572.63   2,500.00   175,277.86       0.00    41,952.61       0.00     5,952.20     196,562.21     916.86             4,742.50    78,254.71          24,094.83         46,079.00           0.00          2,371,731.23    2,434,223.17
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

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 ...																						
	738,639.35	549,618.17	132,897.26	2,250.00	62,213.59		1,370,815.21	476,530.39	3,332,963.97		**********		79,075.33	2,412.79	0.00	88,714.91		0.00		2,371,731.23		2,434,223.17
154,888.84	2,572.63	2,500.00	175,277.86	0.00	41,952.61	0.00	5,952.20	196,562.21	916.86	20,758.06	4,742.50	78,254.71			24,094.83		46,079.00		0.00	0.00	62,491.94	
2025-075-12-00-000-001-011-0509-61				DEPARTAMENTO DE CONTENEDORES																		
007	PINEDA MENDEZ GERMAN AUGUSTO					OFICIAL DE CONTENEDORES II						3114030485		2096	27/06/2005	27/06/2005						
31	3,058.00	2,302.00	675.00	0.00	249.00		5,500.00	1,600.00	13,384.00		1,133.84		4,000.00	.00	.00		.00		.00	5,501.75		5,751.75
646.45	.00	.00	.00	.00	193.33	.00	.00	1,188.47	.00	.00	.00	313.46				406.70		.00			250.00	
008	ALVARADO LOPEZ EDVIN AROLDO					OFICIAL DE CONTENEDORES II						020780193908		2061	05/12/2003	05/12/2003						
31	3,058.00	2,750.00	675.00	0.00	349.00		5,500.00	1,600.00	13,932.00		.00		.00	.00	.00		1,882.83		.00	9,239.12		9,489.12
417.96	.00	.00	.00	.00	193.33	.00	.00	1,294.20	.00	139.32	.00	331.14				434.10		.00			250.00	
010	VASQUEZ RIVERA ELMAR ESTUARDO					OFICIAL DE CONTENEDORES I						010780201245		2332	17/01/2011	17/01/2011						
31	2,728.00	1,391.00	550.00	0.00	85.00		5,500.00	1,500.00	11,754.00		.00		2,013.90	.00	.00		.00		.00	6,639.90		6,889.90
567.72	.00	.00	794.77	.00	193.33	.00	.00	790.76	.00	.00	167.54	260.88				325.20		.00			250.00	
011	MARTINEZ MENDOZA ELVIS VITALINO					OFICIAL DE CONTENEDORES I						01-078-019729-9		2367	01/02/2012	01/02/2012						
31	2,728.00	1,183.00	550.00	0.00	85.00		5,500.00	1,500.00	11,546.00		.00		.00	.00	.00		.00		.00	9,480.58		9,730.58
557.67	.00	.00	.00	.00	193.33	.00	.00	579.99	.00	.00	165.46	254.17				314.80		.00			250.00	
012	ALVARENGA OLIVARES OMAR EUGENIO					OFICIAL DE CONTENEDORES II						010780194796		2245	03/11/2008	03/11/2008						
31	3,058.00	1,800.00	650.00	0.00	149.00		5,500.00	1,600.00	12,757.00		.00		.00	.00	.00		.00		.00	6,768.92		7,018.92
616.16	.00	.00	3,450.98	.00	193.33	.00	.00	931.45	.00	127.57	.00	293.24				375.35		.00			250.00	
013	PEREZ JIMENEZ ERICK AMADO					OFICIAL DE CONTENEDORES III						010780186700		1543	21/02/1994	21/02/1994						
31	3,498.00	5,220.00	675.00	0.00	649.00		5,500.00	1,700.00	17,242.00		172.42		.00	.00	.00		.00		.00	12,216.05		12,466.05
832.79	.00	.00	1,393.92	.00	193.33	.00	.00	1,395.98	.00	.00	.00	437.91				599.60		.00			250.00	
014	LEMUS CASTRO OSMAN ESTUARDO					OFICIAL DE CONTENEDORES II						445-018140-1		2029	03/02/2003	03/02/2003						
31	3,058.00	3,236.00	675.00	0.00	349.00		5,500.00	1,600.00	14,418.00		2,144.18		2,250.00	.00	.00		1,587.54		.00	5,467.89		5,717.89
696.39	.00	.00	.00	.00	193.33	.00	.00	1,273.45	.00	.00	.00	346.82				458.40		.00			250.00	
015	DEL CID SAMAYOA HECTOR DAVID					OFICIAL DE CONTENEDORES I						01-078-020646-8		2024	03/02/2003	03/02/2003						
31	2,728.00	2,535.00	675.00	0.00	349.00		5,500.00	1,500.00	13,287.00		1,632.87		2,443.88	.00	.00		.00		.00	5,875.35		6,125.35
641.76	.00	.00	979.04	.00	193.33	.00	.00	808.59	.00	.00	.00	310.33				401.85		.00			250.00	
Van ...																						
	762,553.35	570,035.17	138,022.26	2,250.00	64,477.59		1,414,815.21	489,130.39	3,441,283.97	21,024.95	41,560.71	89,783.11		2,412.79	92,030.91		0.00				64,491.94	
159,865.74	2,572.63	2,500.00	181,896.57	0.00	43,499.25	0.00	5,952.20	204,825.10	916.86		5,075.50	80,802.66			24,094.83	49,549.37			0.00	2,432,920.79		2,497,412.73

