

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2019  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
FEBRUARY 2018

Military Personnel, Marine Corps

The estimated cost for this report for the Department of the Navy (DON) is \$16,771.

The estimated total cost for supporting the DON budget justification material is approximately \$1,643,653 for the 2018 fiscal year. This includes \$79,753 in supplies and \$1,563,900 in labor.

## Department of Defense Appropriations Act, 2019

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### **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, \$13,890,968,000.

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Department of Defense  
 FY 2019 President's Budget  
 Exhibit M-1 FY 2019 President's Budget  
 Total Obligational Authority  
 (Dollars in Thousands)

Military Personnel, Marine Corps	FY 2017 (Base + OCO)	FY 2018 PB Request with CR Adj Base	FY 2018 Total PB Requests* with CR Adj Base	FY 2018 PB Request with CR Adj OCO	FY 2018 Total PB Requests+ with CR Adj OCO	S e c -
Budget Activity 01: Pay and Allowances of Officers						
1105N 5 Basic Pay	1,552,355	1,581,886	1,581,886	19,766	19,766	U
1105N 10 Retired Pay Accrual	449,987	450,292	450,292	4,479	4,479	U
1105N 11 Thrift Savings Plan Matching Contributions		17,859	17,859			U
1105N 25 Basic Allowance for Housing	513,689	535,011	535,011	6,679	6,679	U
1105N 30 Basic Allowance for Subsistence	62,924	66,887	66,887	634	634	U
1105N 35 Incentive Pays	28,218	36,374	36,374	160	160	U
1105N 40 Special Pays	6,242	3,333	3,333	2,460	2,486	U
1105N 45 Allowances	45,504	43,841	43,841	890	920	U
1105N 50 Separation Pay	18,385	13,257	13,257			U
1105N 55 Social Security Tax	118,988	120,531	120,531	1,512	1,512	U
Total Budget Activity 01	2,796,292	2,869,271	2,869,271	36,580	36,636	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel						
1105N 60 Basic Pay	4,868,046	4,980,929	4,980,929	24,617	24,617	U
1105N 65 Retired Pay Accrual	1,408,075	1,416,193	1,416,193	5,551	5,551	U
1105N 66 Thrift Savings Plan Matching Contributions		55,287	55,287			U
1105N 80 Basic Allowance for Housing	1,525,955	1,620,934	1,620,934	15,229	15,229	U
1105N 85 Incentive Pays	8,692	9,137	9,137	23	23	U
1105N 90 Special Pays	146,494	144,597	144,597	8,021	8,084	U
1105N 95 Allowances	328,377	319,915	319,915	6,875	6,935	U
1105N 100 Separation Pay	96,428	90,030	90,030			U
1105N 105 Social Security Tax	370,315	380,478	380,478	1,883	1,883	U
Total Budget Activity 02	8,752,382	9,017,500	9,017,500	62,199	62,322	
Budget Activity 04: Subsistence of Enlisted Personnel						
1105N 115 Basic Allowance for Subsistence	419,523	450,121	450,121	2,842	2,842	U
1105N 120 Subsistence-In-Kind	385,936	415,759	415,759			U
1105N 121 Family Subsistence Supplemental Allowance		10	10			U
Total Budget Activity 04	805,459	865,890	865,890	2,842	2,842	

M-119PB: FY 2019 President's Budget  
 \* Includes June 29, 2017 requests.  
 + Includes November 6, 2017 requests.

