

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2016
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
FEBRUARY 2015

MILITARY PERSONNEL, MARINE CORPS

The estimated total cost for producing the Department of Navy budget justification material is approximately \$1,436,000 for the 2015 fiscal year.
This includes \$74,000 in supplies and \$1,362,000 in labor.

Department of Defense Appropriations Act, 2016

Military Personnel, Marine Corps

For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Marine Corps on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$13,125,349,000.

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Department of Defense
 FY 2016 President's Budget
 Exhibit M-1 FY 2016 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

Military Personnel, Marine Corps	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total	S e c
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Budget Activity 01: Pay and Allowances of Officers								
1105N 5 Basic Pay	1,548,722	1,490,623	52,490	1,543,113	1,525,719	33,349	1,559,068	U
1105N 10 Retired Pay Accrual	501,428	477,878	13,889	491,767	478,396	7,670	486,066	U
1105N 25 Basic Allowance for Housing	501,628	492,488	19,010	511,498	505,390	11,320	516,710	U
1105N 30 Basic Allowance for Subsistence	62,805	63,449	1,894	65,343	65,674	1,176	66,850	U
1105N 35 Incentive Pays	38,100	38,223		38,223	35,998	343	36,341	U
1105N 40 Special Pays	14,211	5,927	2,073	8,000	6,210	2,408	8,618	U
1105N 45 Allowances	52,362	32,083	2,684	34,767	51,750	1,745	53,495	U
1105N 50 Separation Pay	45,944	13,593	26,101	39,694	14,887	954	15,841	U
1105N 55 Social Security Tax	118,469	113,239	4,016	117,255	116,166	2,551	118,717	U
Total Budget Activity 01	2,883,669	2,727,503	122,157	2,849,660	2,800,190	61,516	2,861,706	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel								
1105N 60 Basic Pay	4,955,048	4,831,139	56,031	4,887,170	4,831,024	19,331	4,850,355	U
1105N 65 Retired Pay Accrual	1,603,826	1,546,174	14,793	1,560,967	1,513,761	4,446	1,518,207	U
1105N 80 Basic Allowance for Housing	1,608,172	1,583,844	18,554	1,602,398	1,614,206	11,007	1,625,213	U
1105N 85 Incentive Pays	9,532	9,946		9,946	9,508	12	9,520	U
1105N 90 Special Pays	153,927	109,202	9,771	118,973	116,177	13,115	129,292	U
1105N 95 Allowances	356,569	287,269	12,232	299,501	344,426	7,072	351,498	U
1105N 100 Separation Pay	234,769	84,343	126,317	210,660	93,577	45,374	138,951	U
1105N 105 Social Security Tax	376,757	368,511	4,286	372,797	369,010	1,479	370,489	U
Total Budget Activity 02	9,298,600	8,820,428	241,984	9,062,412	8,891,689	101,836	8,993,525	
Budget Activity 04: Subsistence of Enlisted Personnel								
1105N 115 Basic Allowance for Subsistence	446,820	427,559	18,243	445,802	460,030	2,440	462,470	U
1105N 120 Subsistence-In-Kind	352,983	353,006		353,006	384,036		384,036	U
1105N 121 Family Subsistence Supplemental Allowance		10		10	10		10	U
Total Budget Activity 04	799,803	780,575	18,243	798,818	844,076	2,440	846,516	
Budget Activity 05: Permanent Change of Station Travel								
1105N 125 Accession Travel	47,762	49,622		49,622	62,955		62,955	U
1105N 130 Training Travel	11,628	18,121		18,121	16,913		16,913	U
1105N 135 Operational Travel	165,764	166,732		166,732	161,285		161,285	U
1105N 140 Rotational Travel	95,310	87,931		87,931	118,357		118,357	U
1105N 145 Separation Travel	113,002	82,065	13,109	95,174	120,742		120,742	U
1105N 150 Travel of Organized Units	22	785		785	797		797	U
1105N 155 Non-Temporary Storage	6,933	5,064		5,064	5,564		5,564	U
1105N 160 Temporary Lodging Expense		5,841		5,841	5,734		5,734	U
1105N 165 Other	2,491	3,056		3,056	3,002		3,002	U
Total Budget Activity 05	442,912	419,217	13,109	432,326	495,349		495,349	

M-1: FY 2016 President's Budget

Department of Defense
 FY 2016 President's Budget
 Exhibit M-1 FY 2016 President's Budget
 Total Obligational Authority
 (Dollars in Thousands)

09 Jan 2015

	FY 2014 (Base & OCO)	FY 2015 Base Enacted	FY 2015 OCO Enacted	FY 2015 Total Enacted	FY 2016 Base	FY 2016 OCO	FY 2016 Total	S e c
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Military Personnel, Marine Corps								
Budget Activity 06: Other Military Personnel Costs								
1105N 170 Apprehension of Military Deserters	388	614		614	505		505	U
1105N 175 Interest on Uniformed Services Savings	569	19	302	321	19	280	299	U
1105N 180 Death Gratuities	12,311	11,400	300	11,700	13,700	300	14,000	U
1105N 185 Unemployment Benefits	91,114	82,039	4,000	86,039	93,598	1,540	95,138	U
1105N 195 Education Benefits	2,375	7,000		7,000	9,655		9,655	U
1105N 200 Adoption Expenses	93	84		84	84		84	U
1105N 210 Transportation Subsidy	2,279	1,527		1,527	1,621		1,621	U
1105N 215 Partial Dislocation Allowance	109	67		67	67		67	U
1105N 216 SGLI Extra Hazard Payments	5,848		3,216	3,216		3,167	3,167	U
1105N 218 Junior ROTC	4,991	3,910		3,910	3,526		3,526	U
1105N 221 Stop-Loss Retroactive Payments	1							U
Total Budget Activity 06	120,078	106,660	7,818	114,478	122,775	5,287	128,062	
Total Military Personnel, Marine Corps	13,545,062	12,854,383	403,311	13,257,694	13,154,079	171,079	13,325,158	
Less Reimbursables	31,068	25,452		25,452	28,730		28,730	
Total Direct - Military Personnel, Marine Corps	13,513,994	12,828,931	403,311	13,232,242	13,125,349	171,079	13,296,428	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts								
1001N 300 Marine Corps	779,061	747,832	14,261	762,093	685,974		685,974	U
Total Active Marine Corps Military Personnel Costs	14,293,055	13,576,763	417,572	13,994,335	13,811,323	171,079	13,982,402	

DEPARTMENT OF THE NAVY
JUSTIFICATION OF ESTIMATES FOR FY 2016 BUDGET SUBMISSION
MILITARY PERSONNEL, MARINE CORPS
FY 2016 BUDGET ESTIMATES

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Section I
Summary of Requirements By Program
(in Thousands of Dollars)

The Military Personnel, Marine Corps appropriation provides for pay, allowances, individual clothing, subsistence, and permanent change of station for Active personnel.

The following is a funding summary:

	FY14 Actuals	FY15 Estimate	FY16 Estimate
DIRECT BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	\$2,697,705	\$2,717,288	\$2,789,077
Pay and Allowances of Enlisted Personnel	\$8,816,040	\$8,817,401	\$8,886,734
Subsistence of Enlisted Program	\$741,486	\$768,365	\$831,414
Permanent Change of Station Travel	\$438,541	\$419,217	\$495,349
Other Military Personnel Cost	\$104,031	\$106,660	\$122,775
TOTAL DIRECT PROGRAM	\$12,797,803	\$12,828,931	\$13,125,349
REIMBURSABLE BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	\$11,412	\$10,215	\$11,113
Pay and Allowances of Enlisted Person	\$8,521	\$3,027	\$4,955
Subsistence of Enlisted Program	\$11,135	\$12,210	\$12,662
Permanent Change of Station Travel	\$0	\$0	\$0
Other Military Personnel Cost	\$0	\$0	\$0
TOTAL REIMBURSABLE PROGRAM	\$31,068	\$25,452	\$28,730
TOTAL BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	\$2,709,117	\$2,727,503	\$2,800,190
Pay and Allowances of Enlisted Personnel	\$8,824,561	\$8,820,428	\$8,891,689
Subsistence of Enlisted Program	\$752,621	\$780,575	\$844,076
Permanent Change of Station Travel	\$438,541	\$419,217	\$495,349
Other Military Personnel Cost	\$104,031	\$106,660	\$122,775
TOTAL PROGRAM	\$12,828,871	\$12,854,383	\$13,154,079

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(in Thousands of Dollars)

	FY14 Estimate	FY15 Estimate	FY16 Estimate
OCO Funding -- FY 2013 (P.L. 112-74, Title IX)			
Pay and Allowances of Officers	\$174,552	\$0	\$0
Pay and Allowances of Enlisted Personnel	\$474,039	\$0	\$0
Subsistence of Enlisted Program	\$47,182	\$0	\$0
Permanent Change of Station Travel	\$4,371	\$0	\$0
Other Military Personnel Cost	\$16,047	\$0	\$0
TOTAL P.L.108-106/Title IX PROGRAM FUNDING	\$716,191	\$0	\$0
Pay and Allowances of Officers	\$2,883,669	\$2,727,503	\$2,800,190
Pay and Allowances of Enlisted Personnel	\$9,298,600	\$8,820,428	\$8,891,689
Subsistence of Enlisted Program	\$799,803	\$780,575	\$844,076
Permanent Change of Station Travel	\$442,912	\$419,217	\$495,349
Other Military Personnel Cost	\$120,078	\$106,660	\$122,775
TOTAL PROGRAM FUNDING	\$13,545,062	\$12,854,383	\$13,154,079
Medicare-Eligible Retiree Health Fund Contribution	\$779,061	\$762,093	\$685,974
MILITARY PERSONNEL-MARINE CORPS PROGRAM COST	\$14,324,123	\$13,616,476	\$13,840,053

LEGISLATIVE PROPOSALS:

There are no legislative proposals included in the above estimate for FY 2016.

SECTION 2
INTRODUCTORY STATEMENT

The Military Personnel, Marine Corps appropriation provides financial resources to compensate military personnel required to support the approved force structure. The appropriation also includes funds for retired pay accrual and unemployment compensation. These entitlements were approved by the Congress and enacted via Public Law.

The budget provides for a Marine Corps Active Forces FY 2016 end strength of 184,000. This force structure permits the Marine Corps to fulfill its charter as a versatile expeditionary force-in readiness, capable of rapidly responding to global contingencies. The FY 2016 budget includes funding for a 1.3% base pay increase for all military personnel.

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent indefinite authority.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. In addition to the funding reductions, the Marine Corps and the Defense Finance and Accounting Service have been working together to:

- a. Develop the lowest, achievable percentage level of unobligated/unexpended balances.
- b. Develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances.
- c. Add the necessary personnel resources to improve execution data collection, and
- d. Closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5-year availability.

PCS Efficiencies

The Department of Defense Inspector General conducted a report titled "Opportunities for Cost Saving and Efficiencies in the DoD Permanent Change of Station Program." The recommendations for the Marine Corps were to conduct regular reviews of the validity of non-temporary storage entitlements and to take appropriate corrective action, and to compare direct procurement contract rates against Defense Personal Property System rates to ensure the most cost effective method to ship and store domestic household good weighing 1,000 pounds or less. The Marine Corps concurs with all recommendations and has taken appropriate action.

Regarding the contents of this budget estimate:

The tables in Section 1 through 4 contain budget data for Pay and Allowances of Active Duty Officers and Enlisted personnel; Subsistence of Enlisted personnel; Permanent Change of Station Travel; and Other Military Personnel Costs. Retired pay accrual, social security benefits and the CONUS Cost of Living Allowance are reflected in the Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation is reflected under Other Military Personnel Costs. The budget activity structure and detailed justification demonstrates how the Active Forces military personnel program is managed and controlled. It displays the inventory of officers and enlisted personnel with associated workyears. For reference, the FY 2014 column reflects both base and OCO execution. The FY 2015 OCO enacted funding for AC overstrength. The FY 2016 column reflects base only funding.

SECTION 2
INTRODUCTORY STATEMENT

Enduring Force (182K End Strength)

Marine Corps funds an FY16 end strength of 184,000 to pause and assess the impact of its four year drawdown on its small unit leaders in the face of a continued high operational tempo. This temporary pause on the way to an end strength of 182K in FY17 reduces impact on deployment to dwell ratios while still supporting Special Purpose MAGTFS, WestPac deployments through the Unit Deployment Program, and operations against ISIL.

Additionally, the Marine Corps remains fully committed to improving embassy security by adding approximately 1,000 Marine Corps Embassy Security Guards (MCESGs), as directed by Section 404 of the National Defense Authorization Act (NDAA) for FY 2013. The 184K force structure consists of the Marines necessary to maintain our steady deployments and crisis-response capabilities within the operating forces, as well as the additional Marines for MCESG. The 2016 budget provides approximately \$137 million for pay and allowances of Marine Corps Embassy Guards.

<u>End Strength</u>	<u>Actuals</u>	<u>Requested</u>	<u>Requested</u>	<u>Enduring</u>
	<u>FY 2014</u>	<u>FY 2015</u>	<u>FY 2016</u>	<u>EndStrength</u>
Base Budget	182,100	182,700	184,000	182,000
OCO	5,958	1,400	0	0
Total	188,058	184,100	184,000	182,000

DWELL TIME ASSESSMENT

In the FY 2013 NDAA, the SASC directs a statement on dwell time and an assessment of whether the requested reductions in active duty end-strength are reversible within 1 year.

Dwell Time Assessment

Dwell time for the Active Component refers to the period of time between operational deployments described below, and for the Reserve Component the time between the release from involuntary duty pursuant to operational deployment described below and the reporting date for a subsequent tour, excluding any voluntary active duty performed between two periods of involuntary active duty. Current dwell time goals are 1:2 for the Active Component and 1:4 for the Reserve Component. Component units that did not achieve the Service's dwell time goals.

An operational deployment begins when the majority of a unit or detachment, or an individual not attached to a unit or detachment, departs homeport/station/base or departs from an enroute training location to meet a Secretary of Defense approved operational requirement. Operational requirements include those recorded in Joint Capabilities Requirements Manager (JCRM) or Electronic-Joint Manpower and Personnel System (eJMPS) and contained in the annual Global Force Management Allocation Plan (GFMAP). Forces deployed in support of EXORDS, OPLANS or CONPLANS approved by the Secretary of Defense are also included.

During FY 2014, the following types of Active Component units did not achieve the Service's dwell time goals (unit/dwell time ratio): Infantry Battalions: 1:1.9, Communication Battalions: 1:1.9, VMGR Squadrons: 1:1.5, VMM Squadrons: 1:1.8, and VMFA Squadrons: 1:1.7. There were no Reserve component units that did not achieve the Service's dwell time goals.

Dwell Time			
(ratio of operationally deployed years to non-deployed years)			
	Actual	Current Year Forecast	Budget Year Forecast
Active	1:2	1:2	1:2
Guard	N/A	N/A	N/A
Reserve	1:4	1:4	1:4

End Strength Assessment

Active end strength reductions from FY 2014 to FY 2015 and from FY 2015 to FY 2016 are 3,958 and 100, respectively. These reductions are reversible within one year, including through the use of the Reserve Component.

FISCAL YEAR 2014

- a. The \$13,545,062 execution supports an end strength of 188,058 with the average strength of 193,737.
- b. Retired pay accrual percentage is 32.4 percent of the basic pay for full-time active duty and 24.5 percent for part-time members.
- c. The calendar year pay raise is 1.0 percent.
- d. The BAH Fiscal Year rate is 3.9 percent.
- e. The BAS annual rate increase is 1.5 percent.
- f. The economic assumption for non-pay inflation is 1.5 percent.

FISCAL YEAR 2015

- a. The requested \$12,854,383 supports an end strength of 184,000 with the average strength of 186,535.
- b. Retired pay accrual percentage is 32.2 percent of the basic pay for full-time active duty and 22.5 percent for part-time members.
- c. The calendar year pay raise is 1.0 percent.
- d. The BAH Fiscal Year rate is 2.3 percent.
- e. The BAS annual rate increase is 2.9 percent.
- f. The economic assumption for non-pay inflation is 1.4 percent.

FISCAL YEAR 2016

- a. The requested \$13,154,079 supports an end strength of 184,000 with the average strength of 184,099.
- b. Retired pay accrual percentage is 31.4 percent of the basic pay for full-time active duty and 23.0 percent for part-time members.
- c. The calendar year pay raise is 1.3 percent.
- d. The BAH Fiscal Year rate is 1.9 percent.
- e. The BAS annual rate increase is 3.4 percent.
- f. The economic assumption for non-pay inflation is 1.6 percent.

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the National Strategy.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay, allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

		FY14 Actuals	FY15 Planned	FY16 Planned
	Average Strength	193,737	186,535	184,099
	End Strength	188,058	184,100	184,000
	Authorized End Strength	188,800	184,100	184,000
1. Recruiting Goals	Numeric Goals	26,054	29,014	32,334
	Actual	26,076		
2. Quality Goals	Tier 1 HSDG	99.9%	99.9%	99.9%
	Cat I-IIIA	74.4%	74.4%	74.4%

Total recruiting mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the measurement.

a. The percent Tier 1 High School Degree Graduate (HSDG*) is the measure, which is a measure of educational achievement - Total number of Tier 1 (HSDG) is the measure, which is a measure of educational achievement - Total number of Tier 1 (HSDG) non-prior service accessions + Delayed Entry Program (DEP) is compared to total number of non-prior service accessions + DEP for the fiscal year. (DoD target is 90%)

b. The percent Cat I-IIIA is the measure - Total number of non-prior service accessions + DEP who scored at or above 50th percentile (Cat I-IIIA) is compared to total number of non-prior service accessions + DEP for the fiscal year. (DoD target is 60%. Cat I-IIIA - scores at or above 50 on the Armed Forces Qualification Test (measure of aptitude). Cat IV - percentages are not shown as the Services historically have no difficulty meeting the 4% limitation.)

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF MILITARY PERSONNEL STRENGTH

	FY14 Actuals		FY15 Planned		FY16 Planned	
	Avg Strength	End Strength	Avg Strength	End Strength	Avg Strength	End Strength
DIRECT PROGRAM						
Direct Officers	21,231	20,851	20,889	20,829	20,884	20,829
Direct Enlisted	170,791	167,051	165,298	163,115	162,621	163,015
Total Direct without ADOS (Base)	192,022	187,902	186,187	183,944	183,505	183,844
Active Duty Operational Support (ADOS) and RC Mobilization (Base)						
Administrative ADOS Officers	30	0	43	0	68	0
Administrative ADOS Enlisted	72	0	127	0	64	0
12304b Mobilization Officers	0	0	2	0	27	0
12304b Mobilization Enlisted	0	0	20	0	279	0
Total ADSW and RC Mobilization (BASE)	102	0	192	0	438	0
TOTAL DIRECT PROGRAM	192,124	187,902	186,187	183,944	183,505	183,844
REIMBURSABLE PROGRAM						
Reimb Officers	69	63	83	83	83	83
Reimb Enlisted	93	93	73	73	73	73
Total Reimbursable	162	156	156	156	156	156
Total Program (Direct and Reimbursable)						
Total Officers	21,330	20,914	21,017	20,912	21,062	20,912
Total Enlisted	170,956	167,144	165,518	163,188	163,037	163,088
Total Program	192,286	188,058	186,535	184,100	184,099	184,000
OCO SUPPLEMENTAL FUNDING						
OCO Officers	442	0	0	0	0	0
OCO Enlisted	1,009	0	0	0	0	0
Supplemental Funded Strength	1,451	0	0	0	0	0
REVISED TOTAL PROGRAM (Base and OCO)						
Officers	21,772	20,914	21,017	20,912	21,062	20,912
Enlisted	171,965	167,144	165,518	163,188	163,037	163,088
Total Program (Base and OCO)	193,737	188,058	186,535	184,100	184,099	184,000
The Marine Corps is required to document the number of Reserve members who have performed operational support duty for the Marine Corps for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,095 days out of the previous 1,460 days (and thereby exceed the threshold).						
	FY 2014 Estimate		FY 2015 Estimate		FY 2016 Estimate	
Marine Corps Reserve	153		125		125	

**MILITARY PERSONNEL, MARINE CORPS
END STRENGTH BY GRADE**

	FY 2014 Actual	2014 Reimb Included	2014 ADSW Included	FY 2015 Total	2015 Reimb Included	2015 ADSW Included	FY 2016 Total	2016 Reimb Included	2016 ADSW Included
Commissioned Officers									
O-10 General	4	0	0	4	0	0	4	0	0
O-9 Lieutenant General	17	0	0	21	0	0	21	0	0
O-8 Major General	29	0	0	28	0	0	28	0	0
O-7 Brigadier General	33	0	0	29	0	0	29	0	0
O-6 Colonel	692	6	0	682	7	0	648	7	0
O-5 Lieutenant Colonel	1,924	8	0	1,895	24	0	1,895	24	0
O-4 Major	3,869	25	0	3,822	20	0	3,858	20	0
O-3 Captain	5,313	19	0	5,361	26	0	5,173	26	0
O-2 First Lieutenant	3,133	0	0	3,504	0	0	3,103	0	0
O-1 Second Lieutenant	1,605	1	0	1,443	0	0	1,829	0	0
O-3E Captain	1,443	0	0	1,325	0	0	1,425	0	0
O-2E First Lieutenant	476	0	0	447	0	0	455	0	0
O-1E Lietenant	275	0	0	220	0	0	331	0	0
Subtotal Officer	18,813	59	0	18,781	77	0	18,799	77	0
Warrant Officers									
W-5 Chief Warrant Officer	104	0	0	112	2	0	105	2	0
W-4 Chief Warrant Officer	289	1	0	289	1	0	288	1	0
W-3 Chief Warrant Officer	616	2	0	647	2	0	625	2	0
W-2 Chief Warrant Officer	837	1	0	761	1	0	840	1	0
W-1 Warrant Officer	255	0	0	322	0	0	255	0	0
Subtotal W	2,101	4	0	2,131	6	0	2,113	6	0
Total Officers	20,914	63	0	20,912	83	0	20,912	83	0
Enlisted Personnel									
E-9 Sergeant Major/Master Gunnery Sergeant	1,564	2	0	1,576	1	0	1,576	1	0
E-8 First Sergeant/Master Sergeant	3,899	15	0	3,829	11	0	3,829	11	0
E-7 Gunnery Sergeant	8,302	30	0	8,382	20	0	8,382	20	0
E-6 Staff Sergeant	14,653	26	0	15,321	28	0	15,271	28	0
E-5 Sergeant	27,224	15	0	26,474	9	0	26,424	9	0
E-4 Corporal	38,752	2	0	37,447	3	0	37,447	3	0
E-3 Lance Corporal	44,275	3	0	43,498	1	0	43,498	1	0
E-2 Private First Class	18,667	0	0	18,242	0	0	18,242	0	0
E-1 Private	9,808	0	0	8,419	0	0	8,419	0	0
Total Enlisted	167,144	93	0	163,188	73	0	163,088	73	0
Total Strength	188,058	156	0	184,100	156	0	184,000	156	0

Exhibit PB-30C Military Personnel End Strength by Grade (Active)

MILITARY PERSONNEL, MARINE CORPS
AVERAGE STRENGTH BY GRADE

	FY 2014 Actual	2014 Reimb Included	2014 ADOS Included	2014 12304B Included	FY 2015 Total	2015 Reimb Included	2015 ADOS Included	2015 12304B Included	FY 2016 Total	2016 Reimb Included	2016 ADOS Included	2016 12304B Included
Commissioned Officers												
O-10 General	4	0	0	0	4	0	0	0	4	0	0	0
O-9 Lieutenant General	18	0	0	0	19	0	0	0	20	0	0	0
O-8 Major General	30	0	0	0	29	0	0	0	29	0	0	0
O-7 Brigadier General	35	0	0	0	30	0	0	0	30	0	0	0
O-6 Colonel	721	8	0	0	663	7	2	0	671	7	5	2
O-5 Lieutenant Colonel	2,029	13	5	0	1,909	24	15	0	1,918	24	15	8
O-4 Major	4,021	22	6	0	3,824	20	17	0	3,892	20	23	11
O-3 Captain	5,564	21	10	0	5,396	26	7	2	5,168	26	10	5
O-2 First Lieutenant	3,077	1	8	0	3,352	0	0	0	3,459	0	5	1
O-1 Second Lieutenant	1,825	1	0	0	1,558	0	0	0	1,682	0	6	0
O-3E Captain	1,505	0	0	0	1,387	0	0	0	1,320	0	2	0
O-2E First Lieutenant	475	0	0	0	444	0	0	0	490	0	0	0
O-1E Lieutenant	325	0	1	0	251	0	0	0	221	0	0	0
Subtotal Officer	19,629	66	30	0	18,866	77	41	2	18,904	77	66	27
Warrant Officers												
W-5 Chief Warrant Officer	97	0	0	0	104	2	0	0	109	2	0	0
W-4 Chief Warrant Officer	295	1	0	0	290	1	0	0	293	1	0	0
W-3 Chief Warrant Officer	614	2	0	0	637	2	0	0	635	2	0	0
W-2 Chief Warrant Officer	834	0	0	0	756	1	0	0	738	1	1	0
W-1 Warrant Officer	303	0	0	0	364	0	0	0	383	0	1	0
Subtotal W	2,143	3	0	0	2,151	6	0	0	2,158	6	2	0
Total Officers	21,772	69	30	0	21,017	83	41	2	21,062	83	68	27
Enlisted Personnel												
E-9 Sergeant Major/Master Gunnery Sergeant	1,600	1	1	0	1,572	1	3	0	1,575	1	2	2
E-8 First Sergeant/Master Sergeant	3,937	16	1	0	3,860	11	5	1	3,820	11	0	2
E-7 Gunnery Sergeant	8,804	22	7	0	8,348	20	15	3	8,369	20	3	8
E-6 Staff Sergeant	15,468	29	14	0	14,978	28	27	3	15,301	28	6	20
E-5 Sergeant	28,123	18	31	0	26,898	9	40	8	26,468	9	17	56
E-4 Corporal	36,426	4	14	0	38,132	3	24	2	37,420	3	16	66
E-3 Lance Corporal	48,400	2	4	0	43,883	1	28	3	43,461	1	14	120
E-2 Private First Class	20,361	1	0	0	18,383	0	1	0	18,200	0	6	5
E-1 Private	8,846	0	0	0	9,464	0	0	0	8,423	0	0	0
Total Enlisted	171,965	0	0	0	165,518	73	143	20	163,037	73	64	279
Total Strength	193,737	69	30	0	186,535	156	184	22	184,099	156	132	306

MILITARY PERSONNEL, MARINE CORPS
ACTIVE DUTY STRENGTHS BY MONTH
(In Thousands of Dollars)

	FY14 Actual			FY15 Planned			FY16 Planned		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
Prev Sept	21,132	174,525	195,657	20,914	167,144	188,058	20,912	163,188	184,100
October	21,322	173,626	194,948	20,943	165,623	186,566	20,941	162,143	183,084
November	21,321	173,422	194,743	20,832	165,676	186,508	20,830	162,241	183,071
December	21,263	172,734	193,997	20,851	165,372	186,223	20,849	162,293	183,142
January	21,194	171,791	192,985	20,772	165,626	186,398	20,770	162,429	183,199
February	21,359	171,165	192,524	20,901	165,482	186,383	20,899	162,513	183,412
March	21,384	171,574	192,958	21,003	165,943	186,946	21,001	163,090	184,091
April	21,306	170,465	191,771	20,936	165,121	186,057	20,934	162,757	183,691
May	21,455	169,927	191,382	21,204	164,913	186,117	21,202	162,669	183,871
June	21,507	169,500	191,007	21,245	165,448	186,693	21,243	162,969	184,212
July	21,314	168,093	189,407	21,043	165,460	186,503	21,029	162,999	184,028
August	21,144	167,483	188,627	21,003	164,638	185,641	20,979	163,077	184,056
September	20,914	167,144	188,058	20,912	163,188	184,100	20,912	163,088	184,000
Avg Strength	21,300	170,884	192,184	20,972	165,371	186,343	20,967	162,694	183,661
<u>Active Duty Operational Support</u>									
# of Manyears	30	72	102	43	127	170	68	64	132
Dollars in Millions	\$4.5	\$4.6	\$9.1	\$6.1	\$6.7	\$12.8	\$9.2	\$3.8	\$13.0
12304b Mobilization									
# of Manyears				2	20	22	27	279	306
Dollars in Millions				\$0.2	\$1.4	\$1.6	\$4.0	\$14.4	\$18.4
Total Average Strength	21,330	170,956	192,286	21,017	165,518	186,535	21,062	163,037	184,099
Temporary - End Strength	365	5,593	5,958	0	0	0	0	0	0
OCO Funded - Temporary Average Strength	442	1,009	1,451	0	0	0	0	0	0
Strength in the FY 2015/2016 Base Budget Request:									
End Strength	20,914	167,144	188,058	20,912	163,188	184,100	20,912	163,088	184,000
Average Strength	21,772	171,965	193,737	21,017	165,518	186,535	21,062	163,037	184,099

FY14 total average strength includes 442 Officers and 1,009 enlisted mobilized Reserve Component in support of OND and OEF.