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

Indiv IGSS	Nombre Sueldo Perma 1% Sind/Sutrap orquet	Paso Sal Prestamo Sutraporque	Bonif Antig Bantrab	Bonif Profe Prest Sind	Comple Pacto Otros Desctos	Subsidio Fam Convenio pago	Bono Disp Ope Fianza	Sueldo Devengado Isr	Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracompq Stupepqpz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo Desc Judicial	Banrural	Fecha Ingreso Prestamo BI	Fecha Relación Jubila	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																						
	762,553.35	570,035.17	138,022.26	2,250.00	64,477.59	1,414,815.21	489,130.39	3,441,283.97			**********		89,783.11	2,412.79	0.00	92,030.91		0.00		2,432,920.79		2,497,412.73
159,865.74	2,572.63	2,500.00	181,896.57	0.00	43,499.25	0.00	5,952.20	204,825.10	916.86	21,024.95	5,075.50	80,802.66			24,094.83		49,549.37		0.00	0.00	64,491.94	
2025-075-12-00-000-001-011-0509-61	DEPARTAMENTO DE CONTENEDORES																					
016	BOLAÑOS CATALAN JORGE ALBERTO					OFICIAL DE CONTENEDORES II						010780190561	1894		01/02/2001	01/02/2001						
31	3,058.00	3,500.00	675.00	0.00	349.00	5,500.00	1,600.00	14,682.00			.00		.00	.00	.00		.00		.00	11,643.15		11,893.15
709.14	.00	.00	.00	.00	193.33	.00	.00	1,112.63	.00	.00	196.82	355.33				471.60		.00			250.00	
017	GIL FAJARDO WILFREDO ALEXANDER					OFICIAL DE CONTENEDORES I						445-016791-3	2139		16/04/2008	16/04/2008						
31	2,728.00	1,942.00	650.00	0.00	249.00	5,500.00	1,500.00	12,569.00			2,125.69		2,122.58	.00	.00		842.82		.00	4,833.21		5,083.21
607.08	.00	.00	.00	.00	193.33	.00	.00	1,191.17	.00	.00	.00	287.17				365.95		.00			250.00	
018	PEREZ LOPEZ LUIS ALFREDO					OFICIAL DE CONTENEDORES I						030780002395	2470		01/08/2022	01/08/2022						
31	2,728.00	83.00	0.00	0.00	0.00	5,500.00	1,500.00	9,811.00			.00		936.43	.00	.00		.00		.00	7,330.61		7,580.61
473.87	.00	.00	.00	.00	193.33	.00	.00	302.40	.00	.00	148.11	198.20				228.05		.00			250.00	
019	CORADO CARRILLO BRENDA DINORA					OFICIAL DE CONTENEDORES I						020780193894	2060		03/11/2003	03/11/2003						
31	2,728.00	2,450.00	675.00	0.00	349.00	5,500.00	1,500.00	13,202.00			132.02		.00	.00	.00		.00		.00	10,722.76		10,972.76
637.66	.00	.00	.00	.00	193.33	.00	.00	811.04	.00	.00	.00	307.59				397.60		.00			250.00	
020	AMAYA LOPEZ NESTOR RAMIRO					OFICIAL DE CONTENEDORES II						02-078-026458-9	2225		18/08/2008	18/08/2008						
31	3,058.00	1,974.00	650.00	0.00	249.00	5,500.00	1,600.00	13,031.00			.00		.00	.00	.00		.00		.00	7,601.01		7,851.01
629.40	.00	.00	2,862.75	.00	193.33	.00	.00	873.07	.00	.00	180.31	302.08				389.05		.00			250.00	
021	ALFARO GUEVARA IRWIN JOSELY					OFICIAL DE CONTENEDORES I						010780197914	2418		02/11/2012	02/11/2012						
31	2,728.00	1,000.00	550.00	0.00	85.00	5,500.00	1,500.00	11,363.00			113.63		.00	.00	.00		.00		.00	9,360.49		9,610.49
548.83	.00	.00	.00	.00	193.33	.00	.00	592.80	.00	.00	.00	248.27				305.65		.00			250.00	
022	MONTERROSO JONATHAN DANIEL					OFICIAL DE CONTENEDORES I						3890002894	2412		01/10/2012	01/10/2012						
31	2,728.00	670.00	550.00	0.00	85.00	5,500.00	1,500.00	11,033.00			1,610.33		1,012.03	.00	.00		.00		.00	4,525.69		4,775.69
532.89	.00	.00	1,879.47	.00	.00	.00	.00	945.82	.00	.00	.00	237.62				289.15		.00			250.00	
023	DE LEON MORALES NORMAN RAFAEL					OFICIAL DE CONTENEDORES I						0143110880	2314		01/06/2010	01/06/2010						
31	2,728.00	1,517.00	650.00	0.00	85.00	5,500.00	1,500.00	11,980.00			119.80		1,951.50	.00	.00		.00		.00	7,375.82		7,625.82
578.63	.00	.00	500.00	.00	.00	.00	.00	849.58	.00	.00	.00	268.17				336.50		.00			250.00	
Van ...																						
	785,037.35	583,171.17	142,422.26	2,250.00	65,928.59	1,458,815.21	501,330.39	3,538,954.97		21,024.95	45,662.18		95,805.65	2,412.79		94,814.46		0.00			66,491.94	
164,583.24	2,572.63	2,500.00	187,138.79	0.00	44,659.23	0.00	5,952.20	211,503.61	916.86		5,600.74	83,007.09			24,094.83		50,392.19		0.00	2,496,313.53		2,562,805.47