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Department of Defense  
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 (Dollars in Thousands)

Military Personnel, Marine Corps	FY 2018			FY 2018	FY 2018	
	FY 2018	Less Enacted	Div B	Total	Less Enacted	FY 2018
	Emergency	P.L.115-96***	FY 2018	PB Requests*	P.L.115-96***	Remaining Req
	Requests**	MDDE + Ship	Remaining Req	with CR Adj	MDDE + Ship	with CR Adj
	Emergency	Repairs	Emergency	Emergency**	Repairs	Emergency
	-----	-----	-----	-----	-----	-----
Budget Activity 01: Pay and Allowances of Officers						
1105N 5 Basic Pay				1,601,652		1,601,652 U
1105N 10 Retired Pay Accrual				454,771		454,771 U
1105N 11 Thrift Savings Plan Matching Contributions				17,859		17,859 U
1105N 25 Basic Allowance for Housing				541,690		541,690 U
1105N 30 Basic Allowance for Subsistence				67,521		67,521 U
1105N 35 Incentive Pays				36,534		36,534 U
1105N 40 Special Pays				5,819		5,819 U
1105N 45 Allowances				44,761		44,761 U
1105N 50 Separation Pay				13,257		13,257 U
1105N 55 Social Security Tax				122,043		122,043 U
Total Budget Activity 01				2,905,907		2,905,907
Budget Activity 02: Pay And Allowances Of Enlisted Personnel						
1105N 60 Basic Pay				5,005,546		5,005,546 U
1105N 65 Retired Pay Accrual				1,421,744		1,421,744 U
1105N 66 Thrift Savings Plan Matching Contributions				55,287		55,287 U
1105N 80 Basic Allowance for Housing				1,636,163		1,636,163 U
1105N 85 Incentive Pays				9,160		9,160 U
1105N 90 Special Pays				152,681		152,681 U
1105N 95 Allowances				326,850		326,850 U
1105N 100 Separation Pay				90,030		90,030 U
1105N 105 Social Security Tax				382,361		382,361 U
Total Budget Activity 02				9,079,822		9,079,822
Budget Activity 04: Subsistence of Enlisted Personnel						
1105N 115 Basic Allowance for Subsistence				452,963		452,963 U
1105N 120 Subsistence-In-Kind				415,759		415,759 U
1105N 121 Family Subsistence Supplemental Allowance				10		10 U
Total Budget Activity 04				868,732		868,732

M-119PB: FY 2019 President's Budget

\*\* Includes November 6 and November 21, 2017 requests.

\*\*\* Missile Defeat and Defense Enhancements, 2017.

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## Military Personnel, Marine Corps

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
Budget Activity 01: Pay and Allowances of Officers				
1105N 5 Basic Pay	1,641,181	27,939	1,669,120	U
1105N 10 Retired Pay Accrual	498,204	6,901	505,105	U
1105N 11 Thrift Savings Plan Matching Contributions	31,369		31,369	U
1105N 25 Basic Allowance for Housing	546,247	9,815	556,062	U
1105N 30 Basic Allowance for Subsistence	67,428	927	68,355	U
1105N 35 Incentive Pays	46,034	253	46,287	U
1105N 40 Special Pays	3,891	1,498	5,389	U
1105N 45 Allowances	46,208	1,955	48,163	U
1105N 50 Separation Pay	17,019	1,165	18,184	U
1105N 55 Social Security Tax	125,091	2,137	127,228	U
Total Budget Activity 01	3,022,672	52,590	3,075,262	
Budget Activity 02: Pay And Allowances Of Enlisted Personnel				
1105N 60 Basic Pay	5,196,233	21,663	5,217,896	U
1105N 65 Retired Pay Accrual	1,574,705	5,351	1,580,056	U
1105N 66 Thrift Savings Plan Matching Contributions	97,777		97,777	U
1105N 80 Basic Allowance for Housing	1,658,129	12,633	1,670,762	U
1105N 85 Incentive Pays	9,137	28	9,165	U
1105N 90 Special Pays	198,171	6,442	204,613	U
1105N 95 Allowances	304,996	5,321	310,317	U
1105N 100 Separation Pay	97,425	467	97,892	U
1105N 105 Social Security Tax	396,969	1,657	398,626	U
Total Budget Activity 02	9,533,542	53,562	9,587,104	
Budget Activity 04: Subsistence of Enlisted Personnel				
1105N 115 Basic Allowance for Subsistence	444,111	2,427	446,538	U
1105N 120 Subsistence-In-Kind	410,720		410,720	U
1105N 121 Family Subsistence Supplemental Allowance	10		10	U
Total Budget Activity 04	854,841	2,427	857,268	

