

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir			
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Disp Ope	Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Jubila	Prest Jubila							
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza	Isr												
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			
2026-075-11-00-000-001-022-0509-48 SECCION DE MANTENIMIENTO DE OBRA DE MAR																			
001	RIOS IGUARDIA LUIS ARMANDO						TRABAJADOR DE MANTENIMIENTO DE OBRA DE MAR			3693028424	930	02/01/2026	02/01/2026						
28	2,288.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00					4,064.35	250.00	.00	4,314.35			
	207.11	.00	.00	.00	.00	.00	.00	2,000.00											
								16.54	.00	.00									
	2,288.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,288.00											
	.00	.00	.00	.00	.00	.00	16.54	.00	.00	.00	.00	.00	4,064.35	0.00	250.00	4,314.35			
	207.11	.00	.00	.00	.00	.00	.00	.00											
2026-075-12-00-000-001-022-0509-50 GERENCIA DE OPERACIONES																			
001	UBEDA GUIDO ELIAB SEBASTIAN						PROFESIONAL ESPECIALIZADO III			010780195784	22035	02/01/2026	02/01/2026						
28	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00					9,577.78	250.00	.00	9,827.78			
	518.40	.00	.00	.00	.00	.00	144.26	323.23	169.33	.00	.00	.00							
002	CHÁVEZ OSORIO FELIPE RIGOBERTO						PROFESIONAL ESPECIALIZADO III			01-078-020009-5	22036	02/01/2026	02/01/2026						
28	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00					9,647.11	250.00	.00	9,897.11			
	518.40	.00	.00	.00	.00	.00	144.26	323.23	.00	.00	100.00	.00							
003	AGUIRRE BONILLA JOSÉ FERNANDO						PROFESIONAL ESPECIALIZADO III			030780001224	22037	02/01/2026	02/01/2026						
28	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00					9,647.11	250.00	.00	9,897.11			
	518.40	.00	.00	.00	.00	.00	144.26	323.23	.00	.00	100.00	.00							
	19,074.00	0.00	0.00	1,125.00	0.00	0.00	12,000.00	32,199.00											
	.00	.00	.00	.00	.00	.00	969.69	.00	.00	200.00	.00	.00	28,872.00	0.00	750.00	29,622.00			
	1,555.20	.00	.00	.00	.00	432.78	.00	169.33											
2026-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																			
Van ...																			
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	14,000.00	36,487.00											
	1,762.31	0.00	0.00	0.00	0.00	0.00	432.78	986.23	169.33	0.00	200.00	0.00	0.00	0.00	0.00	32,936.35	1,000.00	0.00	33,936.35

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir			
	Sueldo Perma	1% Prestamo			Otros Descots	Minimo	Isr	Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Jubila	Prest Jubila							
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza													
Vienen ...																			
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	14,000.00	36,487.00								33,936.35			
	1,762.31	0.00	0.00	0.00	0.00	0.00	432.78	986.23	169.33	0.00	200.00	0.00	0.00	0.00		32,936.35	1,000.00	0.00	
2026-075-12-00-000-001-022-0509-59 SECCION DE EQUIPO																			
002	CAMPOSECO BALLINES CONRADO DANIEL					OPERADOR DE MAQUINARIA PORTUARIA			010780204074	910	02/01/2026	02/01/2026							
28	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,343.75	250.00	.00	4,593.75			
	233.68	.00	.00	.00	.00	.00	210.57	.00	50.00	.00	.00	.00							
003	LORENZO MARTINEZ DANILO					OPERADOR DE MAQUINARIA PORTUARIA			010780204058	911	02/01/2026	02/01/2026							
28	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,431.67	250.00	.00	4,681.67			
	233.68	.00	.00	.00	.00	.00	122.65	.00	50.00	.00	.00	.00							
004	LINARES ORELLANA DONALDO EMANUEL					OPERADOR DE MAQUINARIA PORTUARIA			010780203426	912	02/01/2026	02/01/2026							
28	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,321.48	250.00	.00	4,571.48			
	233.68	.00	.00	.00	.00	.00	232.84	.00	50.00	.00	.00	.00							
005	LOPEZ BRENER HECTOR ALFONSO					OPERADOR DE MAQUINARIA PORTUARIA			010380004060	913	02/01/2026	02/01/2026							
28	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,343.32	250.00	.00	4,593.32			
	233.68	.00	.00	.00	.00	.00	211.00	.00	50.00	.00	.00	.00							
006	CARRANZA RICARDO RENÉ					OPERADOR DE MAQUINARIA PORTUARIA			020780266409	914	02/01/2026	02/01/2026							
28	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					2,989.39	250.00	.00	3,239.39			
	233.68	.00	.00	.00	.00	.00	151.63	.00	50.00	1,413.30	.00	.00							
007	BARILLAS BYRON ERNESTO					OPERADOR DE MAQUINARIA PORTUARIA			01-038-000669-0	915	02/01/2026	02/01/2026							
28	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,355.03	250.00	.00	4,605.03			
	233.68	.00	.00	.00	.00	.00	199.29	.00	50.00	.00	.00	.00							
	17,028.00	0.00	0.00	0.00	0.00	0.00	12,000.00	29,028.00											
		.00	.00	.00	.00		1,127.98		300.00	1,413.30	.00	.00	24,784.64	0.00	1,500.00	26,284.64			
	1,402.08		.00		.00		.00	.00											
2026-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																			
Van ...																			
	38,390.00	0.00	0.00	1,125.00	0.00	0.00	26,000.00	65,515.00											
	3,164.39	0.00	0.00	0.00	0.00	0.00	432.78	2,114.21	169.33	0.00	500.00	1,413.30	0.00	0.00		57,720.99	2,500.00	0.00	60,220.99