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

2025-075-12-00-000-001-011-0509-61 DEPARTAMENTO DE CONTENEDORES

Indiv / IGSS	Nombre / Sueldo Perma / 1% Sind/Sutrap orquet	Paso Sal / Prestamo Sutraporque	Bonif Antig / Bantrab	Bonif Profe / Prest Sind	Comple Pacto / Otros Desctos	Subsidio Fam / Convenio pago	Bono Disp Ope / Fianza	Sueldo Devengado / Isr	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	Fecha Relación / Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																						
	785,037.35	583,171.17	142,422.26	2,250.00	65,928.59	1,458,815.21	501,330.39	3,538,954.97			**********		95,805.65	2,412.79	0.00	94,814.46		0.00		2,496,313.53		2,562,805.47
164,583.24	2,572.63	2,500.00	187,138.79	0.00	44,659.23	0.00	5,952.20	211,503.61	916.86	21,024.95	5,600.74	83,007.09			24,094.83		50,392.19		0.00	0.00	66,491.94	
024	CHICAJA LOPEZ CARLOS ROLANDO					OFICIAL DE CONTENEDORES I						020780264570	2231	18/08/2008	18/08/2008							
31	2,728.00	1,874.00	650.00	0.00	249.00	5,500.00	1,500.00	12,501.00			.00		.00	.00	.00		.00		.00	10,104.71		10,354.71
603.80	.00	.00	.00	.00	193.33	.00	.00	881.62	.00	70.01	.00	284.98				362.55		.00			250.00	
025	BONILLA URRUTIA OSCAR ADELMO					OFICIAL DE CONTENEDORES I						03-078-000204-2	2764	18/02/2025	18/02/2025							
31	2,728.00	0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,728.00			1,597.28		.00	.00	.00		.00		.00	6,319.01		6,569.01
469.86	.00	.00	.00	.00	193.33	.00	.00	952.99	.00	.00	.00	195.53				.00		.00			250.00	
026	MORALES GUTIERREZ MARIO UBEN					OFICIAL DE CONTENEDORES I						030780000147	2258	02/03/2009	02/03/2009							
31	2,728.00	1,574.00	650.00	0.00	149.00	5,500.00	1,500.00	12,101.00			.00		.00	.00	.00		.00		.00	6,893.85		7,143.85
584.48	.00	.00	2,745.22	.00	193.33	.00	.00	898.48	.00	.00	171.01	272.08				342.55		.00			250.00	
027	GALINDO CAMPOS JAIROL ALEXANDER					OFICIAL DE CONTENEDORES III						3114031636	1549	16/05/1994	16/05/1994							
31	3,498.00	5,260.00	675.00	0.00	649.00	5,500.00	1,700.00	17,282.00			.00		.00	.00	.00		2,313.35		.00	11,444.83		11,694.83
834.72	.00	.00	.00	.00	.00	.00	.00	1,530.48	.00	117.82	.00	439.20				601.60		.00			250.00	
028	VIRULA VARGAS EDGAR APARICIO					OFICIAL DE CONTENEDORES I						03078-000212-3	2759	18/02/2025	18/02/2025							
31	2,728.00	0.00	0.00	0.00	0.00	5,500.00	1,500.00	9,728.00			.00		.00	.00	.00		.00		.00	8,134.09		8,384.09
469.86	.00	.00	.00	.00	193.33	.00	.00	414.01	.00	97.28	.00	195.53				223.90		.00			250.00	
029	CASTILLO GIL EDWIN DANIEL					OFICIAL DE CONTENEDORES I						01-078-019982-8	2535	20/05/2015	20/05/2015							
31	2,728.00	600.00	550.00	0.00	85.00	5,500.00	1,500.00	10,963.00			109.63		.00	.00	.00		.00		.00	9,241.78		9,491.78
529.51	.00	.00	.00	.00	.00	.00	.00	561.06	.00	.00	.00	235.37				285.65		.00			250.00	
030	MELGAR ALVARADO HUGO ROBERTO					SUPERVISOR PORTUARIO						01-078-020373-6	1778	17/01/2000	17/01/2000							
31	3,938.00	4,300.00	675.00	0.00	349.00	5,500.00	4,000.00	18,762.00			.00		.00	.00	.00		.00		.00	15,494.16		15,744.16
906.20	.00	.00	.00	.00	193.33	.00	.00	873.14	.00	132.62	.00	486.95				675.60		.00			250.00	
031	BARAHONA MARENCO ANDREA ELIZABETH					SECRETARIA DE DEPARTAMENTO						01-078-019933-0	2506	01/09/2014	01/09/2014							
31	2,398.00	666.00	550.00	0.00	85.00	5,500.00	1,500.00	10,699.00			.00		.00	.00	.00		.00		.00	8,147.83		8,397.83
516.76	.00	.00	815.42	.00	193.33	.00	.00	419.37	.00	106.99	.00	226.85				272.45		.00			250.00	
Van ...																						
	808,511.35	597,445.17	146,172.26	2,250.00	67,494.59	1,502,815.21	516,030.39	3,640,718.97		21,549.67	47,369.09		95,805.65	2,412.79		97,578.76		0.00			68,491.94	
169,498.43	2,572.63	2,500.00	190,699.43	0.00	45,819.21	0.00	5,952.20	218,034.76	916.86		5,771.75	85,343.58			24,094.83		52,705.54		0.00	2,572,093.79		2,640,585.73

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE OPERACIONES
DE: EMPRESA PORTUARIA QUETZAL, SAN JOSE, ESCUINTLA, CORRESPONDIENTE A :DICIEMBRE/2025
NOMINA 01-202512

