

## BOARD 5-15

Employee portion of “shared sacrifice” for the next five years is estimated at \$100 million. This comes from the following sources:

1. Employee contributions gradually increase from 7% to 10% of pay.
2. Transfer all current and future chapter monies and accounts reduce the City’s contribution (except about \$2 million annually for the Peyton bonus).
3. All current employee benefits remain unchanged.
4. Enhanced Investment Authority. See Attachment 1.
5. Establish Share Plan.
6. Review in five years.