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Military Personnel, Marine Corps		FY 2017 (Base + OCO)	FY 2018	FY 2018	FY 2018	FY 2018	S e c
			PB Request with CR Adj Base	Total PB Requests* with CR Adj Base	PB Request with CR Adj OCO	Total PB Requests+ with CR Adj OCO	
		-----	-----	-----	-----	-----	-
Budget Activity 05: Permanent Change of Station Travel							
1105N	125 Accession Travel	50,249	55,098	55,098			U
1105N	130 Training Travel	14,603	18,718	18,718			U
1105N	135 Operational Travel	153,275	184,003	184,003			U
1105N	140 Rotational Travel	117,917	120,351	120,351			U
1105N	145 Separation Travel	89,178	93,216	93,216			U
1105N	150 Travel of Organized Units	116	4,671	4,671			U
1105N	155 Non-Temporary Storage	10,381					U
1105N	160 Temporary Lodging Expense		5,578	5,578			U
1105N	165 Other	2,149					U
Total Budget Activity 05		437,868	481,635	481,635			
Budget Activity 06: Other Military Personnel Costs							
1105N	170 Apprehension of Military Deserters	228	326	326			U
1105N	175 Interest on Uniformed Services Savings	274	19	19	302	302	U
1105N	180 Death Gratuities	11,900	12,900	12,900			U
1105N	185 Unemployment Benefits	35,949	46,624	46,624			U
1105N	195 Education Benefits	7,092	8,591	8,591			U
1105N	200 Adoption Expenses	64	92	92			U
1105N	205 Special Compensation for Severely Disabled Retirees				1,877	1,877	U
1105N	210 Transportation Subsidy	1,401	1,986	1,986			U
1105N	215 Partial Dislocation Allowance	97	103	103			U
1105N	216 SGLI Extra Hazard Payments	400					U
1105N	218 Junior ROTC	3,556	4,408	4,408			U
Total Budget Activity 06		60,961	75,049	75,049	2,179	2,179	

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 \* Includes June 29, 2017 requests.  
 + Includes November 6, 2017 requests.

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Military Personnel, Marine Corps	FY 2018			FY 2018		FY 2018		FY 2018	FY 2018
	FY 2018	Less Enacted	Div B	Total	Less Enacted	Div B	Remaining Req		
	Emergency	P.L.115-96***	FY 2018	PB Requests*	P.L.115-96***	with CR Adj	with CR Adj	S	
	Requests**	MDDE + Ship	Remaining Req	Base + OCO +	MDDE + Ship	Base + OCO +	Base + OCO +	e	
	Emergency	Repairs	Emergency	Emergency**	Repairs	Emergency	Emergency	c	
	-----	-----	-----	-----	-----	-----	-----	-	
Budget Activity 05: Permanent Change of Station Travel									
1105N 125 Accession Travel				55,098			55,098	U	
1105N 130 Training Travel				18,718			18,718	U	
1105N 135 Operational Travel				184,003			184,003	U	
1105N 140 Rotational Travel				120,351			120,351	U	
1105N 145 Separation Travel				93,216			93,216	U	
1105N 150 Travel of Organized Units				4,671			4,671	U	
1105N 155 Non-Temporary Storage								U	
1105N 160 Temporary Lodging Expense				5,578			5,578	U	
1105N 165 Other								U	
Total Budget Activity 05				481,635			481,635		
Budget Activity 06: Other Military Personnel Costs									
1105N 170 Apprehension of Military Deserters				326			326	U	
1105N 175 Interest on Uniformed Services Savings				321			321	U	
1105N 180 Death Gratuities				12,900			12,900	U	
1105N 185 Unemployment Benefits				46,624			46,624	U	
1105N 195 Education Benefits				8,591			8,591	U	
1105N 200 Adoption Expenses				92			92	U	
1105N 205 Special Compensation for Severely Disabled Retirees				1,877			1,877	U	
1105N 210 Transportation Subsidy				1,986			1,986	U	
1105N 215 Partial Dislocation Allowance				103			103	U	
1105N 216 SGLI Extra Hazard Payments								U	
1105N 218 Junior ROTC				4,408			4,408	U	
Total Budget Activity 06				77,228			77,228		

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 \*\*\* Missile Defeat and Defense Enhancements, 2017.

