

## ENCLOSURE A - INCUMBENT LABOR RATES

<b>ESES II Labor Categories</b>	<b>Initial Composite</b>	<b>CY2012</b>	<b>CY2013</b>
	<b>Incumbent Rate*</b>	1.30%	4/12*2.3 %
CAD/Draftsman	\$36.76	\$37.24	\$37.52
Chief Staff Engineer	\$93.97	\$95.19	\$95.92
Communication Systems Engineer	Not Available	Not Available	Not Available
Computer Systems Engineer	Not Available	Not Available	Not Available
Configuration Management Specialist	Not Available	Not Available	Not Available
Data Analyst/SW	\$25.79	\$26.13	\$26.33
Detector Technician	\$30.21	\$30.60	\$30.84
Detector/Instrument Engineer	\$47.58	\$48.20	\$48.57
Doc/Press Specialist	\$38.67	\$39.17	\$39.47
EEE Parts/Component Engineer	\$30.34	\$30.73	\$30.97
Electrical Assembler	\$30.45	\$30.85	\$31.08
Electrical Engineer	\$34.89	\$35.34	\$35.61
Electrical/Electronic Designer	Not Available	Not Available	Not Available
Electrical/Electronic Technician	\$33.02	\$33.45	\$33.71
Electro-Optical Engineer	\$36.44	\$36.91	\$37.20
Flight Operations Systems Engineer II	Not Available	Not Available	Not Available
Flight Software Engineer	Not Available	Not Available	Not Available
Ground Support Equipment Engineer	\$43.43	\$43.99	\$44.33
Ground Systems Engineer	\$49.09	\$49.73	\$50.11
Integration and Test Engineer	\$36.07	\$36.54	\$36.82
Jr. Electrical Engineer	\$27.30	\$27.65	\$27.87
Jr. Electrical/Electronic Technician	Not Available	Not Available	Not Available
Jr. Mechanical Engineer	Not Available	Not Available	Not Available
Jr. Mechanical Technician	\$40.49	\$41.02	\$41.33
Jr. Software Engineer	\$36.83	\$37.31	\$37.59
Manufacturing Engineer	\$45.61	\$46.20	\$46.56
Material Technician	\$27.27	\$27.62	\$27.84
Mechanical Engineer	\$36.83	\$37.31	\$37.59
Optical Analyst	Not Available	Not Available	Not Available
Packaging Engineer	\$33.39	\$33.82	\$34.08
Quality Assurance Engineer	\$38.69	\$39.19	\$39.49
Radiation Engineer	\$42.17	\$42.72	\$43.05
Radiation Technician	\$30.43	\$30.83	\$31.06
RF Engineer	Not Available	Not Available	Not Available
Scientist	Not Available	Not Available	Not Available
Software Engineer	\$36.77	\$37.25	\$37.53
Sr. Detec/Instrument Engineer	Not Available	Not Available	Not Available
Sr. Electrical Engineer	\$53.43	\$54.12	\$54.54
Sr. Electrical Power Engineer	Not Available	Not Available	Not Available
Sr. Electrical Systems Engineer	\$68.56	\$69.45	\$69.98
Sr. Mechanical Engineer	\$44.34	\$44.92	\$45.26
Sr. Optical Engineer	Not Available	Not Available	Not Available
Sr. RF Engineer	Not Available	Not Available	Not Available
Sr. Software Engineer	\$44.79	\$45.37	\$45.72

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Sr. Software Engineer II	\$48.14	\$48.77	\$49.14
Sr. Staff Engineer	\$64.40	\$65.24	\$65.74
Sr. Staff Engineer II	\$73.50	\$74.46	\$75.03
Sr. Systems Engineer	\$52.48	\$53.16	\$53.57
Sr. Systems Engineer II	\$60.04	\$60.82	\$61.29
Sr. Systems Engineer III	\$68.48	\$69.37	\$69.90
Systems Engineer	\$42.87	\$43.43	\$43.76
Technical Typist	Not Available	Not Available	Not Available
*Labor rates are effective as of January 1, 2012			
**Labor rates are effective as of May 1, 2013			

<b>Updated Composite Incumbent Rate**</b>
\$37.52
\$95.92
Not Available
Not Available
Not Available
\$26.33
\$30.84
\$48.57
\$39.47
\$30.97
\$31.08
\$35.61
Not Available
\$33.71
\$37.20
Not Available
Not Available
\$44.33
\$50.11
\$36.82
\$27.87
Not Available
Not Available
\$41.33
\$37.59
\$46.56
\$27.84
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