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

  Vienen ...
             0.00        0.00       0.00       0.00       0.00        0.00       0.00          0.00                0.00             0.00       0.00      0.00          0.00          0.00                           0.00          0.00
       0.00     0.00      0.00     0.00       0.00       0.00       0.00      0.00      0.00      0.00      0.00      0.00      0.00                                   0.00          0.00            0.00        0.00         0.00

2025-075-01-00-000-004-011-0509-26           GERENCIA DE RECURSOS HUMANOS

  001  SOLARES MENÉNDEZ MARIO ALEJANDRO                           GERENTE DE RECURSOS HUMANOS                    3228012887         2600     01/02/2018     01/02/2018
  31   12,738.00    1,500.00     400.00     375.00      35.00     5,500.00    5,400.00   25,948.00               .00               .00          .00            .00            .00            .00            22,157.15      22,407.15
   1,253.29      .00       .00       .00       .00       .00       .00    348.75  1,470.06       .00           .00       .00     718.75                                            .00           .00                              250.00

  002  ROJAS MAGNOLIA JAKELINA CARRANZA JIMENEZ DE                SUBGERENTE DE RECURSOS HUMANOS                 100780188000       1665     01/04/1997     01/04/1997
  31    8,558.00    5,532.00     600.00     375.00     549.00     5,500.00    4,500.00   25,614.00               .00               .00          .00            .00            .00            .00            20,829.64      21,079.64
   1,237.16      .00       .00       .00       .00    193.33       .00    344.25  1,283.44       .00           .00       .00     707.98                                       1,018.20           .00                              250.00

     21,296.00     7,032.00   1,000.00     750.00     584.00    11,000.00    9,900.00   51,562.00               0.00
                 .00          .00          .00                   .00                2,753.50                 .00      0.00             .00           .00            .00            .00                         42,986.79      43,486.79
    2,490.45                  .00                193.33                   693.00                   .00                       1,426.73                                      1,018.20           .00                         500.00

2025-075-01-00-000-004-011-0509-27           DEPARTAMENTO DE PERSONAL

  001  ROLDAN RAMIREZ LISBETH ZIOMARA                             JEFE DE DEPARTAMENTO                           1880134638         2015     03/02/2003     03/02/2003
  31    5,918.00    5,273.00     600.00     375.00     349.00     5,500.00    4,300.00   22,315.00               .00               .00          .00       2,713.11            .00            .00            15,664.38      15,914.38
   1,077.81      .00       .00       .00       .00       .00       .00    299.91  1,104.98       .00           .00       .00     601.56                                         853.25           .00                              250.00

  002  LEON ALAS ERICK BENEDIN                                    SUBJEFE DE DEPARTAMENTO                        030780001151       2484     16/01/2014     16/01/2014
  31    4,378.00    1,187.00     550.00       0.00      85.00     5,500.00    4,000.00   15,700.00               .00               .00          .00            .00            .00            .00            12,808.07      13,058.07
     758.31      .00       .00       .00       .00    193.33       .00    211.01    661.61       .00        157.00       .00     388.17                                         522.50           .00                              250.00

  003  ZELADA MORALES GLORIA ISMELDA                              ASISTENTE TECNICO IV                           445-004773-5       1708     16/01/1998     16/01/1998
  31    3,498.00    4,200.00     675.00       0.00     449.00     5,500.00    1,700.00   16,022.00          1,160.22               .00          .00       5,756.63            .00            .00             6,102.52       6,352.52
     773.86      .00       .00    383.60       .00    193.33       .00       .00    714.68       .00           .00       .00     398.56                                         538.60           .00                              250.00

  004  VELASQUEZ GONZALEZ LUIS FERNANDO                           ASISTENTE TECNICO II                           03-078-000190-9    2555     23/05/2016     23/05/2016
  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             9,160.00       9,410.00
     531.69      .00       .00       .00       .00    193.33       .00       .00    598.26       .00           .00       .00     236.82                                         287.90           .00                              250.00