Indiv	Nombre												Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación						
	Sueldo Perma	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope		Sueldo Devengado	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracompq Stupepqpz											
IGSS	1% Sind/Sutraporquet	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 ...																						
	808,511.35	597,445.17	146,172.26	2,250.00	67,494.59	1,502,815.21	516,030.39		3,640,718.97		**********		95,805.65	2,412.79	0.00	97,578.76		0.00		2,572,093.79		2,640,585.73
169,498.43	2,572.63	2,500.00	190,699.43	0.00	45,819.21	0.00	5,952.20	218,034.76	916.86	21,549.67	5,771.75	85,343.58			24,094.83		52,705.54		0.00	0.00	68,491.94	
2025-075-12-00-000-001-011-0509-61			DEPARTAMENTO DE CONTENEDORES																			
032	SANTIZO GONZALEZ CARLOS ANIBAL						OFICIAL DE CONTENEDORES I						030780001623	2498	02/05/2014	02/05/2014						
31	2,728.00	733.00	550.00	0.00	85.00	5,500.00	1,500.00		11,096.00		1,110.96		.00	.00	.00			.00	.00	8,052.60		8,302.60
535.94	.00	.00	.00	.00	193.33	.00	.00	671.21	.00	.00	.00	239.66				292.30		.00			250.00	
033	CRUZ COLOCHO OSCAR IVAN						OFICIAL DE CONTENEDORES I						01-078-020028-1	2230	18/08/2008	18/08/2008						
31	2,728.00	1,855.00	650.00	0.00	249.00	5,500.00	1,500.00		12,482.00		2,624.82		2,268.70	.00	.00			.00	.00	5,406.87		5,656.87
602.88	.00	.00	.00	.00	193.33	.00	.00	739.43	.00	.00	.00	284.37				361.60		.00			250.00	
	98,296.00	76,333.00	18,450.00	0.00	8,409.00	176,000.00	57,300.00		434,788.00		16,775.29											
	.00	.00	.00			.00	30,503.47			1,472.30	1,230.29		23,999.02	.00	.00		7,949.21			283,612.25		291,612.25
20,465.62		20,337.96		5,026.58		561.63			.00			10,240.48				12,613.90		.00			8,000.00	
Van ...																						
	813,967.35	600,033.17	147,372.26	2,250.00	67,828.59	1,513,815.21	519,030.39		3,664,296.97	21,549.67	51,104.87	98,074.35		2,412.79	98,232.66			0.00			68,991.94	
170,637.25	2,572.63	2,500.00	190,699.43	0.00	46,205.87	0.00	5,952.20	219,445.40	916.86		5,771.75	85,867.61			24,094.83		52,705.54		0.00	2,585,553.26		2,654,545.20

