

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	Bantrab	Prest Sind		Fianza	Isr	424-95 1%	1% Sind/Stepq	Desc Judicial							
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			
30	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	4,288.00								
								16.54	.00	.00	.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			
30	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			
30	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			
30	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 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 ...																
	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			
30	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	210.57	.00	.00	.00	.00	.00				
003	LORENZO MARTINEZ DANILO					OPERADOR DE MAQUINARIA PORTUARIA				010780204058	911	02/01/2026	02/01/2026			
30	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	122.65	.00	.00	.00	.00	.00				
004	LINARES ORELLANA DONALDO EMANUEL					OPERADOR DE MAQUINARIA PORTUARIA				010780203426	912	02/01/2026	02/01/2026			
30	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	232.84	.00	.00	.00	.00	.00				
005	LOPEZ BRENER HECTOR ALFONSO					OPERADOR DE MAQUINARIA PORTUARIA				010380004060	913	02/01/2026	02/01/2026			
30	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	211.00	.00	.00	.00	.00	.00				
006	CARRANZA RICARDO RENÉ					OPERADOR DE MAQUINARIA PORTUARIA				020780266409	914	02/01/2026	02/01/2026			
30	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	151.63	.00	.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			
30	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	199.29	.00	.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		.00	1,413.30	.00	.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						
30	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						
30	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						
30	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						
30	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						
30	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						
30	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					
007	LANDAVERDE PAREDES OSCAR ERNESTO					AUXILIAR PORTUARIO				4890120954	996	23/03/2026	23/03/2026						
30	2,178.00	0.00	0.00	0.00	0.00	0.00	2,000.00	4,178.00					3,962.63	250.00	.00	4,212.63			
	201.80	.00	.00	.00	.00	.00	.00	13.57	.00	.00	.00	.00	.00	.00					
008	RECINOS VALLADARES MARIO JOSÉ					AUXILIAR PORTUARIO				01-078-020436-8	924	02/01/2026	02/01/2026						
30	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					
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	2,641.62	169.33	0.00	0.00	1,413.30	0.00	0.00		89,503.18	4,500.00	0.00	94,003.18

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								94,003.18			
	4,778.79	0.00	0.00	0.00	0.00	0.00	432.78	2,641.62	169.33	0.00	0.00	1,413.30	0.00	0.00		89,503.18	4,500.00	0.00	
2026-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																			
009	CUTZÁN GÓMEZ HUGO EDUARDO					AUXILIAR PORTUARIO			3693024785	917	02/01/2026	02/01/2026							
30	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							
010	ALAYA FIGUEROA EDWIN EDILBERTO					AUXILIAR PORTUARIO			01-078-020442-2	925	02/01/2026	02/01/2026							
30	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							
30	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							
30	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							
30	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							
30	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							
30	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							
30	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							
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	3,496.58	169.33	0.00	0.00	1,413.30	0.00	0.00		120,457.82	6,500.00	0.00	126,957.82

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 ...																	
	73,238.00	0.00	0.00	1,125.00	0.00	0.00	58,000.00	132,363.00								126,957.82	
	6,393.19	0.00	0.00	0.00	0.00	0.00	432.78	3,496.58	169.33	0.00	0.00	1,413.30	0.00	0.00	120,457.82	6,500.00	0.00
2026-075-12-00-000-001-022-0509-60 SECCION DE MUELLES																	
017	DE PAZ JIMENEZ FULVIO FERNANDO					AUXILIAR PORTUARIO				01-017-031066-0	937	02/01/2026	02/01/2026				
30	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	.00	.00			
	37,026.00	0.00	0.00	0.00	0.00	0.00	34,000.00	71,026.00									
	.00	.00	.00	.00	.00	.00	1,431.11	.00	.00	.00	.00	.00	66,164.29	0.00	4,250.00	70,414.29	
	3,430.60	.00	.00	.00	.00	.00	.00	.00									

Van ...																		
	75,416.00	0.00	0.00	1,125.00	0.00	0.00	60,000.00	136,541.00										
	6,594.99	0.00	0.00	0.00	0.00	0.00	432.78	3,545.32	169.33	0.00	0.00	1,413.30	0.00	0.00	124,385.28	6,750.00	0.00	131,135.28

CODIGOINDIV

NOMBRE EMPLEADO

CARGO

OBSERVACIONES

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

RESUMEN GENERAL

Sueldo Permanente	75,416.00	
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	60,000.00	
Bono 372001	6,750.00	
Gastos Representacion	0.00	
Nominal.....		143,291.00
(-) Cuota I.G.S.S (201).	6,594.99	
(-) 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)	3,545.32	
(-) 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	
		12,155.72
Liquido		131,135.28

LA PRESENTE NOMINA DE SUELDOS ASCIENDE A LA CANTIDAD DE:
 CIENTO CUARENTA Y TRES MIL DOSCIENTOS NOVENTA Y UNO QUETZALES EXACTOS.- (143,291.00) PUERTO QUETZAL ABRIL 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