     Van ...
          37,928.00    18,292.00    3,260.00    1,125.00    1,502.00    33,000.00   21,500.00  116,607.00      157.00     1,160.22      0.00                0.00     3,220.45          0.00                        1,500.00
      5,632.12      0.00      0.00     383.60      0.00     773.32      0.00   1,203.92     5,833.03    0.00                0.00   3,051.84                8,469.74          0.00              0.00              86,721.76   88,221.76
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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	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 ...																						
	37,928.00	18,292.00	3,260.00	1,125.00	1,502.00	33,000.00	21,500.00	116,607.00			1,160.22		0.00	0.00	0.00	3,220.45		0.00		86,721.76		88,221.76
5,632.12	0.00	0.00	383.60	0.00	773.32	0.00	1,203.92	5,833.03	0.00	157.00	0.00	3,051.84			8,469.74		0.00		0.00	0.00	1,500.00	
2025-075-01-00-000-004-011-0509-27	DEPARTAMENTO DE PERSONAL																					
005	REYES RODAS FRANCISCO					ASISTENTE TECNICO I						01-078-020334-5	2040		03/02/2003	03/02/2003						
31	2,618.00	2,536.00	675.00	0.00	349.00	5,500.00	1,500.00	13,178.00			.00		.00	.00	.00		.00		.00	10,277.34		10,527.34
395.34	.00	.00	956.29	.00	193.33	.00	.00	520.70	.00	131.78	.00	306.82				396.40		.00			250.00	
006	VALLADARES PACHECO GUADALUPE					PROFESIONAL ESPECIALIZADO II						01017029563-7	2444		02/05/2013	02/05/2013						
31	5,478.00	1,866.00	500.00	375.00	85.00	5,500.00	3,700.00	17,504.00			.00		.00	.00	.00		.00		.00	14,958.37		15,208.37
845.44	.00	.00	.00	.00	193.33	.00	235.26	825.23	.00	.00	.00	446.37				.00		.00			250.00	
007	VILLALOBOS ELUBIA MARLENY GARCIA HERNANDEZ DE					OFICIAL ADMINISTRATIVO II						3890011003	2088		01/04/2005	01/04/2005						
31	2,398.00	2,263.00	675.00	0.00	249.00	5,500.00	1,500.00	12,585.00			125.85		.00	.00	.00		.00		.00	9,587.35		9,837.35
607.86	.00	.00	.00	.00	.00	.00	.00	1,609.50	.00	.00	.00	287.69				366.75		.00			250.00	
008	PEREZ ALVAREZ JOSE ESTEBAN					OFICIAL ADMINISTRATIVO II						020780264643	2233		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			.00		.00	.00	.00		.00		.00	8,507.46		8,757.46
586.94	121.52	.00	1,482.29	.00	193.33	.00	163.32	478.32	.00	.00	.00	273.72				345.10		.00			250.00	
	29,524.00	19,780.00	4,760.00	750.00	1,850.00	44,000.00	19,800.00	120,464.00			1,286.07											
	121.52	.00	.00			.00	6,513.28			288.78	0.00		.00	.00	8,469.74		.00			87,065.49		89,065.49
5,577.25		2,822.18		1,159.98		909.50			.00			2,939.71				3,310.50		.00			2,000.00	
2025-075-01-00-000-004-011-0509-28	SECCION DE NOMINAS																					
001	CRUZ FUENTES RONALD ESTUARDO					JEFE DE SECCION						020780193657	1956		02/05/2002	02/05/2002						
31	3,278.00	3,650.00	675.00	0.00	349.00	5,500.00	4,000.00	17,452.00			.00		.00	.00	4,184.22		.00		.00	9,206.70		9,456.70
842.93	.00	.00	585.26	.00	.00	.00	234.55	1,343.55	.00	.00	.00	444.69				610.10		.00			250.00	
002	MOREIRA SANDOVAL LUIS FERNANDO					ASISTENTE TECNICO II						03-078-000024-4	2446		02/05/2013	02/05/2013						
31	2,838.00	933.00	550.00	0.00	85.00	5,500.00	1,600.00	11,506.00			.00		.00	.00	.00		.00		.00	9,464.06		9,714.06
555.74	.00	.00	.00	.00	193.33	.00	154.64	457.49	.00	115.06	.00	252.88				312.80		.00			250.00	
Van ...																						
	56,936.00	31,395.00	6,985.00	1,500.00	2,868.00	66,000.00	35,300.00	200,984.00		403.84	1,286.07	0.00		0.00	5,251.60		0.00				3,000.00	
9,466.37	121.52	0.00	3,407.44	0.00	1,546.64	0.00	1,991.69	11,067.82	0.00		0.00	5,064.01			12,653.96		0.00		0.00	148,723.04		151,723.04

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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/
               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 ...
     56,936.00    31,395.00    6,985.00    1,500.00    2,868.00    66,000.00    35,300.00    200,984.00         1,286.07         0.00         0.00         0.00      5,251.60         0.00              148,723.04       151,723.04
  9,466.37      121.52       0.00    3,407.44      0.00    1,546.64       0.00    1,991.69    11,067.82       0.00       403.84       0.00     5,064.01                    12,653.96        0.00        0.00        0.00     3,000.00

2025-075-01-00-000-004-011-0509-28               SECCION DE NOMINAS

 003  CHANG HERNANDEZ HENRY CHILEON                              ASISTENTE TECNICO I                        020780196303       2182      01/06/2008      01/06/2008
 31      2,618.00    1,888.00      650.00        0.00      249.00      5,500.00     1,500.00    12,405.00          1,500.00           .00          .00          .00          .00          .00          6,375.31          6,625.31
   599.16          .00          .00    2,177.43       .00     193.33        .00      166.72      753.42         .00          .00        .00       281.88                             357.75            .00                      250.00

 004  TELON ARIAS HECTOR VINICIO                                 ASISTENTE TECNICO I                        030780002590       2364      11/01/2012      11/01/2012
 31      2,618.00    1,195.00      550.00        0.00       85.00      5,500.00     1,500.00    11,448.00               .00           .00          .00     2,355.80          .00          .00          7,292.74          7,542.74
   552.94          .00          .00         .00       .00     193.33        .00         .00      377.80         .00       114.48        .00       251.01                             309.90            .00                      250.00

     11,352.00     7,666.00    2,425.00        0.00      768.00     22,000.00     8,600.00    52,811.00          1,500.00
               .00          .00          .00                     .00            2,932.26                    229.54       0.00          .00          .00     6,540.02          .00                    32,338.81         33,338.81
   2,550.77               2,762.69               579.99              555.91                  .00                         1,230.46                             1,590.55            .00                     1,000.00