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir			
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Disp Ope	Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato		Jubila	Prest Jubila							
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza	Isr		1% Sind/Stepq	Desc Judicial									
Vienen ...																			
	38,390.00	0.00	0.00	1,125.00	0.00	0.00	26,000.00	65,515.00								60,220.99			
	3,164.39	0.00	0.00	0.00	0.00	0.00	432.78	2,114.21	169.33	0.00	500.00	1,413.30	0.00	0.00		57,720.99	2,500.00	0.00	
2026-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																			
001	LÓPEZ VALDEZ ANGEL EDUARDO					AUXILIAR PORTUARIO				4179238911	954	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,931.58	250.00	.00	4,181.58			
	201.80	.00	.00	.00	.00	.00	44.62	.00	.00	.00	.00	.00							
002	ESTRADA DEL CID NICOLAS					AUXILIAR PORTUARIO				01-038-000409-4	883	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,823.31	250.00	.00	4,073.31			
	201.80	.00	.00	.00	.00	.00	102.89	.00	.00	50.00	.00	.00							
003	REYES SOLARES DIEGO ALEJANDRO					AUXILIAR PORTUARIO				01-078-020433-3	921	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,857.59	250.00	.00	4,107.59			
	201.80	.00	.00	.00	.00	.00	68.61	.00	.00	50.00	.00	.00							
004	RIOS LÓPEZ DAVID ISAAC					AUXILIAR PORTUARIO				01-078-020383-3	899	05/01/2026	05/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,802.05	250.00	.00	4,052.05			
	201.80	.00	.00	.00	.00	.00	124.15	.00	.00	50.00	.00	.00							
005	MELGAR ALVARADO MARCELO					AUXILIAR PORTUARIO				02-078-026643-3	571	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,964.89	250.00	.00	4,214.89			
	201.80	.00	.00	.00	.00	.00	11.31	.00	.00	.00	.00	.00							
006	CRUZ DONIS JOZABADD SAUL					AUXILIAR PORTUARIO				01-038-000522-8	944	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,853.65	250.00	.00	4,103.65			
	201.80	.00	.00	.00	.00	.00	72.55	.00	.00	50.00	.00	.00							
008	RECINOS VALLADARES MARIO JOSÉ					AUXILIAR PORTUARIO				01-078-020436-8	924	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,836.49	250.00	.00	4,086.49			
	201.80	.00	.00	.00	.00	.00	89.71	.00	.00	50.00	.00	.00							
009	CUTZÁN GÓMEZ HUGO EDUARDO					AUXILIAR PORTUARIO				3693024785	917	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,861.50	250.00	.00	4,111.50			
	201.80	.00	.00	.00	.00	.00	64.70	.00	.00	50.00	.00	.00							
Van ...																			
	55,814.00	0.00	0.00	1,125.00	0.00	0.00	42,000.00	98,939.00											
	4,778.79	0.00	0.00	0.00	0.00	0.00	432.78	2,692.75	169.33	0.00	800.00	1,413.30	0.00	0.00		88,652.05	4,500.00	0.00	93,152.05

