

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	Acep/ Dec. 81-70 B. Ornato	Desc Judicial	Jubila	Prest Jubila					
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza	Isr	424-95 1%									
Vienen ...																	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00								0.00	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
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				
31	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				
31	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				
31	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00					9,747.11	250.00	.00	9,997.11	
	518.40	.00	.00	.00	.00	.00	144.26	323.23	.00	.00	.00	.00					
003	AGUIRRE BONILLA JOSÉ FERNANDO						PROFESIONAL ESPECIALIZADO III			030780001224	22037	02/01/2026	02/01/2026				
31	6,358.00	0.00	0.00	375.00	0.00	0.00	4,000.00	10,733.00					9,747.11	250.00	.00	9,997.11	
	518.40	.00	.00	.00	.00	.00	144.26	323.23	.00	.00	.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	.00	.00	.00	29,072.00	0.00	750.00	29,822.00	
	1,555.20	.00	.00	.00	.00	432.78		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	0.00	0.00	33,136.35	1,000.00	0.00	34,136.35	

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	Disp Ope	Decreto 424-95	Acep/ Dec. 81-70 B. Ornato		Jubila	Prest Jubila				
	IGSS	Sind/Sutrap orquet	Sutraporque	Bantrab	Prest Sind	Convenio	Fianza	Isr	1% Sind/Stepq	1% Sind/Stopq						
Vienen ...																
	21,362.00	0.00	0.00	1,125.00	0.00	0.00	14,000.00	36,487.00								34,136.35
	1,762.31	0.00	0.00	0.00	0.00	0.00	432.78	986.23	169.33	0.00	0.00	0.00	33,136.35	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			
31	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,393.75	250.00	.00	4,643.75
	233.68	.00	.00	.00	.00	.00	.00	210.57	.00	.00	.00	.00				
003	LORENZO MARTINEZ DANILO					OPERADOR DE MAQUINARIA PORTUARIA				010780204058	911	02/01/2026	02/01/2026			
31	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,481.67	250.00	.00	4,731.67
	233.68	.00	.00	.00	.00	.00	.00	122.65	.00	.00	.00	.00				
004	LINARES ORELLANA DONALDO EMANUEL					OPERADOR DE MAQUINARIA PORTUARIA				010780203426	912	02/01/2026	02/01/2026			
31	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,371.48	250.00	.00	4,621.48
	233.68	.00	.00	.00	.00	.00	.00	232.84	.00	.00	.00	.00				
005	LOPEZ BRENER HECTOR ALFONSO					OPERADOR DE MAQUINARIA PORTUARIA				010380004060	913	02/01/2026	02/01/2026			
31	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,393.32	250.00	.00	4,643.32
	233.68	.00	.00	.00	.00	.00	.00	211.00	.00	.00	.00	.00				
006	CARRANZA RICARDO RENÉ					OPERADOR DE MAQUINARIA PORTUARIA				020780266409	914	02/01/2026	02/01/2026			
31	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					3,039.39	250.00	.00	3,289.39
	233.68	.00	.00	.00	.00	.00	.00	151.63	.00	.00	.00	.00				
007	BARILLAS BYRON ERNESTO					OPERADOR DE MAQUINARIA PORTUARIA				01-038-000669-0	915	02/01/2026	02/01/2026			
31	2,838.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,838.00					4,405.03	250.00	.00	4,655.03
	233.68	.00	.00	.00	.00	.00	.00	199.29	.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	.00	1,127.98		.00	.00	1,413.30	.00	25,084.64	0.00	1,500.00	26,584.64
	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	0.00	1,413.30	58,220.99	2,500.00	0.00	60,720.99