FY2016 Requested Levels: 306 Man-Years; \$18.4M

10 U.S.C. §12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands

Introduction: The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. § 12304b, which provides the Secretary of the Navy the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2016, the Marine Corps plans to utilize 12304b in support of pre-planned and base funded missions identified by the Combatant Commanders. The Marine Corps will use authority granted in 10 U.S.C. § 12301(d) for Marines volunteering to support any of these missions.

SOUTHCOM - Special Purpose Marine Air Ground Task Force (SPMAGTF) (224 work-years)

The SPMAGTF conducts Theater Security Cooperation (TSC) with the ability to surge to one of the following missions:

- limited crisis response in a permissive environment
- protect US diplomatic facilities (or other US interests)
- protect US citizens and designated persons in the area of responsibility (AOR)

The SPMAGTF will have organic mobility and command & control.

SOUTHCOM - VMGR DETACHMENT (DET) (46 work-years)

VMGR det provides organic assault support capabilities to SPMAGTF-SOUTH.

CENTCOM - VMGR DET (25 work-years)

Provide organic assault support capabilities to a regionally based, crisis response SPMAGTF, able to conduct limited crisis response and limited contingency operations from land-based and/or maritime platforms IOT respond to CDR USCENTCOM requirements. This capability will provide the Aviation Combat Element (ACE) with short notice response to regional unrest and aviation focused Theater Security Cooperation/Security Force Assistance(TSC/SFA)events throughout the AOR.

CENTCOM - INTEL DET (7 work-years)

Provide MARCENT (FWD) with a tactical CI/HUMINT collection capability to assess countries of interest and provide a detailed analysis of countries in the area of responsible. MARCENT (FWD) is a one-star HQ that provides tactical-level C2 necessary to respond immediately to crisis response operations and TSC engagements in the CENTCOM AOR.

16.1 MEU CIVIL AFFAIRS DET (2 work-years)

Provide Civil Affairs capability to a forward deployed, flexible, sea-based MAGTF (MEU)capable of rapidly executing amphibious operations, Military Operations Other Than War (MOOTW), and supporting operations to include enabling the introduction of follow-on-forces.

16.2 MEU CIVIL AFFAIRS DET (2 work-years)

Provide a Civil Affairs Group capability to a forward deployed, flexible, sea-based MAGTF capable of rapidly executing amphibious operations, MOOTW, and supporting operations to include enabling the introduction of follow-on-forces.

MILITARY PERSONNEL, MARINE CORPS
GAINS AND LOSSES BY SOURCE AND TYPE (OFFICERS)

	FY14 Actuals	FY15 Planned	FY16 Planned
BEGINNING STRENGTH	21,132	20,914	20,912
Service Academies	266	270	270
Reserve Officer Training Corps	363	286	286
Senior ROTC	22	17	17
ROTC Scholarship	341	269	269
Health Professions Scholarships	0	0	0
Platoon Leaders Class	467	479	481
Reserve Officer Candidate	157	335	335
Other Enlisted Commissioning Programs	103	130	130
Voluntary Active Duty	0	0	0
Direct Appointments	0	0	0
Warrant Officer Program	259	204	204
Inter-Service Transfer	0	0	0
Other Gain	28	94	94
Gain Adjustments	0	0	0
TOTAL GAINS	1,643	1,798	1,800
Expiration of Contract/Obligation	563	484	484
Normal Early Release	0	0	0
RETIREMENT	756	864	864
Disability Retirement	51	4	24
Non - Disability Retirement	591	720	770
Temporary Early Retirement	114	140	70
Voluntary Separation Pay (VSP)	81	50	25
Voluntary Separation Incentive (VSI)	0	0	0
Special Separation Benefit (SSB)	0	0	0
Involuntary Separation - Reserve Officers	0	0	0
Involuntary Separation - Regular Officers	72	72	72
Attrition	356	283	308
Other Loss	33	47	47
Loss Adjustments	0	0	0
TOTAL LOSSES	1,861	1,800	1,800
END STRENGTH	20,914	20,912	20,912

Exhibit PB-30F Gains and Losses by Source and Type (Active)

MILITARY PERSONNEL, MARINE CORPS
GAINS AND LOSSES BY SOURCE AND TYPE (ENLISTED)

	FY14 Actuals	FY15 Planned	FY16 Planned
BEGINNING STRENGTH	174,525	167,144	163,188
Non-Prior Service Enlistment	26,040	29,000	32,318
Male	23,242	26,200	29,518
Female	2,798	2,800	2,800
Prior Service Enlistments	14	14	16
Reenlistments Gain	11,404	14,446	15,748
Reserves (EAD)	32	22	32
Officer Candidate Programs	287	143	210
Deserter Gains	174	172	186
Other Gain	431	152	63
Gain Adjustments	0	0	0
TOTAL GAINS	38,382	43,949	48,573
EAS	22,841	20,980	21,333
Normal Early Release	16	15	15
Separations - VSP	459	550	550
Separations - SSB	0	0	0
To Commissioned Officer	294	326	399
To Warrant Officer	259	259	259
Reenlistments Loss	11,404	14,446	15,748
Retirements	1,278	1,660	849
Temporary Early Retirement	807	870	870
Dropped from Rolls (Deserters)	133	141	141
Attrition (Adverse Causes)	2,404	2,493	6,286
Attrition (Other)	5,441	5,564	1,608
Other Loss	427	601	615
Loss Adjustments	0	0	0
TOTAL LOSSES	45,763	47,905	48,673
END STRENGTH	167,144	163,188	163,088

Exhibit PB-30F Gains and Losses by Source Type (Active)

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
1. BASIC PAY	\$1,548,722	\$4,955,049	\$6,503,771	\$1,507,764	\$4,823,890	\$6,331,653	\$1,525,719	\$4,831,024	\$6,356,743
2A. RETIRED PAY ACCRUAL	\$501,428	\$1,603,827	\$2,105,255	\$485,157	\$1,550,335	\$2,035,492	\$478,396	\$1,513,761	\$1,992,157
3. BASIC ALLOWANCE FOR HOUSING	\$501,628	\$1,608,173	\$2,109,801	\$496,833	\$1,590,725	\$2,087,558	\$505,390	\$1,614,206	\$2,119,596
a. With Dependents - Domestic	\$370,596	\$1,411,826	\$1,782,422	\$363,833	\$1,399,257	\$1,763,090	\$369,560	\$1,419,021	\$1,788,582
b. Without Dependents - Domestic	\$108,354	\$153,862	\$262,216	\$107,710	\$147,096	\$254,806	\$110,275	\$149,478	\$259,753
c. Substandard Family Housing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Partial	\$198	\$7,887	\$8,086	\$184	\$7,532	\$7,716	\$191	\$7,387	\$7,578
e. With Dependents - Overseas	\$19,100	\$31,072	\$50,171	\$20,693	\$33,111	\$53,804	\$20,888	\$34,480	\$55,368
f. Without Dependents - Overseas	\$3,380	\$3,526	\$6,906	\$4,412	\$3,729	\$8,141	\$4,475	\$3,840	\$8,315
4. SUBSISTENCE	\$62,805	\$799,803	\$862,608	\$63,453	\$829,842	\$893,296	\$65,674	\$844,076	\$909,750
a. Basic Allowance for Subsistence	\$62,805	\$446,820	\$509,625	\$63,453	\$452,799	\$516,253	\$65,674	\$460,040	\$525,714
(1) Authorized to Mess Separately	\$62,805	\$708,375	\$771,180	\$63,453	\$700,154	\$763,607	\$65,674	\$711,571	\$777,245
(2) Rations-In-Kind Not Available	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(3) Augmentation of Commuted Ration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(4) Less Collections	\$0	\$261,555	\$261,555	\$0	\$247,365	\$247,365	\$0	\$251,541	\$251,541
(5) Family Subsistence Supplemental Allow	\$0	\$0	\$0	\$0	\$10	\$10	\$0	\$10	\$10
b. Subsistence-in-Kind	\$0	\$352,983	\$352,983	\$0	\$377,043	\$377,043	\$0	\$384,036	\$384,036
(1) Subsistence in Messes	\$0	\$16,430	\$16,430	\$0	\$24,425	\$24,425	\$0	\$25,255	\$25,255
(2) Food Service Regionalization	\$0	\$241,594	\$241,594	\$0	\$257,925	\$257,925	\$0	\$260,606	\$260,606
(3) Operational Rations	\$0	\$88,452	\$88,452	\$0	\$90,233	\$90,233	\$0	\$93,449	\$93,449
(4) Augmentation	\$0	\$5,301	\$5,301	\$0	\$2,496	\$2,496	\$0	\$2,507	\$2,507
(5) Other Programs	\$0	\$1,206	\$1,206	\$0	\$1,965	\$1,965	\$0	\$2,219	\$2,219
(6) Sale of Meals	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5. INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	\$38,100	\$9,532	\$47,631	\$38,239	\$9,508	\$47,747	\$35,998	\$9,508	\$45,506
a. Flying Duty Pay	\$37,515	\$3,843	\$41,358	\$37,658	\$3,825	\$41,482	\$35,417	\$3,825	\$39,242
1. ACIP, Officers	\$32,277	\$0	\$32,277	\$32,279	\$0	\$32,279	\$32,279	\$0	\$32,279
2. Crew Members	\$12	\$2,929	\$2,941	\$12	\$2,914	\$2,926	\$12	\$2,914	\$2,926
3. Noncrew Member	\$29	\$914	\$943	\$29	\$911	\$940	\$29	\$911	\$940
4. Aviation Continuation Bonus	\$5,196	\$0	\$5,196	\$5,338	\$0	\$5,338	\$3,097	\$0	\$3,097
b. Parachute Jumping Pay	\$268	\$1,742	\$2,011	\$268	\$1,741	\$2,009	\$268	\$1,741	\$2,009
c. Demolition Pay	\$108	\$1,089	\$1,197	\$104	\$1,085	\$1,190	\$104	\$1,085	\$1,190
d. Flight Deck Duty Pay	\$29	\$889	\$918	\$29	\$889	\$918	\$29	\$889	\$918
e. HALO Pay	\$179	\$1,939	\$2,118	\$178	\$1,939	\$2,117	\$178	\$1,939	\$2,117
f. Other Hazardous Duty Pays	\$2	\$29	\$31	\$2	\$29	\$31	\$2	\$29	\$31

Exhibit PB-30J Summary of Entitlements by Subactivity (Active)

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
6. SPECIAL PAYS	\$14,211	\$153,927	\$168,138	\$6,210	\$113,495	\$119,705	\$6,210	\$116,177	\$122,387
a. Sea & Foreign Duty Pay	\$2,229	\$12,981	\$15,211	\$1,091	\$7,172	\$8,263	\$1,091	\$7,169	\$8,260
1. Sea Duty	\$787	\$3,176	\$3,963	\$827	\$3,970	\$4,797	\$827	\$3,970	\$4,797
2. Hardship Duty Pay	\$1,442	\$9,671	\$11,113	\$264	\$3,068	\$3,332	\$264	\$3,064	\$3,328
3. Overseas Exten. Pay	\$0	\$134	\$134	\$0	\$134	\$134	\$0	\$134	\$134
b. Diving Duty Pay	\$198	\$1,333	\$1,530	\$198	\$1,333	\$1,531	\$198	\$1,332	\$1,530
c. Imminent Danger Pay	\$3,754	\$23,348	\$27,101	\$486	\$3,351	\$3,837	\$486	\$3,351	\$3,837
d. Foreign Language Proficiency Pay	\$3,361	\$12,007	\$15,368	\$3,755	\$10,144	\$13,899	\$3,756	\$10,144	\$13,900
e. Special Duty Assignment Pay	\$0	\$36,843	\$36,843	\$0	\$28,683	\$28,683	\$0	\$28,683	\$28,683
f. Reenlistment Bonus	\$0	\$59,225	\$59,225	\$0	\$55,000	\$55,000	\$0	\$56,000	\$56,000
g. Enlistment Bonus	\$0	\$7,741	\$7,741	\$0	\$6,813	\$6,813	\$0	\$8,520	\$8,520
h. College Fund	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
i. Personal Money Allowance - General & Flag	\$19	\$4	\$23	\$20	\$4	\$24	\$19	\$2	\$21
j. Law School Education Debt Subsidy	\$590	\$0	\$590	\$660	\$0	\$660	\$660	\$0	\$660
k. Critical Skills Retention Bonus	\$0	\$260	\$260	\$0	\$680	\$680	\$0	\$334	\$334
l. Assignment Incentive Pay	\$0	\$185	\$185	\$0	\$315	\$315	\$0	\$642	\$642
m. College Loan Repayment	\$4,060	\$0	\$4,060	\$0	\$0	\$0	\$0	\$0	\$0
n. Officer Accession Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
o. National Call to Service	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
7. ALLOWANCES	\$52,361	\$356,569	\$408,930	\$51,134	\$339,558	\$390,692	\$51,750	\$344,425	\$396,175
a. Uniform/Clothing Allowance	\$1,010	\$145,079	\$146,089	\$1,056	\$139,295	\$140,351	\$1,058	\$141,918	\$142,976
1. Initial Issue	\$692	\$49,622	\$50,314	\$727	\$59,086	\$59,813	\$728	\$61,914	\$62,643
a. Military	\$647	\$47,554	\$48,201	\$682	\$57,075	\$57,757	\$682	\$59,871	\$60,554
b. Civilian	\$45	\$2,068	\$2,113	\$45	\$2,011	\$2,056	\$46	\$2,043	\$2,089
2. Additional	\$318	\$0	\$318	\$329	\$0	\$329	\$330	\$0	\$330
3. Basic Maintenance	\$0	\$30,240	\$30,240	\$0	\$25,792	\$25,792	\$0	\$24,611	\$24,611
4. Standard Maintenance	\$0	\$53,962	\$53,962	\$0	\$51,816	\$51,816	\$0	\$52,755	\$52,755
5. Supplementary	\$0	\$5,255	\$5,255	\$0	\$2,602	\$2,602	\$0	\$2,637	\$2,637
6. Rugged All Terrain Boot	\$0	\$6,000	\$6,000	\$0	\$0	\$0	\$0	\$0	\$0
b. Overseas Station Allowance	\$45,112	\$169,000	\$214,112	\$46,752	\$170,438	\$217,190	\$47,360	\$172,653	\$220,013
1. Cost-of-Living Bachelor	\$9	\$69,232	\$69,241	\$8	\$69,744	\$69,752	\$8	\$70,651	\$70,659
2. Cost-of-Living Regular	\$40,717	\$92,073	\$132,790	\$42,320	\$92,863	\$135,183	\$42,870	\$94,071	\$136,940
3. Temporary Lodging	\$4,385	\$7,696	\$12,081	\$4,424	\$7,831	\$12,255	\$4,482	\$7,932	\$12,413
c. CONUS Cost of Living Allowance (COLA)	\$565	\$2,524	\$3,089	\$503	\$2,202	\$2,705	\$509	\$2,231	\$2,740
d. Family Separation Allowance	\$5,675	\$38,507	\$44,182	\$2,823	\$26,154	\$28,977	\$2,823	\$26,154	\$28,977
1. On PCS, Dependents Not Authorized	\$956	\$15,686	\$16,642	\$795	\$14,292	\$15,087	\$795	\$14,292	\$15,087
2. Afloat	\$25	\$339	\$364	\$21	\$333	\$354	\$21	\$333	\$354
3. On TDY	\$4,694	\$22,482	\$27,176	\$2,007	\$11,529	\$13,536	\$2,007	\$11,529	\$13,536
e. Special Compensation for Assistance	\$0	\$1,459	\$1,459	\$0	\$1,469	\$1,469	\$0	\$1,469	\$1,469

Exhibit PB-30J Summary of Entitlements by Subactivity (Active)

MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
8. SEPARATION PAYMENTS	\$45,944	\$234,769	\$280,713	\$14,673	\$92,508	\$107,181	\$14,887	\$93,577	\$108,464
a. Accrued Leave Pay	\$7,261	\$37,755	\$45,016	\$6,338	\$36,691	\$43,029	\$6,416	\$37,140	\$43,556
b. Sev Pay, Disability	\$1,900	\$35,551	\$37,451	\$1,140	\$35,403	\$36,543	\$1,154	\$35,838	\$36,992
c. Discharge Gratuity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Invol - Half Pay (5%)	\$87	\$13,188	\$13,275	\$144	\$2,167	\$2,310	\$146	\$2,193	\$2,339
e. Invol - Full Pay (10%)	\$10,061	\$52,066	\$62,126	\$5,266	\$9,392	\$14,658	\$5,330	\$9,507	\$14,838
f. Vol - SSB Pay (15%)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
g. Voluntary Separation Payment	\$15,154	\$46,529	\$61,683	\$0	\$0	\$0	\$0	\$0	\$0
h. Trust Fund Payments	\$460	\$512	\$972	\$345	\$455	\$800	\$402	\$498	\$900
i. Early Retirement	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
j. \$30,000 Lump Sum Bonus	\$1,163	\$8,346	\$9,508	\$1,440	\$8,400	\$9,840	\$1,440	\$8,400	\$9,840
k. Temporary Early Retirement Authority	\$9,859	\$40,822	\$50,681	\$0	\$0	\$0	\$0	\$0	\$0
9. SOCIAL SECURITY TAX PAYMENTS	\$118,469	\$376,757	\$495,226	\$114,640	\$368,420	\$483,060	\$116,166	\$369,010	\$485,176
10. PERMANENT CHANGE OF STATION TRAVEL	\$112,655	\$330,258	\$442,912	\$110,519	\$360,706	\$471,225	\$116,577	\$378,772	\$495,349
a. Accession Travel	\$3,287	\$44,475	\$47,762	\$3,944	\$52,291	\$56,235	\$3,956	\$58,999	\$62,955
b. Training Travel	\$10,428	\$1,200	\$11,628	\$11,756	\$5,317	\$17,073	\$12,696	\$4,217	\$16,913
c. Operation Travel	\$58,648	\$107,116	\$165,764	\$51,414	\$111,270	\$162,684	\$53,350	\$107,935	\$161,285
d. Rotation Travel	\$27,345	\$67,965	\$95,310	\$28,504	\$71,167	\$99,671	\$30,981	\$87,377	\$118,357
e. Separation Travel	\$11,182	\$101,820	\$113,002	\$12,467	\$108,665	\$121,132	\$12,668	\$108,074	\$120,742
f. Travel of Organized Units	\$22	\$0	\$22	\$179	\$599	\$778	\$189	\$608	\$797
g. Non-Temporary Storage	\$1,186	\$5,748	\$6,933	\$756	\$4,293	\$5,049	\$1,208	\$4,356	\$5,564
h. Temporary Lodging Expense	\$0	\$0	\$0	\$691	\$4,919	\$5,610	\$708	\$5,027	\$5,734
i. IPCOT / OTEIP (Overseas Tours of Duty)	\$557	\$1,934	\$2,491	\$808	\$2,185	\$2,993	\$821	\$2,180	\$3,001
11. OTHER MILITARY PERSONNEL COSTS	\$1,301	\$118,776	\$120,077	\$1,400	\$120,371	\$121,771	\$1,400	\$121,375	\$122,775
a. Apprehension of Deserters	\$0	\$388	\$388	\$0	\$497	\$497	\$0	\$505	\$505
b. Interest on Soldier Deposit	\$0	\$569	\$569	\$0	\$19	\$19	\$0	\$19	\$19
c. Death Gratuities	\$1,300	\$11,011	\$12,311	\$1,400	\$12,300	\$13,700	\$1,400	\$12,300	\$13,700
d. Unemployment Compensation	\$0	\$91,114	\$91,114	\$0	\$94,873	\$94,873	\$0	\$93,598	\$93,598
e. Retro Active Service Group Life Insurance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
f. Survivors Benefits	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
g. Educational Benefits	\$0	\$2,375	\$2,375	\$0	\$7,000	\$7,000	\$0	\$9,655	\$9,655
h. Adoption Reimbursement Program	\$0	\$93	\$93	\$0	\$84	\$84	\$0	\$84	\$84
i. Traumatic Injury Service Group Life Ins.	\$0	\$5,848	\$5,848	\$0	\$0	\$0	\$0	\$0	\$0
j. Transportation Subsidy	\$0	\$2,279	\$2,279	\$0	\$1,621	\$1,621	\$0	\$1,621	\$1,621
k. Partial Dislocation Allowance	\$0	\$109	\$109	\$0	\$67	\$67	\$0	\$67	\$67
l. Extra Hazard Reimbursement for SGLI	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
m. JROTC	\$0	\$4,991	\$4,991	\$0	\$3,910	\$3,910	\$0	\$3,526	\$3,526
n. Stop Loss Retroactive Pay	\$1	\$0	\$1	\$0	\$0	\$0	\$0	\$0	\$0
o. Preventive Health Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
12. TOTAL MILITARY PERSONNEL APPROPRIATIONS	\$2,997,624	\$10,547,438	\$13,545,062	\$2,890,022	\$10,199,358	\$13,089,380	\$2,918,167	\$10,235,911	\$13,154,079
13. LESS REIMBURSABLES	\$11,412	\$19,656	\$31,068	\$8,093	\$18,665	\$26,758	\$11,113	\$17,617	\$28,730
a. Retired Pay Accrual	\$2,430	\$1,728	\$4,158	\$1,816	\$1,373	\$3,189	\$2,298	\$959	\$3,257
b. Other Pay and Allowances	\$8,982	\$17,928	\$26,910	\$6,277	\$17,291	\$23,569	\$8,815	\$16,658	\$25,472
TOTAL, DIRECT MILITARY PERSONNEL APPROPRIATIONS	\$2,986,212	\$10,527,782	\$13,513,994	\$2,881,929	\$10,180,693	\$13,062,622	\$2,907,054	\$10,218,294	\$13,125,349

Exhibit PB-30J Summary of Entitlements by Subactivity (Active)

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2015
(IN THOUSANDS OF DOLLARS)

	FY15 Presidential Budget	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY15 COLUMN OF THE FY16 OSD
Basic Pay (Off)	\$1,489,996	\$627	\$1,490,623	(\$2,740)	\$1,487,883	\$0	\$1,487,883
Retired Pay Accrual (Off)	\$464,468	\$13,410	\$477,878	\$0	\$477,878	\$878	\$478,756
Basic Allowance for Housing (Off)	\$468,422	\$0	\$468,422	(\$5,282)	\$463,140	\$0	\$463,140
BAH Overseas (Off)	\$24,066	\$0	\$24,066	\$0	\$24,066	\$1,040	\$25,106
Basic Allowance for Subsistence (Off)	\$63,449	\$0	\$63,449	(\$305)	\$63,144	\$0	\$63,144
Incentive Pay (Off)	\$38,223	\$0	\$38,223	\$0	\$38,223	\$16	\$38,239
Special Pay (Off)	\$5,927	\$0	\$5,927	\$0	\$5,927	\$283	\$6,210
Station Allowances, Overseas (Off)	\$28,603	\$0	\$28,603	\$8,448	\$37,051	\$9,701	\$46,752
Uniform Allowances (Off)	\$1,010	\$0	\$1,010	\$0	\$1,010	\$46	\$1,056
Family Separation Allowances (Off)	\$1,993	\$0	\$1,993	\$0	\$1,993	\$831	\$2,823
CONUS COLA (Off)	\$478	\$0	\$478	\$0	\$478	\$25	\$503
Separation Payments (Off)	\$13,593	\$0	\$13,593	\$0	\$13,593	\$1,080	\$14,673
SS Tax - Employer Contribution (Off)	\$113,539	\$0	\$113,539	(\$121)	\$113,418	\$0	\$113,418
TOTAL OBLIGATIONS (BA1)	\$2,713,466	\$14,037	\$2,727,503	\$0	\$2,727,503	\$13,899	\$2,741,402
Less Reimbursables (BA1)	\$10,215	\$0	\$10,215	\$0	\$10,215	(\$2,122)	\$8,093
TOTAL DIRECT PROGRAM (BA1)	\$2,703,251	\$14,037	\$2,717,288	\$0	\$2,717,288	\$16,021	\$2,733,309

* The FY 15 estimates reflect current projections based on the most recent level of execution. However, the potential reprogramming amount has not been approved by the Office of Management and Budget, and could be revised before an Omnibus Reprogramming is submitted to Congress."