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir			
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Disp Ope	Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Jubila	Prest Jubila							
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza	Isr		1% Sind/Stepq										
Vienen ...																			
	55,814.00	0.00	0.00	1,125.00	0.00	0.00	42,000.00	98,939.00								93,152.05			
	4,778.79	0.00	0.00	0.00	0.00	0.00	432.78	2,692.75	169.33	0.00	800.00	1,413.30	0.00	0.00		88,652.05	4,500.00	0.00	
2026-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																			
010	ALAYA FIGUEROA EDWIN EDILBERTO					AUXILIAR PORTUARIO				01-078-020442-2	925	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,800.89	250.00	.00	4,050.89			
	201.80	.00	.00	.00	.00	.00	125.31	.00	.00	.00	50.00	.00	.00	.00					
011	ARRIAGA SHEP EDUARDO ELICEO					AUXILIAR PORTUARIO				0143919728	955	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,811.17	250.00	.00	4,061.17			
	201.80	.00	.00	.00	.00	.00	115.03	.00	.00	.00	50.00	.00	.00	.00					
012	MORALES RUANO JOSHUA ALEXANDER					AUXILIAR PORTUARIO				4693164594	984	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,867.30	250.00	.00	4,117.30			
	201.80	.00	.00	.00	.00	.00	58.90	.00	.00	.00	50.00	.00	.00	.00					
013	GONZALEZ DONIS ENCKELMÁN ALEJANDRO					AUXILIAR PORTUARIO				01-038-000678-0	945	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,851.92	250.00	.00	4,101.92			
	201.80	.00	.00	.00	.00	.00	74.28	.00	.00	.00	50.00	.00	.00	.00					
014	ARRIAZA HERNÁNDEZ JULIO BERNAL					AUXILIAR PORTUARIO				01-078-020659-0	960	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,920.92	250.00	.00	4,170.92			
	201.80	.00	.00	.00	.00	.00	55.28	.00	.00	.00	.00	.00	.00	.00					
015	HERRARTE CHIGÜICHÓN JASON JOSUÉ					AUXILIAR PORTUARIO				01-038-000407-8	884	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,813.98	250.00	.00	4,063.98			
	201.80	.00	.00	.00	.00	.00	112.22	.00	.00	.00	50.00	.00	.00	.00					
016	MONROY LÓPEZ LUIS FELIPE					AUXILIAR PORTUARIO				555-002926-7	920	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,676.96	250.00	.00	3,926.96			
	201.80	.00	.00	.00	.00	.00	249.24	.00	.00	.00	50.00	.00	.00	.00					
017	DE PAZ JIMENEZ FULVIO FERNANDO					AUXILIAR PORTUARIO				01-017-031066-0	937	02/01/2026	02/01/2026						
28	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,877.46	250.00	.00	4,127.46			
	201.80	.00	.00	.00	.00	.00	48.74	.00	.00	.00	50.00	.00	.00	.00					
Van ...																			
	73,238.00	0.00	0.00	1,125.00	0.00	0.00	58,000.00	132,363.00											
	6,393.19	0.00	0.00	0.00	0.00	0.00	432.78	3,531.75	169.33	0.00	1,150.00	1,413.30	0.00	0.00		119,272.65	6,500.00	0.00	125,772.65

Indiv	Nombre	Paso Sal	Bonif Antig	Bonif Profe	Comple Pacto	Ajuste Salario	Bono Disp Ope	Sueldo Devengado	Cuenta Bancaria	Codigo	Fecha Ingreso	Fecha Relación	Sueldo Liquido	Otros Bonos	Gts. Rep.	Liquido Recibir
	Sueldo Perma	1% Prestamo			Otros Descptos	Minimo	Isr	Decreto 424-95 1%	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Jubila	Prest Jubila				
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza										
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	
2026-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																
	34,848.00	0.00	0.00	0.00	0.00	0.00	32,000.00	66,848.00								
	.00	.00	.00		.00		1,417.54		.00	650.00	.00	.00	61,551.66	0.00	4,000.00	65,551.66
	3,228.80	.00		.00		.00		.00								

Van ...

0.00

CODIGOINDIV

NOMBRE EMPLEADO

CARGO

OBSERVACIONES

RESUMEN DE SUELDOS DEL PERSONAL DE REGION 022
 DE: Empresa Portuaria Quetzal, SAN JOSE, ESCUINTLA, CORRESPONDIENTE AL MES DE FEBRERO/2026

RESUMEN GENERAL

Sueldo Permanente	73,238.00	
Paso Salarial	0.00	
Bonif/Antigüedad	0.00	
Bonif/Profesional	1,125.00	
Complemento Sal...	0.00	
Ajuste Salario Minimo	0.00	
Bono Disp/operativa	58,000.00	
Bono 372001	6,500.00	
Gastos Representacion	0.00	
Nominal.....		138,863.00
(-) Cuota I.G.S.S (201).	6,393.19	
(-) Banco del Trabajador (102)	0.00	
(-) Cuota Sindicato (105)	0.00	
(-) Otros Descuentos (215)	0.00	
(-) Convenio de pago (2016)	0.00	
(-) Fianza (202)	432.78	
(-) I.S.R. (203)	3,531.75	
(-) Decreto 424-95 1% (117)	169.33	
(-) Acep (112)	1,150.00	
(-) Descuentos Judiciales (114)	1,413.30	
(-) Descuento Sindicato (119)	0.00	
(-) Desc. Sindicato Sutraporquet	0.00	
(-) Prestamo Sindicato Sutraporquet	0.00	
(-) Plan Jubilación (111)	0.00	
		13,090.35
Liquido		125,772.65

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
 CIENTO TREINTA Y OCHO MIL OCHOCIENTOS SESENTA Y TRES QUETZALES EXACTOS.- (138,863.00) PUERTO QUETZAL FEBRERO DE 2026

ELABORO F: _____
 ADRIAN ESTUARDO VELIZ HERNANDEZ
 AUXILIAR ADMINISTRATIVO

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

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