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	Desc Judicial	Jubila	Prest Jubila							
	IGSS	Sind/Sutrap orquet	Bantrab	Prest Sind		Fianza	Isr												
Vienen ...																			
	38,390.00	0.00	0.00	1,125.00	0.00	0.00	26,000.00	65,515.00								60,720.99			
	3,164.39	0.00	0.00	0.00	0.00	0.00	432.78	2,114.21	169.33	0.00	0.00	1,413.30	0.00	0.00		58,220.99	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						
31	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	.00	44.62	.00	.00	.00	.00	.00	.00					
002	ESTRADA DEL CID NICOLAS					AUXILIAR PORTUARIO				01-038-000409-4	883	02/01/2026	02/01/2026						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,873.31	250.00	.00	4,123.31			
	201.80	.00	.00	.00	.00	.00	.00	102.89	.00	.00	.00	.00	.00	.00					
003	REYES SOLARES DIEGO ALEJANDRO					AUXILIAR PORTUARIO				01-078-020433-3	921	02/01/2026	02/01/2026						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,907.59	250.00	.00	4,157.59			
	201.80	.00	.00	.00	.00	.00	.00	68.61	.00	.00	.00	.00	.00	.00					
004	RIOS LÓPEZ DAVID ISAAC					AUXILIAR PORTUARIO				01-078-020383-3	899	05/01/2026	05/01/2026						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,852.05	250.00	.00	4,102.05			
	201.80	.00	.00	.00	.00	.00	.00	124.15	.00	.00	.00	.00	.00	.00					
005	MELGAR ALVARADO MARCELO					AUXILIAR PORTUARIO				02-078-026643-3	571	02/01/2026	02/01/2026						
31	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	.00	11.31	.00	.00	.00	.00	.00	.00					
006	CRUZ DONIS JOZABADD SAUL					AUXILIAR PORTUARIO				01-038-000522-8	944	02/01/2026	02/01/2026						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,903.65	250.00	.00	4,153.65			
	201.80	.00	.00	.00	.00	.00	.00	72.55	.00	.00	.00	.00	.00	.00					
008	RECINOS VALLADARES MARIO JOSÉ					AUXILIAR PORTUARIO				01-078-020436-8	924	02/01/2026	02/01/2026						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,886.49	250.00	.00	4,136.49			
	201.80	.00	.00	.00	.00	.00	.00	89.71	.00	.00	.00	.00	.00	.00					
009	CUTZÁN GÓMEZ HUGO EDUARDO					AUXILIAR PORTUARIO				3693024785	917	02/01/2026	02/01/2026						
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,911.50	250.00	.00	4,161.50			
	201.80	.00	.00	.00	.00	.00	.00	64.70	.00	.00	.00	.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	0.00	1,413.30	0.00	0.00		89,452.05	4,500.00	0.00	93,952.05

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												
Vienen ...																			
	55,814.00	0.00	0.00	1,125.00	0.00	0.00	42,000.00	98,939.00								93,952.05			
	4,778.79	0.00	0.00	0.00	0.00	0.00	432.78	2,692.75	169.33	0.00	0.00	1,413.30	0.00	0.00		89,452.05	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							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,850.89	250.00	.00	4,100.89			
	201.80	.00	.00	.00	.00	.00	.00	125.31	.00	.00	.00	.00							
011	ARRIAGA SHEP EDUARDO ELICEO					AUXILIAR PORTUARIO			0143919728	955	02/01/2026	02/01/2026							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,861.17	250.00	.00	4,111.17			
	201.80	.00	.00	.00	.00	.00	.00	115.03	.00	.00	.00	.00							
012	MORALES RUANO JOSHUA ALEXANDER					AUXILIAR PORTUARIO			4693164594	984	02/01/2026	02/01/2026							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,917.30	250.00	.00	4,167.30			
	201.80	.00	.00	.00	.00	.00	.00	58.90	.00	.00	.00	.00							
013	GONZALEZ DONIS ENCKELMÁN ALEJANDRO					AUXILIAR PORTUARIO			01-038-000678-0	945	02/01/2026	02/01/2026							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,901.92	250.00	.00	4,151.92			
	201.80	.00	.00	.00	.00	.00	.00	74.28	.00	.00	.00	.00							
014	ARRIAZA HERNÁNDEZ JULIO BERNAL					AUXILIAR PORTUARIO			01-078-020659-0	960	02/01/2026	02/01/2026							
31	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	.00	55.28	.00	.00	.00	.00							
015	HERRARTE CHIGÜICHÓN JASON JOSUÉ					AUXILIAR PORTUARIO			01-038-000407-8	884	02/01/2026	02/01/2026							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,863.98	250.00	.00	4,113.98			
	201.80	.00	.00	.00	.00	.00	.00	112.22	.00	.00	.00	.00							
016	MONROY LÓPEZ LUIS FELIPE					AUXILIAR PORTUARIO			555-002926-7	920	02/01/2026	02/01/2026							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,726.96	250.00	.00	3,976.96			
	201.80	.00	.00	.00	.00	.00	.00	249.24	.00	.00	.00	.00							
017	DE PAZ JIMENEZ FULVIO FERNANDO					AUXILIAR PORTUARIO			01-017-031066-0	937	02/01/2026	02/01/2026							
31	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,927.46	250.00	.00	4,177.46			
	201.80	.00	.00	.00	.00	.00	.00	48.74	.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	0.00	1,413.30	0.00	0.00		120,422.65	6,500.00	0.00	126,922.65

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	.00	.00	.00	62,201.66	0.00	4,000.00	66,201.66
	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 MARZO/2026

RESUMEN GENERAL

Sueldo Permanente	73,238.00	
Paso Salarial	0.00	
Bonif/Antiguedad	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)	0.00	
(-) 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	
		11,940.35
Liquido		126,922.65

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 MARZO DE 2026

ELABORO F: \_\_\_\_\_  
 ADRIAN ESTUARDO VELIZ HERNANDEZ  
 AUXILIAR ADMINISTRATIVO

ES CONFORME F: \_\_\_\_\_  
 ERICK BENEDIN LEON ALAS  
 SUBJEFE DE DEPARTAMENTO

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