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2015
(IN THOUSANDS OF DOLLARS)

	FY15 Presidential Budget	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY15 COLUMN OF THE FY16 OSD BUDGET
Basic Pay (Enl)	\$4,825,078	\$6,061	\$4,831,139	(\$18,897)	\$4,812,242	\$0	\$4,812,242
Retired Pay Accrual (Enl)	\$1,502,784	\$43,390	\$1,546,174	\$0	\$1,546,174	\$411	\$1,546,585
Defense Health Program - Over 65 (Enl)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Basic Allowance for Housing (Enl)	\$1,628,684	(\$80,000)	\$1,548,684	\$0	\$1,548,684	\$5,201	\$1,553,885
BAH Overseas (Enl)	\$41,160	(\$6,000)	\$35,160	\$0	\$35,160	\$1,680	\$36,840
Incentive Pay (Enl)	\$8,846	\$0	\$9,946	(\$438)	\$9,508	\$0	\$9,508
Special Pay (Enl)	\$22,007	(\$1,800)	\$20,207	\$0	\$20,207	\$2,792	\$22,999
Special Duty Pay (Enl)	\$27,182	\$0	\$27,182	\$0	\$27,182	\$1,501	\$28,683
Reenlistment Bonus (Enl)	\$55,000	\$0	\$55,000	\$0	\$55,000	\$0	\$55,000
Enlistment Bonus (Enl)	\$6,813	\$0	\$6,813	\$0	\$6,813	\$0	\$6,813
College Fund (Enl)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Station Allowances, Overseas (Enl)	\$119,641	\$0	\$119,641	\$23,498	\$143,139	\$27,299	\$170,438
Uniform Allowances (Enl)	\$140,554	(\$2,000)	\$138,554	(\$1,259)	\$137,295	\$0	\$137,295
Family Separation Allowances (Enl)	\$23,796	\$0	\$23,796	\$0	\$23,796	\$4,358	\$28,154
CONUS COLA (Enl)	\$1,887	\$0	\$1,887	\$0	\$1,887	\$315	\$2,202
Special Comp Combat-rel (Enl)	\$3,391	\$0	\$3,391	(\$1,922)	\$1,469	\$0	\$1,469
Separation Payments (Enl)	\$84,343	\$0	\$84,343	\$0	\$84,343	\$8,166	\$92,509
National Call To Service	\$0	\$0	\$0	\$0	\$0	\$0	\$0
SS Tax - Employer Contribution (Enl)	\$368,511	\$0	\$368,511	(\$982)	\$367,529	\$0	\$367,529
TOTAL OBLIGATIONS (BA2)	\$8,860,778	(\$40,349)	\$8,820,429	\$0	\$8,820,429	\$51,723	\$8,872,151
Less Reimbursables (BA2)	\$3,027	\$0	\$3,027	\$0	\$3,027	\$3,427	\$6,454
TOTAL DIRECT PROGRAM (BA2)	\$8,863,805	(\$40,349)	\$8,823,456	\$0	\$8,817,402	\$48,296	\$8,865,697
Basic Allowance for Subsistence	\$442,559	(\$15,000)	\$427,559	\$0	\$427,559	\$6,239	\$433,798
Subsistence-in-Kind	\$353,006	\$0	\$353,006	\$0	\$353,006	\$24,037	\$377,043
Family Subsistence Supplemental Allowance	\$10	\$0	\$10	\$0	\$10	\$0	\$10
TOTAL OBLIGATIONS (BA4)	\$795,575	(\$15,000)	\$780,575	\$0	\$780,575	\$30,276	\$810,851
Less Reimbursables (BA4)	\$12,210	\$0	\$12,210	\$0	\$12,210	\$0	\$12,210
TOTAL DIRECT PROGRAM (BA4)	\$783,365	(\$15,000)	\$768,365	\$0	\$768,365	\$30,276	\$798,641

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ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2015
(IN THOUSANDS OF DOLLARS)

	FY15 Presidential Budget	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY15 COLUMN OF THE FY16 OSD
Accession Travel	\$49,622	\$0	\$49,622	\$0	\$49,622	(\$6,613)	\$56,235
Training Travel	\$27,481	(\$9,360)	\$18,121	(\$1,048)	\$17,073	\$0	\$17,073
Operational Travel	\$168,432	(\$1,700)	\$166,732	(\$4,048)	\$162,684	\$0	\$162,684
Rotational Travel	\$99,931	(\$12,000)	\$87,931	\$0	\$87,931	(\$11,740)	\$99,671
Separation Travel	\$82,065	\$0	\$82,065	\$5,412	\$87,477	(\$20,546)	\$108,023
Travel of Organized Units	\$785	\$0	\$785	(\$7)	\$778	\$0	\$778
Non-Temporary Storage	\$5,064	\$0	\$5,064	(\$15)	\$5,049	\$0	\$5,049
Temporary Lodging Expense	\$11,841	(\$6,000)	\$5,841	(\$231)	\$5,610	\$0	\$5,610
IPCOT/OTEIP	\$3,056	\$0	\$3,056	(\$63)	\$2,993	\$0	\$2,993
TOTAL OBLIGATIONS (BA5)	\$448,277	(\$29,060)	\$419,217	\$0	\$419,217	(\$38,899)	\$458,116
Less Reimbursables (BA5)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT PROGRAM (BA5)	\$448,277	(\$29,060)	\$419,217	\$0	\$419,217	(\$38,899)	\$458,116
Apprehension of Military Deserters	\$614	\$0	\$614	(\$117)	\$497	\$0	\$497
Interest on Uniformed Services Savings	\$19	\$0	\$19	\$0	\$19	\$0	\$19
Death Gratuities	\$11,400	\$0	\$11,400	\$0	\$11,400	\$2,300	\$13,700
Unemployment Benefits	\$101,839	(\$19,800)	\$82,039	\$117	\$82,156	\$12,717	\$94,873
Survivor Benefits	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Educational Benefits	\$7,000	\$0	\$7,000	\$0	\$7,000	\$0	\$7,000
Extra Hzrd Reimb for Svc Group Life	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Adoption Expenses	\$84	\$0	\$84	\$0	\$84	\$0	\$84
Special Comp for Combat-Related Disabled	\$0	\$0	\$0	\$0	\$0	\$0	\$0
NCR Travel Subsidy	\$1,527	\$0	\$1,527	\$0	\$1,527	\$93	\$1,620
Partial Dislocation Allowance	\$67	\$0	\$67	\$0	\$67	\$0	\$67
Junior R.O.T.C.	\$3,910	\$0	\$3,910	\$0	\$3,910	\$0	\$3,910
Preventative Health Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Stop Loss Retroactive Pay	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL OBLIGATIONS (BA6)	\$126,460	(\$19,800)	\$106,660	\$0	\$106,660	\$15,110	\$121,770
Less Reimbursables (BA6)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT PROGRAM (BA6)	\$126,460	(\$19,800)	\$106,660	\$0	\$106,660	\$15,110	\$121,770
TOTAL MPMC OBLIGATIONS	\$12,944,555	(\$90,172)	\$12,854,383	\$0	\$12,854,383	\$72,110	\$13,004,290
LESS REIMBURSABLES	\$25,452,000	\$0	\$25,452	\$0	\$25,452	\$1,305	\$26,757
TOTAL MPMC DIRECT PROGRAM	\$12,919,103	(\$90,172)	\$12,828,931	\$0	\$12,828,931	\$70,805	\$12,977,533

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MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASE AND DECREASES - SUMMARY
(Amount in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>TOTAL</u>
FY 2015 DIRECT PROGRAM	\$2,717,288	\$8,817,401	\$768,365	\$419,217	\$106,660	\$12,828,931
Pricing Increase:	\$31,289	\$101,810	\$22,865	\$7,342	\$2,729	\$166,035
Annualization (PI):	\$7,154	\$16,936	\$16,465	\$383	\$0	\$40,938
- Annualization 1 Jan 15 pay raise of 1% on Basic Pay	\$4,616	\$14,613				\$19,229
- Annualization 1 Jan 15 pay raise of 1% on FICA	\$353	\$1,528				\$1,881
- Annualization 1 Jan 15 inflation rate of 2.9% on BAS	\$2,013	\$0	\$16,465			\$18,478
- Annualization 1 Jan 15 inflation rate of 2.9% on Separations Pay	\$34	\$267				\$301
- Annualization 1 Jan 15 inflation rate of 1% on Oversea Station Allowance	\$138	\$528				\$666
- Annualization 1 Jan 15 inflation rate of 1% on PCS				\$383		\$383
Pay Raise (PI):	\$15,514	\$51,718	\$0	\$0	\$0	\$67,232
- 1 Jan 2016 pay raise of 1.3% effect on Basic Pay	\$13,849	\$44,747				\$58,596
- 1 Jan 2016 pay raise of 1.3% effect on FICA	\$1,072	\$4,584				\$5,656
- 1 Jan 2016 pay raise of 1.3% effect on Oversea Station Allowance	\$412	\$1,585				\$1,997
- 1 Jan 2016 pay raise of 1.3% effect on Separations Pay	\$181	\$802				\$983
- Annualization 1 Jan 16 inflation rate of 1% on PCS				\$0		\$0
Inflation Rate (PI):	\$323	\$2,964	\$0	\$6,959	\$74	\$10,320
- Uniform increase to non-pay inflation of 1.6%	\$1	\$2,229				\$2,230
- Conus COLA increase to non-pay inflation of 1.6%	\$6	\$29				\$35
- BAH Overseas increase in non-pay inflation of 1.6%	\$258	\$604				\$862
- Overseas Station Allowance - Temporary Lodging Allowance rates	\$58	\$102				\$160
- PCS increase to non-pay inflation of 1.6%				\$6,959		\$6,959
- JROTC increase to non-pay inflation of 1.6%					\$66	\$66
- Apprehension of Military Deserters increase to non-pay inflation of 1.6%					\$8	\$8
BAH Rates (PI):	\$8,298	\$29,192	\$0	\$0	\$0	\$37,490
- Housing Allowance rate 1 Jan 16 increase of 1.9%	\$8,298	\$29,192				\$37,490
Other (PI):	\$0	\$1,000	\$6,400	\$0	\$2,655	\$10,055
- Increase in Reenlistment Bonus average rates		\$1,000				\$1,000
- Increase in Augmentation Rations rates			\$2,493			\$2,493
- Increase in Operational Rations rates			\$3,075			\$3,075
- Increase in Meals in mess rates			\$832			\$832
- Increase in Special Pay due to change in rates(Hardship Duty -TEMPO Pay)						\$0
- Increase in Education Benefits rates					\$2,655	\$2,655
Program Increase:	\$53,754	\$71,429	\$49,409	\$76,068	\$15,111	\$265,771
Strength (PGI):	\$41,236	\$16,288	\$17,274	\$13,109	\$0	\$87,907
- Overstrength funded in OCO	\$36,698	\$16,288	\$17,132	\$13,109		\$83,227
- Increase in Basic Pay due to work years	\$3,228					\$3,228
- Increase in BAS due to work years	\$135					\$135
- Increase in BAH due to takers	\$1,174					\$1,174
- Increase in uniform due to takers	\$1					\$1
- Increase in Operational rations due to usage				\$142		\$142

Exhibit PB-30P Schedule of Increases and Decreases (Active & Reserve)

ACTIVE FORCES
SCHEDULE OF INCREASE AND DECREASES
(Amount in Thousands)

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>TOTAL</u>
Other (PGI):	\$12,518	\$55,141	\$32,135	\$62,959	\$15,111	\$177,864
- Anticipated amount to be reprogrammed	\$12,518	\$51,724	\$32,135	\$38,900	\$15,111	\$150,388
- Increase in Special pay members for AIP		\$441				\$441
- Increase in Enlistment Bonus Program members expected to receive bonuses		\$1,707				\$1,707
- Increase in PCS members				\$24,059		\$24,059
- Increase in Oversea Station Allowance		\$876				\$876
- Increase in Clothing Allowance increase		\$393				\$393
INCREASES TOTAL	\$85,043	\$173,239	\$72,274	\$83,410	\$17,840	\$431,806
Pricing Decrease:	(\$8,466)	(\$13,039)	\$0	\$0	(\$1,725)	(\$23,230)
Other (PD):	(\$8,466)	(\$13,039)	\$0	\$0	(\$1,725)	(\$23,230)
- Decrease in Aviation Continuation Bonus rates	(\$1,235)					(\$1,235)
- Decrease in RPA rates	(\$7,231)	(\$12,730)				(\$19,961)
- Decrease in Special Pay rates (Critical skills bonus and Assignment Incentive Pay)		(\$309)				(\$309)
- Decrease in Unemployment Compensation Benefits					(\$1,275)	(\$1,275)
- Decrease in JROTC rates due to no new initial uniform					(\$450)	(\$450)
Program Decrease:	(\$4,788)	(\$90,867)	(\$9,225)	(\$7,278)	\$0	(\$112,158)
Strength (PGD):	(\$4,788)	(\$90,709)	(\$9,225)	\$0	\$0	(\$104,722)
- Decrease in Basic Pay due to work years	(\$3,737)	(\$54,020)				(\$57,757)
- Decrease in BAS due to work years			(\$9,225)			(\$9,225)
- Decrease in RPA due to work years	(\$12)	(\$23,844)				(\$23,856)
- Decrease in FICA due to work years	(\$33)	(\$5,522)				(\$5,555)
- Decrease in BAH due to work years	(\$1,006)	(\$7,323)				(\$8,329)
Other (PGD):	\$0	(\$158)	\$0	(\$7,278)	\$0	(\$7,436)
- Decrease in Special Duty Assignment Pay members	\$0	\$0				\$0
- Decrease in Special Pay CSRB, Hardship Duty - Mission Pay and Personnel	\$0	(\$157)				(\$157)
- Decrease in PCS members				(\$7,278)		(\$7,278)
- Decrease in Overseas Station Allowance members		(\$1)				(\$1)
DECREASES TOTAL	(\$13,254)	(\$103,906)	(\$9,225)	(\$7,278)	(\$1,725)	(\$135,388)
FY 2016 DIRECT PROGRAM	\$2,789,077	\$8,886,734	\$831,414	\$495,349	\$122,775	\$13,125,349

Exhibit PB-30P Schedule of Increases and Decreases (Active & Reserve)

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASE AND DECREASES - (Budget Activity 1)
(In Thousands of Dollars)

			AMOUNT
FY 2015 DIRECT PROGRAM			\$2,717,288
Increases:			
PRICING INCREASES:			
Basic Pay attributed to 1.0% pay raise, effective 1 January 2015	\$4,616		
Basic Pay attributed to 1.3% pay raise, effective 1 January 2016	\$13,849		
BAH attributed to a 2.3% BAH increase, effective 1 January 2015	\$1,910		
BAH attributed to a 1.9% BAH increase, effective 1 January 2016	\$6,388		
FICA increase due to the annualization of the 1% pay raise, effective 1 January 2015	\$353		
FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	\$1,072		
BAS increase in BAS rates	\$2,013		
BAH Overseas increase in BAH rates	\$258		
Overseas Station Allowance - COLA increase due to the annualization of the pay raise, effective 1 January 2015	\$138		
Overseas Station Allowance - COLA increase due to the annualization of the pay raise, effective 1 January 2016	\$412		
Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	\$58		
Separations Pay increase due to the annualization of the 1% pay raise, effective 1 January 2015	\$34		
Separations Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	\$103		
Separations Pay increase in VSI Trust Fund payment	\$78		
Conus COLA increase in average rates	\$6		
Uniform increase to non pay inflation	\$1		
TOTAL PRICING INCREASES		\$31,289	
PROGRAM INCREASES:			
Overstrength funded in OCO	\$36,698		
Anticipated amount to be reprogrammed	\$12,518		
Basic Pay increase in work years	\$3,228		
BAH increase in takers	\$1,174		
BAS increase in workyears	\$135		
Uniform increase in takers	\$1		
TOTAL PROGRAM INCREASES		\$53,754	
TOTAL INCREASES			\$85,043
Decreases:			
PRICING DECREASES:			
Retired Pay Accrual decrease due to the annualization of the 1.3% pay raise, effective 1 January 2016	(\$6,537)		
Incentive Pay decrease in Aviation Continuation Bonus Rate	(\$1,235)		
Retired Pay Accrual decrease due to the annualization of the 1.0% pay raise, effective 1 January 2015	(\$694)		
Basic Pay decrease in Longevity	(\$83)		
TOTAL PRICING DECREASES		(\$8,549)	
PROGRAM DECREASES:			
Basic Pay decrease in grade structure	(\$3,654)		
BAH decrease in takers	(\$1,006)		
FICA decrease in workyears	(\$33)		
Retired Pay Accrual decrease in workyears and grade structure	(\$12)		
TOTAL PROGRAM DECREASES		(\$4,705)	
TOTAL DECREASES			(\$13,254)
FY 2016 Direct Program			\$2,789,077

Exhibit PB300 Schedule of Increases and Decreases Summary (Active and Reserve)

PROJECT: A. Basic Pay

FY 2016 Estimate	\$1,525,719
FY 2015 Estimate	\$1,490,623
FY 2014 Actuals	\$1,548,722

PART I - PURPOSE AND SCOPE

Funds requested provide basic compensation for officers on active duty according to rank and length of service under provisions of 37 U.S.C. 201, 204, and 205. The estimate excludes those officers on active duty at the seat of Government and at Headquarters responsible for Reserve Affairs (10 U.S.C. 5144), and those officers of the Reserve Component on active duty serving in connection with the organizing, administering, recruiting, instructing, and training of the Reserve Components (10 U.S.C. 10304, 12301 and 12310.)

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 2016 program is based on a beginning strength of 20,912 and an end strength of 20,912 with 21,062 average strength. Costs are determined on the basis of a grade distribution by longevity for each fiscal year. The average rates utilized are derived from a consideration of the latest longevity adjusted by planned gains and losses for respective years.

The computation of fund requirements is shown in the following tables:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CMC	1	\$181,050.00	\$181	1	\$181,501.20	\$182	1	\$184,637.52	\$185
O-10 General	3	\$181,050.00	\$543	3	\$181,501.20	\$545	3	\$184,637.52	\$554
O-9 Lieutenant General	18	\$181,050.00	\$3,259	19	\$181,501.20	\$3,449	20	\$184,637.52	\$3,693
O-8 Major General	30	\$169,826.28	\$5,095	29	\$170,118.13	\$4,933	29	\$171,844.45	\$4,983
O-7 Brigadier General	35	\$146,231.99	\$5,118	30	\$146,469.35	\$4,394	30	\$147,954.75	\$4,439
O-6 Colonel	721	\$124,628.79	\$89,857	663	\$125,829.76	\$83,425	671	\$127,367.39	\$85,464
O-5 Lieutenant Colonel	2,029	\$101,290.79	\$205,519	1,909	\$102,289.65	\$195,271	1,918	\$103,513.70	\$198,539
O-4 Major	4,021	\$85,812.50	\$345,052	3,824	\$86,651.40	\$331,355	3,892	\$87,699.26	\$341,326
O-3 Captain	5,564	\$65,903.38	\$366,686	5,396	\$67,008.24	\$361,576	5,168	\$67,834.68	\$350,570
O-2 First Lieutenant	3,077	\$51,633.44	\$158,876	3,352	\$52,201.29	\$174,979	3,459	\$52,838.07	\$182,767
O-1 Second Lieutenant	1,825	\$37,241.91	\$67,966	1,558	\$37,616.12	\$58,606	1,682	\$38,086.83	\$64,062
Total Commissioned	17,324		\$1,248,153	16,784		\$1,218,714	16,873		\$1,236,580

PROJECT: A. Basic Pay

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
O-3E Captain	1,505	\$77,424.55	\$116,524	1,387	\$78,209.00	\$108,476	1,320	\$79,165.95	\$104,499
O-2E First Lieutenant	475	\$61,381.35	\$29,156	444	\$62,024.34	\$27,539	490	\$62,787.24	\$30,766
O-1E Lieutenant	325	\$50,349.00	\$16,363	251	\$50,871.14	\$12,769	221	\$51,494.42	\$11,380
W-5 Chief Warrant Officer	97	\$95,982.95	\$9,310	104	\$96,943.32	\$10,082	109	\$98,095.15	\$10,692
W-4 Chief Warrant Officer	295	\$81,869.51	\$24,152	290	\$82,577.28	\$23,947	293	\$83,602.77	\$24,496
W-3 Chief Warrant Officer	614	\$67,980.94	\$41,740	637	\$68,632.26	\$43,719	635	\$69,455.43	\$44,104
W-2 Chief Warrant Officer	834	\$57,626.84	\$48,061	756	\$58,202.77	\$44,001	738	\$58,912.49	\$43,477
W-1 Warrant Officer	303	\$50,371.55	\$15,263	364	\$50,869.40	\$18,516	383	\$51,499.98	\$19,724
Officer	21,772	\$71,133.68	\$1,548,722	21,017	\$71,740.19	\$1,507,764	21,062	\$72,439.44	\$1,525,719
Anticipated amount to be reprogrammed						\$2,739			
Less Workyears Funded in OCO				124		\$19,880			
Baseline Funded Workyears						\$1,490,623			

PROJECT: B. Retired Pay Accrual-Officer

FY 2016 Estimate	\$478,396
FY 2015 Estimate	\$477,878
FY 2014 Actuals	\$501,428

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C. 1466. Effective FY 2008, Title V, section 581 of the National Defense Authorization Act FY 2007 directs the Department of Defense to contribute at the part-time rate for the Reserve Component Marines who are mobilized or on active duty for operational support, rather than the full-time rate as previously mandated.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

(a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

(b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA NCP is 32.4% for FY 2014, 32.2% for FY 2015 and 31.4% for FY 2016. The part-time RPA NCP is 24.5% for FY 2014, 22.5% for FY 2015 and 23.0% for FY 2016.

Details of the cost computation are provided in the following table:

(In Thousands of Dollars)

	# of Members	Avg Annual Rate	Amount	FY15 Estimate			FY16 Estimate		
				# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total Retired Pay Accrual	21,300	\$23,070.56	\$491,403	20,972	\$23,091.93	\$484,284	20,967	\$22,727.87	\$476,535
Total Part-Time Retired Pay Accrual	472	\$21,240.47	\$10,026	45	\$19,405.16	\$873	95	\$19,588.01	\$1,861
Total	21,772		\$501,428	21,017		\$485,157	21,062		\$478,396
Anticipated Amount to be reprogrammed						(\$878)			
Less Workyears Funded in OCO				124		\$6,401			
Baseline Funded Workyears						\$477,878			

PROJECT: C. Incentive Pay

FY 2016 Estimate	\$35,998
FY 2015 Estimate	\$38,223
FY 2014 Actuals	\$38,100

PART I - PURPOSE AND SCOPE

The funds requested will provide incentive pay to officers performing hazardous duty as prescribed by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special and Incentive Pays. Included in this request are the following types of duties:

- Aviation Career Incentive Pay (ACIP): To provide additional pay and aviation service to increase the ability of the Marine Corps to attract and retain officer volunteers in an aviation career

- Flight Pay (Noncrew/Crew Members): To provide additional pay to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties

- Parachute Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain volunteers for parachute duty and in recognition of the more than normal hazard of such duty

- Demolition Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain personnel for duty involving the demolition or neutralization of explosives

- Aviation Continuation Bonus (ACB) Pay: To provide additional pay to aviation career officers who extend their period of active duty

- Flight Deck Duty Pay: To provide additional pay for personnel assigned aboard an air capable ship/aircraft carrier and in recognition of more-than-normal hazard of such duty

- High Altitude Low Opening (HALO) Pay: To provide additional payment for personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening

PART II - JUSTIFICATION OF FUNDS REQUESTED

Incentive pay is computed by applying the statutory rates to the average number of officers who are eligible for payment. The computation of fund requirements is provided in the following tables:

PROJECT: C. Incentive Pay

MILITARY PERSONNEL, MARINE CORPS
Officer Aviation Continuation Incentive Pay

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Phase I - 2 or less Yrs of Aviation Service	735	\$1,500.00	\$1,103	735	\$1,500.00	\$1,103	735	\$1,500.00	\$1,103
Phase I - over 2	348	\$1,872.00	\$651	348	\$1,872.00	\$651	348	\$1,872.00	\$651
Phase I - over 3	366	\$2,256.00	\$826	366	\$2,256.00	\$826	366	\$2,256.00	\$826
Phase I - over 4	767	\$2,472.00	\$1,896	767	\$2,472.00	\$1,896	767	\$2,472.00	\$1,896
Phase I - over 6	1,908	\$7,800.00	\$14,882	1,908	\$7,800.00	\$14,882	1,908	\$7,800.00	\$14,882
Phase I - over 14	984	\$10,080.00	\$9,919	984	\$10,080.00	\$9,919	984	\$10,080.00	\$9,919
SUBTOTAL PHASE I	5,108	\$5,731.56	\$29,277	5,108	\$5,731.56	\$29,277	5,108	\$5,731.56	\$29,277
Phase II - over 22 Yrs of Service as Officer	204	\$7,020.00	\$1,432	204	\$7,020.00	\$1,432	204	\$7,020.00	\$1,432
Phase II - over 23	131	\$5,940.00	\$778	132	\$5,940.00	\$784	132	\$5,940.00	\$784
Phase II - over 24	125	\$4,620.00	\$578	124	\$4,620.00	\$573	124	\$4,620.00	\$573
Phase II - over 25	71	\$3,000.00	\$213	71	\$3,000.00	\$213	71	\$3,000.00	\$213
SUBTOTAL PHASE II	531	\$5,650.92	\$3,001	531	\$5,653.56	\$3,002	531	\$5,653.56	\$3,002
Warrant Officer - 2 or less Yrs of Aviation Serv	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Warrant Officer - over 2	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Warrant Officer - over 3	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Warrant Officer - over 4	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Warrant Officer - over 6	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SUBTOTAL WARRANT OFFICER	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL ACIP PAYMENTS	5,639	\$5,724.06	\$32,278	5,639	\$5,724.21	\$32,279	5,639	\$5,724.21	\$32,279

PROJECT: C. Incentive Pay

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Flying Duty Crewmembers	5	\$2,460.00	\$12	5	\$2,460.00	\$12	5	\$2,460.00	\$12
General Officers	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Colonel O-6	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Lieutenant Colonel O-5	1	\$3,000.00	\$3	1	\$3,000.00	\$3	1	\$3,000.00	\$3
Major O-4	2	\$2,700.00	\$5	2	\$2,700.00	\$5	2	\$2,700.00	\$5
Captain O-3	1	\$2,100.00	\$2	1	\$2,100.00	\$2	1	\$2,100.00	\$2
Chief Warrant Officer W-3	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Chief Warrant Officer W-2	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Warrant Officer W-1	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Flying Duty Non-Crewmembers	16	\$1,800.00	\$29	16	\$1,800.00	\$29	16	\$1,800.00	\$29
Aviation Continuation Bonus	535	\$9,710.28	\$5,195	439	\$12,159.00	\$5,338	271	\$11,428.00	\$3,097
New Payments Pilots	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	535	\$9,710.28	\$5,195	439	\$12,159.00	\$5,338	271	\$11,428.00	\$3,097
Flight Deck Duty Pay	17	\$1,800.00	\$31	16	\$1,800.00	\$29	16	\$1,800.00	\$29
Parachute Jumping Duty	149	\$1,800.00	\$268	149	\$1,800.00	\$268	149	\$1,800.00	\$268
Demolition Duty	59	\$1,800.00	\$106	58	\$1,800.00	\$104	58	\$1,800.00	\$104
HALO Pay	66	\$2,700.00	\$179	66	\$2,700.00	\$178	66	\$2,700.00	\$178
Firefighter	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
HILO Pressure	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Thermal Stress	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Chem Munitions	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL INCENTIVE/HAZARD PAY	6,487	\$5,873.24	\$38,100	6,389	\$5,985.15	\$38,239	6,221	\$5,786.58	\$35,998
Anticipated Amount to be reprogrammed						(\$16)			
Baseline Funded Workyears						\$38,223			

PROJECT: D. Special Pay

FY 2016 Estimate	\$6,210
FY 2015 Estimate	\$5,927
FY 2014 Actuals	\$14,211

PART I - PURPOSE AND SCOPE

The funds requested will provide for special pay in accordance with United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special and Incentive Pays. Included in this request for special pay are the following:

- Personal Money Allowance:

To provide additional payment intended to partially reimburse officers in the grade of Lieutenant General and above for the many unusual expenses incurred in the performance of their official duties

- Diving Duty Pay:

To provide additional payment for officers performing duties involving scuba diving

- Hardship Duty Pay:

To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Member may qualify for Hardship Duty Pay (HDP) based on performance of a hardship mission or duty in a designated hardship location

- Career Sea Pay:

To provide additional payment for officers assigned to sea duty

- Imminent Danger Pay:

To provide additional payment for officers performing duties in designated hostile areas

- Foreign Language Proficiency Pay:

To provide additional payment to officers who are proficient in specific foreign languages in accordance with Section 634 of the FY 1987 Department of Defense Authorization Bill

- Law School Education Debt Subsidy Pay:

Provides the payment of a maximum of \$60K to judge advocate officers who agree to extend their period of active duty

PART II - JUSTIFICATION OF FUNDS REQUESTED

Special pay is computed by multiplying the average number of eligible officers programmed by the statutory rates. Details of the computations are shown in the following tables:

PROJECT: D. Special Pay

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY									
O-6 Colonel	2	\$4,728.00	\$9	2	\$4,728.00	\$9	2	\$4,728.00	\$9
O-5 Lieutenant Colonel	5	\$4,728.00	\$24	5	\$4,728.00	\$24	5	\$4,728.00	\$24
O-4 Major	23	\$3,900.00	\$90	24	\$3,900.00	\$94	24	\$3,900.00	\$94
O-3 Captain	76	\$3,156.00	\$240	87	\$3,156.00	\$275	87	\$3,156.00	\$275
O-2 First Lieutenant	87	\$1,620.00	\$141	89	\$1,620.00	\$144	89	\$1,620.00	\$144
O-1 Second Lieutenant	5	\$1,620.00	\$8	11	\$1,620.00	\$18	11	\$1,620.00	\$18
O-3E Captain with Enlisted	20	\$3,156.00	\$63	21	\$3,156.00	\$66	21	\$3,156.00	\$66
O-2E First Lieutenant with Enlisted	25	\$1,620.00	\$40	25	\$1,620.00	\$41	25	\$1,620.00	\$41
O-1E Second Lieutenant with Enlisted	2	\$1,620.00	\$2	1	\$1,620.00	\$2	1	\$1,620.00	\$2
W-5 Chief Warrant Officer	4	\$6,072.00	\$24	2	\$6,072.00	\$12	2	\$6,072.00	\$12
W-4 Chief Warrant Officer	2	\$6,072.00	\$12	1	\$6,072.00	\$6	1	\$6,072.00	\$6
W-3 Chief Warrant Officer	14	\$3,156.00	\$44	14	\$3,156.00	\$44	14	\$3,156.00	\$44
W-2 Chief Warrant Officer	27	\$3,156.00	\$85	28	\$3,156.00	\$88	28	\$3,156.00	\$88
W-1 Warrant Officer	2	\$2,160.00	\$4	2	\$2,160.00	\$4	2	\$2,160.00	\$4
SUBTOTAL CAREER SEA PAY	294	\$2,673.74	\$786	312	\$2,651.50	\$827	312	\$2,651.50	\$827
Hardship Duty - Location \$150	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Hardship Duty - Location \$100	1,189	\$1,200.00	\$1,427	170	\$1,200.00	\$204	170	\$1,200.00	\$204
Hardship Duty - Location \$50	20	\$600.00	\$12	0	\$0.00	\$0	0	\$0.00	\$0
Hardship - Mission Pay	2	\$1,800.00	\$4	2	\$1,800.00	\$4	2	\$1,800.00	\$4
Hardship Duty Pay - TEMPO	0	\$0.00	\$0	25	\$2,262.00	\$56	25	\$2,262.00	\$56
SUBTOTAL HARDSHIP/LOCATION	1,211	\$1,191.58	\$1,443	197	\$1,340.10	\$264	197	\$1,340.10	\$264
Personal Allowance (CMC)	1	\$4,000.00	\$4	1	\$4,000.00	\$4	1	\$4,000.00	\$4
Personal Allowance (O10)	3	\$2,200.00	\$7	3	\$2,200.00	\$7	3	\$2,200.00	\$7
Personal Allowance (O9)	17	\$500.00	\$9	17	\$500.00	\$9	17	\$500.00	\$9
Law School Education Debt Subsidy	59	\$10,000.00	\$590	66	\$10,000.00	\$660	66	\$10,000.00	\$660
Diving Duty Pay	68	\$2,880.00	\$196	68	\$2,880.00	\$196	68	\$2,880.00	\$196
Diving Student Pay	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Overseas Extension Pay	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Imminent Danger Pay	1,390	\$2,700.00	\$3,754	180	\$2,700.00	\$486	180	\$2,700.00	\$486
Foreign Lang Proficiency Pay	1,080	\$3,111.08	\$3,361	1,246	\$3,013.64	\$3,755	1,246	\$3,014.45	\$3,755
Assignment Incentive Pay	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Critical Skills Retention Bonus	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
College Loan Repayment	406	\$10,000.00	\$4,060	0	\$0.00	\$0	0	\$0.00	\$0
Officer Accession Bonus	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL SPECIAL PAY	4,530	\$3,137.01	\$14,211	2,091	\$2,969.87	\$6,210	2,091	\$2,969.87	\$6,210
Anticipated Amount to be reprogrammed						(\$283)			
Baseline Funded Workyears						\$5,927			

PROJECT: E. Basic Allowance for Housing

FY 2016 Estimate	\$505,390
FY 2015 Estimate	\$492,488
FY 2014 Actuals	\$501,629

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In addition, the Overseas Housing Allowance (OHA) payment, formerly budgeted in Overseas Station Allowance, was also realigned into this allowance section by the change in the law. Payment to service members is authorized by revisions to 37 USC 403. The FY 2000 National Defense Authorization Act directed the BAH transition to market-based housing rates be accelerated and completed during FY 2000.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Housing rates are budgeted to increase by 3.9% in FY2014 and 2.3% in FY2015 and 1.9% in FY2016 based on revised housing survey data. Detailed cost computations are provided in the following table:

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 1.9 percent. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumption are respectively, 1.6 percent and 2.0 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1/5% average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area.

