

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupeppqz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir	
	Sueldo Perma	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr			Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa		
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	
2026-075-01-00-000-004-011-0509-26 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		0.00	5,400.00	20,448.00		.00	.00	.00	.00	.00	.00	17,814.33	18,064.33
	987.64	.00	.00	.00	.00	.00	274.83	1,371.20	.00	.00	.00	.00	.00	.00	.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		0.00	4,500.00	20,114.00		.00	.00	.00	.00	.00	.00	16,408.77	16,658.77
	971.51	.00	.00	.00	193.33	.00	270.33	1,251.86	.00	.00	.00	.00	1,018.20	.00	.00	.00		250.00
	21,296.00	7,032.00	1,000.00	750.00	584.00		0.00	9,900.00	40,562.00		0.00							
		.00	.00	.00	.00			2,623.06		.00	0.00	.00	.00	.00	.00	.00	34,223.10	34,723.10
	1,959.15		.00		193.33		545.16		.00		.00		1,018.20		.00			500.00
2026-075-01-00-000-004-011-0509-27 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		0.00	4,300.00	16,815.00		.00	.00	.00	2,713.11	.00	.00	11,160.52	11,410.52
	812.16	.00	.00	.00	.00	.00	225.99	1,049.97	.00	.00	.00	.00	.00	853.25	.00	.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		0.00	4,000.00	10,200.00		.00	.00	.00	.00	.00	.00	8,155.63	8,405.63
	492.66	.00	.00	.00	193.33	.00	137.09	596.79	.00	102.00	.00	.00	522.50	.00	.00	.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		0.00	1,700.00	10,522.00		105.22	.00	.00	5,756.63	.00	.00	2,323.70	2,573.70
	508.21	.00	.00	383.60	.00	193.33	.00	.00	712.71	.00	.00	.00	538.60	.00	.00	.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		0.00	1,600.00	5,508.00		.00	.00	.00	.00	.00	.00	4,410.60	4,660.60
	266.04	.00	.00	.00	193.33	.00	.00	350.13	.00	.00	.00	.00	287.90	.00	.00	.00		250.00
Van ...																		
	37,928.00	18,292.00	3,260.00	1,125.00	1,502.00		0.00	21,500.00	83,607.00	102.00	105.22	0.00	0.00	3,220.45	0.00	0.00		1,500.00
	4,038.22	0.00	0.00	383.60	0.00	773.32	0.00	908.24	5,332.66	0.00	0.00	0.00	8,469.74	0.00	0.00	0.00	60,273.55	61,773.55

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupepqz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
IGSS	Sind/Sutrap orquet	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr	Sind/Stopq	Stupepqz	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	37,928.00	18,292.00	3,260.00	1,125.00	1,502.00		0.00	21,500.00	83,607.00		105.22	0.00	0.00	0.00	3,220.45	0.00	0.00	60,273.55	61,773.55
	4,038.22	0.00	0.00	383.60	0.00	773.32	0.00	908.24	5,332.66	0.00	102.00	0.00	0.00	8,469.74	0.00	0.00	0.00	0.00	1,500.00
2026-075-01-00-000-004-011-0509-27 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		0.00	1,500.00	7,678.00		.00	.00	.00	.00	.00	.00	.00	5,371.24	5,621.24
	230.34	.00	.00	956.29	.00	193.33	.00	.00	453.62	.00	76.78	.00	.00	396.40		.00	.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		0.00	3,700.00	12,004.00		.00	.00	.00	.00	.00	.00	.00	10,316.57	10,566.57
	579.79	.00	.00	.00	193.33	.00	161.34	752.97	.00	.00	.00	.00	.00	.00	.00	.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		0.00	1,500.00	7,085.00		70.85	.00	.00	.00	.00	.00	.00	5,433.49	5,683.49
	342.21	.00	.00	.00	.00	.00	.00	871.70	.00	.00	.00	.00	.00	366.75		.00	.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		0.00	1,500.00	6,652.00		.00	.00	.00	.00	.00	.00	.00	3,683.17	3,933.17
	321.29	66.52	.00	1,482.29	.00	193.33	.00	89.40	470.90	.00	.00	.00	.00	345.10		.00	.00		250.00
	29,524.00	19,780.00	4,760.00	750.00	1,850.00		0.00	19,800.00	76,464.00		176.07								
	66.52	.00	.00	.00	.00			5,258.79			178.78	0.00	.00	.00	8,469.74	.00	.00	50,854.92	52,854.92
	3,552.70		2,822.18		1,159.98		613.82		.00			.00		3,310.50		.00			2,000.00
2026-075-01-00-000-004-011-0509-28 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		0.00	4,000.00	11,952.00		.00	.00	.00	4,184.22	.00	.00	.00	5,118.16	5,368.16
	577.28	.00	.00	585.26	.00	.00	.00	160.63	716.35	.00	.00	.00	.00	610.10		.00	.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		0.00	1,600.00	6,006.00		.00	.00	.00	.00	.00	.00	.00	4,540.73	4,790.73
	290.09	.00	.00	.00	193.33	.00	80.72	528.27	.00	60.06	.00	.00	.00	312.80		.00	.00		250.00
Van ...																			
	56,936.00	31,395.00	6,985.00	1,500.00	2,868.00		0.00	35,300.00	134,984.00	238.84	176.07	0.00	0.00	5,251.60	0.00	0.00			3,000.00
	6,379.22	66.52	0.00	3,407.44	0.00	1,546.64	0.00	1,400.33	9,126.47	0.00	0.00	0.00	12,653.96	0.00	0.00	0.00		94,736.91	97,736.91