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 (Dollars in Thousands)

## Military Personnel, Marine Corps

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
Budget Activity 05: Permanent Change of Station Travel				
1105N 125 Accession Travel	48,992		48,992	U
1105N 130 Training Travel	16,506		16,506	U
1105N 135 Operational Travel	166,904		166,904	U
1105N 140 Rotational Travel	110,869		110,869	U
1105N 145 Separation Travel	87,538		87,538	U
1105N 150 Travel of Organized Units	890		890	U
1105N 155 Non-Temporary Storage	8,730		8,730	U
1105N 160 Temporary Lodging Expense	5,743		5,743	U
1105N 165 Other	2,140		2,140	U
Total Budget Activity 05	448,312		448,312	
Budget Activity 06: Other Military Personnel Costs				
1105N 170 Apprehension of Military Deserters	236		236	U
1105N 175 Interest on Uniformed Services Savings	19	238	257	U
1105N 180 Death Gratuities	13,100		13,100	U
1105N 185 Unemployment Benefits	37,114		37,114	U
1105N 195 Education Benefits	4,661		4,661	U
1105N 200 Adoption Expenses	86		86	U
1105N 205 Special Compensation for Severely Disabled Retirees				U
1105N 210 Transportation Subsidy	1,448		1,448	U
1105N 215 Partial Dislocation Allowance	103		103	U
1105N 216 SGLI Extra Hazard Payments		415	415	U
1105N 218 Junior ROTC	3,790		3,790	U
Total Budget Activity 06	60,557	653	61,210	

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 (Dollars in Thousands)

Military Personnel, Marine Corps	FY 2017 (Base + OCO)	FY 2018 PB Request with CR Adj Base	FY 2018 Total PB Requests* with CR Adj Base	FY 2018 PB Request with CR Adj OCO	FY 2018 Total PB Requests+ S with CR Adj e OCO c
Budget Activity 20: Undistributed					
1105N CR1 Adj to Match Continuing Resolution		-632,995	-632,995	81,773	81,594 U
Total Budget Activity 20		-632,995	-632,995	81,773	81,594
Total Military Personnel, Marine Corps	12,852,962	12,676,350	12,676,350	185,573	185,573
Less Reimbursables	26,820	30,631	30,631		
Total Direct - Military Personnel, Marine Corps	12,826,142	12,645,719	12,645,719	185,573	185,573
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts					
1001N 300 Marine Corps	766,286	902,987	902,987		U
Total Direct - Marine Corps MERHFC Accounts	766,286	902,987	902,987		
Grand Total Direct - Marine Corps Military Personnel Co	13,592,428	13,548,706	13,548,706	185,573	185,573

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	FY 2018 Less Enacted Div B	FY 2018 Remaining Req Emergency	FY 2018 Total PB Requests* with CR Adj Base + OCO + Emergency**	FY 2018 Less Enacted DIV B	FY 2018 Remaining Req with CR Adj Base + OCO + Emergency	
Military Personnel, Marine Corps	P.L.115-96*** MDDE + Ship Repairs			P.L.115-96*** MDDE + Ship Repairs		
	-----	-----	-----	-----	-----	-----
Budget Activity 20: Undistributed						
1105N CR1 Adj to Match Continuing Resolution			-551,401		-551,401	U
Total Budget Activity 20			-551,401		-551,401	
Total Military Personnel, Marine Corps			12,861,923		12,861,923	
Less Reimbursables			30,631		30,631	
Total Direct - Military Personnel, Marine Corps			12,831,292		12,831,292	
Total Active Marine Corps Military Personnel Costs			12,831,292		12,831,292	
Total Direct - Marine Corps Military Appropriations			12,831,292		12,831,292	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts						
1001N 300 Marine Corps			902,987		902,987	U
Grand Total Direct - Marine Corps Military Personnel Co			13,734,279		13,734,279	

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 \*\*\* Missile Defeat and Defense Enhancements, 2017.