PROJECT: E. Basic Allowance for Housing

BASIC ALLOWANCES FOR HOUSING - DOMESTIC

(In Thousands of Dollars)

		FY14 Actuals				FY15 Estimate				FY16 Estimate			
		# of Members	Avg Annual Rate	Amount		# of Members	Avg Annual Rate	Amount		# of Members	Avg Annual Rate	Amount	
BAH With Depn	O-10 General	1	\$39,514.00	\$40	1	\$40,525.12	\$41	1	\$41,295.10	\$41			
	O-9 Lieutenant General	12	\$39,173.00	\$470	13	\$39,313.29	\$511	14	\$40,060.24	\$561			
	O-8 Brigadier General	27	\$33,554.32	\$906	26	\$34,998.58	\$910	26	\$35,663.55	\$927			
	O-7 Brigadier General	27	\$33,069.45	\$893	24	\$34,343.58	\$824	24	\$34,996.11	\$840			
	O-6 Colonel	645	\$31,956.50	\$20,612	595	\$32,647.72	\$19,425	604	\$33,268.02	\$20,094			
	O-5 Lieutenant Colonel	1,786	\$30,581.29	\$54,618	1,692	\$31,163.81	\$52,729	1,694	\$31,755.93	\$53,795			
	O-4 Major	3,318	\$28,325.87	\$93,985	3,171	\$28,973.58	\$91,875	3,224	\$29,524.08	\$95,186			
	O-3 Captain	3,346	\$24,783.30	\$82,925	3,244	\$25,317.46	\$82,130	3,111	\$25,798.49	\$80,259			
	O-2 First Lieutenant	1,002	\$20,605.63	\$20,647	1,089	\$21,023.95	\$22,895	1,124	\$21,423.40	\$24,080			
	O-1 Second Lieutenant	329	\$18,731.53	\$6,163	279	\$19,236.68	\$5,367	301	\$19,602.17	\$5,900			
	O-3E Captain	1,220	\$26,133.16	\$31,882	1,126	\$26,725.07	\$30,092	1,073	\$27,232.84	\$29,221			
	O-2E First Lieutenant	338	\$25,049.48	\$8,467	316	\$25,650.67	\$8,106	349	\$26,138.03	\$9,122			
	O-1E Lieutenant	251	\$23,043.66	\$5,784	193	\$23,616.71	\$4,558	170	\$24,065.43	\$4,091			
	W-5 Chief Warrant Officer	89	\$29,845.46	\$2,656	95	\$30,606.15	\$2,908	100	\$31,187.67	\$3,119			
	W-4 Chief Warrant Officer	255	\$25,957.89	\$6,619	250	\$26,480.33	\$6,620	253	\$26,983.46	\$6,827			
	W-3 Chief Warrant Officer	503	\$25,343.00	\$12,748	521	\$25,954.64	\$13,522	520	\$26,447.77	\$13,753			
W-2 Chief Warrant Officer	672	\$23,292.01	\$15,652	611	\$23,803.79	\$14,544	597	\$24,256.06	\$14,481				
W-1 Warrant Officer	252	\$21,783.21	\$5,489	302	\$22,314.44	\$6,739	318	\$22,738.42	\$7,231				
	Officer	14,073	\$26,330.99	\$370,556	13,548	\$26,852.43	\$363,797	13,503	\$27,366.28	\$369,527			
BAH Diff	Officer	15	\$2,656.91	\$40	13	\$2,788.56	\$36	12	\$2,795.02	\$34			
SubTotal BAH With Dependents		14,088		\$370,596	13,561		\$363,833	13,515		\$369,560			

PROJECT: E. Basic Allowance for Housing

BASIC ALLOWANCES FOR HOUSING - DOMESTIC

(In Thousands of Dollars)

	FY14 Actuals				FY15 Estimate				FY16 Estimate			
	# of Members	Avg Annual Rate	Amount	\$0	# of Members	Avg Annual Rate	Amount	\$0	# of Members	Avg Annual Rate	Amount	\$0
BAH Without Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	\$0	0	\$0.00	\$0	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	\$0	0	\$0.00	\$0	\$0
	O-8 Brigadier General	1	\$26,824.22	\$27	1	\$27,222.96	\$27	\$27	1	\$27,740.20	\$28	\$28
	O-7 Brigadier General	4	\$26,761.41	\$107	3	\$28,607.03	\$86	\$86	3	\$29,150.56	\$87	\$87
	O-6 Colonel	24	\$28,750.00	\$690	21	\$29,064.16	\$610	\$610	21	\$29,616.38	\$622	\$622
	O-5 Lieutenant Colonel	117	\$26,666.67	\$3,120	106	\$27,246.11	\$2,888	\$2,888	106	\$27,763.79	\$2,943	\$2,943
	O-4 Major	420	\$25,246.95	\$10,604	387	\$25,770.35	\$9,973	\$9,973	393	\$26,259.99	\$10,320	\$10,320
	O-3 Captain	1,873	\$21,704.87	\$40,653	1,795	\$22,145.73	\$39,752	\$39,752	1,721	\$22,566.50	\$38,837	\$38,837
	O-2 First Lieutenant	1,718	\$18,706.18	\$32,137	1,860	\$19,119.59	\$35,562	\$35,562	1,920	\$19,482.87	\$37,407	\$37,407
	O-1 Second Lieutenant	852	\$14,930.18	\$12,721	725	\$15,234.49	\$11,045	\$11,045	783	\$15,523.94	\$12,155	\$12,155
	O-3E Captain	148	\$21,727.68	\$3,216	132	\$21,680.95	\$2,862	\$2,862	126	\$22,092.89	\$2,784	\$2,784
	O-2E First Lieutenant	72	\$20,946.45	\$1,508	67	\$21,249.97	\$1,424	\$1,424	74	\$21,653.72	\$1,602	\$1,602
	O-1E Lieutenant	42	\$18,208.67	\$765	32	\$18,747.99	\$600	\$600	28	\$19,104.20	\$535	\$535
	W-5 Chief Warrant Officer	4	\$28,665.30	\$115	4	\$29,638.78	\$119	\$119	4	\$30,201.91	\$121	\$121
	W-4 Chief Warrant Officer	11	\$22,031.68	\$242	10	\$23,600.20	\$236	\$236	11	\$24,048.60	\$265	\$265
	W-3 Chief Warrant Officer	42	\$21,719.90	\$912	43	\$22,213.34	\$955	\$955	43	\$22,635.39	\$973	\$973
	W-2 Chief Warrant Officer	50	\$21,289.80	\$1,064	46	\$21,602.95	\$994	\$994	44	\$22,013.40	\$969	\$969
	W-1 Warrant Officer	26	\$18,178.31	\$473	31	\$18,638.13	\$578	\$578	33	\$18,992.25	\$627	\$627
Total BAH without Dependents		5,404		\$108,354	5,263		\$107,710		5,311		\$110,275	

PROJECT: E. Basic Allowance for Housing

BASIC ALLOWANCES FOR HOUSING - DOMESTIC

(In Thousands of Dollars)

		FY14 Actuals			FY15 Estimate			FY16 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH Partial	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	2	\$730.12	\$1	2	\$754.74	\$2	2	\$754.74	\$2
	O-5 Lieutenant Colonel	1	\$613.56	\$1	1	\$614.08	\$1	1	\$614.08	\$1
	O-4 Major	5	\$492.84	\$2	5	\$499.36	\$2	5	\$499.36	\$2
	O-3 Captain	117	\$267.81	\$31	115	\$267.81	\$31	110	\$267.81	\$29
	O-2 First Lieutenant	194	\$214.28	\$42	213	\$214.28	\$46	220	\$214.28	\$47
	O-1 Second Lieutenant	682	\$162.95	\$111	583	\$162.95	\$95	627	\$162.95	\$102
	O-3E Captain	7	\$256.73	\$2	6	\$254.79	\$2	6	\$254.79	\$2
	O-2E First Lieutenant	9	\$216.89	\$2	8	\$216.90	\$2	9	\$216.90	\$2
	O-1E Lieutenant	24	\$164.33	\$4	18	\$164.33	\$3	16	\$164.33	\$3
	W-5 Chief Warrant Officer	1	\$302.40	\$0	1	\$302.40	\$0	1	\$302.40	\$0
	W-4 Chief Warrant Officer	1	\$261.90	\$0	1	\$261.90	\$0	1	\$261.90	\$0
	W-3 Chief Warrant Officer	1	\$248.40	\$0	2	\$248.40	\$0	2	\$248.40	\$0
	W-2 Chief Warrant Officer	2	\$181.50	\$0	2	\$181.50	\$0	1	\$181.50	\$0
W-1 Warrant Officer	3	\$163.23	\$0	3	\$163.23	\$0	4	\$163.23	\$1	
	Total BAH Partial	1,049	\$188.69	\$198	960	\$191.87	\$184	1,005	\$190.44	\$191
Total BAH - Domestic		20,541		\$479,148	19,784		\$471,727	19,831		\$480,027

PROJECT: E. Basic Allowance for Housing

BASIC ALLOWANCES FOR HOUSING - OVERSEAS

(In Thousands of Dollars)

		FY14 Actuals			FY15 Estimate			FY16 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH With Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	14	\$53,500.00	\$749	13	\$50,874.41	\$661	13	\$51,688.40	\$672
	O-5 Lieutenant Colonel	68	\$39,426.47	\$2,681	64	\$48,064.61	\$3,076	64	\$48,833.65	\$3,125
	O-4 Major	139	\$37,532.37	\$5,217	132	\$42,342.61	\$5,589	134	\$43,020.09	\$5,765
	O-3 Captain	105	\$34,180.00	\$3,589	103	\$39,110.99	\$4,028	98	\$39,736.77	\$3,894
	O-2 First Lieutenant	30	\$33,366.66	\$1,001	32	\$34,260.02	\$1,096	33	\$34,808.18	\$1,149
	O-1 Second Lieutenant	10	\$33,000.00	\$330	8	\$35,553.88	\$284	9	\$36,122.74	\$325
	O-3E Captain	52	\$40,365.38	\$2,099	48	\$43,090.94	\$2,068	45	\$43,780.40	\$1,970
	O-2E First Lieutenant	15	\$30,636.73	\$460	14	\$40,668.50	\$569	15	\$41,319.19	\$620
	O-1E Lieutenant	4	\$28,695.00	\$115	3	\$39,743.73	\$119	3	\$40,379.63	\$121
	W-5 Chief Warrant Officer	1	\$44,892.04	\$45	1	\$46,108.61	\$46	1	\$46,846.35	\$47
	W-4 Chief Warrant Officer	9	\$42,957.62	\$387	9	\$42,067.82	\$379	9	\$42,740.90	\$385
	W-3 Chief Warrant Officer	27	\$33,174.38	\$896	28	\$41,611.52	\$1,165	28	\$42,277.30	\$1,184
	W-2 Chief Warrant Officer	32	\$32,312.50	\$1,034	29	\$36,716.94	\$1,065	28	\$37,304.41	\$1,045
	W-1 Warrant Officer	5	\$30,916.02	\$155	6	\$32,780.59	\$197	7	\$33,305.08	\$233
	Officer Total	511	\$36,704.56	\$18,756	490	\$41,518.74	\$20,344	487	\$42,164.18	\$20,534

PROJECT: E. Basic Allowance for Housing

BASIC ALLOWANCES FOR HOUSING - OVERSEAS

(In Thousands of Dollars)

		FY14 Actuals			FY15 Estimate			FY16 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH Without Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	2	\$43,397.50	\$87	2	\$50,750.70	\$102	2	\$51,562.71	\$103
	O-5 Lieutenant Colonel	5	\$43,600.00	\$218	5	\$37,676.18	\$188	5	\$38,279.00	\$191
	O-4 Major	33	\$30,181.81	\$996	32	\$40,574.20	\$1,298	33	\$41,223.38	\$1,360
	O-3 Captain	50	\$24,740.00	\$1,237	49	\$35,600.53	\$1,744	47	\$36,170.13	\$1,700
	O-2 First Lieutenant	11	\$21,800.37	\$240	12	\$31,144.00	\$374	12	\$31,642.30	\$380
	O-1 Second Lieutenant	7	\$21,024.09	\$147	6	\$22,734.89	\$136	7	\$23,098.65	\$162
	O-3E Captain	6	\$31,413.58	\$188	5	\$35,050.94	\$175	5	\$35,611.75	\$178
	O-2E First Lieutenant	0	\$28,108.41	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-1E Lieutenant	1	\$25,496.50	\$25	1	\$42,310.16	\$42	1	\$42,987.13	\$43
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	1	\$38,281.78	\$38	1	\$41,396.55	\$41	1	\$42,058.89	\$42
	W-3 Chief Warrant Officer	3	\$28,171.91	\$85	3	\$23,174.97	\$70	3	\$23,545.77	\$71
	W-2 Chief Warrant Officer	5	\$23,604.13	\$118	4	\$28,790.50	\$115	4	\$29,251.15	\$117
W-1 Warrant Officer	0	\$0.00	\$0	4	\$31,502.95	\$126	4	\$32,007.00	\$128	
	Officer	124	\$27,254.54	\$3,380	124	\$35,584.52	\$4,412	124	\$36,089.21	\$4,475
Moving-In Housing Allowance		254	\$1,358.27	\$345	254	\$1,373.84	\$349	254	\$1,395.82	\$355
Total BAH - Overseas		889		\$22,481	868		\$25,106	865		\$25,364
TOTAL BAH		21,430		\$501,629	20,652		\$496,833	20,696		\$505,390
Anticipated Amount to be reprogrammed							\$4,243			
Less Workyears Funded in OCO					124		\$8,588			
Baseline Funded Workyears							\$492,488			

PROJECT: F. Basic Allowance for Subsistence

FY 2016 Estimate	\$65,674
FY 2015 Estimate	\$63,449
FY 2014 Actuals	\$62,805

PART I - PURPOSE AND SCOPE

The funds requested will provide subsistence allowances on a monthly basis to all officers as authorized by United States Code Title 37, 402 Pay and Allowances of the Uniformed Services, Chapter 7, Allowances.

PART 1 - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the officer man years programmed. FY16 rates increased by 3.4% based on an increase in the US Department of Agriculture Cost of Food Index.

Details of the fund computation are provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
OFFICER BAS	21,772	\$2,884.67	\$62,805	21,017	\$3,019.14	\$63,453	21,062	\$3,118.11	\$65,674
Anticipated Amount to be reprogrammed						\$304			
Less Workyears Funded in OCO				124		\$308			
Baseline Funded Workyears						\$63,449			

PROJECT: G. Overseas Station Allowance

FY 2016 Estimate \$47,360
 FY 2015 Estimate \$28,603
 FY 2014 Actuals \$45,112

PART I - PURPOSE AND SCOPE

The funds requested will help to defray the excess costs of food, lodging, and related incidental expenses experienced by officers and their dependents on permanent duty outside the contiguous United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of Title 37 United States Code 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	6	\$1,543.93	\$9	6	\$1,367.00	\$8	6	\$1,384.77	\$8
Cost of Living Regular with Dependents	1,997	\$15,097.70	\$30,149	1,981	\$15,887.76	\$31,474	1,981	\$16,094.30	\$31,883
Cost of Living Regular without Dependents	1,006	\$10,506.22	\$10,568	981	\$11,055.97	\$10,846	981	\$11,199.70	\$10,987
TOTAL COST OF LIVING REGULAR	3,003	\$13,559.63	\$40,717	2,962	\$14,287.49	\$42,320	2,962	\$14,473.23	\$42,870
Temporary Lodging Allowance with Dependents	2,803	\$1,249.13	\$3,501	2,797	\$1,267.87	\$3,546	2,797	\$1,284.35	\$3,592
Temporary Lodging Allowance without Dependents	780	\$1,133.57	\$884	763	\$1,150.57	\$878	763	\$1,165.53	\$889
TOTAL TEMPORARY LODGING ALLOWANCE	3,583	\$1,223.97	\$4,385	3,560	\$1,242.73	\$4,424	3,560	\$1,258.89	\$4,482
TOTAL STATION ALLOWANCES	6,591	\$6,843.95	\$45,112	6,528	\$7,161.75	\$46,752	6,528	\$7,254.85	\$47,360
Anticipated Amount to be reprogrammed						(\$18,149)			
Baseline Funded Workyears						\$28,603			

PROJECT: H. CONUS Cost of Living Allowance (COLA)

FY 2016 Estimate \$509
 FY 2015 Estimate \$478
 FY 2014 Actuals \$565

PART I - PURPOSE AND SCOPE

As part of the DOD QOL actions, the funds requested will provide for payment of a Cost of Living Allowance (COLA) to members of the Uniformed Services who are assigned to high cost areas in the Continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold (108% of National Cost of Living Average) percentage is established by the Secretary of Defense and cannot be less than eight percent. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. This allowance was authorized by the FY 1995 DOD Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

CONUS COLA payments are determined by multiplying the projected number of personnel eligible by an estimated rate.

The computation of fund requirements is provided in the following tables:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Conus COLA with Dependents	269	\$1,646.53	\$444	242	\$1,677.97	\$406	242	\$1,699.78	\$411
Conus COLA without Dependents	10,067	\$1,271.02	\$122	77	\$1,255.20	\$97	77	\$1,271.52	\$98
TOTAL CONUS COLA	365	\$1,548.18	\$565	319	\$1,575.92	\$503	319	\$1,596.41	\$509
Anticipated Amount to be reprogrammed						(\$25)			
Baseline Funded Workyears						\$478			

PROJECT: I. Uniform Allowances

FY 2016 Estimate \$1,058
 FY 2015 Estimate \$1,010
 FY 2014 Actuals \$1,010

PART I - PURPOSE AND SCOPE

The funds requested will provide initial and additional uniform allowances to eligible officers upon entering the service to purchase required uniforms as authorized in United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 7, Allowances.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the number of eligible officers programmed.

Fund computations are provided on the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Uniform - Initial	1,618	\$400.00	\$647	1,704	\$400.00	\$682	1,706	\$400.00	\$682
Uniform - Additional	1,566	\$200.00	\$313	1,621	\$200.00	\$324	1,623	\$200.00	\$325
Civilian - Initial	45	\$989.00	\$45	45	\$1,006.20	\$45	45	\$1,022.30	\$46
Civilian - Additional	15	\$329.67	\$5	15	\$335.40	\$5	15	\$340.77	\$5
TOTAL OFFICER CLOTHING	10,067	\$311.30	\$1,010	3,385	\$312.00	\$1,056	3,389	\$312.22	\$1,058
Anticipated Amount to be reprogrammed						(\$46)			
Baseline Funded Workyears						\$1,010			

PROJECT: J: Family Separation Allowance

FY 2016 Estimate \$2,823
 FY 2015 Estimate \$1,992
 FY 2014 Actuals \$5,675

PART I - PURPOSE AND SCOPE

The funds requested are to equitably reimburse officers involuntarily separated from their dependents for the average extra expenses that result from the separation as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 7, Allowances.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the statutory rate applicable.

Details of the cost computation are provided by the following tables:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
On PCS with Dependents not authorized	319	\$3,000.00	\$956	265	\$3,000.00	\$795	265	\$3,000.00	\$795
On Board Ship for More Than Thirty Days	8	\$3,000.00	\$25	7	\$3,000.00	\$21	7	\$3,000.00	\$21
On TDY for More Than Thirty Days	1,565	\$3,000.00	\$4,694	669	\$3,000.00	\$2,007	669	\$3,000.00	\$2,007
TOTAL SEPARATION ALLOWANCE	1,892	\$3,000.00	\$5,675	941	\$3,000.00	\$2,823	941	\$3,000.00	\$2,823
Anticipated Amount to be reprogrammed						(\$831)			
Baseline Funded Workyears						\$1,992			

PROJECT: K. Separation Payments

FY 2016 Estimate	\$14,887
FY 2015 Estimate	\$13,593
FY 2014 Actuals	\$45,944

PART I - PURPOSE AND SCOPE

The funds requested will provide payments for:

- Unused accrued leave to officers separated or released from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowance of the Uniformed Services, Chapter 9, Leave

- Severance pay to officers who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination severance pay to officers not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation

- Readjustment pay to reserve officers who are involuntarily released from active duty as authorized by United States Code Title 10, Armed Forces, Chapter 39, Active Duty

- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) payments to personnel who are encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190)

- Early Retirement - The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force draw down. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the Services in achieving their draw down goals of maintaining readiness and treating people fairly. The criteria for early retirement includes such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay (adjusted for COLA) X reduction factor. For members who leave under the early retirement program, the Marine Corps is required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This periodic defined as that period equal to the difference between 20 years and the number of years completed by the member

- \$30,000 Lump Sum Bonus - The FY 2000 National Defense Authorization Act provided a \$30,000 lump sum bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan.

PART II - JUSTIFICATION OF FUNDS REQUIRED

Separation payments are calculated by using cost factors, which are based on past experience, and programmed separations by type and by grade.

PROJECT: P. Separation Payments

PART II - JUSTIFICATION OF FUNDS REQUESTED

(In Thousands of Dollars)

Unused Accrued Leave

	FY14 Actuals				FY15 Estimate				FY16 Estimate			
	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount
O-10 General	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
O-9 Lieutenant General	4	35	\$502.92	\$70	4	35	\$504.17	\$71	4	35	\$507.95	\$71
O-8 Major General	4	35	\$620.26	\$87	3	57	\$472.74	\$81	3	57	\$477.35	\$82
O-7 Brigadier General	3	36	\$328.10	\$35	1	56	\$407.02	\$23	1	56	\$410.99	\$23
O-6 Colonel	117	12	\$337.71	\$474	55	18	\$349.50	\$346	55	18	\$353.78	\$350
O-5 Lieutenant Colonel	229	9	\$552.85	\$1,171	150	20	\$284.12	\$852	150	20	\$287.60	\$863
O-4 Major	385	9	\$541.35	\$1,928	298	24	\$240.69	\$1,721	298	24	\$243.64	\$1,742
O-3 Captain	693	8	\$384.28	\$2,197	626	18	\$186.12	\$2,097	626	18	\$188.41	\$2,123
O-2 First Lieutenant	291	7	\$299.63	\$632	246	16	\$145.00	\$571	246	16	\$146.77	\$578
O-1 Second Lieutenant	12	8	\$115.51	\$11	8	11	\$104.49	\$9	8	11	\$105.77	\$9
O-3E Captain	88	10	\$284.04	\$250	76	13	\$217.25	\$215	76	13	\$219.92	\$217
O-2E First Lieutenant	17	9	\$214.61	\$31	16	11	\$172.29	\$30	16	11	\$174.41	\$31
O-1E Lieutenant	7	30	\$139.86	\$29	7	30	\$141.31	\$30	7	30	\$143.04	\$30
W-5 Chief Warrant Officer	13	7	\$266.62	\$24	13	7	\$269.29	\$25	13	7	\$272.49	\$25
W-4 Chief Warrant Officer	33	20	\$233.15	\$150	31	20	\$229.38	\$142	31	20	\$232.23	\$144
W-3 Chief Warrant Officer	45	10	\$220.95	\$99	38	11	\$190.62	\$80	38	11	\$192.93	\$81
W-2 Chief Warrant Officer	24	13	\$197.53	\$62	16	14	\$161.67	\$36	16	14	\$163.65	\$37
W-1 Warrant Officer	2	36	\$139.95	\$10	2	36	\$141.30	\$10	2	36	\$143.03	\$10
Officer	1,967	14	\$262.81	\$7,261	1,590	23	\$170.71	\$6,338	1,590	23	\$172.79	\$6,416

Separation Payments

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	37	\$51,347.48	\$1,900	18	\$63,326.69	\$1,140	18	\$64,102.80	\$1,154
Discharge Gratuity	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SEVERANCE, NON-DISABILITY	124	\$81,622.96	\$10,148	80	\$67,618.63	\$5,409	80	\$68,447.33	\$5,476
Involuntary - Half Pay	1	\$86,998.46	\$87	2	\$71,885.08	\$144	2	\$72,766.08	\$146
Involuntary - Full Pay	123	\$81,579.37	\$10,061	78	\$67,509.23	\$5,266	78	\$68,336.60	\$5,330
VSI Trust Fund Payment	1	\$459,536.45	\$460	1	\$344,800.00	\$345	1	\$401,800.00	\$402
Voluntary Separation Payment	101	\$150,039.27	\$15,154	0	\$0.00	\$0	0	\$0.00	\$0
Temporary Early Retirement	114	\$86,483.11	\$9,859	0	\$0.00	\$0	0	\$0.00	\$0
\$30,000 Lump Sum Bonus	39	\$30,000.00	\$1,163	48	\$30,000.00	\$1,440	48	\$30,000.00	\$1,440
TOTAL SEPARATION PAY (LESS LSL)	416	\$92,970.53	\$38,683	147	\$56,695.04	\$8,334	147	\$57,628.82	\$8,471
TOTAL SEPARATION PAY	2,383		\$45,944	1,737		\$14,673	1,737		\$14,887
Anticipated Amount to be reprogrammed						\$304			
Baseline Funded Workyears						\$13,593			

PROJECT: Q. Social Security Tax-Employer's Contribution

FY 2016 Estimate \$116,166
 FY 2015 Estimate \$113,239
 FY 2014 Actuals \$118,469

PART I - PURPOSE AND SCOPE

Funds requested represent the Government's contribution (as an employer) as required by the Federal Insurance Contribution Act (FICA).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983, established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45% medical contribution.