2025-075-01-00-000-004-011-0509-29               SECCION DE TOMADURIA DE TIEMPO

 001  ROSALES MENDIZABAL ELIAZAR                                 JEFE DE SECCION                            020780264295       2218      01/07/2008      01/07/2008
 31      3,278.00    2,775.00      650.00        0.00      249.00      5,500.00     4,000.00    16,452.00            164.52           .00          .00          .00          .00          .00         13,921.59         14,171.59
   794.63          .00          .00         .00       .00     193.33        .00      221.11      744.39         .00          .00        .00       412.43                                .00            .00                      250.00

 002  CAMPOS SOLARES MAURICIO                                    CONTROLADOR DE TIEMPO                      01-078-020492-9    1775      17/01/2000      17/01/2000
 31      2,508.00    3,350.00      675.00        0.00      349.00      5,500.00     1,500.00    13,882.00               .00      1,000.00          .00          .00     3,230.49          .00          7,057.76          7,307.76
   670.50          .00          .00         .00       .00        .00        .00         .00    1,023.30         .00       138.82        .00       329.53                             431.60            .00                      250.00

 003  DEL CID REYES GONZALO                                      CONTROLADOR DE TIEMPO                      010780187897       1397      22/04/1992      22/04/1992
 31      2,508.00    4,545.00      675.00        0.00      649.00      5,500.00     1,500.00    15,377.00               .00           .00          .00          .00          .00          .00          9,835.33         10,085.33
   742.71          .00          .00    2,421.48       .00     193.33        .00         .00    1,146.28         .00       153.77        .00       377.75                             506.35            .00                      250.00

 004  MARROQUIN LOPEZ HECTOR RENE                                CONTROLADOR DE TIEMPO                      4450487670         2219      01/07/2008      01/07/2008
 31         80.90       60.23       20.97        0.00        8.03      3,706.52        48.39     3,925.04             39.25      3,000.00          .00          .00          .00          .00            213.89            221.95
   189.58          .00          .00         .00       .00     193.33        .00         .00         .00         .00          .00        .00       277.66                              11.33            .00                        8.06


    Van ...
        70,546.90    45,208.23    10,205.97    1,500.00    4,457.03    97,206.52    45,348.39    274,473.04      810.91     2,989.84    4,000.00          0.00     6,868.53          0.00                      4,258.06
   13,015.89      121.52       0.00    8,006.35      0.00    2,513.29       0.00    2,379.52    15,113.01       0.00               0.00     6,994.27          15,009.76      3,230.49          0.00         193,419.66    197,677.72
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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 ...
     70,546.90   45,208.23   10,205.97   1,500.00   4,457.03   97,206.52   45,348.39   274,473.04      2,989.84      4,000.00      0.00      0.00      6,868.53      0.00          193,419.66      197,677.72
  13,015.89   121.52   0.00   8,006.35   0.00   2,513.29   0.00   2,379.52   15,113.01   0.00   810.91   0.00   6,994.27      15,009.76      3,230.49      0.00      0.00      4,258.06

2025-075-01-00-000-004-011-0509-29          SECCION DE TOMADURIA DE TIEMPO

  005  CONTRERAS SOSA HAROL GUILLERMO                 OFICIAL ADMINISTRATIVO I             010780187552     1656    03/03/1997    03/03/1997
         762.67    1,116.67    225.00    0.00    183.00    5,500.00    500.00    8,287.34       .00     .00     .00     .00     .00     .00       6,880.24      7,130.24
    400.28    .00    .00    .00    .00    .00    .00    .00    443.20    .00    82.87    .00    328.88              151.87     .00                250.00

  006  ESQUIVEL ROSA JULIO NOLBERTO                   AUXILIAR ADMINISTRATIVO              01078019828-7    2720    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     1,005.73     .00     .00     .00     .00       7,064.59      7,314.59
    443.30    .00    .00    .00    .00    .00    .00    .00    198.42    .00    91.78    .00    177.78              196.40     .00                250.00

     11,315.57    11,846.90    2,245.97    0.00    1,438.03    31,206.52    9,048.39    67,101.38       203.77
             .00         .00         .00              .00            3,555.59            467.24    0.00    5,005.73     .00     .00     3,230.49           44,973.40      46,231.46
    3,241.00           2,421.48          579.99             221.11             .00                 1,904.03                    1,297.55     .00             1,258.06

2025-075-01-00-000-004-011-0509-30          SERVICIOS DE MEDICINA EN EL TRABAJO

  001  ALVAREZ BLANCO JOSE ORESTES                    MEDICO M/T                           100780192164     2176    01/06/2008    01/06/2008
  31     2,739.00    1,916.00    600.00    187.50    249.00    5,500.00    1,850.00    13,041.50       .00     .00     .00     .00     .00     .00       10,035.88      10,285.88
    629.90    130.42    .00    1,113.15    .00    193.33    .00    175.28    459.51    .00    .00    .00    304.03              .00     .00                250.00