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 (Dollars in Thousands)

Military Personnel, Marine Corps

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	
Budget Activity 20: Undistributed				S
1105N CR1 Adj to Match Continuing Resolution				e
				c
				-
Budget Activity 20: Undistributed				
1105N CR1 Adj to Match Continuing Resolution				U
Total Budget Activity 20				
Total Military Personnel, Marine Corps	13,919,924	109,232	14,029,156	
Less Reimbursables	28,956		28,956	
Total Direct - Military Personnel, Marine Corps	13,890,968	109,232	14,000,200	
Total Active Marine Corps Military Personnel Costs	13,890,968	109,232	14,000,200	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts				
1001N 300 Marine Corps	830,962		830,962	U
Grand Total Direct - Marine Corps Military Personnel Co	14,721,930	109,232	14,831,162	

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DEPARTMENT OF THE NAVY  
JUSTIFICATION OF ESTIMATES FOR FY 2019 BUDGET SUBMISSION  
MILITARY PERSONNEL, MARINE CORPS  
FY 2019 BUDGET ESTIMATES

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**Section I**  
**Summary of Requirements By Program**  
(\$ in Thousands)

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:

	FY17 Actual	FY18 Estimate	FY19 Estimate
<b>DIRECT BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	\$2,741,679	\$2,857,417	\$3,012,114
Pay and Allowances of Enlisted Personnel	\$8,690,799	\$9,012,222	\$9,529,054
Subsistence of Enlisted Program	\$792,180	\$852,391	\$840,931
Permanent Change of Station Travel	\$437,868	\$481,635	\$448,312
Other Military Personnel Cost	\$60,306	\$75,049	\$60,557
Annualized CR Funding Adjustment	\$0	(\$632,995)	\$0
<b>TOTAL DIRECT BASELINE PROGRAM</b>	<b>\$12,722,832</b>	<b>\$12,645,719</b>	<b>\$13,890,968</b>
<b>REIMBURSABLE BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	\$9,292	\$11,854	\$10,558
Pay and Allowances of Enlisted Personnel	\$6,091	\$5,278	\$4,488
Subsistence of Enlisted Program	\$11,437	\$13,499	\$13,910
Permanent Change of Station Travel	\$0	\$0	\$0
Other Military Personnel Cost	\$0	\$0	\$0
<b>TOTAL REIMBURSABLE BASELINE PROGRAM</b>	<b>\$26,820</b>	<b>\$30,631</b>	<b>\$28,956</b>
<b>TOTAL BASELINE PROGRAM FUNDING</b>			
Pay and Allowances of Officers	\$2,750,971	\$2,869,271	\$3,022,672
Pay and Allowances of Enlisted Personnel	\$8,696,890	\$9,017,500	\$9,533,542
Subsistence of Enlisted Program	\$803,617	\$865,890	\$854,841
Permanent Change of Station Travel	\$437,868	\$481,635	\$448,312
Other Military Personnel Cost	\$60,306	\$75,049	\$60,557
Annualized CR Funding Adjustment	\$0	(\$632,995)	\$0
<b>TOTAL BASELINE PROGRAM</b>	<b>\$12,749,652</b>	<b>\$12,676,350</b>	<b>\$13,919,924</b>