Taxable income ceilings for OASDI are as follows:

Calendar Year 2014 - 7.65% on first \$117,00 and 1.45% on the remainder
 Calendar Year 2015 - 7.65% on first \$118,500 and 1.45% on the remainder
 Calendar Year 2016 - 7.65% on first \$123,600 and 1.45% on the remainder

Details of the computations are shown in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total FICA	21,772	\$5,441.33	\$118,469	21,017	\$5,454.61	\$114,640	21,062	\$5,515.44	\$116,166
Anticipated Amount to be reprogrammed						\$120			
Less Workyears Funded in OCO				124		\$1,521			
Baseline Funded Workyears						\$113,239			

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - (Budget Activity 2)
(In Thousands of Dollars)

PAY AND ALLOWANCE OF ENLISTED

		<u>AMOUNT</u>
FY 2015 DIRECT PROGRAM		\$8,817,401
Increases:		
PRICING INCREASES:		
Basic Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	\$44,747	
Basic Allowance for Housing increase due to the housing cost growth of 2.0%, effective 1 January 2016	\$21,894	
Basic Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	\$14,613	
Basic Allowance for Housing increase due to the housing cost growth of 1.6%, effective 1 January 2015	\$7,298	
FICA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	\$4,584	
Clothing Allowance increase in average rate	\$2,229	
Overseas Station Allowance - COLA increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	\$1,585	
FICA increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	\$1,528	
Reenlistment Bonus increase in average rate	\$1,000	
Separation Pay increase due to the annualization of the 1.3% pay raise, effective 1 January 2016	\$802	
Overseas Station Allowance - COLA increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	\$528	
Overseas Housing Allowance increase due to the housing cost growth of 1.6%, effective 1 January 2016	\$453	
Separation Pay increase due to the annualization of the 1.0% pay raise, effective 1 January 2015	\$267	
Overseas Housing Allowance increase due to the housing cost growth of 1.4%, effective 1 January 2015	\$151	
Overseas Station Allowance - Temporary Lodging Allowance increase due to rate changes	\$102	
CONUS Cost of Living Allowance increase in average rate	\$29	
TOTAL PRICING INCREASES		\$101,810
PROGRAM INCREASES:		
Anticipated Amount to be Reprogrammed	\$51,724	
Overstrength funded in OCO	\$16,288	
Enlistement Bonus Program increase in the members expected to receive bonus	\$1,707	
Overseas Housing Allowance increase in the members expected to receive OHA	\$876	
Special Pay increase in members receiving Assignment Incentive Pay	\$441	
Clothing Allowance increase in the members expected to receive clothing	\$393	
TOTAL PROGRAM INCREASES		\$71,429
TOTAL INCREASES		\$173,239
Decreases:		
PRICING DECREASES:		
Retired Pay Accrual decrease due to the annualization of the 1.3% pay raise, effective 1 January 2016	(\$9,547)	
Retired Pay Accrual decrease due to the annualization of the 1.0% pay raise, effective 1 January 2015	(\$3,183)	
Special Pay decrease due to change in rate (FLPP, Critical Skills Bonus and Assignment Incentive Pay)	(\$309)	
TOTAL PRICING DECREASES		(\$13,039)
PROGRAM DECREASES:		
Basic Pay decrease due to work year reduction	(\$54,020)	
Retired Pay Accrual decrease due to work year reduction	(\$23,844)	
Basic Allowance for Housing decrease due to work year reduction	(\$7,323)	
FICA decrease due to work year reduction	(\$5,522)	
Special Pay decrease in members receiving CSRB, Hardship Duty - Mission Pay and Personnel Allowance	(\$157)	
Overseas Station Allowance decrease in members receiving Temporary Lodging Allowance	(\$1)	
TOTAL PROGRAM DECREASES		(\$90,868)
TOTAL DECREASES		(\$103,906)
FY 2016 DIRECT PROGRAM		\$8,886,734

PROJECT: A. Basic Pay

FY 2016 Estimate	\$4,831,024
FY 2015 Estimate	\$4,831,139
FY 2014 Actual	\$4,955,049

PART I - PURPOSE AND SCOPE

The funds requested will provide for basic compensation and length of service increments for enlisted personnel on active duty, in accordance with Title 37 U.S.C., Pay and Allowance of the Uniformed Services, Chapter 3, Basic Pay. Basic Pay is the primary means of compensating members of the Uniformed Services. Except for certain periods of unauthorized absence, excess leave, and confinement after an enlistment has expired, every member is entitled to basic pay while on active duty paid on a regular basis at a rate determined by pay grade and length of service.

PART II - JUSTIFICATION OF FUNDS REQUIRED

FY 2014 funding requirements included a 1.0% pay raise. The budget for FY 2015 provides for a basic pay increase of 1.0% and 1.3% for FY 2016. Across-the-board pay raises are effective 1 January each year. Per FY 2007 NDAA pay tables are expanded to 40 years of service.

The FY 2016 program is based on a beginning strength 163,188 an end strength of 163,088 and an average strength of 163,037. Costs are determined on the basis of grade distribution by longevity for each fiscal year. The average rates utilized are derived from a consideration of the current longevity adjusted by planned gains and losses for respective years.

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	Members	Rate	Amount	Members	Rate	Amount	Members	Rate	Amount
SMMC	1	93,565.12	\$94	1	94,498.44	\$94	1	95,656.56	\$96
E-9 Sergeant Major/Master Gunnery Sergeant	1,599	74,502.25	\$119,129	1,571	75,179.61	\$118,107	1,574	76,094.31	\$119,772
E-8 First Sergeant/Master Sergeant	3,937	57,936.92	\$228,098	3,860	58,489.64	\$225,770	3,820	59,223.78	\$226,235
E-7 Gunnery Sergeant	8,804	49,570.87	\$436,422	8,348	50,079.38	\$418,063	8,369	50,712.05	\$424,409
E-6 Staff Sergeant	15,468	40,935.21	\$633,186	14,978	41,339.26	\$619,179	15,301	41,858.77	\$640,481
E-5 Sergeant	28,123	32,738.26	\$920,698	26,898	33,024.64	\$888,297	26,468	33,438.35	\$885,046
E-4 Corporal	36,426	26,467.16	\$964,093	38,132	26,704.06	\$1,018,279	37,420	27,033.74	\$1,011,603
E-3 Lance Corporal	48,400	22,372.78	\$1,082,842	43,883	22,585.56	\$991,122	43,461	22,865.88	\$993,774
E-2 Private First Class	20,361	20,550.88	\$418,436	18,383	20,757.36	\$381,583	18,200	21,011.76	\$382,414
E-1>4 Private	3,376	17,569.27	\$59,314	3,583	17,497.80	\$62,695	3,190	17,708.71	\$56,491
E-1<4 Private	5,470	16,953.78	\$92,737	5,881	17,123.04	\$100,701	5,233	17,332.92	\$90,703
Enlisted	171,965	28,814.29	\$4,955,049	165,518	29,144.20	\$4,823,890	163,037	29,631.46	\$4,831,024
Forfeitures			\$5,433			\$7,941			\$7,366
Total Enlisted Basic Pay Subject to RPA/FICA			\$4,949,616			\$4,815,948			\$4,823,658
Total Enlisted Basic Pay Requirement	171,965	\$28,814.29	\$4,955,049	165,518	\$29,144.20	\$4,823,890	163,037	\$29,631.46	\$4,831,024
Anticipated Amount to be Reprogrammed						\$18,896			
Less Workyears Funded in OCO				3,908		\$11,647			
Baseline Funded Workyears						\$4,831,139			

PROJECT: B. Retired Pay Accrual-Enlisted

FY 2016 Estimate	\$1,513,761
FY 2015 Estimate	\$1,546,174
FY 2014 Actuals	\$1,603,826

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C. 1466.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA NCP is 32.4% for FY 2014, 32.2% for FY 2015 and 31.4% for FY 2016. The Part-time RPA NCP is 24.5% for FY 2014, 22.5% for FY 2015 and 23.0% for FY 2016. Details of the cost computation are provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total Retired Pay Accrual	170,884	\$9,330.99	\$1,594,516	165,371	\$9,369.28	\$1,549,407	162,694	\$9,289.75	\$1,511,386
Total Part-Time Retired Pay Accrual	1,081	\$8,612.80	\$9,310	147	\$6,311.75	\$928	343	\$6,925.23	\$2,375
Total RPA	171,965	\$9,326.47	\$1,603,826	165,518	\$9,366.57	\$1,550,335	163,037	\$9,284.77	\$1,513,761
Anticipated Amount to be Reprogrammed						(\$411)			
Less Workyears Funded in OCO				3,908		\$3,750			
Baseline Funded Workyears						\$1,546,174			

PROJECT: C. Incentive Pay

FY 2016 Estimate	\$9,508
FY 2015 Estimate	\$9,946
FY 2014 Actuals	\$9,532

PART I - PURPOSE AND SCOPE

The funds requested will provide incentive pay to enlisted personnel performing hazardous duty as prescribed by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 5, Special and Incentive Pays.

Included in this request are the following types of duty:

- Flying Duty (Crew member):
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a crew member.
- Flying Duty (Non-crew member):
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a non-crew member.
- Flight Deck Duty:
To provide additional payment for duty involving participation in flight operations aboard ship.
- Parachute Duty:
To provide additional payment for enlisted personnel who perform parachute jumping as an essential part of military duty.
- Demolition Duty:
To provide additional payment for enlisted personnel who perform duty involving the demolition of explosives as a primary duty, including training for such duty.
- High Altitude/Low Opening (HALO):
To provide additional payment for enlisted personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.
- High/Low Pressure Chamber:
To provide additional payment of enlisted personnel who performed duty within a high-pressure (hyperbaric or recompression) chamber or performed within a low pressure (altitude) chamber.
- Chemical Munitions:
To provide additional payment for enlisted personnel who performed duty involving the handling of chemical munitions (or components of such munitions) as a primary duty.

PROJECT: C. Incentive Pay

PART II - JUSTIFICATION OF FUNDS REQUESTED

Hazardous duty pay is computed on the basis of the average number of enlisted personnel in each grade who are eligible for payment.

The computation of fund requirements is provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Flying Duty Crewmembers	<u>1,323</u>	\$2,212.93	\$2,929	<u>1,317</u>	\$2,212.82	\$2,914	<u>1,317</u>	\$2,212.82	\$2,914
E-9 Sergeant Major/Master Gunnery Sergeant	9	\$2,880.00	\$26	9	\$2,880.00	\$26	9	\$2,880.00	\$26
E-8 First Sergeant/Master Sergeant	29	\$2,880.00	\$84	29	\$2,880.00	\$84	29	\$2,880.00	\$84
E-7 Gunnery Sergeant	109	\$2,880.00	\$314	108	\$2,880.00	\$311	108	\$2,880.00	\$311
E-6 Staff Sergeant	236	\$2,580.00	\$609	235	\$2,580.00	\$606	235	\$2,580.00	\$606
E-5 Sergeant	308	\$2,280.00	\$702	307	\$2,280.00	\$700	307	\$2,280.00	\$700
E-4 Corporal	310	\$1,980.00	\$614	307	\$1,980.00	\$608	307	\$1,980.00	\$608
E-3 Lance Corporal	315	\$1,800.00	\$567	315	\$1,800.00	\$567	315	\$1,800.00	\$567
E-2 Private First Class	6	\$1,800.00	\$11	6	\$1,800.00	\$10	6	\$1,800.00	\$10
E-1 Private	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Flying Duty Non-crewmembers	508	\$1,800.00	\$914	506	\$1,800.00	\$911	506	\$1,800.00	\$911
Flight Deck Duty Pay	494	\$1,800.00	\$889	494	\$1,800.00	\$889	494	\$1,800.00	\$889
Parachute Jumping Duty	968	\$1,800.00	\$1,742	967	\$1,800.00	\$1,741	967	\$1,800.00	\$1,741
Demolition Duty	605	\$1,800.00	\$1,089	603	\$1,800.00	\$1,085	603	\$1,800.00	\$1,085
HALO Pay	718	\$2,700.00	\$1,939	718	\$2,700.00	\$1,939	718	\$2,700.00	\$1,939
Firefighter	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
HILO Pressure	14	\$1,800.00	\$25	14	\$1,800.00	\$25	14	\$1,800.00	\$25
Thermal Stress	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Chem Munitions	2	\$1,800.00	\$4	2	\$1,800.00	\$4	2	\$1,800.00	\$4
TOTAL INCENTIVE/HAZARD PAY	4,632	\$2,057.76	\$9,532	4,621	\$2,057.48	\$9,508	4,621	\$2,057.48	\$9,508
Anticipated Amount to be Reprogrammed						\$438			
Baseline Funded Incentive Pay						\$9,946			

PROJECT: D. Special Pay

FY 2016 Estimate	\$51,657
FY 2015 Estimate	\$47,389
FY 2014 Actuals	\$86,961

PART I - PURPOSE AND SCOPE

The funds requested will provide for special pay in accordance with United States Code Title 37, Pay and Allowance of the Uniformed Services, Chapter 5, Special and Incentive Pays and Chapter 7, Allowances. Included in this request for special pay and allowances are the following:

- Career Sea Pay:
To provide additional payment for enlisted personnel in the grades of Corporal and above who are assigned to sea duty.

- Hardship Duty Pay:
To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Member may qualify for Hardship Duty Pay (HDP) based on performance of a hardship mission or duty in a designated hardship location.

- Personal Money Allowance:
To provide additional payment intended to partially reimburse the Sergeant Major of the Marine Corps for the many unusual expenses incurred in the performance of his official duties.

- Diving Duty Pay:
To provide additional payment for enlisted personnel performing duties involving scuba diving.

- Overseas Extension Pay:
To provide additional pay for enlisted personnel in designated specialties who have completed their tour of duty at an overseas location and execute an agreement to extend that tour for a period of not less than one year.

- Imminent Danger Pay:
To provide additional payment for enlisted personnel performing duties in designated hostile areas.

- Foreign Language Proficiency Pay:
To provide additional payment for enlisted personnel proficient in specific foreign languages in accordance with Section 634 of the FY 1987 National Defense Authorization Bill.

- Critical Skills Retention Bonus:
To provide financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.

- Assignment Incentive Pay:
To provide a flexible, market based incentive to encourage enlisted members to volunteer for difficult-to-fill jobs or less desirable geographic locations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

These special pays are force shaping tools required to provide the requisite skill sets necessary to prosecute this initiative. Pays impacted to support this initiative include Foreign Language Proficiency Pay, Critical Skills Retention Bonus, Select Reenlistment Bonus, Enlistment Bonus and Assignment Incentive Pay. Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.

PROJECT: D. Special Pay

The computation of fund requirements is provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY									
E-9	17	\$1,920.00	\$33	17	\$2,400.00	\$41	17	\$2,400.00	\$41
E-8	50	\$1,920.00	\$96	50	\$2,400.00	\$120	50	\$2,400.00	\$120
E-7	136	\$1,920.00	\$261	136	\$2,400.00	\$326	136	\$2,400.00	\$326
E-6	245	\$1,620.00	\$397	245	\$2,025.00	\$496	245	\$2,025.00	\$496
E-5	589	\$840.00	\$495	589	\$1,050.00	\$618	589	\$1,050.00	\$618
E-4	1,153	\$840.00	\$969	1,153	\$1,050.00	\$1,211	1,153	\$1,050.00	\$1,211
E-3	1,469	\$600.00	\$881	1,469	\$750.00	\$1,102	1,469	\$750.00	\$1,102
E-2	72	\$600.00	\$43	72	\$750.00	\$54	72	\$750.00	\$54
E-1	3	\$600.00	\$2	3	\$750.00	\$2	3	\$750.00	\$2
SUBTOTAL CAREER SEA PAY	3,734	\$850.65	\$3,176	3,734	\$1,063.32	\$3,970	3,734	\$1,063.32	\$3,970
Hardship Duty - Location \$100	8,048	\$1,200.00	\$9,658	2,076	\$1,200.00	\$2,491	2,076	\$1,200.00	\$2,491
Hardship Duty - Mission Pay	7	\$1,800.00	\$13	7	\$1,800.00	\$13	5	\$1,800.00	\$9
Hardship Duty - TEMPO	0	\$0.00	\$0	95	\$5,940.00	\$564	95	\$5,940.00	\$564
Personal Allowance (SMMC)	2	\$2,000.00	\$4	2	\$2,000.00	\$4	1	\$2,000.00	\$2
Diving Duty Pay	515	\$2,580.00	\$1,329	515	\$2,580.00	\$1,329	515	\$2,580.00	\$1,329
Diving Student Pay	2	\$1,800.00	\$4	2	\$1,800.00	\$4	2	\$1,800.00	\$4
Overseas Extension Pay	67	\$2,000.00	\$134	67	\$2,000.00	\$134	67	\$2,000.00	\$134
Imminent Danger Pay	8,647	\$2,700.00	\$23,348	1,241	\$2,700.00	\$3,351	1,241	\$2,700.00	\$3,351
Foreign Language Proficiency Pay	4,150	\$2,893.30	\$12,007	3,691	\$2,748.34	\$10,144	3,691	\$2,748.31	\$10,144
Critical Skills Retention Bonus	9	\$28,933.33	\$260	18	\$37,777.78	\$680	14	\$23,885.71	\$334
Assignment Incentive Pay	18	\$10,293.00	\$185	30	\$10,500.00	\$315	72	\$8,916.66	\$642
SUBTOTAL	13,417	\$2,778.86	\$37,284	5,573	\$2,866.29	\$16,538	5,703	\$2,895.44	\$16,513
SUBTOTAL SPECIAL PAY	25,199		\$50,118	11,383		\$23,000	11,513		\$22,974

PROJECT: E. Special Duty Assignment Pay

PART I - PURPOSE AND SCOPE

These funds provide an additional monthly payment for performing duties which have been designated as extremely difficult or as involving an unusual degree of responsibility in a military skill, as authorized in U.S. Code Title 37, Section 307.

The following are examples of military skills for which payments are provided:

- (a) Drill Instructor Duty
- (b) Marine Corps Special Operations Command
- (c) Career Planners and Recruiting Duty
- (d) Marine Security Guards at U.S. Embassies
- (e) School of Infantry Instructors

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on the number of individuals programmed to occupy skills for which special duty assignment is authorized.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
SDA 6 - \$450	3,725	\$5,400.00	\$20,115	0	\$5,400.00	\$0	0	\$5,400.00	\$0
SDA 5 - \$375	2,026	\$4,500.00	\$9,117	4,556	\$4,500.00	\$20,502	4,556	\$4,500.00	\$20,502
SDA 4 - \$300	101	\$3,600.00	\$364	110	\$3,600.00	\$396	110	\$3,600.00	\$396
SDA 3 - \$225	1,349	\$2,700.00	\$3,642	1,274	\$2,700.00	\$3,440	1,274	\$2,700.00	\$3,440
SDA 2 - \$150	1,511	\$1,800.00	\$2,720	1,958	\$1,800.00	\$3,524	1,958	\$1,800.00	\$3,524
SDA 1 - \$75	984	\$900.00	\$885	912	\$900.00	\$821	912	\$900.00	\$821
TOTAL SDA	9,696	\$3,799.99	\$36,843	8,810	\$3,255.73	\$28,683	8,810	\$3,255.73	\$28,683
TOTAL SPECIAL PAY			\$86,961			\$51,683			\$51,657
Anticipated Amount to be Reprogrammed						(\$4,294)			
Baseline Funded Special Pay						\$47,389			

PROJECT: F. Reenlistment Bonus

FY 2016 Estimate	\$56,000
FY 2015 Estimate	\$55,000
FY 2014 Actuals	\$59,225

PART I - PURPOSE AND SCOPE

The Reenlistment Bonus (authorized by 37, U.S. Code, Section 308) - Provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs. Payable to an individual with between twenty-one months and fourteen years of active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of sixteen years is not used in the computation. The maximum payment is \$90,000. All SRB contracts are paid in one lump-sum.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The primary objectives of the reenlistment bonus is to maintain an adequate level of experienced and qualified enlisted personnel in the peacetime forces.

- 10 Most Critical Career Force Skill Shortage Occupations
- 0211 Counterintelligence/Human Intelligence Specialist
- 0321 Reconnaissance Man
- 0372 Critical Skill Operator
- 0651 Cyber Network Operator
- 0659 Cyber Network Systems Chief
- 0681 Information Security Technician
- 0689 Cyber Security Technician
- 2336 Explosive Ordnance Disposal Technician
- 5821 Criminal Investigator (CID) Agent
- 7257 Air Traffic Controller

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TOTAL SRB	2,808	\$21,091.64	\$59,225	3,200	\$17,187.50	\$55,000	3,200	\$17,500.00	\$56,000

**MILITARY PERSONNEL, MARINE CORPS
SELECTED REENLISTMENT BONUS (SRB)
(In Thousands of Dollars)**

	FY 2014 Actuals		FY 2015 Est		FY 2016 Est		FY 2017 Est		FY 2018 Est		FY 2019 Est		FY 2020 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2014 Actuals	2,808	\$59,225												
FY 2015 Initial			3,200	\$55,000										
FY 2016 Initial					3,200	\$56,000								
FY 2017 Initial							3,200	\$56,387						
FY 2018 Initial									3,200	\$56,774				
FY 2019 Initial											3,200	\$57,161		
FY 2020 Initial													3,200	\$58,189
Total SRB		\$59,225		\$55,000		\$56,000		\$56,387		\$56,774		\$57,161		\$58,189

PROJECT: G. Enlistment Bonus Program

FY 2016 Estimate	\$8,520
FY 2015 Estimate	\$6,813
FY 2014 Actuals	\$7,741

PART I - PURPOSE AND SCOPE

The funds requested will provide a monetary incentive to encourage highly qualified individuals to enlist for and serve in military skills that are classified as critical skill shortage occupations. This compensation is in accordance with provisions of 37 U.S.C. 309.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The enlistment program allows the Marine Corps to remain competitive in the market for high quality recruits, which in turn allows us to maintain readiness by providing a sufficient number of Marines with the necessary skills to perform the units' missions. The improved recruiting environment in FY 2014 is anticipated to continue for the foreseeable future, which will allow the Marine Corps to decrease the number of eligible members receiving enlistment bonuses in FY 2015 and FY 2016.

Details of the bonus award levels and number of bonus payments are provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Initial Payment - \$ 1,000	178	\$1,000.00	\$178	202	\$1,000.00	\$202	0	\$0.00	\$0
Initial Payment - \$ 2,000	0	\$0.00	\$0	33	\$2,000.00	\$66	0	\$0.00	\$0
Initial Payment - \$ 2,500	0	\$0.00	\$0	0	\$0.00	\$0	100	\$2,500.00	\$250
Initial Payment - \$ 3,000	325	\$3,000.00	\$975	0	\$0.00	\$0	150	\$3,000.00	\$450
Initial Payment - \$ 4,000	246	\$4,000.00	\$984	360	\$4,000.00	\$1,440	550	\$4,000.00	\$2,200
Initial Payment - \$ 5,000	376	\$5,000.00	\$1,880	455	\$5,000.00	\$2,275	507	\$5,000.00	\$2,535
Initial Payment - \$ 6,000	3	\$6,000.00	\$18	10	\$6,000.00	\$60	160	\$6,000.00	\$960
Initial Payment - \$ 7,000	127	\$7,000.00	\$889	150	\$7,000.00	\$1,050	0	\$0.00	\$0
Initial Payment - \$ 7,500	94	\$7,500.00	\$705	0	\$0.00	\$0	150	\$7,500.00	\$1,125
Initial Payment - \$ 8,000	264	\$8,000.00	\$2,112	215	\$8,000.00	\$1,720	0	\$0.00	\$0
Initial Payment - \$ 10,000	0	\$0.00	\$0	0	\$0.00	\$0	100	\$10,000.00	\$1,000
Initial Payment - \$ 12,000	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Initial Payment - \$ 15,000	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Initial Payment - \$ 25,000	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL ENLISTMENT BONUS	1,613	\$4,799.13	\$7,741	1,425	\$5,035.48	\$6,813	1,717	\$4,962.14	\$8,520

MILITARY PERSONNEL, MARINE CORPS
ENLISTMENT BONUS (EB)
(In Thousands of Dollars)

	FY 2014 Actuals		FY 2015 Est		FY 2016 Est		FY 2017 Est		FY 2018 Est		FY 2019 Est		FY 2020 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2014 Actuals	1,613	\$7,741												
FY 2015 Initial			1,425	\$6,813										
FY 2016 Initial					1,717	\$8,520								
FY 2017 Initial							1,644	\$7,879						
FY 2018 Initial									1,613	\$7,736				
FY 2019 Initial											1,666	\$7,952		
FY 2020 Initial													1,694	\$8,096
Total EB		\$7,741		\$6,813		\$8,520		\$7,879		\$7,736		\$7,952		\$8,096

PROJECT: J. Basic Allowance for Housing

FY 2016 Estimate	\$1,614,206
FY 2015 Estimate	\$1,583,844
FY 2014 Actuals	\$1,608,172

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The BAH combines housing payments formerly provided by Basic Allowance for Quarter (BAQ) and Variable Housing Allowance (VHA). In addition, the Overseas Housing Allowance (OHA) payment, formerly budgeted in Overseas Station Allowance, was also realigned into this allowance section by the change in law. Payment to service members is authorized by revisions to 37 U.S.C. 403. The FY00 National Defense Authorization Act directed the BAH transition to market-based housing rates be accelerated and completed during FY 2005.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Housing rates are budgeted to increase by 3.9% in FY 2014, 2.3% in FY 2015 and 1.9% in FY 2016 based on revised housing survey data. Detailed cost computations are provided in the following table:

The Basic Allowance for Housing (BAH) Fiscal Year 2016 average inflation rate is 1.9 percent. The January 1, 2015 and January 1, 2016 average BAH inflation rate assumption are respectively, 1.6 percent and 2.0 percent on-average reflecting the Department's move to slow the growth of pay and benefits. The 2015 NDAA provided a 1 percent out-of-pocket reduction and renter's insurance (approximately 1 percent of BAH rates) was removed from the BAH computations by policy starting January 1, 2015. The FY 2016 budget reflects a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 4 percent out-of-pocket (5 percent cumulative) is reached. However, it should be noted that this 1/5% average increase is a budgetary planning factor and actual rates will continue to be set by the individual location based on the current local rental housing market survey process. Actual implementation of the out-of-pocket adjustment under the proposal will be computed based on a percentage of the national median cost, so that the actual out-of-pocket dollar amount will be the same by grade and dependency status in every military housing area.