  002  ROLDAN WUENDY CAROLINA CEBALLOS CASTILLO DE    JEFE ADMINISTRATIVO PORTUARIO        0910127265       1864    01/08/2000    01/08/2000
  31     3,278.00    3,500.00    675.00    0.00    349.00    5,500.00    4,000.00    17,302.00       .00     .00     .00     .00     .00     .00       13,178.05      13,428.05
    835.69    .00    .00    856.96    .00    193.33    .00    232.53    789.97    .00    173.02    .00    439.85              602.60     .00                250.00

  003  CIUDAD REAL AGUILAR LUIS EMILIO                MEDICO                               020780193649     1935    01/02/2002    01/02/2002
  31     5,478.00    4,983.00    600.00    375.00    349.00    5,500.00    3,700.00    20,985.00       .00     4,000.00     .00     .00     .00     .00       12,838.28      13,088.28
  1,013.58    .00    .00    .00    .00    193.33    .00    282.04    1,155.09    .00    154.85    .00    561.08              786.75     .00                250.00

  004  MOLINA AVILA CLAUDIA CRISTINA                  SECRETARIA DE SECCION                030780002026     2693    03/01/2024    03/01/2024
  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       6,479.16      6,729.16
    448.61    .00    .00    1,751.51    .00    .00    .00    .00    334.51    .00    92.88    .00    181.33              .00     .00                250.00

   Van ...
       87,270.57   56,723.90   12,305.97   2,062.50   5,587.03   130,206.52   58,398.39   352,554.88   1,406.31   2,989.84   9,005.73      0.00   8,606.15      0.00            5,758.06
   16,787.25   251.94   0.00   11,727.97   0.00   3,093.28   0.00   3,069.37   18,493.71   0.00      0.00   8,987.22      15,009.76      3,230.49      0.00      249,895.86   255,653.92
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NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
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/Sutraporquet	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 ...																					
	87,270.57	56,723.90	12,305.97	2,062.50	5,587.03	130,206.52	58,398.39	352,554.88			2,989.84		9,005.73	0.00	0.00	8,606.15		0.00	249,895.86		255,653.92
16,787.25	251.94	0.00	11,727.97	0.00	3,093.28	0.00	3,069.37	18,493.71	0.00	1,406.31	0.00	8,987.22			15,009.76		3,230.49	0.00	0.00	5,758.06	
2025-075-01-00-000-004-011-0509-30					SERVICIOS DE MEDICINA EN EL TRABAJO																
006	CANTE CRUZ LAZARO FRANCISCO					PARAMEDICO AUXILIAR						010780206476	2432		18/02/2013	18/02/2013					
31	2,508.00	973.00	550.00	0.00	85.00	5,500.00	1,500.00	11,116.00			.00		.00	.00	.00		.00	.00	6,739.90		6,989.90
536.90	.00	.00	2,449.46	.00	193.33	.00	.00	551.65	.00	111.16	.00	240.30				293.30		.00		250.00	
007	HERNANDEZ MARIA DEL CARMEN GARCIA MADRILES DE					PARAMEDICO AUXILIAR						3693025803	2152		02/05/2008	02/05/2008					
31	2,508.00	1,966.50	650.00	0.00	249.00	5,500.00	1,500.00	12,373.50			123.74		.00	.00	.00		.00	.00	10,011.96		10,261.96
597.64	.00	.00	.00	.00	193.33	.00	.00	809.78	.00	.00	.00	280.87				356.18		.00		250.00	
008	CASTILLO BERLYN MARLENY HUERTAS ORELLANA DE					OFICIAL ADMINISTRATIVO II						010780198651	2459		02/09/2013	02/09/2013					
31	2,398.00	866.00	550.00	0.00	85.00	5,500.00	1,500.00	10,899.00			108.99		.00	.00	.00		.00	.00	9,193.21		9,443.21
526.42	.00	.00	.00	.00	193.33	.00	.00	361.30	.00	.00	.00	233.30				282.45		.00		250.00	
009	PAZ MORALES ETELVINA BEATRIZ					OFICIAL ADMINISTRATIVO I						030780002379	2663		18/07/2022	18/07/2022					
31	2,288.00	291.00	0.00	0.00	0.00	5,500.00	1,500.00	9,579.00			.00		.00	.00	.00		.00	.00	8,277.61		8,527.61
462.67	.00	.00	.00	.00	.00	.00	128.74	207.02	.00	95.79	.00	190.72				216.45		.00		250.00	
010	BARRIENTOS GALVEZ CESAR AUGUSTO					CONDUCTOR DE VEHICULOS						010780190316	1868		08/08/2000	08/08/2000					
31	2,288.00	3,200.00	675.00	0.00	349.00	5,500.00	1,500.00	13,512.00			.00		.00	.00	.00		.00	.00	8,397.54		8,647.54
652.63	.00	.00	2,645.13	.00	193.33	.00	.00	1,170.66	.00	135.12	.00	317.59				.00		.00		250.00	
011	MENDOZA ARRIAGA VICTOR EDUARDO					MEDICO M/T						3595006253	2582		04/07/2019	04/07/2019					
31	2,739.00	600.00	400.00	187.50	35.00	5,500.00	1,850.00	11,311.50			.00		.00	.00	.00		.00	.00	9,828.95		10,078.95
546.35	.00	.00	.00	.00	193.33	.00	152.03	343.10	.00	.00	.00	247.74				.00		.00		250.00	
012	GONZALEZ MONTES DE OCA NATALY					ODONTOLOGO						0280009258	2638		28/04/2020	28/04/2020					
31	5,478.00	1,200.00	400.00	375.00	0.00	5,500.00	3,700.00	16,653.00			166.53		.00	.00	.00		.00	.00	13,504.17		13,754.17
804.34	.00	.00	.00	.00	193.33	.00	223.82	770.62	.00	.00	.00	420.04				570.15		.00		250.00	
013	BARRERA SHENI JANETH LOPEZ GRAJEDA DE					AUXILIAR DE ENFERMERIA						03078000201-8	2457		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	7,413.62		7,663.62
532.56	.00	.00	1,789.29	.00	193.33	.00	.00	749.54	.00	110.26	.00	237.40				.00		.00		250.00	
Van ...																					
	109,985.57	66,703.40	16,080.97	2,625.00	6,475.03	174,206.52	72,948.39	449,024.88		1,858.64	3,389.10		9,005.73	0.00		10,324.68		0.00		7,758.06	
21,446.76	251.94	0.00	18,611.85	0.00	4,446.59	0.00	3,573.96	23,457.38	0.00		0.00	11,155.18			15,009.76		3,230.49	0.00	323,262.82		331,020.88