**MILITARY PERSONNEL, MARINE CORPS**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(\$ in Thousands)

	FY17 Actual	FY18 Estimate	FY19 Estimate
<b>OCO Funding -- FY 2013 (P.L. 112-74, Title IX)</b>			
Pay and Allowances of Officers	\$45,321	\$0	\$0
Pay and Allowances of Enlisted Personnel	\$55,492	\$0	\$0
Subsistence of Enlisted Program	\$1,842	\$0	\$0
Permanent Change of Station Travel	\$0	\$0	\$0
Other Military Personnel Cost	\$655	\$0	\$0
<b>TOTAL P.L.108-106/Title IX PROGRAM FUNDING</b>	<b>\$103,310</b>	<b>\$0</b>	<b>\$0</b>
Pay and Allowances of Officers	\$2,796,292	\$2,869,271	\$3,022,672
Pay and Allowances of Enlisted Personnel	\$8,752,382	\$9,017,500	\$9,533,542
Subsistence of Enlisted Program	\$805,459	\$865,890	\$854,841
Permanent Change of Station Travel	\$437,868	\$481,635	\$448,312
Other Military Personnel Cost	\$60,961	\$75,049	\$60,557
<b>TOTAL PROGRAM FUNDING</b>	<b>\$12,852,962</b>	<b>\$13,309,345</b>	<b>\$13,919,924</b>
Medicare-Eligible Retiree Health Fund Contribution	\$766,286	\$902,987	\$830,962
Annualized CR Funding Adjustment	\$0	(\$632,995)	\$0
<b>MILITARY PERSONNEL-MARINE CORPS PROGRAM COST</b>	<b>\$13,619,248</b>	<b>\$13,579,337</b>	<b>\$14,750,886</b>

LEGISLATIVE PROPOSALS:

There are no legislative proposals included in the above estimate for FY 2019.

**SECTION 2**  
**INTRODUCTION, SUMMARY OF ECONOMIC ASSUMPTIONS, and PERFORMANCE MEASURES**

**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 2019 end strength of 186,100. 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 2019 budget includes funding for a 2.6% 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. As part of the FY 2019 Budget Review, the Department reduced the military personnel budget estimates by over \$460 million to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Of this total amount, the Marine Corps assumed \$27.2 million in anticipated savings in the Military Personnel, Marine Corps appropriation. Similar to the methodology used by the General Accountability Office (GAO), the reductions were based on an assessment of the average unexpended balances over the FY 2012 through FY2016 period after excluding the Temporary Early Retirement Authority (TERA) payments that may continue to disburse for up to 5 years. The unexpended balances were further adjusted to remove available OCO funding to recognize the wide variance that can occur within the military personnel accounts during the year of execution due to operational turbulence. To ensure the reductions are specifically implemented to realize real savings and reduce future unexpended balances rather than driving programmatic reductions, the Marine Corps will continue to identify specific programs/line items and the root causes for significant unexpended balances in each year, and then develop specific actions to reduce unexpended balances.

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.

**Enduring Force (186K End Strength)**

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

Additionally, the budget provides for a Marine Corps Active Forces end strength of 186,100 in FY 2019. 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.

<b>End Strength</b>	<b>Authorized <u>FY 2017</u></b>	<b>Authorized <u>FY 2018</u></b>	<b>Requested <u>FY 2019</u></b>	<b>Enduring <u>End Strength</u></b>
Base Budget	184,514	186,000	186,100	186,100
OCO	738	0	0	0
<b>Total</b>	<b>185,252</b>	<b>186,000</b>	<b>186,100</b>	<b>186,100</b>

**SUMMARY OF ECONOMIC ASSUMPTIONS**

**Fiscal Year 2017**

- a. The \$12,852,962K execution supported an end strength of 184,514 with the average strength of 184,975.
- b. Retired pay accrual percentage is 28.9 percent of the basic pay for full-time active duty and 22.8 percent for part-time members.
- c. The calendar year pay raise is 2.1 percent.
- d. The BAH Fiscal Year rate is 4.5 percent.
- e. The BAS annual rate increase is 0.0 percent.
- f. The economic assumption for non-pay inflation is 1.7 percent.