PROJECT: J. Basic Allowance for Housing

BASIC ALLOWANCE FOR HOUSING - DOMESTIC

(In Thousands of Dollars)

		FY14 Actuals			FY15 Estimate			FY16 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH With Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	1,367	\$26,590.26	\$36,349	1,339	\$27,207.01	\$36,430	1,344	\$27,723.07	\$37,260
	E-8 First Sergeant/Master Sergeant	3,343	\$24,307.63	\$81,260	3,252	\$24,850.35	\$80,813	3,238	\$25,322.29	\$81,994
	E-7 Gunnery Sergeant	7,203	\$22,814.38	\$164,332	6,870	\$23,329.62	\$160,275	6,846	\$23,772.53	\$162,747
	E-6 Staff Sergeant	12,289	\$21,372.85	\$262,651	11,904	\$21,855.91	\$260,173	12,170	\$22,270.61	\$271,033
	E-5 Sergeant	19,730	\$19,392.29	\$382,610	18,860	\$19,842.31	\$374,226	18,593	\$20,218.68	\$375,926
	E-4 Corporal	14,711	\$17,855.53	\$262,673	15,366	\$18,268.08	\$280,707	15,140	\$18,614.75	\$281,827
	E-3 Lance Corporal	10,774	\$17,453.99	\$188,049	9,786	\$17,857.24	\$174,751	9,685	\$18,195.38	\$176,222
	E-2 Private First Class	1,649	\$16,366.16	\$26,988	1,472	\$16,742.58	\$24,645	1,473	\$17,059.83	\$25,129
	E-1 Private	342	\$13,587.63	\$4,647	360	\$13,910.84	\$5,008	327	\$14,175.14	\$4,635
	Enlisted	71,408	\$19,739.51	\$1,409,559	69,209	\$20,185.64	\$1,397,028	68,816	\$20,587.85	\$1,416,773
BAH Diff	Enlisted	879	\$2,577.33	\$2,265	854	\$2,610.05	\$2,229	849	\$2,647.96	\$2,248
BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	81	\$21,428.74	\$1,736	79	\$22,047.71	\$1,742	79	\$22,466.61	\$1,775
	E-8 First Sergeant/Master Sergeant	220	\$19,977.15	\$4,395	212	\$20,461.91	\$4,338	211	\$20,850.69	\$4,399
	E-7 Gunnery Sergeant	747	\$18,613.71	\$13,904	699	\$19,036.73	\$13,307	699	\$19,397.93	\$13,559
	E-6 Staff Sergeant	1,947	\$17,541.36	\$34,153	1,868	\$17,945.69	\$33,523	1,897	\$18,286.05	\$34,689
	E-5 Sergeant	2,468	\$15,585.80	\$38,466	2,251	\$15,929.57	\$35,857	2,246	\$16,231.33	\$36,456
	E-4 Corporal	2,510	\$13,329.77	\$33,458	2,463	\$13,605.38	\$33,510	2,443	\$13,863.88	\$33,869
	E-3 Lance Corporal	1,504	\$11,914.66	\$17,920	1,249	\$12,108.12	\$15,123	1,245	\$12,338.17	\$15,361
	E-2 Private First Class	863	\$6,276.66	\$5,417	768	\$6,424.00	\$4,934	768	\$6,546.06	\$5,027
	E-1 Private	740	\$5,964.87	\$4,414	780	\$6,105.17	\$4,762	698	\$6,221.17	\$4,342
	Enlisted	11,080	\$13,888.97	\$153,862	10,369	\$14,176.84	\$147,096	10,286	\$14,532.17	\$149,477
BAH Part	E-9 Sergeant Major/Master Gunnery Sergeant	5	\$223.20	\$1	5	\$223.20	\$1	5	\$223.20	\$1
	E-8 First Sergeant/Master Sergeant	9	\$183.60	\$2	9	\$183.60	\$2	9	\$183.60	\$2
	E-7 Gunnery Sergeant	40	\$144.00	\$6	39	\$144.00	\$6	38	\$144.00	\$5
	E-6 Staff Sergeant	178	\$118.80	\$21	174	\$118.80	\$21	179	\$118.80	\$21
	E-5 Sergeant	5,008	\$104.40	\$523	4,831	\$104.40	\$504	4,752	\$104.40	\$496
	E-4 Corporal	19,265	\$97.20	\$1,873	20,192	\$97.20	\$1,963	19,851	\$97.20	\$1,930
	E-3 Lance Corporal	35,872	\$93.60	\$3,358	32,648	\$93.60	\$3,056	32,215	\$93.60	\$3,015
	E-2 Private First Class	17,414	\$86.40	\$1,505	15,568	\$86.40	\$1,345	15,568	\$86.40	\$1,345
	E-1 Private	7,243	\$82.80	\$600	7,665	\$82.80	\$635	6,898	\$82.80	\$571
	Enlisted	85,034	\$92.77	\$7,889	81,131	\$92.83	\$7,532	79,515	\$92.90	\$7,388
Total Basic Allowance for Housing, Domestic		168,401	\$9,344.22	\$1,573,575	161,563	\$9,618.90	\$1,553,885	159,466	\$9,882.27	\$1,575,886

PROJECT: J. Basic Allowance for Housing

BASIC ALLOWANCE FOR HOUSING - OVERSEAS

(In Thousands of Dollars)

		FY14 Actuals			FY15 Estimate			FY16 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH With Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	34	\$36,976.65	\$1,257	34	\$40,653.67	\$1,382	34	\$41,304.13	\$1,404
	E-8 First Sergeant/Master Sergeant	76	\$34,720.67	\$2,639	75	\$38,173.35	\$2,863	76	\$38,784.12	\$2,948
	E-7 Gunnery Sergeant	170	\$34,646.84	\$5,890	162	\$38,092.18	\$6,171	162	\$38,701.65	\$6,270
	E-6 Staff Sergeant	340	\$33,158.92	\$11,274	329	\$36,456.30	\$11,994	340	\$37,039.60	\$12,593
	E-5 Sergeant	233	\$29,738.33	\$6,929	224	\$32,695.56	\$7,324	226	\$33,218.69	\$7,507
	E-4 Corporal	73	\$27,535.03	\$2,010	76	\$30,273.15	\$2,301	78	\$30,757.52	\$2,399
	E-3 Lance Corporal	24	\$25,935.08	\$622	22	\$28,514.09	\$627	30	\$28,970.31	\$869
	E-2 Private First Class	1	\$29,455.00	\$29	1	\$32,383.84	\$32	2	\$32,901.99	\$66
	E-1 Private	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	Enlisted	951	\$32,229.19	\$30,650	923	\$35,422.04	\$32,695	948	\$35,924.57	\$34,056
Overseas BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	2	\$30,810.00	\$62	2	\$33,874.00	\$68	2	\$34,415.98	\$69
	E-8 First Sergeant/Master Sergeant	13	\$27,587.23	\$359	13	\$30,330.56	\$394	13	\$30,815.84	\$401
	E-7 Gunnery Sergeant	23	\$29,025.48	\$668	22	\$31,911.84	\$702	21	\$32,422.43	\$681
	E-6 Staff Sergeant	26	\$23,043.54	\$599	21	\$29,941.38	\$629	22	\$30,420.44	\$669
	E-5 Sergeant	54	\$24,026.46	\$1,297	48	\$27,431.67	\$1,317	48	\$27,870.58	\$1,338
	E-4 Corporal	18	\$23,570.67	\$424	19	\$25,914.59	\$492	22	\$26,329.22	\$579
	E-3 Lance Corporal	5	\$23,085.00	\$115	5	\$25,380.63	\$127	4	\$25,786.72	\$103
	E-2 Private First Class	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	E-1 Private	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	Enlisted	141	\$24,993.60	\$3,524	130	\$28,683.66	\$3,729	132	\$29,088.91	\$3,840
Moving-In Housing Allowance	Enlisted	441	\$958.33	\$423	429	\$971.19	\$417	429	\$987.18	\$424
Total Basic Allowance for Housing, Overseas		1,533	\$22,567.96	\$34,597	1,482	\$24,858.34	\$36,840	1,509	\$25,394.12	\$38,320
Total BAH		169,932	\$9,463.62	\$1,608,172	163,045	\$9,756.36	\$1,590,725	160,975	\$10,027.68	\$1,614,206
Anticipated Amount to be Reprogrammed							(\$6,881)			
Baseline Funded Workyears							\$1,583,844			

PROJECT: K. Station Allowance, Overseas

FY 2016 Estimate	\$172,654
FY 2015 Estimate	\$119,641
FY 2014 Actuals	\$169,000

PART I - PURPOSE AND SCOPE

The funds requested will help to defray the excess costs of food, lodging and related incidental expenses experienced by enlisted personnel and their dependents on permanent duty outside the contiguous United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of Title 37, United States Code 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Overseas Station Allowances consists of Cost of Living Allowance (COLA) and Temporary Lodging Allowance (TLA).

COLA is based on the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area and biweekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	15,157	\$4,567.64	\$69,232	14,951	\$4,664.87	\$69,744	14,951	\$4,725.51	\$70,651
Cost of Living Regular with Dependents	6,551	\$11,070.98	\$72,526	6,466	\$11,307.20	\$73,112	6,466	\$11,454.19	\$74,063
Cost of Living Regular without Dependents	2,598	\$7,523.94	\$19,547	2,570	\$7,685.23	\$19,751	2,570	\$7,785.14	\$20,008
TOTAL COST OF LIVING REGULAR	9,149	\$10,063.76	\$92,073	9,036	\$10,277.05	\$92,863	9,036	\$10,410.65	\$94,071
Temporary Lodging Allowance with Dependents	6,216	\$1,077.35	\$6,697	6,212	\$1,100.29	\$6,835	6,211	\$1,114.59	\$6,923
Temporary Lodging Allowance without Dependents	925	\$1,079.87	\$999	903	\$1,102.85	\$996	903	\$1,117.19	\$1,009
TOTAL TEMPORARY LODGING ALLOWANCE	7,141	\$1,077.68	\$7,696	7,115	\$1,100.61	\$7,831	7,114	\$1,114.92	\$7,932
TOTAL STATION ALLOWANCES	31,447	\$5,374.14	\$169,000	31,102	\$5,479.99	\$170,438	31,101	\$5,551.37	\$172,654
Anticipated Amount to be Reprogrammed						(\$50,797)			
Baseline Funded Workyears						\$119,641			

PROJECT: L. CONUS Cost of Living Allowance (COLA)

FY 2016 Estimate	\$2,231
FY 2015 Estimate	\$1,887
FY 2014 Actuals	\$2,524

PART I - PURPOSE AND SCOPE

As part of the DoD Quality of Life actions, the funds requested will provide for payment of a Cost of Living Allowance (COLA) to members of the Uniformed Services who are assigned to high cost areas in the continental United States (CONUS). A high cost area is defined as a locality where the cost of living exceeds the average cost of living in CONUS by an established threshold percentage during a base period. The threshold percentage is established by the Secretary of Defense and has not been less than eight percent. The amount of COLA payable is the product of spendable income (based on regular military compensation) times the difference between the COLA index for the individual's high cost area and the threshold percentage. This allowance was authorized by the FY 1995 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the Department of Defense (DoD) Quality of Life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 108% of the national cost of living average. Computation of program cost is the product of the number of members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 108% of the national cost of living average.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Conus COLA with Dependents	1,486	\$1,337.92	\$1,988	1,389	\$1,331.26	\$1,849	1,389	\$1,348.57	\$1,873
Conus COLA without Dependents	552	\$970.29	\$536	409	\$863.84	\$353	409	\$875.07	\$358
TOTAL CONUS COLA	2,038	\$1,238.35	\$2,524	1,798	\$1,225.00	\$2,202	1,798	\$1,240.86	\$2,231
Anticipated Amount to be Reprogrammed						(\$315)			
Baseline Funded Workyears						\$1,887			

PROJECT: M. Clothing Allowance

FY 2016 Estimate	\$141,918
FY 2015 Estimate	\$138,554
FY 2014 Actuals	\$145,079

PART I - PURPOSE AND SCOPE

The funds requested will provide payments to enlisted personnel for prescribed clothing as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 7. This request includes the following types of clothing allowances:

- Initial military clothing allowances for recruits, broken-service reenlisted and officer candidates.
- Initial civilian clothing allowances for selected individuals assigned duties in which civilian clothing is required (i.e. criminal investigators).
- Supplementary clothing allowances for personnel assigned to special organizations or details where the nature of the duties to be performed requires additional items.
- Basic clothing maintenance allowance paid to enlisted personnel from the sixth through the thirty-sixth month of service.
- Standard clothing maintenance allowance paid to enlisted personnel from the thirty-seventh month and each month thereafter.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are determined by the types of accessions programmed. The clothing maintenance allowance is determined by the average strength and longevity of the enlisted force. Supplementary clothing allowance estimates are based on the number of individuals programmed for assignment to special details or organizations.

PROJECT: M. Clothing Allowances

The computation of fund requirements is provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Initial Clothing - Male Full	21,887	\$1,823.51	\$39,911	24,673	\$2,005.34	\$49,478	25,287	\$2,037.43	\$51,520
Initial Clothing - Male Part	1,355	\$591.39	\$801	1,527	\$601.44	\$918	1,458	\$611.06	\$891
Initial Clothing - Female Full	2,407	\$1,870.39	\$4,502	2,409	\$1,937.74	\$4,668	2,426	\$1,968.74	\$4,776
Initial Clothing - Female Cash Allowance	506	\$170.00	\$86	506	\$175.00	\$89	506	\$177.80	\$90
Initial Clothing - Female Part	391	\$712.02	\$278	391	\$724.12	\$283	374	\$735.71	\$275
Broken Time - Non-ob	3	\$1,775.16	\$5	3	\$1,805.34	\$5	5	\$1,834.23	\$9
Broken Time - Obligor	11	\$276.13	\$3	11	\$280.82	\$3	16	\$285.31	\$5
Officer Candidate	339	\$1,872.57	\$635	143	\$1,929.63	\$276	245	\$1,960.50	\$480
Navy Personnel	1,905	\$699.31	\$1,332	1,905	\$711.20	\$1,355	2,525	\$722.58	\$1,825
SUBTOTAL INITIAL MILITARY CLOTHING	28,804	\$1,650.96	\$47,554	31,568	\$1,808.01	\$57,075	32,842	\$1,823.01	\$59,871
Civ Clothing Allow	525	\$989.28	\$519	525	\$1,006.20	\$528	525	\$1,022.30	\$537
Replace Civ Cloth	576	\$329.76	\$190	300	\$335.40	\$101	300	\$340.77	\$102
Temporary Duty	300	\$659.52	\$198	300	\$670.80	\$201	300	\$681.53	\$204
State Department	700	\$1,658.52	\$1,161	700	\$1,686.72	\$1,181	700	\$1,713.71	\$1,200
SUBTOTAL INITIAL CIVILIAN CLOTHING	2,101	\$984.36	\$2,068	1,825	\$1,101.82	\$2,011	1,825	\$1,119.45	\$2,043
TOTAL INITIAL	30,905	\$1,605.64	\$49,622	33,393	\$1,769.41	\$59,086	34,667	\$1,785.97	\$61,914
Basic Replacement Allowance - Male	65,177	\$424.80	\$27,687	59,377	\$399.60	\$23,727	55,914	\$405.99	\$22,701
Standard Replacement Allowance - Male	82,769	\$604.80	\$50,059	81,460	\$594.00	\$48,387	81,675	\$603.50	\$49,291
Basic Replacement Allowance - Female	5,718	\$446.40	\$2,553	5,360	\$385.20	\$2,065	4,881	\$391.36	\$1,910
Standard Replacement Allowance - Female	6,125	\$637.20	\$3,903	6,028	\$568.80	\$3,429	5,994	\$577.90	\$3,464
Supplementary	5,515	\$406.20	\$2,240	5,515	\$406.20	\$2,240	5,515	\$412.70	\$2,276
Misc. & Replacement Issues	9,619	\$313.47	\$3,015	1,153	\$313.47	\$361	1,153	\$313.47	\$361
TOTAL MAINTENANCE	174,921	\$511.41	\$89,457	158,893	\$504.80	\$80,209	155,132	\$515.71	\$80,003
Rugged All Terrain Boot	1	\$6,000	\$6,000	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL ENLISTED CLOTHING	205,827	\$704.86	\$145,079	192,286	\$724.42	\$139,295	189,799	\$747.72	\$141,918
Anticipated Amount to be Reprogrammed						(\$741)			
Baseline Funded Workyears						\$138,554			

PROJECT: N. Family Separation Allowance

FY 2016 Estimate	\$26,154
FY 2015 Estimate	\$23,796
FY 2014 Actuals	\$38,507

PART I - PURPOSE AND SCOPE

The funds requested are to equitably reimburse members of the Uniformed Services involuntarily separated from their dependents for the average extra expenses that result from the separation as authorized under Title 37 United States Code 427.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of allowance by the statutory rate applicable.

The computation of fund requirements is provided in the following table:

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
On PCS with Dependents not authorized	5,229	\$3,000.00	\$15,686	4,764	\$3,000.00	\$14,292	4,764	\$3,000.00	\$14,292
On Board Ship for More Than Thirty Days	113	\$3,000.00	\$339	111	\$3,000.00	\$333	111	\$3,000.00	\$333
On TDY for More Than Thirty Days	7,494	\$3,000.00	\$22,482	3,843	\$3,000.00	\$11,529	3,843	\$3,000.00	\$11,529
TOTAL SEPARATION ALLOWANCE	12,836	\$3,000.00	\$38,507	8,718	\$3,000.00	\$26,154	8,718	\$3,000.00	\$26,154
Anticipated Amount to be Reprogrammed						(\$2,358)			
Baseline Funded Workyears						\$23,796			

PROJECT: O. Separation Payments

FY 2016 Estimate	\$93,577
FY 2015 Estimate	\$84,343
FY 2014 Actuals	\$234,769

PART I - PURPOSE AND SCOPE

The funds requested will provide payments for:

- Unused accrued leave to enlisted personnel discharged from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 9. Effective FY06 members may execute leave buy back.
- Severance pay to enlisted personnel who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination of severance pay to enlisted not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.
- Donations (not to exceed \$25) to each Marine prisoner upon his release from confinement under court martial sentence involving other than honorable discharge and to each person discharged from the Marine Corps for fraudulent enlistment.
- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) payments to enlisted personnel who were encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).
- Early Retirement - The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force draw down. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the Service in achieving their draw down goals of maintaining readiness and treating people fairly. The criteria for early retirement includes such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced one percent for each year that they are short of the 20 years of active duty. For members who leave under the early retirement program, the Marine Corps is required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB and the early retirement programs terminated on 01 October 2001.
- \$30,000 Lump Sum Bonus - The FY 2000 National Defense Authorization Act provided a \$30,000 lump sum bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan.

PROJECT: O. Separation Payments

PART II - JUSTIFICATION OF FUNDS REQUESTED

(In Thousands of Dollars)

Unused Accrued Leave

	FY14 Actuals				FY15 Estimate				FY16 Estimate			
	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount
E-9 Sergeant Major/Master Gunnery Sergeant	150	18	\$192.55	\$520	131	16	\$208.85	\$438	131	16	\$211.41	\$443
E-8 First Sergeant/Master Sergeant	354	14	\$166.87	\$827	328	15	\$162.51	\$800	328	15	\$164.51	\$809
E-7 Gunnery Sergeant	872	17	\$136.53	\$2,024	788	17	\$139.16	\$1,864	788	17	\$140.86	\$1,887
E-6 Staff Sergeant	2,065	18	\$123.46	\$4,589	1,882	20	\$114.87	\$4,324	1,882	20	\$116.28	\$4,377
E-5 Sergeant	6,929	15	\$112.03	\$11,644	6,488	19	\$91.75	\$11,310	6,488	19	\$92.88	\$11,450
E-4 Corporal	12,490	12	\$84.86	\$12,719	12,120	14	\$74.17	\$12,586	12,120	14	\$75.08	\$12,740
E-3 Lance Corporal	3,434	14	\$81.18	\$3,903	3,213	19	\$62.74	\$3,830	3,213	19	\$63.51	\$3,877
E-2 Private First Class	1,020	15	\$64.51	\$987	1,014	17	\$57.66	\$994	1,014	17	\$58.37	\$1,006
E-1 Private	710	16	\$47.75	\$542	710	16	\$47.96	\$545	710	16	\$48.54	\$551
Enlisted	28,024			\$37,755	26,674			\$36,691	26,674			\$37,140

Separation Payments

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	1,132	\$31,403.26	\$35,551	1,119	\$31,638.29	\$35,403	1,119	\$32,026.56	\$35,838
Discharge Gratuity	0	\$0.00	\$0	12	\$25.00	\$0	12	\$24.96	\$0
SEVERANCE, NON-DISABILITY	2,147	\$30,392.39	\$65,254	369	\$31,324.63	\$11,559	369	\$31,709.54	\$11,701
Involuntary - Half Pay	737	\$17,894.14	\$13,188	119	\$18,207.08	\$2,167	119	\$18,431.79	\$2,193
Involuntary - Full Pay	1,410	\$36,924.97	\$52,066	250	\$37,568.59	\$9,392	250	\$38,029.75	\$9,507
VSI Trust Fund Payment	1	\$512,100.00	\$512	1	\$455,200.00	\$455	1	\$498,200.00	\$498
\$30,000 Lump Sum Bonus	278	\$30,000.00	\$8,346	280	\$30,000.00	\$8,400	280	\$30,000.00	\$8,400
Voluntary Separations Payment	459	\$101,369.75	\$46,529	0	\$0.00	\$0	0	\$0.00	\$0
Temporary Early Retirement Authority	807	\$50,585.48	\$40,822	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL SEPARATION PAY (LESS LSL)	4,824	\$40,837.66	\$197,014	1,781	\$31,340.56	\$55,818	1,781	\$31,688.40	\$56,437
TOTAL SEPARATION PAY	32,848		\$234,769	28,455		\$92,508	28,455		\$93,577
Anticipated Amount to be Reprogrammed						(\$8,165)			
Baseline Funded Workyears						\$84,343			

PROJECT: P. Special Compensation for Assistance with Activities of Daily Living - Enlisted

FY 2016 Estimate	\$1,469
FY 2015 Estimate	\$3,391
FY 2014 Actuals	\$1,459

PART I - PURPOSE AND SCOPE

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living to catastrophically injured Service members who require regular aid and assistance with activities of daily living during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated family caregivers for the dedicated time and assistance they provide to the catastrophically injured Service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the aid and attendance allowance will cease for that member.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Entitlement for special monthly compensation will be based on the physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living. The estimated average rate is based on the national average compensation for home health aides of approximately \$1,800 per month multiplied by the average length of time (15 months) that service members are anticipated to remain on active duty once catastrophically injured. The eligibility of a member to receive special monthly compensation under subsection (a) expires on the earlier of the following: (1) The last day of the month during which a 90-day period ends that begins on the date of the separation or retirement of the member; (2) The last day of the month during which the member dies; (3) The last day of the month during which the member is determined to be no longer afflicted with the catastrophic injury or illness referred to in subsection (b)(1); (4) The last day of the month preceding the month during which the member begins receiving compensation under section 1114 (r)(2) of title 38.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Monthly Compensation Catastrophically Injured	68	\$21,600.00	\$1,459	68	\$21,600.00	\$1,469	68	\$21,600.00	\$1,469
Anticipated Amount to be Reprogrammed						\$1,922			
Baseline Funded Workyears						\$3,391			

PROJECT: Q. Social Security Tax-Employer's Contribution

FY 2016 Estimate \$369,010
 FY 2015 Estimate \$368,511
 FY 2014 Actuals \$376,757

PART I - PURPOSE AND SCOPE

Funds requested represent the Government's contribution (as an employer) as required by the Federal Insurance Contribution ACT (FICA).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45% medical contributions.

Taxable income ceilings for OASDI are as follows:

Calendar Year 2014 - 7.65% on first \$117,000 and 1.45% on the remainder
 Calendar Year 2015 - 7.65% on first \$118,500 and 1.45% on the remainder
 Calendar Year 2016 - 7.65% on first \$123,600 and 1.45% on the remainder

In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total FICA	171,965	\$2,190.89	\$376,757	165,518	\$2,225.86	\$368,420	163,037	\$2,263.35	\$369,010
Anticipated Amount to be Reprogrammed						\$982			
Less Workyears Funded in OCO				3,908		\$891			
Baseline Funded Workyears						\$368,511			

MILITARY PERSONNEL, MARINE CORPS
 SCHEDULE OF INCREASES AND DECREASES
 OTHER MILITARY PERSONNEL COSTS
 (IN THOUSANDS OF DOLLARS)

			AMOUNT
BUDGET ACTIVITY 4			
FY 2015 DIRECT PROGRAM			\$768,365
INCREASE:			
PRICING INCREASES:			
BAS increase due to 3.4% increase in BAS rates	\$16,465		
Augmentation Rations/Other Programs due to price increase	\$2,493		
Operational Rations due to increase in rates	\$3,075		
Meals in mess increase due to rate change	\$832		
TOTAL PRICING INCREASE:		\$22,865	
PROGRAM INCREASE:			
Attributed costs funded in OCO	\$17,132		
Anticipated Amount to be reprogrammed	\$32,135		
Operational Rations due to increases usage	\$142		
TOTAL PROGRAM Increase		\$49,409	
TOTAL INCREASE:			\$72,274
DECREASE:			
PROGRAM DECREASES:			
BAS decrease due to workyears	(\$9,225)		
TOTAL PROGRAM DECREASES		(\$9,225)	
TOTAL DECREASE:			(\$9,225)
FY 2016 DIRECT PROGRAM			\$831,414

PROJECT A: SUBSISTENCE-IN-KIND

FY 2016 Estimate \$831,414
 FY 2015 Estimate \$768,365
 FY 2014 Actual \$788,668

PART I - PURPOSE AND SCOPE

The funds requested will provide all military members entitled to basic pay a continuous entitlement to Basic Allowance for Subsistence (BAS), as stipulated by law (Title 37, U.S.C., Section 402) except when they are:

- (a) attending basic military training (boot camp) (those members in BMT will be provided government messing at no cost)
- (b) in excess leave status
- (c) in an absent without leave status, unless the absence is executed as unavoidable (Title 37 U.S.C. Section 503)

PROJECT: 4-B SUBSISTENCE-IN-KIND

The funding requirement is based on the number of rations to be furnished military personnel entitled to be subsisted in Marine Corps messes. The ration rates are based on the Basic Daily Food Allowance escalated to account for inflation.

In FY 2001 the Marine Corps reengineered its food service program by adopting the "Best Business Practices" of commercial industry. The CONUS Food Service Regionalization Program established two contracts (East coast/West coast) to support all CONUS messhalls. The contracts established and operated centralized cooking facilities to prepare and distribute ready-to-eat food to be heated and served at individual messhalls.