OBSERVACIONES NOMINA DE SUELDOS-01-202512

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1852	2	DE LEON PAZ FRANZEL RENE	PATRON DE REMOLCADOR	INICIA DESC. BANCO INDUSTRIAL REAL ES Q. 2,251.12 FINALIZA EN NOV. 2029.
1608	3	CONTRERAS SILVA GILMAR ALBERTO	CONTROLADOR DE TRAFICO	INICIA DESC. SINDICATO STUPEPQPZ. 1% DICIEMBRE 2025. SE LE APLICA DESC. JUDICIAL DE Q. 1,285.72 PLAN SUSBSIDIO MAS Q. 1,900.00 TOTAL SES Q. 3,185.72. SOLICITO CANCELACION DE SEGURO PARA DEPENDIENTES A PARTIR DEL MES DE DICIEMBRE 2025.
2254	5	MORALES SOTO, WAGNER OLIVERTO	TECNICO PORTUARIO II	DESCUENTO DE BANTRAB DE Q. 3,008.24 FINALIZA EN NOV. 2035.
2419	7	RABANALES CASTILLO, ANGEL DE JESUS	OFICIAL DE BODEGA	ORDEN SUSP. BANTRAB A PARTIR DE DICIEMBRE 2025.
2096	7	PINEDA MENDEZ, GERMAN AUGUSTO	OFICIAL DE CONTENEDORES II	ASCENDER DE OF. DE CONT. I A OF. DE CONT. II 01 DE DICIEMBRE 2025.
1903	11	CEBALLOS MORALES, MARIO RODOLFO	OFICIAL DE BODEGA	LEVANTAMIENTO DE EMBARGO NO. 05008-2021-00705 OF. 4°, SE DESCUENTA CUOTA REAL DE BANTRAB Q. 2,277.36
2455	11	VANEGAS GALINDO, EDGAR FABRICIO	DECODIFICADOR PORTUARIO	SE LE DESCUENTA 01 DIA DEL MES DE OCTUBRE EN EL MES DE DICIEMBRE .
2029	14	LEMUS CASTRO, OSMAN ESTUARDO	OFICIAL DE CONTENEDORES II	SOLICITO CAMBIO DE CUENTA BANCO INDUSTRIAL DICIEMBRE 2025.
2199	14	RIVERA HERNANDEZ, MISAEL	OPERADOR DE MAQUINARIA PORTUARIA	INICIA DESC. SINDICATO DE 1% STUPEPQPZ. DICIEMBRE 2025.
1549	27	GALINDO CAMPOS, JAIROL ALEXANDER	OFICIAL DE CONTENEDORES III	INICIA DESC. REG. PENS. POR Q. 2,313.35 FINALIZA EN OCT. 2035. SEGUN NUMERO DE RECONOCIMIENTO 013-2025.
2684	28	SOLORZANO CORDERO, EVER ESTID	CHEQUE DE MERCANCIAS	DESCUENTO BANTRAB POR Q. 1,765.64 FINALIZA EN NOV. 2035.
2759	28	VIRULA VARGAS, EDGAR APARICIO	OFICIAL DE CONTENEDORES I	ASCENDER CHEQUE DE MERCANCIAS A LA PLAZA DE OF. DE CONT. I. INICIA A PARTIR DE DICIEMBRE 2025.
2535	29	CASTILLO GIL, EDWIN DANIEL	OFICIAL DE CONTENEDORES I	SOLICITO CANCELACION DE SEGURO PARA DEPENDIENTES A PARTIR DE DICIEMBRE 2025.
1987	50	LEMUS CRISTALES EDGAR ADOLFO	CHEQUE DE MERCANCIAS	SUSP. IGSS. PENDOENTE DE ALTA AL PATRONO.