**Fiscal Year 2018**

- a. The estimated \$13,309,345 supports an end strength of 185,000 with the average strength of 185,422.
- b. Retired pay accrual percentage is 28.5 percent of the basic pay for full-time active duty and 22.6 percent for part-time members.
- c. The calendar year pay raise is 2.1 percent.
- d. The BAH Fiscal Year rate is 4.1 percent.
- e. The BAS annual rate increase is 3.4 percent.
- f. The economic assumption for non-pay inflation is 2.0 percent.

**Fiscal Year 2019**

- a. The requested \$13,919,924 supports an end strength of 186,100 with the average strength of 187,466.
- b. Retired Pay Accrual percentage is 30.4 percent of the basic pay for full-time active duty and 24.7 percent for part-time members.
- c. The calendar year pay raise is 2.6 percent.
- d. The BAH fiscal year rate is 3.3 percent.
- e. The BAS annual rate increase is 3.4 percent.
- f. The economic assumption for non-pay inflation is 1.8 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**

	Performance Measure	FY17 Actual	FY18 Requested	FY19 Planned
	Average Strength	184,975	185,422	187,466
	End Strength	184,514	185,000	186,100
	Authorized End Strength	185,000	186,000	
1. Recruiting Goals	Numeric Goals	32,500	30,604	30,600
	Actual	31,984		
2. Quality Goals	Tier 1 HSDG	99.80%	95.00%	95.00%
	Cat I-IIIA	71.04%	63.00%	63.00%

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**

	FY17 Actual		FY18 Estimate		FY19 Estimate	
	Avg Strength	End Strength	Avg Strength	End Strength	Avg Strength	End Strength
<b>DIRECT PROGRAM</b>						
Direct Officers	20,941	21,052	21,238	21,027	21,325	21,240
Direct Enlisted	162,784	163,320	163,252	163,813	164,394	164,723
Total Direct without ADOS (Base)	183,725	184,372	184,490	184,840	185,719	185,913
<b>Active Duty Operational Support (ADOS) and RC Mobilization (Base)</b>						
Administrative ADOS Officers	55	0	50	0	50	0
Administrative ADOS Enlisted	81	0	111	0	250	0
12304b Mobilization Officers	40	0	50	0	92	0
12304b Mobilization Enlisted	188	0	551	0	1,218	0
12301d Counter Drug/Narcotic Officer	0	0	0	0	0	0
12301d Counter Drug/Narcotic Enlisted	4	0	0	0	0	0
Total ADOS and RC Mobilization (BASE)	368	0	762	0	1,610	0
<b>TOTAL DIRECT PROGRAM</b>	<b>184,093</b>	<b>184,372</b>	<b>185,252</b>	<b>184,840</b>	<b>187,329</b>	<b>185,913</b>
<b>REIMBURSABLE PROGRAM</b>						
Reimb Officers	58	59	92	85	72	72
Reimb Enlisted	86	83	78	75	65	65
Total Reimbursable	144	142	170	160	137	137
<b>Total Program (Direct and Reimbursable)</b>						
Total Officers	21,094	21,111	21,430	21,112	21,539	21,312
Total Enlisted	163,143	163,403	163,992	163,888	165,927	164,788
Total Program	184,237	184,514	185,422	185,000	187,466	186,100
<b>OCO SUPPLEMENTAL FUNDING</b>						
OCO Officers	263	0	0	0	0	0
OCO Enlisted	475	0	0	0	0	0
Supplemental Funded Strength	738	0	0	0	0	0
<b>REVISED TOTAL PROGRAM (Base and OCO)</b>						
Officers	21,357	21,111	21,430	21,112	21,539	21,312
Enlisted	163,618	163,403	163,992	163,888	165,927	164,788
Total Program (Base and OCO)	184,975	184,514	185,422	185,000	187,466	186,100
The FY17 average strength includes 263 Officer and 475 Enlisted mobilized Reserve Component personnel in support of OEF/OND.						
Marine Corps end strength number includes 113 recruiters who are on Extended Active Duty (EAD).						
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 2017 Actual		FY 2018 Estimate		FY 2019 Estimate	
Marine Corps Reserve	50		51		75	

These totals are not part of the end strength figures that are displayed throughout the justification material.