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq Sind/Stopq	1% Sindicato Ostracomppq Stupeppqz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
IGSS	Sind/Sutrap orquet	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr	Banrural	Desc Judicial			Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	56,936.00	31,395.00	6,985.00	1,500.00	2,868.00		0.00	35,300.00	134,984.00		176.07		0.00	0.00	5,251.60	0.00	0.00	94,736.91	97,736.91
	6,379.22	66.52	0.00	3,407.44	0.00	1,546.64	0.00	1,400.33	9,126.47	0.00	238.84	0.00	0.00	12,653.96	0.00	0.00	0.00	0.00	3,000.00
2026-075-01-00-000-004-011-0509-28 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		0.00	1,500.00	6,905.00		69.05		.00	.00	.00	.00	.00	3,175.31	3,425.31
	333.51	.00	.00	2,177.43	.00	193.33	.00	92.80	505.82	.00	.00	.00	.00	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		0.00	1,500.00	5,948.00		.00		.00	2,355.80	.00	.00	.00	2,296.38	2,546.38
	287.29	.00	.00	.00	.00	193.33	.00	.00	445.82	.00	59.48	.00	.00	309.90		.00	.00		250.00
	11,352.00	7,666.00	2,425.00	0.00	768.00		0.00	8,600.00	30,811.00		69.05		.00	6,540.02	.00	.00	.00	15,130.58	16,130.58
	.00	.00	.00	.00	.00			2,196.26			119.54	0.00	.00						1,000.00
	1,488.17	2,762.69		579.99			334.15	.00			.00			1,590.55	.00				
2026-075-01-00-000-004-011-0509-29 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		0.00	4,000.00	10,952.00		109.52		.00	.00	.00	.00	.00	9,296.87	9,546.87
	528.98	.00	.00	.00	.00	193.33	.00	147.19	676.11	.00	.00	.00	.00	.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		0.00	1,500.00	8,382.00		.00		.00	.00	3,230.49		.00	2,950.13	3,200.13
	404.85	.00	.00	.00	.00	193.33	.00	.00	1,087.78	.00	83.82	.00	.00	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		0.00	1,500.00	9,877.00		.00		.00	.00	.00	.00	.00	5,103.79	5,353.79
	477.06	.00	.00	2,421.48	.00	193.33	.00	.00	1,076.22	.00	98.77	.00	.00	506.35		.00	.00		250.00
004	MARROQUIN LOPEZ HECTOR RENE					CONTROLADOR DE TIEMPO					4450487670	2219	01/07/2008	01/07/2008					
- 24	485.42	361.35	125.81	0.00	48.19		0.00	290.32	1,311.09		13.11		.00	.00	.00	.00	.00	335.32	383.71
	63.33	.00	.00	.00	.00	193.33	.00	.00	638.03	.00	.00	.00	.00	67.97		.00	.00		48.39
Van ...																			
	70,951.42	45,509.35	10,310.81	1,500.00	4,497.19		0.00	45,590.32	178,359.09	480.91	367.75	0.00	0.00	6,925.17	0.00	0.00	0.00		4,298.39
	8,474.24	66.52	0.00	8,006.35	0.00	2,706.62	0.00	1,640.32	13,556.25	0.00	0.00	0.00	15,009.76	3,230.49		0.00	0.00	117,894.71	122,193.10