2784	55	RAMIREZ JUAREZ, RUBENS JOAQUIN	CHEQUE DE MERCANCIAS	ACUERDO DE NOMBRAMIENTO NO. 137-2025. A PARTIR DEL 01 DE DICIEMBRE .INICIA DESC. SINDICATO STEPQ. DEL 1%, SOLICITO DESCUENTO DE SEGURO PARA DEPENDIENTES DE Q. 193.33 DICIEMBRE 2025.

OBSERVACIONES NOMINA DE SUELDOS-01-202512

ANEXO 1: DESCUENTOS JUDICIALES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1561	2025	LOPEZ POLANCO, LUIS ARMANDO	MARINERO	DE ACUERDO AL ARTICULO 59 SUBSIDIO FAMILAR Y ARTICILO 66 SALARIO DEVENFGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL SINDICATO DE TRABAJADORES DE EMPRESA PORTUARIA QUETZAL VIGENTE (EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UN TERCERA PARTE DEL SUBSIDIO FAMILAR).
2096	2025	PINEDA MENDEZ, GERMAN AUGUSTO	OFICIAL DE CONTENEDORES II	SOBRE PASA EL 65%, DE ACUERDO CON EL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL SINDICATO DE TRABAJADORES DE EMPRESA PORTUARIA QUETZAL VIGENTE (EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO FAMILIAR)
1884	2025	MORATAYA BOLAÑOS, SINOEL	AUXILIAR PORTUARIO	SOBRE PASA EL 65%, DE ACUERDO CON EL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL SINDICATO DE TRABAJADORES DE EMPRESA PORTUARIA QUETZAL VIGENTE (EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO FAMILIAR)
1700	2025	LOPEZ RAMOS, EMAN	OPERADOR DE MAQUINARIA PORTUARIA	SOBRE PASA EL 50%, DE ACUERDO CON EL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL SINDICATO DE TRABAJADORES DE EMPRESA PORTUARIA QUETZAL VIGENTE (EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO FAMILIAR)
2006	2025	RAMOS FRANCO, LUIS ALBERTO	AUXILIAR PORTUARIO	SOBRE PASA EL 50%, DE ACUERDO CON EL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL SINDICATO DE TRABAJADORES DE EMPRESA PORTUARIA QUETZAL VIGENTE (EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO FAMILIAR)
2000	2025	MARTINEZ ARDON OTTO LEONEL	CHEQUE DE MERCANCIAS	SOBRE PASA EL 50%, DE ACUERDO CON EL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y EL SINDICATO DE TRABAJADORES DE EMPRESA PORTUARIA QUETZAL VIGENTE (EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO FAMILIAR)

