



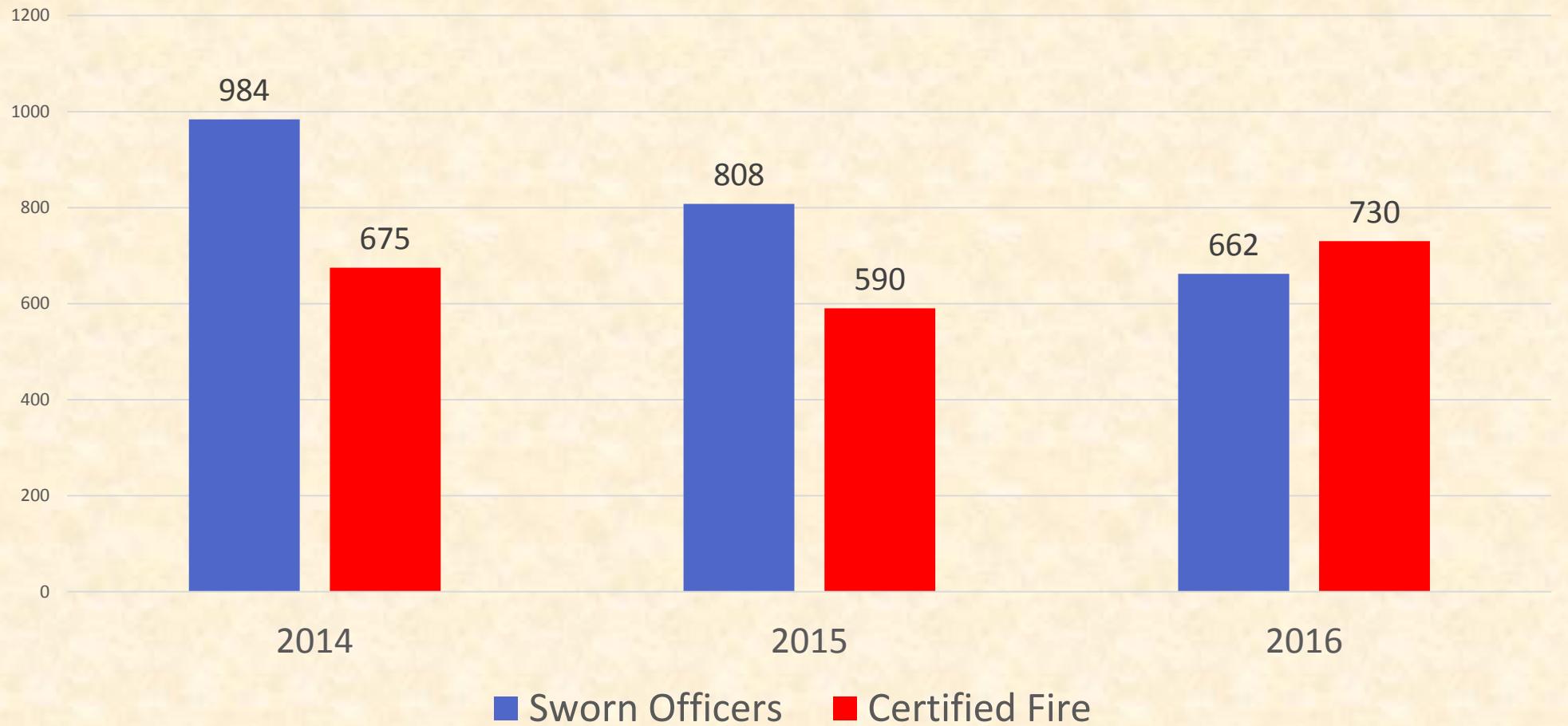
Public Safety Pay Adjustment History 2013 - 2018

DATE	ACTION	Sworn Police	Certified Fire
Jan-18 (proposed)	2% Public Safety Supplement	X	X
Jul-17 (proposed)	2% Average Merit	X	X
	1/3rd Study Adjustment to Minimum of New Pay Range	X	
	2% Retention Pay Adjustment	X	
Jan-17	2% Public Safety Supplement	X	X
July-17	2% Average Merit	X	X
	Retention Pay Adjustment (based on rank and tenure)	X	
Feb-16	2% Public Safety Supplement	X	X
	Adjustment to Pay Plan Minimums (7.5%)	X	X
July-15	2% Average Merit	X	X
	1% Market	X	X
July-14	2% Average Merit	X	X
	1.5% Adjustment to Employees Below Market	X	X
July-13	2% Average Merit	X	X