The computation of fund requirements is provided in the following tables:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members - Cases	Rate	Amount	# of Members - Cases	Rate	Amount	# of Members - Cases	Rate	Amount
A. Basic Allowance for Subsistence									
1. When Authorized to Mess Separately	165,711	\$4,274.76	\$708,375	159,709	\$4,383.93	\$700,154	157,162	\$4,527.63	\$711,571
2. When Rations in Kind Not Available									
3. Augmentation of Commuted Ration Allowed									
4. Less Collections	71,191	\$3,673.97	\$261,555	65,354	\$3,785.00	\$247,365	64,840	\$3,879.42	\$251,541
TOTAL ENLISTED BAS			\$446,820			\$452,789			\$460,030
B. Subsistence-in-Kind									
1. SUBSISTENCE-IN-MESS									
a. Trainee/Non-Pay Status									
b. Members Taking Meals in Mess	4,983	\$4,718.68	\$23,513	5,006	\$4,879.12	\$24,424	5,006	\$5,045.01	\$25,255
2. OPERATIONAL RATIONS									
a. MRE's	615,288	\$99.95	\$61,498	719,434	\$101.65	\$73,130	718,731	\$105.11	\$75,543
b. Unitized Rations	42,052	\$378.03	\$15,897	43,055	\$384.46	\$16,553	43,604	\$397.53	\$17,334
c. Other Package Operational Rations	48,339	\$9.58	\$463	56,468	\$9.74	\$550	56,796	\$10.07	\$572
3. AUGMENTATION RATIONS/OTHER PROG									
a. Augmentation Rations			\$2,403			\$2,496			\$2,507
b. Other - Regionalization			\$247,387			\$257,925			\$260,606
c. Other - Messing			\$1,822			\$1,965			\$2,219
TOTAL SUBSISTENCE-IN-KIND (SIK)			\$352,983			\$377,043			\$384,036
C. Family Subsistence Supplemental Allow (FSSA)			\$0			\$10			\$10
TOTAL FSSA			\$0			\$10			\$10
TOTAL SUBSISTENCE PROGRAM			\$799,803			\$829,842			\$844,076
Less Reimbursable			\$11,135			\$12,210			\$12,662
TOTAL DIRECT SUBSISTENCE			\$788,668			\$817,632			\$831,414
Anticipated amount to be reprogrammed						(\$32,135)			
Less Workyears Funded in OCO				3,908	\$4,383.93	\$17,132			
TOTAL DIRECT BASELINE FUNDED			\$788,668			\$768,365			\$831,414

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - SUMMARY
Permanent Change of Station (PCS) Travel
(In Thousands of Dollars)

BUDGET ACTIVITY 5	AMOUNT
FY 2015 Direct Program	\$419,217
Increases:	
Pricing Increases:	
Annualization of FY 2015 Pay Raise 1%	
Dislocation Allowance	\$383
Non-pay inflation 1.4%	
PCS: Operational Travel	\$3,002
PCS: Separation Travel	\$2,018
PCS: Accession Travel	\$975
PCS: Training Travel	\$589
PCS: Non-Temporary Storage	\$125
PCS: Rotational Travel	\$100
PCS: Temporary Lodging Expense	\$91
In-Place Consecutive Iverseas Tour (IPCOT)	\$40
PCS: Travel of Organized Units	\$13
Overseas Tour Extension Incentives Program (OTEIP)	\$6
Total Pricing Increases	\$7,342
Program Increases:	
Annualization of FY 2015 Members	
Dislocation Allowance	\$1,454
Anticipated amount to be reprogrammed	\$38,900
Overstrength	\$13,109
Permanent Change of Station (PCS) Travel	
PCS: Rotational Travel	\$16,418
PCS: Accession Travel	\$5,757
PCS: Non-Temporary Storage	\$390
PCS: Temporary Lodging Expense	\$33
PCS: Travel of Organized Units	\$4
Overseas Tour Extension Incentives Program (OTEIP)	\$3
Total Program Increases	\$76,068
Total Increases:	\$83,410
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
Permanent Change of Station (PCS) Travel	
PCS: Operational Travel	(\$4,059)
PCS: Separation Travel	(\$2,408)
PCS: Training Travel	(\$770)
In-Place Consecutive Iverseas Tour (IPCOT)	(\$41)
Total Program Decreases	(\$7,278)
Total Decreases:	(\$7,278)
FY 2016 Direct Program	\$495,349

BUDGET ACTIVITY 5 - PERMANENT CHANGE OF STATION TRAVEL
SUMMARY OF MOVE REQUIREMENTS
(In Thousands of Dollars)

	FY14 Actuals		FY15 Estimate		FY16 Estimate	
	Number of Moves	Amount	Number of Moves	Amount	Number of Moves	Amount
Accession Travel	26,097	\$47,762	30,812	\$56,235	34,134	\$62,955
Training Travel	1,222	\$11,628	2,312	\$17,073	2,194	\$16,913
Operational Travel	16,496	\$165,764	19,015	\$162,684	18,515	\$161,285
Rotational Travel	9,620	\$95,310	9,736	\$99,671	11,566	\$118,357
Separation Travel	37,092	\$113,002	34,073	\$121,132	33,392	\$120,742
Travel of Organized Units	2	\$22	271	\$778	272	\$797
Non-Temporary Storage	5,096	\$6,933	3,668	\$5,049	3,951	\$5,564
Temporary Lodging Expense	0	\$0	6,397	\$5,610	6,435	\$5,734
IPCOT/OTEIP	339	\$2,491	401	\$2,993	398	\$3,002
TOTAL PCS Travel	95,964	\$442,912	106,685	\$471,226	110,857	\$495,349
Anticipated Amount to be reprogrammed				(\$38,900)		
Less Workyears Funded in OCO				\$13,109		
Baseline Funded		\$442,912		\$419,217		\$495,349

PERMANENT CHANGE OF STATION
SUMMARY OF REQUIREMENTS
(In Thousands of Dollars)

	FY14 Actuals		FY15 Estimate		FY16 Estimate	
	Number	Amount	Number	Amount	Number	Amount
<u>Military Member Travel</u>	<u>90,529</u>	<u>\$162,152</u>	<u>96,219</u>	<u>\$173,016</u>	<u>100,073</u>	<u>\$188,676</u>
Military Member Mileage	44,359	\$21,080	47,149	\$22,492	49,036	\$24,528
Military Member Per Diem	0	\$48,645	0	\$51,905	0	\$56,603
Military Member GTRs	25,348	\$14,594	26,941	\$15,571	28,021	\$16,980
Military Member AMC	4,526	\$35,673	4,810	\$38,064	5,003	\$41,509
Military Member Commercial Air	16,296	\$42,160	17,319	\$44,984	18,013	\$49,056
<u>Dependents Travel</u>	<u>40,867</u>	<u>\$34,798</u>	<u>43,723</u>	<u>\$38,209</u>	<u>43,123</u>	<u>\$38,180</u>
Dependents Mileage	29,016	\$8,004	31,044	\$8,788	30,618	\$8,781
Dependents Per Diem	0	\$12,527	0	\$13,756	0	\$13,745
Dependents GTRs	2,452	\$696	2,623	\$764	2,587	\$764
Dependents AMC	4,904	\$7,655	5,246	\$8,406	5,174	\$8,400
Dependents Commercial Air	4,495	\$5,916	4,810	\$6,495	4,744	\$6,490
<u>Transportation of Household Goods</u>	<u>79,180</u>	<u>\$162,463</u>	<u>96,141</u>	<u>\$193,234</u>	<u>100,022</u>	<u>\$198,468</u>
Land Shipments	41,174	\$102,839	49,993	\$122,316	52,011	\$125,630
ITGBL Shipments	26,921	\$56,700	32,688	\$67,439	34,008	\$69,266
MSC (M. Tons)	7,126	\$162	8,653	\$193	9,002	\$198
AMC (S. Tons)	3,959	\$2,762	4,807	\$3,285	5,001	\$3,374
Pet Quarantine	89	\$40	168	\$74	228	\$100
Dislocation Allowance	18,742	\$44,201	14,085	\$33,345	14,683	\$35,183
Global POV Shipping	7,816	\$26,196	5,361	\$15,811	5,353	\$15,816
Global POV Storage	765	\$3,638	815	\$3,885	952	\$4,626
Non-Temporary Storage	5,096	\$6,933	3,668	\$5,049	3,951	\$5,564
SDDC Cargo Operations	0	\$0	0	\$0	0	\$0
Temporary Lodging Expenses	0	\$0	6,397	\$5,610	6,435	\$5,734
IPCOT/OTEIP	339	\$2,491	401	\$2,993	398	\$3,002
TOTAL OBLIGATIONS	243,423	\$442,912	266,978	\$471,226	275,218	\$495,349

PROJECT: A. Accession Travel

FY 2016 Estimate	\$62,955
FY 2015 Estimate	\$49,622
FY 2014 Actuals	\$47,762

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) Officers appointed to a commissioned grade from civilian life, military academies, NROTC and reserve officers called or recalled to extended active duty, from home or point where orders were received to first permanent duty station or training school of twenty weeks or more duration and (2) Officers or Warrant Officers appointed or recalled from enlisted status from station where they served while enlisted to new permanent duty station or training school of twenty weeks or more duration. (Includes officers appointed from enlisted status upon graduation from OCS, officers leaving The Basic School and newly commissioned officers attending flight training.)

Funds requested are to provide for PCS Movements of (1) Enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more in duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more in duration.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Accession travel figures for FY 2016 include PCS requirements to meet the requested end strength level of 184,000 Marines.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

PROJECT: A. Accession Travel
Officer

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,021	\$727.97	\$743	1,798	\$738.16	\$1,327	1,800	\$749.97	\$1,350
Dependent Travel	161	\$639.22	\$103	261	\$648.17	\$169	244	\$658.54	\$161
Transportation of Household Goods	1,021	\$1,074.73	\$1,097	1,798	\$1,089.78	\$1,959	1,800	\$1,107.21	\$1,993
Dislocation Allowance	586	\$2,271.48	\$1,331	207	\$2,294.19	\$474	189	\$2,324.02	\$439
Global POV Shipping	8	\$1,622.93	\$13	9	\$1,645.65	\$15	8	\$1,671.98	\$13
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Privately Owned Vehicles (POV)	8		\$13	9		\$15	8		\$13
Total Officer Accession Travel	1,021		\$3,287	1,798		\$3,944	1,800		\$3,956

PROJECT: A. Accession Travel
Enlisted

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	25,076	\$1,637.05	\$41,051	29,014	\$1,659.97	\$48,162	32,334	\$1,686.53	\$54,532
Dependent Travel	514	\$599.23	\$308	722	\$607.62	\$439	487	\$617.34	\$301
Transportation of Household Goods	25,076	\$110.66	\$2,775	29,014	\$112.21	\$3,256	32,334	\$114.00	\$3,686
Dislocation Allowance	75	\$2,059.00	\$154	97	\$2,079.59	\$202	107	\$2,106.62	\$225
Global POV Shipping	50	\$3,742.26	\$187	58	\$3,794.65	\$220	63	\$3,855.37	\$243
Global POV Storage	0	\$0.00	\$0	6	\$2,008.25	\$12	6	\$2,040.38	\$12
Privately Owned Vehicles (POV)	50		\$187	64		\$232	70		\$255
Pet Quarantine Fees	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Enlisted Accession Travel	25,076		\$44,475	29,014		\$52,291	32,334		\$58,999
Total Accession Travel	26,097		\$47,762	30,812		\$56,235	34,134		\$62,955
Anticipated Amount to be reprogrammed						(\$6,613)			
Baseline Funded Accession Travel			\$47,762			\$49,622			\$62,955

PROJECT: B. Training Travel

FY 2016 Estimate	\$16,913
FY 2015 Estimate	\$18,121
FY 2014 Actuals	\$11,628

Funds requested are to provide for the continental United States PCS movements of (1) officers and warrant officers from the previous continental United States permanent duty station to formal service or civilian schools, including technical schools, flight training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; and (2) officer and warrant officer school attendees from school to their next permanent continental United States duty station. (Excludes Academy graduates, Marine Corps Basic School graduates, Officer Candidate School graduates, flight training graduates, ROTC graduates, and other chargeable as Accession Travel.)

Funds requested are to provide for the continental United States PCS movements of (1) enlisted personnel from the previous continental United States permanent duty station to formal service or civilian schools, including technical schools, flight training schools, factory training, and other approved courses of instruction of 20 weeks duration or more; (2) enlisted school graduates and attritions from school to their next continental United States permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Training moves help to ensure the future readiness of the Marine Corps by reinforcing or building the skill levels of both officers and enlisted personnel.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

**PROJECT: B. Training Travel
Officer**

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,041	\$1,511.68	\$1,574	1,400	\$1,532.84	\$2,146	1,484	\$1,557.37	\$2,311
Dependent Travel	681	\$1,483.93	\$1,011	903	\$1,504.71	\$1,358	973	\$1,528.78	\$1,488
Transportation of Household Goods	1,041	\$5,304.88	\$5,522	1,400	\$5,379.15	\$7,531	1,484	\$5,465.21	\$8,110
Dislocation Allowance	1,041	\$2,230.67	\$2,322	320	\$2,252.98	\$721	345	\$2,282.27	\$787
Total Officer Training Travel	1,041		\$10,429	1,400		\$11,756	1,484		\$12,696

**PROJECT: B. Training Travel
Enlisted**

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	181	\$2,138.75	\$387	912	\$2,168.69	\$1,978	710	\$2,203.39	\$1,564
Dependent Travel	102	\$1,317.67	\$134	506	\$1,336.12	\$676	402	\$1,357.50	\$546
Transportation of Household Goods	181	\$2,634.62	\$477	912	\$2,671.50	\$2,436	710	\$2,714.25	\$1,927
Dislocation Allowance	105	\$1,915.14	\$201	117	\$1,934.29	\$227	92	\$1,959.44	\$180
Total Enlisted Training Travel	181		\$1,199	912		\$5,317	710		\$4,217
Total Training Travel	1,222		\$11,628	2,312		\$17,073	2,194		\$16,913
Anticipated Amount to be reprogrammed						\$1,048			
Baseline Funded Training Travel			\$11,628			\$18,121			\$16,913

PROJECT: C. Operational Travel Between Duty Stations

FY 2016 Estimate	\$161,285
FY 2015 Estimate	\$166,732
FY 2014 Actuals	\$165,764

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officers and warrant officers to and from permanent duty stations located within the continental United States; (2) officers and warrant officers to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of officers and warrant officers who are interned, missing, or captured when no transoceanic travel is involved.

Funds requested are to provide for PCS movements of (1) enlisted personnel to and from permanent duty stations located within the continental United States; (2) enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Operational travel figures include PCS requirements for officers and enlisted personnel between duty stations within the continental United States.

This type of travel is directly related to career progression and quality of life for all Marines in addition to maintaining force structure and readiness.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

PROJECT: C. Operational Travel
Officer

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	4,311	\$1,082.96	\$4,669	4,175	\$1,098.12	\$4,585	4,275	\$1,115.69	\$4,770
Dependent Travel	4,224	\$1,067.82	\$4,510	4,104	\$1,082.77	\$4,443	4,189	\$1,100.09	\$4,608
Transportation of Household Goods	4,311	\$8,148.93	\$35,130	4,175	\$8,263.02	\$34,498	4,275	\$8,395.22	\$35,890
Dislocation Allowance	4,311	\$2,673.04	\$11,523	2,442	\$2,699.77	\$6,593	2,479	\$2,734.87	\$6,780
Global POV Shipping	1,161	\$2,403.86	\$2,791	521	\$2,437.51	\$1,271	516	\$2,476.51	\$1,278
Global POV Storage	15	\$1,140.43	\$17	15	\$1,156.40	\$17	15	\$1,174.90	\$18
Privately Owned Vehicles (POV)	1,176		\$2,808	536		\$1,288	531		\$1,296
Pet Quarantine Fees	15	\$468.93	\$7	15	\$475.50	\$7	16	\$483.10	\$8
Total Officer Operational Travel	4,311		\$58,647	4,175		\$51,414	4,275		\$53,352

PROJECT: C. Operational Travel
Enlisted

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	12,185	\$997.29	\$12,152	14,840	\$1,011.25	\$15,007	14,240	\$1,027.43	\$14,631
Dependent Travel	11,939	\$928.99	\$11,091	14,586	\$942.00	\$13,740	13,956	\$957.07	\$13,357
Transportation of Household Goods	12,185	\$4,301.39	\$52,412	14,840	\$4,361.61	\$64,726	14,240	\$4,431.40	\$63,103
Dislocation Allowance	8,372	\$2,200.17	\$18,420	6,009	\$2,222.17	\$13,353	5,696	\$2,251.06	\$12,822
Global POV Shipping	2,455	\$5,287.84	\$12,982	815	\$5,361.87	\$4,370	724	\$5,447.66	\$3,944
Global POV Storage	42	\$979.00	\$41	50	\$992.71	\$50	52	\$1,008.59	\$52
Privately Owned Vehicles (POV)	2,497		\$13,023	865		\$4,420	776		\$3,996
Pet Quarantine Fees	41	\$466.91	\$19	51	\$473.45	\$24	50	\$481.02	\$24
Total Enlisted Operational Travel	12,185		\$107,117	14,840		\$111,270	14,240		\$107,933
Total Operational Travel	16,496		\$165,765	19,015		\$162,684	18,515		\$161,285
Anticipated Amount to be reprogrammed						\$4,048			
Baseline Funded Operational Travel			\$165,764			\$166,732			\$161,285

PROJECT: D. Rotational Travel to and from Overseas

FY 2016 Estimate	\$118,357
FY 2015 Estimate	\$87,931
FY 2014 Actuals	\$95,310

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officers and warrant officers from permanent duty stations in the continental United States to permanent duty stations overseas; (2) officers and warrant officers from permanent duty stations overseas to permanent duty stations in the continental United States; (3) officers and warrant officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of officers and warrant officers who are interned, missing or captured when transoceanic travel is involved.

Funds requested are to provide for PCS movements of (1) enlisted personnel from permanent duty stations in the continental United States to permanent duty stations overseas; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in the continental United States; (3) enlisted personnel from permanent duty stations in the one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, mobile home allowances and privately owned vehicles of enlisted personnel who are interned, missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational travel figures include PCS requirements for officers and enlisted personnel rotating to and from overseas duty assignments. This type of move directly supports the overseas force structure.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

PROJECT: D. Rotational Travel
Officer

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,306	\$7,923.13	\$10,348	1,342	\$8,034.05	\$10,782	1,436	\$8,162.60	\$11,721
Dependent Travel	841	\$750.45	\$631	865	\$760.96	\$659	926	\$773.13	\$716
Transportation of Household Goods	1,323	\$8,152.59	\$10,786	1,362	\$8,266.73	\$11,259	1,458	\$8,398.99	\$12,246
Dislocation Allowance	1,306	\$3,004.32	\$3,924	1,342	\$3,034.36	\$4,072	1,436	\$3,073.81	\$4,414
Global POV Shipping	396	\$2,079.76	\$824	409	\$2,108.88	\$863	438	\$2,142.62	\$938
Global POV Storage	111	\$7,484.26	\$831	114	\$7,589.04	\$864	122	\$7,710.46	\$941
Privately Owned Vehicles (POV)	507		\$1,655	523		\$1,727	560		\$1,879
Pet Quarantine Fees	9	\$387.05	\$4	14	\$392.47	\$5	21	\$398.75	\$8
Total Officer Rotational Travel	1,306		\$27,348	1,342		\$28,504	1,436		\$30,984

PROJECT: D. Rotational Travel
Enlisted

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	8,314	\$4,651.15	\$38,670	8,394	\$4,716.27	\$39,588	10,130	\$4,791.73	\$48,540
Dependent Travel	2,621	\$553.48	\$1,451	2,643	\$561.23	\$1,483	3,190	\$570.21	\$1,819
Transportation of Household Goods	8,406	\$2,075.98	\$17,451	8,520	\$2,105.04	\$17,935	10,281	\$2,138.72	\$21,988
Dislocation Allowance	2,943	\$2,146.80	\$6,318	3,518	\$2,168.27	\$7,628	4,304	\$2,196.46	\$9,454
Global POV Shipping	466	\$2,818.01	\$1,313	544	\$2,857.46	\$1,554	656	\$2,903.18	\$1,904
Global POV Storage	596	\$4,613.74	\$2,750	629	\$4,678.33	\$2,943	759	\$4,753.19	\$3,608
Privately Owned Vehicles (POV)	1,062		\$4,063	1,173		\$4,495	1,415		\$5,512
Pet Quarantine Fees	23	\$411.52	\$9	87	\$417.28	\$36	142	\$423.96	\$60
Total Enlisted Rotational Travel	8,314		\$67,962	8,394		\$71,167	10,130		\$87,373
Total Rotational Travel	9,620		\$95,310	9,736		\$99,671	11,566		\$118,357
Anticipated Amount to be reprogrammed						(\$11,740)			
Baseline Funded Rotational Travel			\$95,310			\$87,931			\$118,357

PROJECT: E. Separation Travel

FY 2016 Estimate	\$120,742
FY 2015 Estimate	\$82,065
FY 2014 Actuals	\$108,631

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officer and warrant officers upon release or separation from the services from the last permanent duty station to home of record or point of entry into service or to home of selection when authorized by law; and (2) dependents, household goods, mobile home allowances and personal effects of officers and warrant officers who are deceased.

Funds requested are to provide for PCS movements of (1) enlisted personnel upon release or separation from the service from the last permanent duty station to home of record or point of entry into service, or to home of selection when authorized by law; and (2) dependents, household goods, mobile home allowances and personal effects of enlisted personnel who are deceased.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Separation travel figures include the PCS requirements of officers and enlisted personnel separating from the Marine Corps in accordance with the Manpower Program Requirements.

Separation travel, coupled with accession travel, maintain the flow rate necessary to keep the Marine Corps within the bounds of the requested end strength of 184,000 in FY 2016.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

PROJECT: E. Separation Travel
Officer

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	2,013	\$1,779.44	\$3,582	1,800	\$1,804.35	\$3,248	1,800	\$1,833.22	\$3,300
Dependent Travel	1,443	\$984.39	\$1,420	1,369	\$998.17	\$1,367	1,371	\$1,014.14	\$1,390
Transportation of Household Goods	1,391	\$4,009.18	\$5,577	1,800	\$4,065.31	\$7,318	1,800	\$4,130.35	\$7,435
Global POV Shipping	298	\$2,019.37	\$602	261	\$2,047.64	\$534	261	\$2,080.40	\$543
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Privately Owned Vehicles (POV)	298		\$602	261		\$534	261		\$543
Total Officer Separation Travel	2,013		\$11,181	1,800		\$12,467	1,800		\$12,668

PROJECT: E. Separation Travel
Enlisted

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	35,079	\$1,396.07	\$48,973	32,273	\$1,415.61	\$45,686	31,592	\$1,438.26	\$45,438
Dependent Travel	18,342	\$770.84	\$14,139	17,719	\$781.63	\$13,850	17,344	\$794.14	\$13,774
Transportation of Household Goods	24,243	\$1,287.93	\$31,223	32,273	\$1,305.96	\$42,147	31,592	\$1,326.86	\$41,918
Global POV Shipping	2,982	\$2,510.41	\$7,486	2,743	\$2,545.56	\$6,982	2,685	\$2,586.28	\$6,944
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Privately Owned Vehicles (POV)	2,982		\$7,486	2,743		\$6,982	2,685		\$6,944
Total Enlisted Separation Travel	35,079		\$101,821	32,273		\$108,665	31,592		\$108,074
Total Separation Travel	37,092		\$113,002	34,073		\$121,132	33,392		\$120,742
Anticipated Amount to be reprogrammed						(\$25,958)			
Less Workyears Funded in OCO						\$13,109			
Baseline Funded Separation Travel			\$113,002			\$82,065			\$120,742

PROJECT: F. Unit Travel

FY 2016 Estimate	\$797
FY 2015 Estimate	\$785
FY 2014 Actuals	\$22

PART I - PURPOSE AND SCOPE

Funds requested are to provide for PCS movements of (1) officers and warrant officers to and from permanent duty stations located within the continental United States; and (2) officers and warrant officers to and from permanent duty stations located overseas, when the movement is in connection with the relocation of an organized unit in accordance with a Commandant of the Marine Corps (CMC) directed move.

Funds requested are to provide for PCS movements of (1) enlisted personnel to and from permanent duty stations located within the continental United States and (2) enlisted personnel to and from permanent duty stations overseas when the movement is in connection with the relocation of an organized unit in accordance with a CMC directed move.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Unit travel figures include PCS requirements for the movement of organized units between duty stations to meet operational and infrastructure requirements. These moves are a direct result of the Commandant of the Marine Corps' decision to move a unit.

Section 634 of FY 2004 NDAA dated 22 Dec 2003 amended Chapter 157 of title 10, U.S.C. to provide full replacement value coverage for items lost or destroyed in connection with PCS moves.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

PROJECT: F. Unit Travel
Officer

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	2	\$2,332.07	\$5	21	\$2,364.72	\$50	22	\$2,402.55	\$53
Dependent Travel	2	\$516.49	\$1	14	\$523.72	\$7	15	\$532.10	\$8
Transportation of Household Goods	2	\$5,534.80	\$11	15	\$5,612.29	\$85	16	\$5,702.08	\$91
Dislocation Allowance	2	\$2,622.48	\$5	14	\$2,648.70	\$37	13	\$2,683.14	\$35
Total Officer Unit Travel	2		\$22	21		\$179	22		\$187

PROJECT: F. Unit Travel
Enlisted

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	0	\$0.00	\$0	250	\$1,829.07	\$457	250	\$1,858.34	\$465
Dependent Travel	0	\$0.00	\$0	30	\$578.95	\$17	30	\$588.22	\$18
Transportation of Household Goods	0	\$0.00	\$0	33	\$2,588.89	\$85	33	\$2,630.32	\$87
Dislocation Allowance	0	\$0.00	\$0	20	\$1,993.28	\$40	20	\$2,019.19	\$40
Total Enlisted Unit Travel	0		\$0	250		\$599	250		\$610
Total Unit Travel	2		\$22	271		\$778	272		\$797
Anticipated Amount to be reprogrammed						\$7			
Baseline Funded Unit Travel			\$22			\$785			\$797

* Accounting details for Unit Travel expenses were captured in Operational budget as with FY13. The process for reporting Unit Travel expenses for FY14 execution was not implemented until the end of FY14. Future execution for Unit Travel has been corrected.

PROJECT: G. Non-Temporary Storage

FY 2016 Estimate \$5,564
 FY 2015 Estimate \$5,064
 FY 2014 Actuals \$6,933

PART I - PURPOSE AND SCOPE

Funds requested are to provide for the costs to the government of placing goods in storage or moving them to another specified destination when a member entitled to a PCS move is ordered to a duty station to which the shipment of household goods is not authorized.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Officer	798	\$1,485.98	\$1,186	502	\$1,506.78	\$756	789	\$1,530.89	\$1,208
Enlisted	4,298	\$1,337.25	\$5,747	3,166	\$1,355.97	\$4,293	3,162	\$1,377.67	\$4,356
TOTAL PAYGRADES	5,096		\$6,933	3,668		\$5,049	3,951		\$5,564
Anticipated Amount to be reprogrammed						\$15			
Baseline Funded Non-Temporary Storage			\$6,933			\$5,064			\$5,564

PROJECT: H. Temporary Lodging Expense

FY 2016 Estimate \$5,734
 FY 2015 Estimate \$5,841
 FY 2014 Actuals \$0

PART I - PURPOSE AND SCOPE

Funds requested are to provide for the temporary lodging expenses for officer and enlisted personnel. The temporary lodging expense partially offsets the added living expenses incurred by members and their dependents residing in temporary quarters in CONUS incident to a PCS.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Officer	0	\$0.00	\$0	576	\$1,200.77	\$691	580	\$1,219.98	\$707
Enlisted	0	\$0.00	\$0	5,821	\$845.01	\$4,919	5,855	\$858.54	\$5,027
TOTAL PAYGRADES	0		\$0	6,397		\$5,610	6,435		\$5,734
Anticipated Amount to be reprogrammed						\$231			
Baseline Funded Temporary Lodging Expense			\$0			\$5,841			\$5,734

* Accounting details for TLE expenses are not readily available to annotate FY14 execution. TLE expenses are captured in the Operational, Rotational and Training budget line items during the year of execution.

PROJECT: I. In-Place Consecutive Overseas Tours/Overseas Tour Extension Incentive Program

FY 2016 Estimate \$3,002
 FY 2015 Estimate \$3,056
 FY 2014 Actuals \$2,491

PART I - PURPOSE AND SCOPE

Funds requested are to provide for the incentive travel option associated with the OTEIP and IPCOT programs. The OTEIP offers eligible enlisted personnel and officers effective fiscal year 2004, the opportunity to receive their choice of one of three incentive options for extension of their current permanent duty station for 12 months or more outside the continental United States. The IPCOT program provides travel and transportation allowances for the member (officer and enlisted) and command sponsored dependents who are authorized to accompany the member at the duty stations.

Funds requested are to provide for costs associated with the entitlement associated with the Overseas Tour Extension Incentive Program which occurs when members of the Armed Forces are authorized rest and recuperative absence of not more than 15 days, round trip transportation at government expense from the location of the extended tour of duty to the port of debarkation and return during the period of the extension. Funds requested also include the costs of the entitlement associated with the In-Place Consecutive Overseas Tour for travel and transportation allowances for the member and command sponsored dependents who are authorized to accompany the member at the duty stations.

(In Thousands of Dollars)

	FY14 Actuals			FY15 Estimate			FY16 Estimate			
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	
Officer	IPCOT	58	\$9,604.05	\$557	83	\$9,738.51	\$808	81	\$9,894.32	\$801
	OTEIP	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	IPCOT	155	\$10,367.68	\$1,607	171	\$10,512.83	\$1,798	169	\$10,681.03	\$1,805
	OTEIP	126	\$2,596.11	\$327	147	\$2,632.46	\$387	148	\$2,674.57	\$396
	Total	339		\$2,491	401		\$2,993	398		\$3,002
Anticipated Amount to be reprogrammed						\$63				
Baseline Funded IPCOT/OTEIP			\$2,491				\$3,056			

MILITARY PERSONNEL, MARINE CORPS
 SCHEDULE OF INCREASES AND DECREASES
 OTHER MILITARY PERSONNEL COSTS
 (IN THOUSANDS OF DOLLARS)

BUDGET ACTIVITY 6			AMOUNT
FY 2015 DIRECT PROGRAM			\$106,660
INCREASE:			
PRICING INCREASES:			
JROTC increased due to inflation	\$66		
Apprehension of Military Deserters rate due to inflation	\$8		
TOTAL PRICING INCREASE:		\$74	
PROGRAM INCREASES:			
Education Benefits due to the amortization payment set by DOD Office of Actuary	\$2,655		
Anticipated Amount to be reprogrammed	\$15,111		
TOTAL PROGRAM INCREASE:		\$17,766	
TOTAL INCREASE:			\$17,840
DECREASE:			
PROGRAM DECREASES:			
JROTC decreased due to no new initial uniform issues	(\$450)		
Unemployment Compensation Benefits is due to a decrease in takers	(\$1,275)		
TOTAL PROGRAM DECREASES		(\$1,725)	
Pricing DECREASES:			
TOTAL PRICING DECREASES			
TOTAL DECREASE:			(\$1,725)
FY 2016 DIRECT PROGRAM			\$122,775

**PROJECT: A. Apprehension of Military Deserters, Absentees,
and Escaped Military Prisoners**

FY 2016 Estimate	\$505
FY 2015 Estimate	\$614
FY 2014 Actual	\$388

PART I - PURPOSE AND SCOPE

The funds requested provide for the expenses in connection with the apprehension of deserters, absentees, and escaped military prisoners; and for their delivery to the control of the Department of Defense, as authorized by 10 USC, Subtitle A, Part II, Chapter 48, Section 956.

