SALT LAKE CITY CORPORATION GENERAL EMPLOYEE PAY PLAN (GEPP)

Effective July 1, 2018

| GRADE | MINIMUM | MARKET | MAXIMUM |
|-----------|---------|---------|----------|
| SEAX/HRLY | \$10.87 | | \$35.00 |
| 10 | \$11.31 | \$14.77 | \$18.23 |
| 11 | \$11.87 | \$15.52 | \$19.17 |
| 12 | \$12.46 | \$16.43 | \$20.38 |
| 13 | \$13.09 | \$17.12 | \$21.14 |
| 14 | \$13.74 | \$17.90 | \$22.07 |
| 15 | \$14.42 | \$18.95 | \$23.46 |
| 16 | \$15.14 | \$20.05 | \$24.96 |
| 17 | \$15.90 | \$20.86 | \$25.82 |
| 18 | \$16.70 | \$22.18 | \$27.65 |
| 19 | \$17.53 | \$23.16 | \$28.79 |
| 20 | \$18.42 | \$24.14 | \$29.87 |
| 21 | \$18.58 | \$25.34 | \$32.09 |
| 22 | \$19.52 | \$26.63 | \$33.72 |
| 23 | \$20.50 | \$27.96 | \$35.43 |
| 24 | \$21.52 | \$29.34 | \$37.17 |
| 25 | \$22.59 | \$30.81 | \$39.03 |
| 26 | \$23.72 | \$32.36 | \$40.99 |
| 27 | \$24.91 | \$33.98 | \$43.06 |
| 28 | \$26.14 | \$35.71 | \$45.27 |
| 29 | \$27.46 | \$37.49 | \$47.52 |
| 30 | \$28.83 | \$39.37 | \$49.90 |
| 31 | \$30.27 | \$41.34 | \$52.41 |
| 32 | \$31.79 | \$43.40 | \$55.01 |
| 33 | \$33.38 | \$45.58 | \$57.77 |
| 34 | \$35.05 | \$47.85 | \$60.67 |
| 35 | \$36.79 | \$50.24 | \$63.70 |
| 36 | \$38.64 | \$52.76 | \$66.88 |
| 37 | \$40.57 | \$55.39 | \$70.22 |
| 38 | \$42.60 | \$58.16 | \$73.73 |
| 39 | \$44.73 | | \$93.95 |
| 40 | \$46.96 | | \$98.62 |
| 41 | \$49.32 | | \$160.00 |