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracompp Stupeppqz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
IGSS	Sind/Sutrap orquet	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr	Sind/Stopq	Stupeppqz	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	70,951.42	45,509.35	10,310.81	1,500.00	4,497.19		0.00	45,590.32	178,359.09		367.75	0.00	0.00	0.00	6,925.17	0.00	117,894.71	122,193.10	
	8,474.24	66.52	0.00	8,006.35	0.00	2,706.62	0.00	1,640.32	13,556.25	0.00	480.91	0.00	0.00	15,009.76	3,230.49	0.00	0.00	4,298.39	
2026-075-01-00-000-004-011-0509-29 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		0.00	500.00	2,787.34		.00	.00	.00	.00	.00	.00	.00	1,981.37	2,231.37
	134.63	.00	.00	.00	.00	.00	.00	491.60	.00	27.87	.00	.00	.00	151.87	.00	.00	.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		0.00	1,500.00	3,678.00		.00	1,005.73	.00	.00	.00	.00	.00	1,953.74	2,203.74
	177.65	.00	.00	.00	.00	.00	.00	307.70	.00	36.78	.00	.00	.00	196.40	.00	.00	.00	250.00	
	11,720.09	12,148.02	2,350.81	0.00	1,478.19		0.00	9,290.32	36,987.43		122.63								
	.00	.00	.00	.00	.00			4,277.44		247.24	0.00	1,005.73	.00	.00	3,230.49	.00	.00	21,621.22	22,919.61
	1,786.50	2,421.48		773.32			147.19		.00		.00		1,354.19	.00				1,298.39	
2026-075-01-00-000-004-011-0509-30 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		0.00	1,850.00	7,541.50		.00	.00	.00	.00	.00	.00	.00	5,238.61	5,488.61
	364.25	75.42	.00	1,113.15	.00	193.33	.00	101.36	455.38	.00	.00	.00	.00	.00	.00	.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		0.00	4,000.00	11,802.00		.00	.00	.00	.00	.00	.00	.00	8,596.32	8,846.32
	570.04	.00	.00	856.96	.00	193.33	.00	158.61	706.12	.00	118.02	.00	.00	602.60	.00	.00	.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		0.00	3,700.00	15,485.00		.00	4,000.00	.00	.00	.00	.00	.00	8,329.69	8,579.69
	747.93	.00	.00	.00	193.33	.00	208.12	1,064.33	.00	154.85	.00	.00	.00	786.75	.00	.00	.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		0.00	1,500.00	3,788.00		.00	.00	.00	.00	.00	.00	.00	1,620.23	1,870.23
	182.96	.00	.00	1,751.51	.00	.00	.00	195.42	.00	37.88	.00	.00	.00	.00	.00	.00	.00	250.00	
Van ...																			
	87,675.09	57,025.02	12,410.81	2,062.50	5,627.19		0.00	58,640.32	223,440.93	856.31	367.75	5,005.73	0.00	8,662.79	0.00			5,798.39	
	10,651.70	141.94	0.00	11,727.97	0.00	3,286.61	0.00	2,108.41	16,776.80	0.00	0.00	0.00	15,009.76	3,230.49	0.00	0.00	0.00	145,614.67	151,413.06

