

# Side by Side Spiking Analysis of ASRS, PSPRS, COPR, EORP Nov. 22, 2011



Defined Contribution and Retirement Study Committee

## Percentage of Employees receiving 25% (or more) salary increase in last three years prior to retirement

Year of Retirement	Public Safety	Corrections Officers	Elected Officials	ASRS RETIRED	ASRS ACTIVE
2011	22.60%	7.37%	7.04%	8.72%	15.76%
2010	27.27%	8.28%	8.57%	15.37%	27.31%
2009	29.77%	10.71%	0.00%	17.10%	28.37%
2008	25.16%	5.24%	9.09%	13.33%	24.27%

# 3-year rolling average: 2011 Actives

2011 ACTIVES	ASRS	ASRS	PSPRS	PSPRS	CORP	CORP	EORP	EORP
Fiscal Year	Average Salary	Avg % change YOY						
2004	\$37,086	-	\$58,960		\$34,103		\$72,830	
2005	\$39,800	8.66%	\$63,407	7.98%	\$36,187	6.15%	\$73,734	2.16%
2006	\$42,551	7.87%	\$69,042	9.57%	\$40,655	12.43%	\$76,882	4.63%
2007	\$45,503	7.79%	\$75,689	10.16%	\$44,675	10.39%	\$79,957	5.73%
2008	\$48,367	6.87%	\$83,217	10.33%	\$47,759	6.95%	\$83,268	4.50%
2009	\$49,155	2.01%	\$83,950	1.27%	\$47,809	0.20%	\$85,862	3.26%
2010	\$49,018	-0.01%	\$85,034	1.35%	\$47,838	0.11%	\$88,971	3.17%
<b>Average Annual Increase 2004-2010</b>		5.30%		6.57%		5.92%		4.01%
<b>Average Annual Increase in 3 years prior to final 3 years</b>		8.00%		9.17%		9.62%		4.12%
<b>Average Annual Increase in final 3 years</b>		2.80%		4.22%		2.36%		3.70%

# 3-year rolling average: 2011 Retirees

2011 RETIREES	ASRS	ASRS	PSPRS	PSPRS	CORP	CORP	EORP	EORP
Fiscal Year	Average Salary	Avg % change YOY						
2004	\$42,908	-	\$70,503		\$37,889		\$51,435	
2005	\$45,374	6.29%	\$75,191	6.86%	\$39,803	4.97%	\$51,524	0.38%
2006	\$47,956	6.28%	\$81,703	8.89%	\$44,043	10.85%	\$53,521	4.25%
2007	\$50,695	6.32%	\$87,492	7.37%	\$47,040	7.31%	\$57,666	23.20%
2008	\$53,401	5.50%	\$96,368	10.26%	\$49,903	6.08%	\$61,258	7.66%
2009	\$53,816	0.97%	\$95,731	-0.48%	\$50,094	0.54%	\$62,656	1.61%
2010	\$53,648	-0.36%	\$95,095	-0.58%	\$50,049	-0.10%	\$64,453	1.72%
<b>Average Annual Increase 2004-2010</b>		4.03%		5.15%		4.80%		6.43%
<b>Average Annual Increase in 3 years prior to final 3 years</b>		6.22%		7.62%		7.67%		8.70%
<b>Average Annual Increase in Final 3 years</b>		1.95%		2.91%		2.14%		3.64%

# 3-year rolling average: 2009 Actives

2009 ACTIVES	ASRS	ASRS	PSPRS	PSPRS	CORP	CORP	EORP	EORP
Fiscal Year	Average Salary	Avg % change YOY						
2002	\$34,855	-	\$57,052		\$32,456		\$69,821	
2003	\$36,959	7.39%	\$60,055	5.83%	\$34,410	6.33%	\$70,355	2.20%
2004	\$38,479	4.86%	\$63,009	5.33%	\$35,425	3.16%	\$70,666	0.87%
2005	\$41,033	7.38%	\$67,578	7.57%	\$37,444	5.66%	\$72,073	3.19%
2006	\$43,708	7.27%	\$73,212	8.89%	\$41,935	11.99%	\$75,045	4.73%
2007	\$46,602	7.34%	\$79,913	9.65%	\$45,718	9.54%	\$78,538	8.06%
2008	\$49,408	6.49%	\$87,677	10.06%	\$48,689	6.52%	\$81,967	5.05%
<b>Average Annual Increase 2002-2008</b>		<b>6.63%</b>		<b>7.77%</b>		<b>7.17%</b>		<b>4.31%</b>
<b>Average Annual Increase in 3 years prior to final 3 years</b>		<b>6.44%</b>		<b>6.21%</b>		<b>5.05%</b>		<b>2.24%</b>
<b>Average Annual Increase in final 3 years</b>		<b>6.93%</b>		<b>9.43%</b>		<b>9.32%</b>		<b>6.38%</b>