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
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	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 ...																						
	109,985.57	66,703.40	16,080.97	2,625.00	6,475.03	174,206.52		72,948.39	449,024.88		3,389.10		9,005.73	0.00	0.00	10,324.68		0.00		323,262.82		331,020.88
21,446.76	251.94	0.00	18,611.85	0.00	4,446.59	0.00	3,573.96	23,457.38	0.00	1,858.64	0.00	11,155.18			15,009.76		3,230.49		0.00	0.00	7,758.06	
2025-075-01-00-000-004-011-0509-30				SERVICIOS DE MEDICINA EN EL TRABAJO																		
014	ALVARADO ARRIAGA OTILIA AMPARO					PARAMEDICO AUXILIAR						3083237371		2274	03/08/2009	03/08/2009						
31	2,508.00	1,600.00	650.00	0.00	149.00	5,500.00		1,500.00	11,907.00		.00		.00	.00	.00		.00		.00	7,073.70		7,323.70
575.11	.00	.00	2,558.67	.00	.00	.00	.00	981.78	.00	119.07	.00	265.82				332.85		.00			250.00	
015	BARILLAS MARROQUIN SAMUEL BENJAMIN					CONDUCTOR DE VEHICULOS						01-078-0202101		2047	01/04/2003	01/04/2003						
31	2,288.00	2,713.00	675.00	0.00	349.00	5,500.00		1,500.00	13,025.00		.00		400.00	.00	.00		.00		.00	5,728.28		5,978.28
629.11	.00	.00	3,617.79	.00	193.33	.00	.00	1,635.61	.00	130.25	.00	301.88				388.75		.00			250.00	
016	MORALES CASTRO PAULINO					CONDUCTOR DE VEHICULOS						01-078-020393-0		2220	16/07/2008	16/07/2008						
31	2,288.00	1,869.00	650.00	0.00	249.00	5,500.00		1,500.00	12,056.00		.00		.00	.00	.00		.00		.00	6,559.01		6,809.01
582.30	120.56	.00	3,052.07	.00	193.33	.00	.00	937.81	.00	.00	.00	270.62				340.30		.00			250.00	
017	REYES JENNY MAGNOLIA SOLARES JIMENEZ DE					AUXILIAR DE ENFERMERIA						01038000033-1		2368	01/02/2012	01/02/2012						
31	2,508.00	1,183.00	550.00	0.00	85.00	5,500.00		1,500.00	11,326.00		.00		.00	.00	.00		.00		.00	7,206.16		7,456.16
547.05	.00	.00	2,329.62	.00	193.33	.00	.00	385.70	.00	113.26	.00	247.08				303.80		.00			250.00	
018	MEMBREÑO PINEDA ROMULO ENRIQUE					OFICIAL ADMINISTRATIVO I						030780002387		2653	03/01/2022	03/01/2022						
31	2,288.00	398.00	0.00	0.00	0.00	5,500.00		1,500.00	9,686.00		.00		.00	.00	.00		.00		.00	8,087.62		8,337.62
467.83	.00	.00	.00	.00	193.33	.00	.00	424.39	.00	96.86	.00	194.17				221.80		.00			250.00	
019	MORALES CRUZ NANCY DINORA					OFICIAL ADMINISTRATIVO II						010780198449		2754	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	8,099.62		8,349.62
453.92	.00	.00	.00	.00	193.33	.00	.00	164.87	.00	93.98	.00	184.88				207.40		.00			250.00	
020	VALIENTE GALAN FRANCISCO DANIEL					PARAMEDICO AUXILIAR						01-078-020478-3		2185	01/06/2008	01/06/2008						
31	2,508.00	1,888.00	650.00	0.00	249.00	5,500.00		1,500.00	12,295.00		1,622.95		2,970.25	.00	.00		.00		.00	4,743.91		4,993.91
593.85	.00	.00	720.12	.00	193.33	.00	.00	820.01	.00	.00	.00	278.33				352.25		.00			250.00	
021	BARRENO CLAUDIA EUGENIA DAVILA BORJA DE					OFICIAL ADMINISTRATIVO I						020730042140		1605	01/04/1996	01/04/1996						
	762.67	406.00	225.00	0.00	183.00	5,500.00		500.00	7,576.67		.00		.00	.00	.00		.00		.00	6,463.52		6,713.52
365.95	.00	.00	.00	.00	.00	.00	.00	294.99	.00	75.77	.00	260.11				116.33		.00			250.00	
Van ...																						
	127,534.24	76,760.40	19,480.97	2,625.00	7,739.03	218,206.52		83,948.39	536,294.55	2,487.83	5,012.05	12,375.98		0.00	12,588.16		0.00				9,758.06	
25,661.88	372.50	0.00	30,890.12	0.00	5,606.57	0.00	3,573.96	29,102.54	0.00		0.00	13,158.07			15,009.76		3,230.49		0.00	377,224.64		386,982.70