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupepqpz	Cuenta Bancaria Acep/Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
	Sueldo Perma	1% Prestamo	Bonif Antig	Bonif Profe	Otros Desctos	Convenio pago	Isr		Sind/Stopq			Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	87,675.09	57,025.02	12,410.81	2,062.50	5,627.19		0.00	58,640.32		223,440.93		0.00	0.00	8,662.79	0.00		145,614.67	151,413.06	
	10,651.70	141.94	0.00	11,727.97	0.00	3,286.61	0.00	2,108.41	16,776.80	0.00	856.31	0.00	0.00	15,009.76	3,230.49	0.00	0.00	0.00	5,798.39
2026-075-01-00-000-004-011-0509-30 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		0.00	1,500.00	5,616.00		.00	.00	.00	.00	.00	.00	.00	1,792.82	2,042.82
	271.25	.00	.00	2,449.46	.00	193.33	.00	.00	559.68	.00	56.16	.00	.00	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		0.00	1,500.00	6,873.50		68.74	.00	.00	.00	.00	.00	.00	5,336.62	5,586.62
	331.99	.00	.00	.00	193.33	.00	.00	586.64	.00	.00	.00	.00	.00	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		0.00	1,500.00	5,399.00		53.99	.00	.00	.00	.00	.00	.00	4,257.02	4,507.02
	260.77	.00	.00	.00	193.33	.00	.00	351.44	.00	.00	.00	.00	.00	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		0.00	1,500.00	4,079.00		.00	.00	.00	.00	.00	.00	.00	3,370.62	3,620.62
	197.02	.00	.00	.00	.00	.00	54.82	199.30	.00	40.79	.00	.00	.00	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		0.00	1,500.00	8,012.00		.00	.00	.00	.00	.00	.00	.00	3,640.35	3,890.35
	386.98	.00	.00	2,645.13	.00	193.33	.00	.00	1,066.09	.00	80.12	.00	.00	.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		0.00	1,850.00	5,811.50		.00	.00	.00	.00	.00	.00	.00	4,928.93	5,178.93
	280.70	.00	.00	.00	193.33	.00	78.11	330.43	.00	.00	.00	.00	.00	.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		0.00	3,700.00	11,153.00		111.53	.00	.00	.00	.00	.00	.00	8,926.28	9,176.28
	538.69	.00	.00	.00	193.33	.00	149.90	663.12	.00	.00	.00	.00	.00	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		0.00	1,500.00	5,526.00		.00	.00	.00	.00	.00	.00	.00	2,548.32	2,798.32
	266.91	.00	.00	1,789.29	.00	193.33	.00	.00	672.89	.00	55.26	.00	.00	.00		.00			250.00
Van ...																			
	110,390.09	67,004.52	16,185.81	2,625.00	6,515.19		0.00	73,190.32	275,910.93	1,088.64	602.01	5,005.73	0.00	10,381.32	0.00			7,798.39	
	13,186.01	141.94	0.00	18,611.85	0.00	4,639.92	0.00	2,391.24	21,206.39	0.00	0.00	0.00	15,009.76	3,230.49	0.00	0.00		180,415.63	188,214.02

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupepqpz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
IGSS	Sind/Sutrap orquet	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr	Sind/Stopq	Ostracomppq	70 B. Ornato	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	110,390.09	67,004.52	16,185.81	2,625.00	6,515.19		0.00	73,190.32	275,910.93				0.00	0.00	10,381.32	0.00	180,415.63	188,214.02	
	13,186.01	141.94	0.00	18,611.85	0.00	4,639.92	0.00	2,391.24	21,206.39	0.00	1,088.64	0.00	0.00	15,009.76	3,230.49		0.00	0.00	7,798.39
2026-075-01-00-000-004-011-0509-30 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		0.00	1,500.00	6,407.00			.00	.00	.00	.00	.00	2,266.76	2,516.76	
	309.46	.00	.00	2,558.67	.00	.00	.00	.00	875.19	.00	64.07	.00	.00	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		0.00	1,500.00	7,525.00			.00	400.00	.00	.00	.00	1,340.66	1,590.66	
	363.46	.00	.00	3,617.79	.00	193.33	.00	.00	1,145.76	.00	75.25	.00	.00	388.75		.00	.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		0.00	1,500.00	6,556.00			.00	.00	.00	.00	.00	1,755.41	2,005.41	
	316.65	65.56	.00	3,052.07	.00	193.33	.00	.00	832.68	.00	.00	.00	.00	340.30		.00	.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		0.00	1,500.00	5,826.00			.00	.00	.00	.00	.00	2,341.06	2,591.06	
	281.40	.00	.00	2,329.62	.00	193.33	.00	.00	318.53	.00	58.26	.00	.00	303.80		.00	.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		0.00	1,500.00	4,186.00			.00	.00	.00	.00	.00	3,127.84	3,377.84	
	202.18	.00	.00	.00	.00	193.33	.00	.00	398.99	.00	41.86	.00	.00	221.80		.00	.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		0.00	1,500.00	3,898.00			.00	.00	.00	.00	.00	3,102.49	3,352.49	
	188.27	.00	.00	.00	.00	193.33	.00	.00	167.53	.00	38.98	.00	.00	207.40		.00	.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		0.00	1,500.00	6,795.00			67.95	2,970.25	.00	.00	.00	1,472.62	1,722.62	
	328.20	.00	.00	720.12	.00	193.33	.00	.00	690.28	.00	.00	.00	.00	352.25		.00	.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		0.00	500.00	2,076.67			.00	.00	.00	.00	.00	1,493.17	1,743.17	
	100.30	.00	.00	.00	.00	.00	.00	.00	346.10	.00	20.77	.00	.00	116.33		.00	.00	250.00	
Van ...																			
	127,938.76	77,061.52	19,585.81	2,625.00	7,779.19		0.00	84,190.32	319,180.60	1,387.83	669.96	8,375.98	0.00	12,644.80	0.00			9,798.39	
	15,275.93	207.50	0.00	30,890.12	0.00	5,799.90	0.00	2,391.24	25,981.45	0.00	0.00	0.00	15,009.76	3,230.49	0.00	0.00	197,315.64	207,114.03	