Funds requested include cost of subsistence furnished during the period an enlisted member is detained in civil confinement for safekeeping when so requested by military authority, cost of rewards (not to exceed \$75.00) and cost of transportation, lodging, and subsistence of a guard sent to return member.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on actual experience which is projected into the current and budget years. The Financial Crimes Enforcement Network (FINCEN) has allowed for improved and expedited investigation of older cases or those with special circumstances, which has resulted in an increase in our apprehension numbers.

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual	FY15 Estimate	FY16 Estimate
Apprehension of Military Deserters	\$388	\$497	\$505
Estimated amount to be reprogrammed during execution		\$117	
Total Funded	\$388	\$614	\$505

PROJECT: B. Interest on Savings Deposits

FY 2016 Estimate	\$19
FY 2015 Estimate	\$19
FY 2014 Actual	\$569

PART I - PURPOSE AND SCOPE

As authorized by Title 10, U.S.C, Section 1035, this program allows members to deposit up to \$10,000 of their allotted pays into the Savings Deposit Program and be reimbursed up to 10% interest on all deposits.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Servicemen's Saving Deposit Program was created for participants deployed to designated contingency operations. Computation of funding requirements is provided in the following table:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Interest on Savings Deposits	569	\$1,000.00	\$569	19	\$1,000.00	\$19	19	\$1,000.00	\$19

PROJECT: C. Death Gratuities

FY 2016 Estimate	\$13,700
FY 2015 Estimate	\$11,400
FY 2014 Actual	\$12,311

PART I - PURPOSE AND SCOPE

The funds requested provide for payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Subtitle A, Part II, Chapter 75. Section 646 of the National Defense Authorization Act for Fiscal Year 2004 increased the fixed value of the death gratuity payments from \$12,000 to \$100,000 applicable retroactively to September 11, 2001 and future deaths.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Details of the computations are provided in the following tables:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Death Gratuities - Officer	12	\$100,000	\$1,200	14	\$100,000	\$1,400	14	\$100,000	\$1,400
Death Gratuities - Enlisted	101	\$100,109	\$10,111	123	\$100,000	\$12,300	123	\$100,000	\$12,300
DEATH GRATUITIES	113		\$11,311	137		\$13,700	137		\$13,700
Combat Death Gratuities - Officer	1	\$100,000	\$100						
Combat Death Gratuities - Enlisted	9	\$100,000	\$900						
COMBAT DEATH GRATUITIES	10		\$1,000						
TOTAL DEATH GRATUITIES	139		\$12,311	137		\$13,700	137		\$13,700
Anticipated amount to be reprogrammed during execution						(\$2,300)			
Total Funded			\$12,311			\$11,400			\$13,700

PROJECT: D. Unemployment Benefits Paid to Ex-Service Members

FY 2016 Estimate	\$93,598
FY 2015 Estimate	\$82,039
FY 2014 Actual	\$91,114

PART I - PURPOSE AND SCOPE

Funds are for payments of unemployment benefits to ex-service members who are discharged or released under honorable conditions as authorized by 5 USC, Part III, Subpart G, Chapter 85, Subchapter II, Section 8521. Generally, eligibility is defined as active service in the Armed Forces whereupon the individual was discharged under honorable conditions, and had completed their first term of active service; or was discharged before completing their first term under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude (but only if the service was continuous for 365 days or more).

The number of individuals eligible for unemployment benefits is based on estimated losses, factored to exclude retirements and discharges for other than honorable conditions.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on actual experience which is projected into the current and budget years. The Financial Crimes Enforcement Network (FINCEN) has allowed for improved and expedited investigation of older cases or those with special circumstances, which has resulted in an increase in our apprehension numbers.

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual	FY15 Estimate	FY16 Estimate
Unemployment Benefits	\$91,114	\$94,873	\$93,598
Anticipated amount to be reprogrammed during execution		(\$12,834)	
Total Funded	\$91,114	\$82,039	\$93,598

PROJECT: E. Educational Benefits

FY 2016 Estimate	\$9,655
FY 2015 Estimate	\$7,000
FY 2014 Actual	\$2,375

PART I - PURPOSE AND SCOPE

Funds are for the payment to the Department of Defense Education Benefits Funds, a Trust Fund. This program is governed by 38 USC, Part III, Chapter 30. The program funds additional and supplemental benefit payments above a basic benefit to be budgeted by the Veterans Administration. This program is budgeted on an accrual basis by the Department of Defense. Actual benefit payments to individuals will be made by the Veterans Administration from transfers out of the Trust Account.

PART II - JUSTIFICATION OF FUNDS REQUESTED

All individuals entering active duty after July 1, 1985 (including those in the Delayed Entry Program), except those who have received a commission from a service academy or who have completed a ROTC Scholarship Program, are eligible to receive additional and supplemental Educational Assistance at the discretion of the Secretary of Defense, unless they elect not to participate in the basic program. The Montgomery GI Bill Educational Benefit gives the Voluntary Separation Incentives Electees the rights to educational benefits.

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual	FY15 Estimate	FY16 Estimate
Education Benefits	\$2,375	\$7,000	\$9,655

PROJECT: F. Adoption Reimbursement Program

FY 2016 Estimate \$84
 FY 2015 Estimate \$84
 FY 2014 Actual \$93

PART I - PURPOSE AND SCOPE

These funds provide for payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age, as authorized by 10 USC, Subtitle A, Part II, Chapter 53, Section 1052. Adoption expenses include public and private agency fees, placement fees, legal fees, medical expenses for the child, the biological mother and the adopting parents, temporary foster care, transportation expenses, and other expenses approved by ASD (FM&P). The authorized amount payable is \$2,000 per adoption but no more than \$5,000 per calendar year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on current experience. The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Adoption Expenses	47.00	\$1,978.72	\$93	42	\$2,000.00	\$84	42	\$2,000.00	\$84

PROJECT: G. Mass Transportation Subsidies

FY 2016 Estimate	\$1,621
FY 2015 Estimate	\$1,527
FY 2014 Actual	\$2,279

PART I - PURPOSE AND SCOPE

Executive Order 13150 on Federal Workforce Transportation, dated April 21, 2000, required Federal agencies to implement a transit pass fringe benefit program for qualified federal employees in the National Capital Region (NCR). Washington Headquarters Services (WHS) was designated to run this effort within NCR transit pass program for DoD, and has been working closely with the Department of Transportation to ensure that costs will be identifiable to the major command level. In addition, in an effort to provide equitable entitlement, areas Outside National Capital Region (ONCR) are phasing in their transit pass fringe benefit program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Components must budget for the costs of this program and work with WHS to establish procedures to facilitate the required reimbursable orders to procure this service.

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
National Capital Region	481	\$1,905.00	\$917	533	\$1,560.00	\$831	533	\$1,560.00	\$831
Outside National Capital Region	715	\$1,905.00	\$1,362	506	\$1,560.00	\$790	506	\$1,560.00	\$790
TOTAL TRAVEL SUBSIDY	1,196		\$2,279	1,039		\$1,621	1,039		\$1,621
Anticipated amount to be reprogrammed during execution						(\$94)			
Total Funded			\$2,279			\$1,527			\$1,621

PROJECT: H. Partial Dislocation Allowance

FY 2016 Estimate	\$67
FY 2015 Estimate	\$67
FY 2014 Actual	\$109

PART I - PURPOSE AND SCOPE

Section 636 of the FY 2002 National Defense Authorization Act (NDAA) authorized the Service Secretaries to pay a partial dislocation allowance (DLA) to members of the uniformed services who are ordered to occupy or vacate government family housing to permit privatization, renovation, or other reasons unrelated to changes in permanent station.

Cost estimates are based on data provided by the Service's Installation and Logistics Division, Policy, Privatization and Operations Facilities Branch.

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, effect January 2014, the partial DLA rate is \$701.84. Rate increases are projected in accordance with approved pay raise rates.

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Partial Dislocation Allowance	155	\$701.60	\$109	94	\$708.61	\$67	94	\$715.70	\$67

PROJECT: I. SGLI Traumatic Injury Payments

FY 2016 Estimate	\$0
FY 2015 Estimate	\$0
FY 2014 Actual	\$5,848

PART I - PURPOSE AND SCOPE

The Military Services are required to submit to the Department of Veterans Affairs payments for the program start-up, retroactive, and future costs associated with the recently enacted T-SGLI program, which was established under Section 1032 of the FY 2005 DOD Emergency Supplemental Appropriations for the Global War on Terror, (P.L. 109-13).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funds are required to make Traumatic Service Members' Group Life Insurance (TSGLI) payments. TSGLI is a new benefit. This new traumatic injury protection available under the Service Members' Group Life Insurance (SGLI) plan provides financial assistance to eligible Soldiers and their families, which is vital during their extensive recovery and rehabilitation process. The FY 2014 column reflects year-end execution for funding approved in the Overseas Contingency Operations (OCO) request. FY 2015 and FY 2016 funding is requested in the OCO budget.

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual	FY15 Estimate	FY16 Estimate
Traumatic Svc Members Grp Life Ins Payment	\$5,848	\$0	\$0
TOTAL TSGLI	\$5,848	\$0	\$0

PROJECT: J. Extra Hazard Reimbursement for Service Group Life Insurance

FY 2016 Estimate \$0
 FY 2015 Estimate \$0
 FY 2014 Actual \$0

PART I - PURPOSE AND SCOPE

The Department of Veterans Affairs (VA) has notified the Under Secretary of Defense (Comptroller) that due to the actual number of Servicemembers' Group Life Insurance (SGLI) death claims for policy year 2003, extra hazard reimbursement will be required from the uniformed Services. Title IX Funding was received in FY09 for SGLI. The FY 2014 column reflects year-end execution for funding approved in the Overseas Contingency Operations (OCO) request. FY 2015 and FY 2016 funding is requested in the OCO budget.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual	FY15 Estimate	FY16 Estimate
Extra Hzrd Reimb for Svc Group Life	\$0	\$0	\$0
SGLI Traumatic Svc Members Grp Life Ins Premium	\$0	\$0	\$0
TOTAL SGLI	\$0	\$0	\$0

PROJECT: K. JROTC

FY 2016 Estimate	\$3,526
FY 2015 Estimate	\$3,910
FY 2014 Actual	\$4,991

PART I - PURPOSE AND SCOPE

Funding provides for issue-in-kind uniforms and alteration/renovation thereof, for students enrolled in the Junior ROTC program at secondary education institutions as provided for in 10 U.S.C. 2031.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The following estimate is provided:

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Initial Issue	1,800	\$1,250.00	\$2,250	360	\$1,250.00	\$450	0	\$0.00	\$0
Replacement	35,137	\$78.01	\$2,741	36,937	\$93.67	\$3,460	36,937	\$95.46	\$3,526
TOTAL JROTC CLOTHING	36,937		\$4,991	37,297		\$3,910	36,937		\$3,526

PROJECT: L. Stop Loss Retroactive Pay

FY 2016 Estimate	\$0
FY 2015 Estimate	\$0
FY 2014 Actual	\$1

PART I - PURPOSE AND SCOPE

Public Law 111-32, Section 310 appropriated \$534.4 million in FY 2009 supplemental appropriations to make payment of claims to members of the Armed Forces, including members of the reserve components, and former and retired members under the jurisdiction of the Secretary who, at any time during the period beginning on September 11, 2001, and ending on September 30, 2009, served on active duty while the members' enlistment or period of obligated service was extended, or whose eligibility for retirement was suspended, pursuant to section 123 or 12305 of title 10, United States Code, or any other provision of law (commonly referred to as a "stop-loss authority") authorizing the President to extend an enlistment or period of obligated service, or suspend an eligibility for retirement, of a member of the uniformed services in time of war or of national emergency declared by Congress or the President.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount to be paid to or on behalf of an eligible member, retired member, or former member described above shall be \$500 per month for each month or portion of a month during the period specified above that the member was retained on active duty as a result of application of the stop-loss authority. Section 310 stated that the military departments may not pay claims that are submitted more than 1 year after the date on which the implementing rules for claims take effect. The program would have expired on October 21, 2010; however, President Obama signed legislation which extended the deadline until October 21, 2012. These funds are available for obligation until expended.

(In Thousands of Dollars)

	FY14 Actual			FY15 Estimate			FY16 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Stop Loss Retroactive Pay - Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Stop Loss Retroactive Pay - Enlisted	2	\$500.00	\$1	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL STOP LOSS RETROACTIVE PAY	2		\$1	0		\$0	0		\$0

MARINE CORPS MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (END STRENGTH)

	FY14 Actuals			FY15 Planned			FY16 Planned		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
NON-REIMBURSABLE DOD PERSONNEL									
Office of the President	4	2	6	4	2	6	4	2	6
State Department (UN Truce Supervision)	0	0	0	0	0	0	0	0	0
Transportation Department (FAA)	1	0	1	1	0	1	1	0	1
Commerce Department (Merchant Marine Academy)	0	1	1	0	1	1	0	1	1
National Geospatial-Intelligence Agency (formerly DMA)	2	17	19	0	0	0	0	0	0
SUBTOTAL NONREIMBURSABLE PROGRAM	7	20	27	5	3	8	5	3	8
REIMBURSABLE DOD PERSONNEL									
National Aeronautics and Space Admin. (NASA)	1	0	1	7	0	7	7	0	7
Classified Activities	0	0	0	0	0	0	0	0	0
SUBTOTAL REIMBURSABLE PERSONNEL	1	0	1	7	0	7	7	0	7
TOTAL OUTSIDE DOD	8	20	28	12	3	15	12	3	15
NON-REIMBURSABLE NON-DOD PERSONNEL									
State Department (Embassy Security Guards)	48	1,757	1,805	59	2,144	2,203	59	2,361	2,420
SUBTOTAL NONREIMBURSABLE NON-DOD FUNCTIONS	48	1,757	1,805	59	2,144	2,203	59	2,361	2,420
TOTAL ASSIGNED OUTSIDE DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	48	1,757	1,805	59	2,144	2,203	59	2,361	2,420
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS (REIMBURSABLE)			-						
Technical Assistance Field Team (TAFT)	1	0	1	1	0	1	1	0	1
Technical Assistance Group - Saudi MCTAG	8	1	9	8	1	9	8	1	9
Presidential Guard Advisor Team - UAE	14	29	43	14	29	43	14	29	43
Naval Air Depots	16	22	38	16	24	40	16	24	40
Industrial Fund Albany	2	8	10	-	-	-	-	-	-
Industrial Fund Barstow	-	2	2	1	1	2	1	1	2
SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	41	62	103	40	55	95	40	55	95
ASSIGNED TO WORKING CAPITAL FUND ORGANIZATIONAL ELEMENTS OF DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS (REIMBURSABLE)									
Defense Finance and Accounting Service (DFAS)	6	5	11	6	8	14	6	8	14
DISA	1	2	3	1	1	2	1	1	2
Defense Logistic Agency (DLA) Depots	1	1	2	18	7	25	18	7	25
Defense Logistic Agency (DLA) Supply	3	2	5	-	-	-	-	-	-
US Transportation Command (TRANSCOM)	8	4	12	11	2	13	11	2	13
SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS	19	14	33	36	18	54	36	18	54
TOTAL REIMBURSABLE PERSONNEL	60	76	136	76	73	149	76	73	149
TOTAL NON-REIMBURSABLE PERSONNEL	48	1,757	1,805	59	2,144	2,203	59	2,361	2,420
GRAND TOTAL	116	1,853	1,969	147	2,220	2,367	147	2,437	2,584

REIMBURSABLE PROGRAM
MILITARY PERSONNEL, MARINE CORPS
(In Thousands of Dollars)

	FY14 Actuals	FY15 Estimate	FY16 Estimate
SUBSISTENCE	\$11,091	\$12,210	\$12,662
FEDERAL SOURCES	\$4,669	\$4,784	\$4,879
U. S. Army	\$0	\$0	\$0
U. S. Navy	\$0	\$0	\$0
U. S. Coast Guard	\$0	\$0	\$0
Reserve Personnel, Marine Corps	\$4,669	\$4,784	\$4,879
Flight Rations	\$0	\$0	\$0
NON-FEDERAL SOURCES	\$6,422	\$7,426	\$7,783
Commissary Stores and Messes	\$0	\$0	\$0
Sale of Meals	\$6,422	\$7,426	\$7,783
Foreign Military (for info purposes only)	\$0	\$0	\$0
Foreign Military Sales (for info purposes only)	\$0	\$0	\$0
OTHER NON-STRENGTH RELATED	\$0	\$0	\$0
Surcharge	\$0	\$0	\$0
Clothing	\$0	\$0	\$0
Other Military Costs (PCS Travel)	\$0	\$0	\$0
STRENGTH RELATED	\$19,977	\$13,312	\$16,068
OFFICERS SUBTOTAL	\$11,412	\$10,215	\$11,113
Basic Pay (Off)	\$7,500	\$6,775	\$7,319
Retired Pay Accrual (Off)	\$2,430	\$2,195	\$2,298
Other (Off)	\$1,482	\$1,245	\$1,496
ENLISTED SUBTOTAL	\$8,565	\$3,097	\$4,955
Basic Pay (Enl)	\$5,334	\$2,034	\$3,054
Retired Pay Accrual (Enl)	\$1,728	\$659	\$959
Other (Enl)	\$1,503	\$404	\$942
TOTAL PROGRAM	\$31,068	\$25,522	\$28,730

**MILITARY PERSONNEL MARINE CORPS
MONTHLY END STRENGTHS BY PAY GRADE
FY 2014**

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	3	3	3	3	3	3	3	3	3	3	3	3
O-9	18	20	17	20	17	17	17	17	18	19	17	17
O-8	29	29	29	29	29	29	30	29	30	29	30	29
O-7	32	29	32	29	33	33	34	34	33	34	33	33
O-6	685	684	683	680	679	680	679	674	668	665	663	692
O-5	1,886	1,885	1,886	1,899	1,899	1,920	1,928	1,928	1,927	1,928	1,928	1,924
O-4	3,794	3,798	3,799	3,888	3,885	3,949	3,957	3,954	3,909	3,874	3,864	3,869
O-3	5,503	5,579	5,509	5,506	5,525	5,427	5,416	5,390	5,417	5,422	5,441	5,313
O-2	2,997	2,848	2,956	2,857	2,797	2,805	2,862	3,565	3,399	3,285	3,189	3,133
O-1	2,003	2,090	2,016	1,964	1,932	1,995	1,884	1,392	1,646	1,640	1,590	1,605
O-3E	1,486	1,495	1,484	1,499	1,513	1,484	1,474	1,472	1,508	1,502	1,494	1,443
O-2E	474	450	496	470	445	444	449	519	493	477	479	476
O-1E	371	382	338	346	346	351	332	268	284	283	280	275
W-5	95	95	98	99	99	97	96	96	95	95	99	104
W-4	286	286	298	297	295	295	293	288	287	286	292	289
W-3	588	581	638	631	633	632	630	618	587	570	633	616
W-2	905	900	815	811	811	807	806	792	788	787	853	837
W-1	166	166	165	165	417	415	415	415	414	414	255	255
Officer	21,322	21,321	21,263	21,194	21,359	21,384	21,306	21,455	21,507	21,314	21,144	20,914
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,638	1,638	1,615	1,585	1,567	1,568	1,567	1,565	1,564	1,561	1,559	1,563
E-8	3,936	3,883	3,852	3,895	3,892	3,889	3,893	3,900	3,894	3,889	3,896	3,899
E-7	8,814	8,843	8,885	8,823	8,695	8,658	8,583	8,614	8,575	8,559	8,452	8,302
E-6	15,027	14,910	15,156	15,497	15,400	15,415	15,462	15,584	15,509	15,376	15,113	14,653
E-5	27,628	27,941	27,640	28,702	28,234	27,927	27,711	27,901	27,678	27,242	27,367	27,224
E-4	34,599	34,785	35,025	36,697	35,901	35,866	35,386	36,915	37,283	37,193	38,177	38,752
E-3	48,886	49,684	49,563	46,002	47,560	49,693	50,866	49,493	48,587	47,416	45,388	44,275
E-2	21,127	19,928	20,155	20,990	21,514	21,400	20,686	19,788	19,529	19,560	18,927	18,667
E-1	11,970	11,809	10,842	9,599	8,401	7,157	6,310	6,166	6,880	7,296	8,603	9,808
Enlisted	173,626	173,422	172,734	171,791	171,165	171,574	170,465	169,927	169,500	168,093	167,483	167,144
Total Paygrades	194,948	194,743	193,997	192,985	192,524	192,958	191,771	191,382	191,007	189,407	188,627	188,058

Exhibit PB-30Z Monthly End Strengths by Pay Grade (Active)

MILITARY PERSONNEL MARINE CORPS
MONTHLY END STRENGTHS BY PAY GRADE
FY 2015

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	3	3	3	3	3	3	3	3	3	3	3	3
O-9	18	20	20	20	19	19	19	19	20	20	20	21
O-8	29	28	28	28	29	29	30	29	29	29	28	28
O-7	31	29	29	29	30	30	30	30	30	30	29	29
O-6	672	667	664	661	657	658	658	653	647	645	643	682
O-5	1,901	1,900	1,900	1,891	1,890	1,897	1,905	1,905	1,904	1,905	1,906	1,895
O-4	3,869	3,834	3,786	3,756	3,721	3,828	3,838	3,837	3,822	3,791	3,790	3,822
O-3	5,254	5,275	5,306	5,363	5,420	5,380	5,376	5,396	5,452	5,486	5,518	5,361
O-2	3,113	3,082	3,213	3,217	3,180	3,110	3,168	3,884	3,742	3,637	3,551	3,504
O-1	1,775	1,770	1,739	1,688	1,656	1,766	1,655	1,177	1,344	1,290	1,306	1,443
O-3E	1,435	1,419	1,385	1,384	1,384	1,370	1,361	1,359	1,391	1,381	1,374	1,325
O-2E	474	452	448	428	411	405	410	483	459	444	447	447
O-1E	276	276	268	259	257	273	254	222	229	224	225	220
W-5	101	97	101	105	107	105	104	104	103	103	107	112
W-4	288	285	296	294	291	291	289	288	287	286	292	289
W-3	611	604	660	649	652	651	649	642	615	602	664	647
W-2	837	836	750	742	735	731	730	716	712	711	777	761
W-1	255	254	254	254	458	456	456	456	455	455	322	322
Officer	20,943	20,832	20,851	20,772	20,901	21,003	20,936	21,204	21,245	21,043	21,003	20,912
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,560	1,559	1,561	1,563	1,566	1,575	1,572	1,572	1,576	1,572	1,572	1,575
E-8	3,842	3,874	3,871	3,864	3,867	3,877	3,863	3,857	3,858	3,838	3,831	3,829
E-7	8,333	8,288	8,301	8,308	8,328	8,374	8,359	8,363	8,386	8,362	8,366	8,382
E-6	14,349	14,716	14,782	14,837	14,921	15,043	15,061	15,114	15,196	15,198	15,248	15,321
E-5	27,263	27,013	26,970	26,907	26,894	26,953	26,821	26,753	26,740	26,582	26,508	26,474
E-4	38,755	38,403	38,323	38,215	38,178	38,241	38,035	37,920	37,879	37,637	37,516	37,447
E-3	43,864	43,992	43,959	43,897	43,912	44,047	43,873	43,799	43,815	43,595	43,516	43,498
E-2	17,836	18,529	18,509	18,473	18,473	18,520	18,439	18,400	18,400	18,299	18,257	18,242
E-1	9,820	9,301	9,095	9,561	9,342	9,312	9,097	9,134	9,597	10,376	9,823	8,419
Enlisted	165,623	165,676	165,372	165,626	165,482	165,943	165,121	164,913	165,448	165,460	164,638	163,188
Total Paygrades	186,566	186,508	186,223	186,398	186,383	186,946	186,057	186,117	186,693	186,503	185,641	184,100

Exhibit PB-30Z Monthly End Strengths by Pay Grade (Active)

**MILITARY PERSONNEL MARINE CORPS
MONTHLY END STRENGTHS BY PAY GRADE
FY 2016**

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	3	3	3	3	3	3	3	3	3	3	3	3
O-9	18	20	20	20	19	19	19	19	20	20	20	21
O-8	29	28	28	28	29	30	31	31	30	30	30	28
O-7	29	28	29	29	30	31	31	31	31	31	29	29
O-6	670	671	670	670	666	665	664	657	652	659	657	648
O-5	1,882	1,886	1,880	1,882	1,887	1,896	1,901	1,901	1,902	1,915	1,908	1,895
O-4	3,796	3,796	3,805	3,820	3,853	3,862	3,871	3,905	3,920	3,916	3,907	3,858
O-3	5,306	5,242	5,185	5,155	5,090	5,046	4,997	4,983	5,084	5,194	5,281	5,173
O-2	3,451	3,429	3,507	3,477	3,467	3,440	3,514	3,815	3,588	3,300	3,143	3,103
O-1	1,651	1,656	1,649	1,643	1,684	1,790	1,700	1,599	1,717	1,688	1,702	1,829
O-3E	1,320	1,307	1,300	1,290	1,276	1,275	1,272	1,247	1,342	1,399	1,412	1,425
O-2E	440	433	506	501	498	489	510	603	518	464	472	455
O-1E	223	219	172	168	168	232	205	201	264	253	275	331
W-5	110	107	107	108	110	109	108	109	109	113	108	105
W-4	288	286	293	290	289	291	291	304	301	294	298	288
W-3	641	637	651	645	646	654	653	632	603	592	628	625
W-2	761	760	722	719	722	709	704	702	700	700	850	840
W-1	322	321	321	321	461	459	459	459	458	457	255	255
Officer	20,941	20,830	20,849	20,770	20,899	21,001	20,934	21,202	21,243	21,029	20,979	20,912
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,564	1,566	1,567	1,568	1,569	1,575	1,570	1,569	1,573	1,574	1,575	1,575
E-8	3,804	3,807	3,809	3,812	3,815	3,829	3,818	3,815	3,824	3,825	3,828	3,829
E-7	8,325	8,334	8,339	8,345	8,350	8,382	8,357	8,351	8,370	8,375	8,381	8,382
E-6	15,219	15,234	15,242	15,252	15,264	15,322	15,275	15,265	15,301	15,308	15,318	15,271
E-5	26,296	26,323	26,337	26,357	26,374	26,474	26,395	26,377	26,438	26,452	26,469	26,424
E-4	37,196	37,233	37,253	37,280	37,307	37,448	37,335	37,310	37,397	37,415	37,440	37,447
E-3	43,198	43,233	43,249	43,272	43,294	43,449	43,310	43,273	43,365	43,378	43,400	43,498
E-2	18,119	18,138	18,147	18,160	18,174	18,242	18,187	18,175	18,217	18,226	18,238	18,242
E-1	8,421	8,372	8,349	8,382	8,365	8,368	8,509	8,533	8,483	8,445	8,427	8,419
Enlisted	162,143	162,241	162,293	162,429	162,513	163,090	162,757	162,669	162,969	162,999	163,077	163,088
Total Paygrades	183,084	183,071	183,142	183,199	183,412	184,091	183,691	183,871	184,212	184,028	184,056	184,000

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