# 3-year rolling average: 2009 Retirees

2009 RETIREES	ASRS	ASRS	PSPRS	PSPRS	CORP	CORP	EORP	EORP
Fiscal Year	Average Salary	Avg % change YOY						
2002	\$41,204	-	\$65,433		\$37,999		\$46,582	
2003	\$42,700	4.89%	\$68,263	4.67%	\$39,700	4.76%	\$47,835	5.23%
2004	\$44,043	3.55%	\$70,320	3.25%	\$40,227	1.56%	\$49,461	3.50%
2005	\$46,507	5.83%	\$75,289	7.38%	\$42,132	4.61%	\$52,012	14.65%
2006	\$59,127	5.86%	\$81,581	8.91%	\$47,002	11.31%	\$55,190	5.14%
2007	\$51,857	5.91%	\$89,554	9.86%	\$49,788	6.47%	\$56,003	2.32%
2008	\$54,697	5.40%	\$95,708	7.39%	\$52,299	5.04%	\$56,784	1.38%
<b>Average Annual Increase 2002-2008</b>		5.15%		6.71%		5.58%		5.37%
<b>Average Annual Increase in 3 years prior to final 3 years</b>		4.71%		5.07%		3.63%		8.36%
<b>Average Annual Increase in final 3 years</b>		5.64%		8.58%		7.57%		3.07%

# 3-year rolling average: 2007 Actives

2007 ACTIVES	ASRS	ASRS	PSPRS	PSPRS	CORP	CORP	EORP	EORP
Fiscal Year	Average Salary	Avg % change YOY						
2000	\$31,621	-	\$52,473		\$31,868		\$60,692	
2001	\$34,112	9.28%	\$57,098	9.31%	\$32,836	3.23%	\$62,880	5.00%
2002	\$37,019	9.32%	\$61,195	9.57%	\$34,024	3.62%	\$64,231	3.73%
2003	\$38,939	5.93%	\$64,095	5.15%	\$35,858	5.60%	\$64,613	1.41%
2004	\$40,370	4.22%	\$66,821	4.53%	\$36,696	2.50%	\$64,710	8.60%
2005	\$42,914	6.87%	\$71,430	7.15%	\$38,635	5.23%	\$66,702	3.95%
2006	\$45,542	6.58%	\$76,749	7.89%	\$43,144	11.61%	\$69,560	4.49%
<b>Average Annual Increase 2000-2006</b>		6.88%		6.85%		5.29%		3.23%
<b>Average Annual Increase in 3 years prior to final 3 years</b>		8.10%		7.31%		4.16%		3.32%
<b>Average Annual Increase in final 3 years</b>		5.79%		6.47%		6.42%		3.10%

# 3-year rolling average: 2007 Retirees

2007 RETIREES	ASRS	ASRS	PSPRS	PSPRS	CORP	CORP	EORP	EORP
Fiscal Year	Average Salary	Avg % change YOY						
2000	\$39,145	-	\$59,084		\$36,904		\$57,116	
2001	\$41,327	6.13%	\$63,788	8.07%	\$37,787	2.41%	\$63,186	10.76%
2002	\$44,244	7.64%	\$67,204	5.58%	\$39,182	3.55%	\$66,027	4.97%
2003	\$45,988	4.42%	\$70,187	4.51%	\$40,755	4.13%	\$65,753	-0.53%
2004	\$47,223	2.94%	\$73,674	5.26%	\$41,281	1.28%	\$65,656	-0.19%
2005	\$49,678	5.57%	\$78,084	6.34%	\$42,903	3.97%	\$67,577	2.96%
2006	\$52,967	6.37%	\$82,623	6.19%	\$47,011	9.59%	\$70,791	5.14%
<b>Average Annual Increase 2000-2006</b>		5.51%		5.85%		4.13%		3.85%
<b>Average Annual Increase in 3 years prior to final 3 years</b>		6.06%		6.03%		3.39%		5.09%
<b>Average Annual Increase in final 3 years</b>		4.96%		5.90%		4.89%		2.63%