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupeppqz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
IGSS	Sind/Sutrap orquet	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr	Sind/Stopq	Ostracomppq Stupeppqz	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	127,938.76	77,061.52	19,585.81	2,625.00	7,779.19		0.00	84,190.32	319,180.60		669.96	8,375.98	0.00	0.00	12,644.80	0.00		197,315.64	207,114.03
	15,275.93	207.50	0.00	30,890.12	0.00	5,799.90	0.00	2,391.24	25,981.45	0.00	1,387.83	0.00	0.00	15,009.76	3,230.49	0.00	0.00	0.00	9,798.39
2026-075-01-00-000-004-011-0509-30 SERVICIOS DE MEDICINA EN EL TRABAJO																			
	54,046.67	30,435.50	9,050.00	1,125.00	3,099.00		0.00	36,600.00	134,356.17		302.21								
	140.98	.00	.00	.00	.00			11,625.90		842.27	0.00	7,370.25	.00	.00	.00	.00		75,485.82	80,485.82
	6,489.41	22,883.77		3,093.28			750.92	.00				.00		5,371.36	.00				5,000.00
2026-075-01-00-000-004-011-0509-31 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		0.00	4,300.00	17,937.00		.00	.00	.00	.00	.00	.00	.00	14,618.48	14,868.48
	866.36	.00	.00	.00	.00	.00	241.07	1,122.37	.00	.00	179.37	.00		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		0.00	4,000.00	14,752.00		.00	.00	.00	.00	.00	.00	.00	10,938.33	11,188.33
	712.52	.00	.00	1,052.02	.00	193.33	.00	198.26	907.44	.00	.00	.00		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		0.00	1,600.00	9,282.00		.00	.00	.00	.00	.00	.00	.00	7,392.60	7,642.60
	448.32	.00	.00	.00	.00	193.33	.00	124.75	553.58	.00	92.82	.00		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		0.00	1,600.00	10,132.00		.00	.00	.00	.00	.00	.00	.00	8,391.76	8,641.76
	303.96	101.32	.00	.00	.00	193.33	.00	.00	622.53	.00	.00	.00		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		0.00	1,600.00	9,345.00		93.45	.00	.00	.00	.00	.00	.00	5,747.36	5,997.36
	280.35	.00	.00	2,438.42	.00	193.33	.00	.00	592.09	.00	.00	.00		.00		.00			250.00
	19,470.00	22,958.00	3,300.00	375.00	2,245.00		0.00	13,100.00	61,448.00		93.45							47,088.53	48,338.53
	101.32	.00	.00	.00	.00			3,798.01		92.82	179.37	.00	.00	.00	.00	.00			
	2,611.51	3,490.44		773.32			564.08	.00				.00		2,655.15	.00				1,250.00
Van ...																			
	147,408.76	100,019.52	22,885.81	3,000.00	10,024.19		0.00	97,290.32	380,628.60	1,480.65	763.41	8,375.98	0.00	15,299.95	0.00			11,048.39	
	17,887.44	308.82	0.00	34,380.56	0.00	6,573.22	0.00	2,955.32	29,779.46	0.00	179.37	0.00	15,009.76	3,230.49	0.00	0.00		244,404.17	255,452.56