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS

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 ...																						
	127,534.24		76,760.40	19,480.97	2,625.00	7,739.03		218,206.52	83,948.39	536,294.55		5,012.05		12,375.98	0.00	0.00	12,588.16		0.00	377,224.64		386,982.70
	25,661.88	372.50	0.00	30,890.12	0.00	5,606.57	0.00	3,573.96	29,102.54	0.00	2,487.83	0.00	13,158.07			15,009.76		3,230.49	0.00	0.00	9,758.06	
2025-075-01-00-000-004-011-0509-30	SERVICIOS DE MEDICINA EN EL TRABAJO																					
	54,046.67		30,435.50	9,050.00	1,125.00	3,099.00		110,000.00	36,600.00	244,356.17		2,022.21										
		250.98	.00	.00			.00		13,347.91		1,502.27	0.00		7,370.25	.00	.00		.00		169,860.15		174,860.15
	11,802.41		22,883.77		3,093.28			1,194.44		.00			5,657.14				5,371.36		.00		5,000.00	
2025-075-01-00-000-004-011-0509-31	DEPARTAMENTO Y CENTRO DE FORMACION Y CAPACITACION																					
001	PINEDA WENDY MARIELA SAZO ARCHILA DE							JEFE DE DEPARTAMENTO					010780187994		1456	17/01/1994	17/01/1994					
31	5,918.00		6,095.00	600.00	375.00	649.00		5,500.00	4,300.00	23,437.00		.00		.00	.00	.00		.00	.00	18,963.84		19,213.84
	1,132.01	.00	.00	.00	.00	.00	.00	314.99	1,194.69	.00	.00	284.37	637.75				909.35		.00		250.00	
002	CRUZ AURA LETICIA DE LA CRUZ GARCIA DE							SUBJEFE DE DEPARTAMENTO					02078026525-9		1666	01/04/1997	01/04/1997					
31	4,378.00		5,150.00	675.00	0.00	549.00		5,500.00	4,000.00	20,252.00		.00		.00	.00	.00		.00	.00	15,407.88		15,657.88
	978.17	.00	.00	1,052.02	.00	193.33	.00	272.18	1,063.31	.00	.00	.00	535.01				750.10		.00		250.00	
003	TELON ARIAS ALDO EMILIO							COORDINADOR DE CURSOS					010780190170		1847	01/06/2000	01/06/2000					
31	3,058.00		3,600.00	675.00	0.00	349.00		5,500.00	1,600.00	14,782.00		.00		.00	.00	.00		.00	.00	11,965.39		12,215.39
	713.97	.00	.00	.00	.00	193.33	.00	198.67	727.66	.00	147.82	.00	358.56				476.60		.00		250.00	
004	FRANCO CASTELLANOS CARLOS FERNANDO							COORDINADOR DE CURSOS					010780189890		1808	03/03/2000	03/03/2000					
31	3,058.00		4,450.00	675.00	0.00	349.00		5,500.00	1,600.00	15,632.00		.00		.00	.00	.00		.00	.00	13,111.74		13,361.74
	468.96	156.32	.00	.00	.00	193.33	.00	.00	796.57	.00	.00	.00	385.98				519.10		.00		250.00	
005	GARCIA VALDEZ JAIME AROLDO							COORDINADOR DE CURSOS					010780190910		1942	01/04/2002	01/04/2002					
31	3,058.00		3,663.00	675.00	0.00	349.00		5,500.00	1,600.00	14,845.00		148.45		.00	.00	.00		.00	.00	10,505.92		10,755.92
	445.35	.00	.00	2,438.42	.00	193.33	.00	.00	752.94	.00	.00	.00	360.59				.00		.00		250.00	
	19,470.00		22,958.00	3,300.00	375.00	2,245.00		27,500.00	13,100.00	88,948.00		148.45										
		156.32	.00	.00			.00		4,535.17		147.82	284.37		.00	.00	.00		.00		69,954.77		71,204.77
	3,738.46		3,490.44		773.32			785.84		.00			2,277.89				2,655.15		.00		1,250.00	
Van ...																						
	147,004.24		99,718.40	22,780.97	3,000.00	9,984.03		245,706.52	97,048.39	625,242.55	2,635.65	5,160.50	12,375.98		0.00	15,243.31		0.00			11,008.06	
	29,400.34	528.82	0.00	34,380.56	0.00	6,379.89	0.00	4,359.80	33,637.71	0.00		284.37	15,435.96			15,009.76	3,230.49		0.00	447,179.41		458,187.47