OBSERVACIONES NOMINA DE SUELDOS-01-202512

ANEXO 2: PRESTAMOS PLAN DE JUBILACIONES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1945	2025	POLANCO LOPEZ MELVIN ESTUARDO	CONTROLADOR DE TRAFICO	NO SE DESCUENTA CUOTA REAL POR EMBARGO DE 2 PENSIONES ALIMENTICIAS 2004 Y 2019 SOBRE PASA EL 35%
2254	2025	MORALES SOTO, WAGNER OLIVERTO	TECNICO PORTUARIO II	TIENE PRESTAMO BANCO INDUSTRIAL NO LE ALCANZA PARA REALIZAR DESCUENTO DEL REGIMEN
2021	2025	MONTEPEQUE MORALES, NELSON	PATRON DE LANCHA	TIENE PRESTAMO BANTRAB A PARTIR DEL 2016 Y SOBRE PASA EL 35%
1561	2025	LOPEZ POLANCO, LUIS ARMANDO	MARINERO	POR EMBARGO A PARTIR DE JULIO 2022 NO LE ALCANZA PARA REALIZAR DECUENTO DEL REGIMEN SOBRE PASA EL 35% DEL SALARIO
1141	2025	CUTZAN SOSA HUGO GREGORIO	JEFE DE DIVISION	SE LEVANTO EL EMBARGO EN MARZO DEL 2025, POR LO QUE YA SE LE APLICA DESCUENTO DEL RÉGIMEN
1840	2025	LOPEZ CHAN EDGAR MIZAEL	OFICIAL DE CONTENEDORES II	NO SE DESCUENTA CUOTA REAL DEBIDO A EMBARGO JUDICIAL POR PENSION ALIMENTICIA DE ABRIL 2015
1743	2025	ARTEAGA CUEVAS, JOSE ANTONIO	AUXILIAR PORTUARIO	TIENE PRESTAMO CON BANTRAB 2019, NO LE ALCANZA PARA REALIZAR DECUENTO DEL REGIMEN TIENE EMBARGO MARZO 2025 POR LO QUE SE PAUSARON LOS 2
1993	2025	LEIVA DUARTE, ELVIS DONALDO	DECODIFICADOR PORTUARIO	NOSE DESCUENTA CUOTA REAL POR EMBARGO A PARTIR DEL MES DE FEBRERO 2025
1664	2025	RODRIGUEZ CLARA, LUIS ALFREDO	ASISTENTE TECNICO III	SOLO SE DESCUENTA TRIMESTRALMENTE REGIMEN Q. 2000.00 NO SE LE DESCUENTA MENSUAL PORQUE TIENE PRESTAMO DE BANTRAB Y TIENE EMBARGO
1884	2025	MORATAYA BOLAÑOS, SINOEL	AUXILIAR PORTUARIO	NO SE DESCUENTA CUOTA REAL DEBIDO A EMBARGO JUDICIAL 2013 Y POR PENSION ALIMENTICIA JUNIO 2022
1799	2025	LEMUS ARROYO VICTOR MANUEL	TECNICO DE BODEGA	DE ACUERDO AL NUEVO CONVENIO 2025 EL DESCUENTO MENSUAL ES DE Q. 2208.52 Y EN LOS MESES DE SUBSIDIO DEBE INCREMENTAR Q. 1500.00 HACIENDO UN TOTAL TRIMENTRAL Q. 3708.52
1613	2025	DE PAZ RAMIREZ, ENRIQUE	AUXILIAR PORTUARIO	TIENE PRESTAMO CON BANCO INDUSTRIAL, NO LE ALCANZA PARA REALIZAR DECUENTO DEL REGIMEN, SOBRE PASA EL 35% DEL SALARIO
1892	2025	RODRIGUEZ MARROQUIN, URBIN ANIBAL	AUXILIAR PORTUARIO	TIENE PRESTAMO DE BANTRAB, NO LE ALCANZA PARA CUOTA REAL DEL RÉGIMEN, SOBRE PASA EL 35%
2029	2025	LEMUS CASTRO, OSMAN ESTUARDO	OFICIAL DE CONTENEDORES II	TIENE EMBARGO POR 2 PENSIONES ALIMENTICIAS AÑO 2017 Y 2020
2024	2025	DEL CID SAMAYOA HECTOR DAVID	OFICIAL DE CONTENEDORES I	EMBARGO OCTUBRE 2024, TIENE PRESTAMO CON BANTRAB ENERO 2017, NO LE ALCANZA PARA APLICAR DESCUENTO DEL REGIMEN
2139	2025	GIL FAJARDO, WILFREDO ALEXANDER	OFICIAL DE CONTENEDORES I	TIENE EMBARGO A PARTIR DE JUNIO 2021 Y OCTUBRE 2021, EN OCTUBRE DE 2025 HIZO CONVENIO DE PAGO CON NUEVA CUOTA
2006	2025	RAMOS FRANCO, LUIS ALBERTO	AUXILIAR PORTUARIO	NO SE DESCUENTA CUOTA REAL DEBIDO A EMBARGO JUDICIAL A PARTIR DEL AÑO 2015 TIENE 3 EMBARGOS PENDIENTES POR APLICAR
1549	2025	GALINDO CAMPOS, JAIROL ALEXANDER	OFICIAL DE CONTENEDORES III	A PARTIR DEL MES DE JUNIO 2025 SE APLICO EL DESCUENTO DEL RÉGIMEN, DEBIDO A QUE EN MAYO 2025 CANCELO PRESTAMO BANTRAB
2000	2025	MARTINEZ ARDON OTTO LEONEL	CHEQUE DE MERCANCIAS	REALIZO NUEVO CONVENIO EN 2025 CON LA CUOTA DE Q. 1465.90.
1959	2025	AGUIRRE BONILLA DAVID GAMALIEL	AUXILIAR DE SUPERVISOR PORTUARIO	POR EMBARGO DE OCTUBRE 2021, TIENE 3 EMBARGOS PENDIENTES DE APLICAR, NO LE ALCANZA PARA REALIZAR DESCUENTO DEL REGIMEN