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupepqpz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir		
IGSS	Sind/Sutrap orquet	1% Prestamo Sutraporque	Bantrab	Prest Sind	Otros Desctos	Convenio pago	Fianza	Isr	Sind/Stopq	Stupepqpz	Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa			
Vienen ...																			
	147,408.76	100,019.52	22,885.81	3,000.00	10,024.19		0.00	97,290.32	380,628.60			0.00	0.00	15,299.95	0.00		244,404.17	255,452.56	
	17,887.44	308.82	0.00	34,380.56	0.00	6,573.22	0.00	2,955.32	29,779.46	0.00	1,480.65	179.37	0.00	15,009.76	3,230.49		0.00	0.00	11,048.39
2026-075-01-00-000-004-011-0509-32 DEPARTAMENTO DE CLASIFICACION DE PUESTOS Y ADMON DE SALARIOS																			
001	CABRIA WUENDA BETZABE ARCHILA MELGAR DE																		
31	5,918.00	4,500.00	600.00	375.00	549.00		0.00	4,300.00	16,242.00									13,264.00	13,514.00
	784.49	.00	.00	.00	.00	.00	218.29	988.20	.00	.00	.00	.00		824.60		.00			250.00
002	GALLARDO OJEDA ELIDA																		
31	2,398.00	2,850.00	675.00	0.00	349.00		0.00	1,500.00	7,772.00									6,583.12	6,833.12
	233.16	.00	.00	.00	.00	.00	.00	476.90	.00	77.72	.00	.00		401.10		.00			250.00
003	MELGAR GISELA LISSBETH GRANADOS CRUZ DE																		
31	4,378.00	4,750.00	675.00	0.00	449.00		0.00	4,000.00	14,252.00									9,689.61	9,939.61
	688.37	.00	.00	1,748.21	.00	193.33	.00	191.54	873.32	.00	142.52	.00		725.10		.00			250.00
004	MORALES MIRZA JEANETE DONIS GALEANO DE																		
31	3,058.00	5,570.00	675.00	0.00	649.00		0.00	1,700.00	11,652.00									9,663.08	9,913.08
	562.79	.00	.00	.00	.00	.00	.00	714.51	.00	116.52	.00	.00		595.10		.00			250.00
005	LAU AGUILAR MARTHA ALICIA																		
31	3,058.00	325.00	0.00	0.00	0.00		0.00	1,700.00	5,083.00									4,100.54	4,350.54
	245.51	.00	.00	.00	.00	.00	.00	419.47	.00	50.83	.00	.00		266.65		.00			250.00
006	ALFARO ALBILLO CINDY MABEL																		
31	3,058.00	4,200.00	675.00	0.00	349.00		0.00	1,700.00	9,982.00									2,790.05	3,040.05
	482.13	.00	.00	5,497.86	.00	.00	.00	600.54	.00	.00	.00	.00		511.60		.00			250.00
007	AMEZQUITA GUZMAN LESLY CARMELITA																		
31	3,058.00	492.00	0.00	0.00	0.00		0.00	1,700.00	5,250.00									4,457.64	4,707.64
	253.58	.00	.00	.00	193.33	.00	.00	292.95	.00	.00	.00	.00		.00		.00			250.00
Van ...																			
	172,334.76	122,706.52	26,185.81	3,375.00	12,369.19		0.00	113,890.32	450,861.60	1,868.24	1,078.15	8,375.98	0.00	18,624.10	0.00			12,798.39	
	21,137.47	308.82	0.00	41,626.63	0.00	6,959.88	0.00	3,365.15	34,145.35	0.00	179.37	0.00	15,009.76	3,230.49		0.00		294,952.21	307,750.60

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Subsidio Fam	Bono Disp Ope	Sueldo Devengado Decreto 424-95 1%	1% Sind/Stepq	1% Sindicato Ostracomppq Stupeppqz	Cuenta Bancaria Acep/ Dec. 81-70 B. Ornato	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Liquido Recibir
IGSS	Sind/Sutrap orquet	Prestamo Sutraporque	Bantrab	Prest Sind	Otros Descptos	Convenio pago	Fianza	Isr			Desc Judicial	Banrural	Prestamo BI	Jubila	Prest Jubila	Cooperativa Upa	
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
2026-075-01-00-000-004-011-0509-32 DEPARTAMENTO DE CLASIFICACION DE PUESTOS Y ADMON DE SALARIOS																	
24,926.00	22,687.00	3,300.00	375.00	2,345.00	0.00	16,600.00	70,233.00		314.74								
	.00	.00	.00	.00	.00	4,365.89			387.59	0.00	.00	.00	.00	.00	.00		50,548.04
3,250.03		7,246.07		386.66		409.83		.00			.00		3,324.15		.00		1,750.00

Van ...