Indiv	Nombre		IGSS	Sueldo Perma	1% Sind/Sutrap orquet	Paso Sal	Prestamo Sutraporque	Bonif Antig	Bantrab	Bonif Profe	Prest Sind	Comple Pacto	Otros Desctos	Convenio pago	Subsidio Fam	Fianza	Bono Disp Ope	Isr	Sueldo Devengado	Decreto 424-95 1%	1% Sind/Stepq	Sind/Stopq	1% Sindicato Ostracompq	Stupepqpz	Cuenta Bancaria	Acep/Dec. 81-70 B. Ornato	Desc Judicial	Codigo	Banrural	Fecha Ingreso	Prestamo BI	Fecha Relación	Jubila	Prest Jubila	Cooperativa Upa		Sueldo Liquido	Otros Bonos	Liquido Recibir
Vienen ...																																							
				147,004.24		99,718.40		22,780.97		3,000.00		9,984.03			245,706.52		97,048.39		625,242.55				5,160.50				12,375.98		0.00		0.00		15,243.31		0.00		447,179.41		458,187.47
			29,400.34		528.82		0.00		34,380.56		0.00		6,379.89	0.00		4,359.80		33,637.71		0.00		2,635.65		284.37		15,435.96					15,009.76			3,230.49		0.00	0.00	11,008.06	
2025-075-01-00-000-004-011-0509-32	DEPARTAMENTO DE CLASIFICACION DE PUESTOS Y ADMON DE SALARIOS																																						
001	CABRIA WUENDA BETZABE ARCHILA MELGAR DE	JEFE DE DEPARTAMENTO																							4450141140			1648		03/02/1997		03/02/1997							
31				5,918.00		4,500.00		600.00		375.00		549.00			5,500.00		4,300.00		21,742.00				217.42				.00		.00		.00			.00		.00	17,793.46		18,043.46
			1,050.14		.00		.00		.00		.00		.00	.00		292.21		981.09		.00		.00		.00		583.08							824.60		.00			250.00	
002	GALLARDO OJEDA ELIDA	SECRETARIA DE DEPARTAMENTO																							020780194750			1781		01/02/2000		01/02/2000							
31				2,398.00		2,850.00		675.00		0.00		349.00			5,500.00		1,500.00		13,272.00				.00				.00		.00		.00			.00		.00	11,520.20		11,770.20
			398.16		.00		.00		.00		.00		.00	.00		.00		509.97		.00		132.72		.00		309.85							401.10		.00			250.00	
003	MELGAR GISELA LISSBETH GRANADOS CRUZ DE	SUBJEFE DE DEPARTAMENTO																							010780189474			1733		01/05/1999		01/05/1999							
31				4,378.00		4,750.00		675.00		0.00		449.00			5,500.00		4,000.00		19,752.00				.00				.00		.00		.00			.00		.00	14,263.02		14,513.02
			954.02		.00		.00		1,748.21		.00		193.33	.00		265.46		941.46		.00		142.52		.00		518.88							725.10		.00			250.00	
004	MORALES MIRZA JEANETE DONIS GALEANO DE	ASISTENTE TECNICO III																							020780193088			1443		07/12/1993		07/12/1993							
31				3,058.00		5,570.00		675.00		0.00		649.00			5,500.00		1,700.00		17,152.00				.00				.00		.00		.00			.00		.00	14,401.13		14,651.13
			828.44		.00		.00		.00		.00		.00	.00		.00		775.80		.00		116.52		.00		435.01							595.10		.00			250.00	
005	LAU AGUILAR MARTHA ALICIA	ASISTENTE TECNICO III																							01-078-019996-8			2660		16/05/2022		16/05/2022							
31				3,058.00		325.00		0.00		0.00		0.00			5,500.00		1,700.00		10,583.00				.00				.00		.00		.00			.00		.00	9,273.02		9,523.02
			511.16		.00		.00		.00		.00		.00	.00		.00		203.23		.00		105.83		.00		223.11							266.65		.00			250.00	
006	OSEGUEDA CINDY MABEL ALFARO ALBILLO DE	ASISTENTE TECNICO III																							010780189989			1830		03/04/2000		03/04/2000							
31				3,058.00		4,200.00		675.00		0.00		349.00			5,500.00		1,700.00		15,482.00				2,654.82				.00		.00		.00			.00		.00	5,085.32		5,335.32
			747.78		.00		.00		5,497.86		.00		.00	.00		.00		603.48		.00		.00		.00		381.14							511.60		.00			250.00	
007	AMEZQUITA GUZMAN LESLY CARMELITA	ASISTENTE TECNICO III																							3115055937			2658		11/05/2022		11/05/2022							
31				3,058.00		492.00		0.00		0.00		0.00			5,500.00		1,700.00		10,750.00				107.50				.00		.00		.00			.00		.00	9,340.61		9,590.61
			519.23		.00		.00		.00		.00		193.33	.00		.00		360.84		.00		.00		.00		228.49							.00		.00			250.00	
Van ...																																							
				171,930.24		122,405.40		26,080.97		3,375.00		12,329.03			284,206.52		113,648.39		733,975.55		3,133.24		8,140.24				12,375.98		0.00				18,567.46		0.00			12,758.06	
			34,409.27		528.82		0.00		41,626.63		0.00		6,766.55	0.00		4,917.47		38,013.58		0.00				284.37		18,115.52					15,009.76			3,230.49		0.00	528,856.17		541,614.23