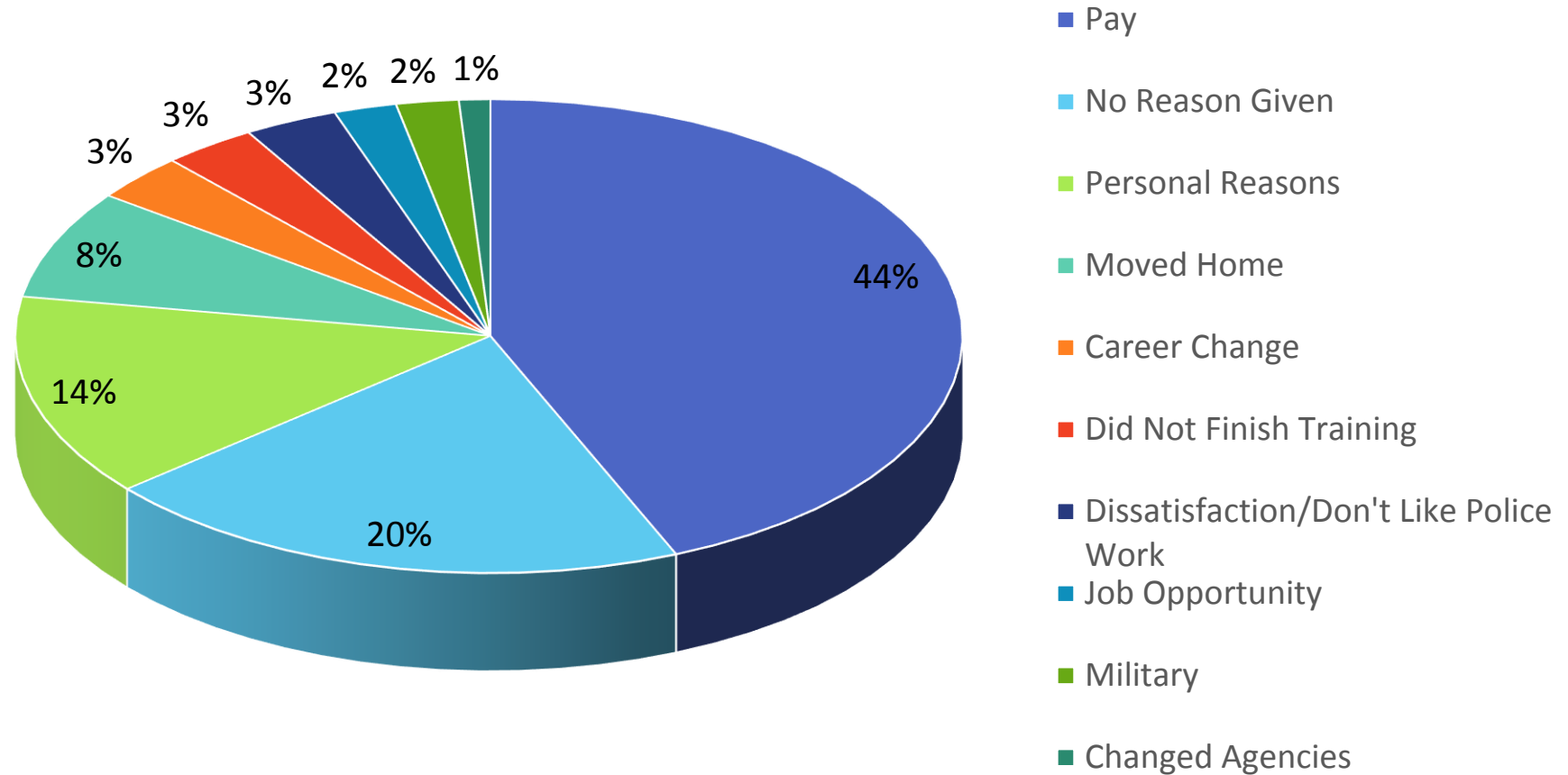
Winston-Salem

Applications Received Police Officer Trainee & Firefighter Trainee





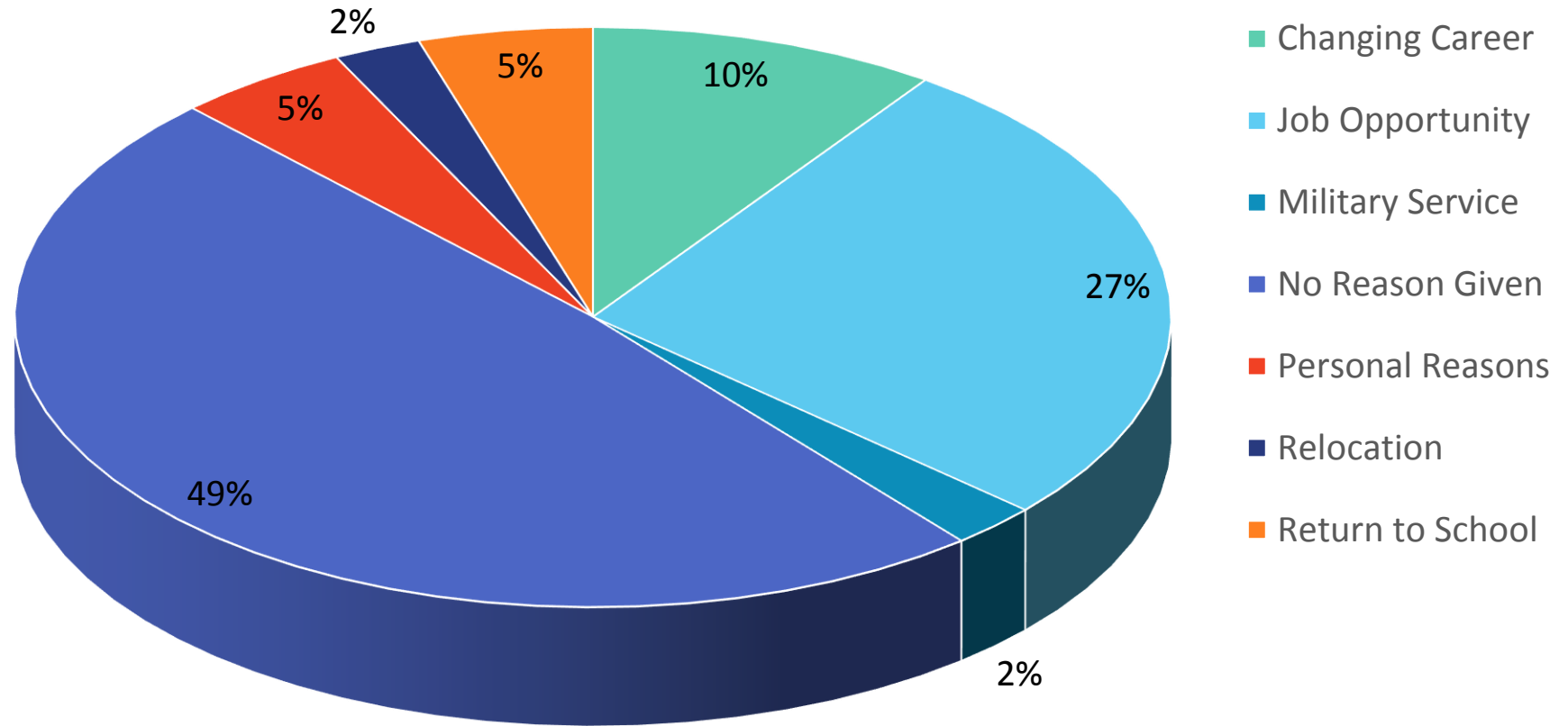
Voluntary Sworn Police Turnover January 2014 - December 2016





Winston-Salem

Voluntary Certified Fire Turnover Jan 2014 - Dec 2016





Winston-Salem

Voluntary Turnover by Year