OBSERVACIONES NOMINA DE SUELDOS-01-202601

CODIGO	INDIV	NOMBRE EMPLEADO	CARGO	OBSERVACIONES
1775	2	CAMPOS SOLARES, MAURICIO	CONTROLADOR DE TIEMPO	DESCUENTO DE SEGURO MEDICO A PARTIR DE ESTE MES DE Q. 193.33
2182	3	CHANG HERNANDEZ, HENRY CHILEON	ASISTENTE TECNICO I	DESUENTO DEL 1% POR NUEVA AFILIACION AL SINDICATO OSTRACOMPO A PARTIR DE ESTE MES.
2219	4	MARROQUIN LOPEZ, HECTOR RENE	CONTROLADOR DE TIEMPO	DESCUENTO DE 25 DIAS POR LICENCIA SIN GOCE DE SALARIO. NO SE APLICO EL DESCUENTO JUDICIAL ESTE MES, PORQUE NO LE ALCANZA DICHO DESCUENTO JUDICIAL ES DE Q. 3,000.00 POR PENSION ALIMENTICIA.
1656	5	CONTRERAS SOSA HAROL GUILLERMO	OFICIAL ADMINISTRATIVO I	SIGUE SUSPENDIDO POR EL IGSS POR ENFERMEDAD.
1605	21	BARRENO CLAUDIA EUGENIA DAVILA BORJA DE BARRENO DE	OFICIAL ADMINISTRATIVO I	SIGUE SUSPENDIDA POR EL IGSS.

CODIGOINDIV NOMBRE EMPLEADO
2185 2026 VALIENTE GALAN, FRANCISCO DANIEL

CARGO
PARAMEDICO AUXILIAR

ANEXO 1: DESCUENTOS JUDICIALES

OBSERVACIONES

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.

CODIGOINDIV

NOMBRE EMPLEADO

CARGO

OBSERVACIONES

RESUMEN DE SUELDOS DEL PERSONAL PERMANENTE 011
 DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE ENERO/2026

RESUMEN GENERAL

Sueldo Permanente	172,334.76	
Paso Salarial	122,706.52	
Bonif/Antiguedad	26,185.81	
Bonif/Profesional	3,375.00	
Complemento Sal...	12,369.19	
Subsidio Familiar	0.00	
Bono Disp/operativa	113,890.32	
Bono 372001	12,798.39	
Nominal.....		463,659.99
(-) Cuota I.G.S.S (201).	21,137.47	
(-) Banco del Trabajador (102)	41,626.63	
(-) Cuota Sindicato (105)	1,868.24	
(-) Otros Descuentos (215)	6,959.88	
(-) Convenio de Pago (216)	0.00	
(-) Fianza (202)	3,365.15	
(-) I.S.R. (203)	34,145.35	
(-) Decreto 424-95 1% (117)	0.00	
(-) Acep (112)	0.00	
(-) Descuentos Judiciales (211)	8,375.98	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet (189)	308.82	
(-) Prestamo Sindicato Sutraporquet (189)	0.00	
(-) Desc. Sindicato Stupeppqz (282)	179.37	
(-) Descuento Jubilación (111)	18,624.10	
(-) Plan Jubilación (111)	3,230.49	
(-) Prestamo Banco Industrial	15,009.76	
(-) Cooperativa Upa (204)	0.00	
(-) Sindicato Ostracompq (300)	1,078.15	
(-) Prestamo Banco BANRURAL (215)	0.00	155,909.39
Liquido		307,750.60

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
 CUATROCIENTOS SESENTA Y TRES MIL SEISCIENTOS CINCUENTA Y NUEVE QUETZALES CON 99/100.- (463,659.99) PUERTO QUETZAL ENERO DE 2026

ELABORO F: _____
 BANNER ADAN FAJARDO GARCIA
 AUXILIAR ADMINISTRATIVO

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

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