Empresa Portuaria Quetzal
MODULO: NOMINAS
Reporte: PR_NOMINAN1

NOMINA DE SUELDOS DEL PERSONAL PERMANENTE 011 GERENCIA DE RECURSOS HUMANOS
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 ...
             0.00          0.00         0.00         0.00         0.00          0.00         0.00            0.00                    0.00             0.00        0.00        0.00          0.00         0.00                                     0.00           0.00
        0.00       0.00       0.00        0.00         0.00         0.00         0.00         0.00        0.00        0.00       0.00       0.00       0.00                                  0.00          0.00               0.00          0.00          0.00

2025-075-01-00-000-004-011-0509-32           DEPARTAMENTO DE CLASIFICACION DE PUESTOS Y ADMON
                                             DE SALARIOS
     24,926.00     22,687.00     3,300.00     375.00     2,345.00        38,500.00      16,600.00  108,733.00              2,979.74
                 .00           .00            .00                   .00                4,375.87                   497.59      0.00            .00          .00            .00           .00                              81,676.76          83,426.76
     5,008.93                7,246.07                386.66                557.67                      .00                              2,679.56                                     3,324.15          .00                            1,750.00
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Van ...

0.00

OBSERVACIONES NOMINA DE SUELDOS-01-202512

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1781	2	GALLARDO OJEDA, ELIDA	SECRETARIA DE DEPARTAMENTO	SEGÚN ACUERDO DE NOMBRAMIENTO NO. 144-2025 ASCIENDE DE SECRETARIA DE SECCIÓN EN LA GERENCIA ADMINISTRATIVA Y PASA A SECRETARIA DE DEPARTAMENTO EN LA GERENCIA DE RRHH A PARTIR DEL 01-12-2025
2219	4	MARROQUIN LOPEZ, HECTOR RENE	CONTROLADOR DE TIEMPO	INICIA LICENCIA SIN GOCE DE SALARIO A PARTIR DEL 02 DICIEMBRE SEGUN NUMERO DE ACTA NO. 484-2025. PARA PRESENTARCE A SUS LABORES EL 26 DE ENERO 2026.

OBSERVACIONES NOMINA DE SUELDOS-01-202512

ANEXO 1: DESCUENTOS JUDICIALES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
2185	2025	VALIENTE GALAN, FRANCISCO DANIEL	PARAMEDICO AUXILIAR	SOBREPASA EL PORCENTAJE LEGAL DEL 65%. DE ACUERDO AL ARTICULO 59 SUBSIDIO FAMILIAR Y ARTICULO 66 SALARIO DEVENGADO DEL PACTO COLECTIVO DE CONDICIONES DE TRABAJO SUSCRITO ENTRE EMPRESA PORTUARIA QUETZAL Y SINDICATO DE TRABAJADORES DE LA EPQ VIGENTE EL CUAL ESTABLECE QUE EL SALARIO DEVENGADO DEL TRABAJADOR INCLUYE UNA TERCERA PARTE DEL SUBSIDIO.

ANEXO 2: PRESTAMOS PLAN DE JUBILACIONES

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES

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

RESUMEN GENERAL

Sueldo Permanente	171,930.24	
Paso Salarial	122,405.40	
Bonif/Antiguedad	26,080.97	
Bonif/Profesional	3,375.00	
Complemento Sal...	12,329.03	
Subsidio Familiar	284,206.52	
Bono Disp/operativa	113,648.39	
Bono 372001	12,758.06	
Nominal.................		746,733.61
(-) Cuota I.G.S.S (201).	34,409.27	
(-) Banco del Trabajador (102)	41,626.63	
(-) Cuota Sindicato (105)	3,133.24	
(-) Otros Descuentos (215)	6,766.55	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	4,917.47	
(-) I.S.R. (203)	38,013.58	
(-) Decreto 424-95 1% (117)	0.00	
(-) Acep (112)	18,115.52	
(-) Descuentos Judiciales (211)	12,375.98	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	528.82	
(-) Prestamo Sindicato Sutraporquet (189)	0.00	
(-) Desc. Sindicato Stupepqpz (282)	284.37	
(-) Descuento Jubilación (111)	18,567.46	
(-) Plan Jubilación (111)	3,230.49	
(-) Prestamo Banco Industrial	15,009.76	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	8,140.24	
(-) Prestamo Banco BANRURAL (215)	0.00	205,119.38
Liquido		541,614.23

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
SETECIENTOS CUARENTA Y SEIS MIL SETECIENTOS TREINTA Y TRES QUETZALES CON 61/100.- (746,733.61) PUERTO QUETZAL DICIEMBRE DE 2025

ELABORO F: ___________________________
RONALD ESTUARDO CRUZ FUENTES
JEFE DE SECCION

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

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