RESUMEN DE SUELDOS DEL PERSONAL PERMANENTE 011

DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE DICIEMBRE/2025

RESUMEN GENERAL

Sueldo Permanente	813,967.35	
Paso Salarial	600,033.17	
Bonif/Antiguedad	147,372.26	
Bonif/Profesional	2,250.00	
Complemento Sal...	67,828.59	
Subsidio Familiar	1,513,815.21	
Bono Disp/operativa	519,030.39	
Bono 372001	68,991.94	
Nominal.................		3,733,288.91
(-) Cuota I.G.S.S (201).	170,637.25	
(-) Banco del Trabajador (102)	190,699.43	
(-) Cuota Sindicato (105)	21,549.67	
(-) Otros Descuentos (215)	46,205.87	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	5,952.20	
(-) I.S.R. (203)	219,445.40	
(-) Decreto 424-95 1% (117)	916.86	
(-) Acep (112)	85,867.61	
(-) Descuentos Judiciales (211)	98,074.35	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	2,572.63	
(-) Prestamo Sindicato Sutraporquet (189)	2,500.00	
(-) Desc. Sindicato Stupepqpz (282)	5,771.75	
(-) Descuento Jubilación (111)	98,232.66	
(-) Plan Jubilación (111)	52,705.54	
(-) Prestamo Banco Industrial	24,094.83	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	51,104.87	
(-) Prestamo Banco BANRURAL (215)	2,412.79	1,078,743.71
Liquido		2,654,545.20

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
TRES MILLONES SETECIENTOS TREINTA Y TRES MIL DOSCIENTOS OCHENTA Y OCHO QUETZALES CON 91/100.- (3,733,288.91) PUERTO QUETZAL
DICIEMBRE DE 2025

ELABORO F: ______________________________
ALDO EMILIO TELON ARIAS
ENCARGADO DE NOMINAS

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

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