SALT LAKE CITY CORPORATION

GENERAL EMPLOYEE PAY PLAN (GEPP) Effective July 1, 2018

| SEAX/HRLY \$22,610 \$72,800 10 \$23,523 \$30,722 \$37,920 11 \$24,681 \$32,286 \$39,870 12 \$25,923 \$34,171 \$42,398 13 \$27,230 \$35,607 \$43,962 14 \$28,579 \$37,235 \$445,911 15 \$29,994 \$39,420 \$48,803 16 \$31,493 \$41,713 \$51,910 17 \$33,078 \$43,384 \$53,710 18 \$34,729 \$46,125 \$57,502 19 \$36,464 \$48,182 \$59,880 20 \$38,306 \$50,218 \$62,130 21 \$38,649 \$52,703 \$66,757 22 \$40,598 \$55,381 \$70,142 23 \$42,634 \$58,166 \$73,699 24 \$44,755 \$61,037 \$77,319 25 \$46,982 \$64,079 \$81,175 26 \$49,339 \$67,315 \$85,268 2 | GRADE | MINIMUM | MARKET | MAXIMUM |
|---|-----------|-------------------|-------------------|-------------------|
| 11\$24,681\$32,286\$39,87012\$25,923\$34,171\$42,39813\$27,230\$35,607\$43,96214\$28,579\$37,235\$45,91115\$29,994\$39,420\$48,80316\$31,493\$41,713\$51,91017\$33,078\$43,384\$53,71018\$34,729\$46,125\$57,50219\$36,464\$48,182\$59,88020\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 <th>SEAX/HRLY</th> <th>\$22,610</th> <th></th> <th>\$72,800</th> | SEAX/HRLY | \$22,610 | | \$72,800 |
| 12 \$25,923 \$34,171 \$42,398 13 \$27,230 \$35,607 \$43,962 14 \$28,579 \$37,235 \$45,911 15 \$29,994 \$39,420 \$48,803 16 \$31,493 \$41,713 \$51,910 17 \$33,078 \$43,384 \$53,710 18 \$34,729 \$46,125 \$57,502 19 \$36,464 \$48,182 \$59,880 20 \$38,306 \$50,218 \$62,130 21 \$38,649 \$52,703 \$66,757 22 \$40,598 \$55,381 \$70,142 23 \$42,634 \$58,166 \$73,699 24 \$44,755 \$61,037 \$77,319 25 \$46,982 \$64,079 \$81,175 26 \$49,339 \$67,315 \$85,268 27 \$51,803 \$70,678 \$89,574 28 \$54,374 \$74,277 \$94,158 29 \$57,117 \$77,983 \$98,850 | 10 | \$23,523 | \$30,722 | \$37,920 |
| 13\$27,230\$35,607\$43,96214\$28,579\$37,235\$45,91115\$29,994\$39,420\$48,80316\$31,493\$41,713\$51,91017\$33,078\$43,384\$53,71018\$34,729\$46,125\$57,50219\$36,464\$48,182\$59,88020\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 11 | \$24,681 | \$32,286 | \$39,870 |
| 14 \$28,579 \$37,235 \$45,911 15 \$29,994 \$39,420 \$48,803 16 \$31,493 \$41,713 \$51,910 17 \$33,078 \$43,384 \$53,710 18 \$34,729 \$46,125 \$57,502 19 \$36,464 \$48,182 \$59,880 20 \$38,306 \$50,218 \$62,130 21 \$38,649 \$52,703 \$66,757 22 \$40,598 \$55,381 \$70,142 23 \$42,634 \$58,166 \$73,699 24 \$44,755 \$61,037 \$77,319 25 \$46,982 \$64,079 \$81,175 26 \$49,339 \$67,315 \$85,268 27 \$51,803 \$70,678 \$89,574 28 \$54,374 \$74,277 \$94,158 29 \$57,117 \$77,983 \$98,850 30 \$59,966 \$81,883 \$103,799 31 \$62,965 \$85,996 \$109,005 | 12 | \$25,923 | \$34,171 | \$42,398 |
| 15\$29,994\$39,420\$48,80316\$31,493\$41,713\$51,91017\$33,078\$43,384\$53,71018\$34,729\$46,125\$57,50219\$36,464\$48,182\$59,88020\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 13 | \$27,230 | \$35,607 | \$43,962 |
| 16\$31,493\$41,713\$51,91017\$33,078\$43,384\$53,71018\$34,729\$46,125\$57,50219\$36,464\$48,182\$59,88020\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 14 | \$28,579 | \$37,235 | \$45,911 |
| 17\$33,078\$43,384\$53,71018\$34,729\$46,125\$57,50219\$36,464\$48,182\$59,88020\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 15 | \$29,994 | \$39,420 | \$48,803 |
| 18 \$34,729 \$46,125 \$57,502 19 \$36,464 \$48,182 \$59,880 20 \$38,306 \$50,218 \$62,130 21 \$38,649 \$52,703 \$66,757 22 \$40,598 \$55,381 \$70,142 23 \$42,634 \$58,166 \$73,699 24 \$44,755 \$61,037 \$77,319 25 \$46,982 \$64,079 \$81,175 26 \$49,339 \$67,315 \$85,268 27 \$51,803 \$70,678 \$89,574 28 \$54,374 \$74,277 \$94,158 29 \$57,117 \$77,983 \$98,850 30 \$59,966 \$81,883 \$103,799 31 \$62,965 \$85,996 \$109,005 32 \$66,115 \$90,281 \$114,426 33 \$69,435 \$94,801 \$120,167 34 \$72,905 \$99,536 \$126,187 35 \$76,527 \$104,506 \$132,486< | 16 | \$31,493 | \$41,713 | \$51,910 |
| 19\$36,464\$48,182\$59,88020\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 17 | \$33,078 | \$43 <i>,</i> 384 | \$53,710 |
| 20\$38,306\$50,218\$62,13021\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 18 | \$34,729 | \$46,125 | \$57,502 |
| 21\$38,649\$52,703\$66,75722\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 19 | \$36,464 | \$48,182 | \$59,880 |
| 22\$40,598\$55,381\$70,14223\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 20 | \$38,306 | \$50,218 | \$62,130 |
| 23\$42,634\$58,166\$73,69924\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 21 | \$38,649 | \$52,703 | \$66,757 |
| 24\$44,755\$61,037\$77,31925\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 22 | \$40,598 | \$55,381 | \$70,142 |
| 25\$46,982\$64,079\$81,17526\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 23 | \$42,634 | \$58,166 | \$73 <i>,</i> 699 |
| 26\$49,339\$67,315\$85,26827\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 24 | \$44,755 | \$61,037 | \$77,319 |
| 27\$51,803\$70,678\$89,57428\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 25 | \$46,982 | \$64,079 | \$81,175 |
| 28\$54,374\$74,277\$94,15829\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$120,982\$195,40940\$97,672\$205,135 | 26 | \$49,339 | \$67,315 | \$85,268 |
| 29\$57,117\$77,983\$98,85030\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 27 | \$51,803 | \$70,678 | \$89,574 |
| 30\$59,966\$81,883\$103,79931\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 28 | \$54,374 | \$74,277 | \$94,158 |
| 31\$62,965\$85,996\$109,00532\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 29 | \$57,117 | \$77 <i>,</i> 983 | \$98,850 |
| 32\$66,115\$90,281\$114,42633\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 30 | \$59,966 | \$81,883 | \$103,799 |
| 33\$69,435\$94,801\$120,16734\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 31 | \$62,965 | \$85 <i>,</i> 996 | \$109,005 |
| 34\$72,905\$99,536\$126,18735\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 32 | \$66,115 | \$90,281 | \$114,426 |
| 35\$76,527\$104,506\$132,48636\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 33 | \$69 <i>,</i> 435 | \$94,801 | \$120,167 |
| 36\$80,362\$109,734\$139,10637\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 34 | \$72,905 | \$99,536 | \$126,187 |
| 37\$84,389\$115,218\$146,04838\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 35 | \$76,527 | \$104,506 | \$132,486 |
| 38\$88,610\$120,982\$153,35339\$93,044\$195,40940\$97,672\$205,135 | 36 | \$80,362 | \$109,734 | \$139,106 |
| 39 \$93,044\$195,409 40 \$97,672\$205,135 | 37 | \$84,389 | \$115,218 | \$146,048 |
| 40 \$97,672 \$205,135 | 38 | \$88,610 | \$120,982 | \$153,353 |
| | 39 | \$93,044 | | \$195,409 |
| 41 \$102,578 \$332,800 | 40 | \$97,672 | | \$205,135 |
| | 41 | \$102,578 | | \$332,800 |