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

	FY 2017	Actual	2017 Reimb	Included	FY 2018	Total	2018 Reimb	Included	FY 2019	Total	2019 Reimb	Included
Commissioned Officers												
O-10 General		4		0		4		0		4		0
O-9 Lieutenant General		20		0		16		0		21		0
O-8 Major General		26		0		29		0		26		0
O-7 Brigadier General		36		0		33		0		35		0
O-6 Colonel		642		6		645		7		658		7
O-5 Lieutenant Colonel		1,892		13		1,902		23		1,910		23
O-4 Major		3,857		21		3,881		25		3,897		23
O-3 Captain		4,728		16		4,933		21		4,842		13
O-2 First Lieutenant		3,012		0		2,581		0		2,725		0
O-1 Second Lieutenant		2,854		0		2,925		0		2,971		0
O-3E Captain		1,300		0		1,268		0		1,407		0
O-2E First Lieutenant		374		0		240		0		208		0
O-1E Lieutenant		304		0		519		0		346		0
Subtotal Officer		19,049		56		18,976		76		19,050		66
Warrant Officers												
W-5 Chief Warrant Officer		107		0		108		1		108		1
W-4 Chief Warrant Officer		291		2		350		1		324		0
W-3 Chief Warrant Officer		601		1		806		4		726		5
W-2 Chief Warrant Officer		832		0		543		0		1,055		0
W-1 Warrant Officer		231		0		329		3		49		0
Subtotal Warrant Officer		2,062		3		2,136		9		2,262		6
Total Officer		21,111		59		21,112		85		21,312		72
Enlisted Personnel												
E-9 Sergeant Major/Master Gunnery Sergeant		1,557		1		1,588		2		1,603		1
E-8 First Sergeant/Master Sergeant		3,848		11		3,876		13		4,006		12
E-7 Gunnery Sergeant		8,456		30		8,543		23		8,666		25
E-6 Staff Sergeant		13,876		20		15,482		23		15,646		14
E-5 Sergeant		26,400		16		26,238		10		26,358		10
E-4 Corporal		34,973		4		36,933		3		36,678		2
E-3 Lance Corporal		41,503		1		41,576		1		41,637		1
E-2 Private First Class		21,318		0		19,012		0		18,661		0
E-1 Private		11,472		0		10,640		0		11,533		0
Total Enlisted		163,403		83		163,888		75		164,788		65
Total End Strength		184,514		142		185,000		160		186,100		137

**MILITARY PERSONNEL, MARINE CORPS**  
**AVERAGE STRENGTH BY GRADE**  
**TOTAL PROGRAM**

	FY 2017 Actual	FY 2017 Reimb Included	FY 2017 ADOS Included	FY 2017 12304B Included	FY 2017 12301D Included	FY 2018 Total	FY 2018 Reimb Included	FY 2018 ADOS Included	FY 2018 12304B Included	FY 2019 Total	FY 2019 Reimb Included	FY 2019 ADOS Included	FY 2019 12304B Included
<b>Commissioned Officers</b>													
O-10 General	4	0	0	0	0	4	0	0	0	4	0	0	0
O-9 Lieutenant General	18	0	0	0	0	15	0	0	0	20	0	0	0
O-8 Major General	30	0	1	0	0	29	0	1	0	26	0	1	0
O-7 Brigadier General	37	0	0	0	0	36	0	0	0	37	0	0	0
O-6 Colonel	670	7	5	0	0	655	9	5	6	674	7	5	10
O-5 Lieutenant Colonel	1,965	12	11	2	0	1,940	24	12	13	1,959	23	12	26
O-4 Major	3,891	19	14	9	0	3,935	25	10	16	3,926	23	10	31
O-3 Captain	4,964	14	14	15	0	4,828	27	13	9	4,941	13	13	18
O-2 First Lieutenant	2,998	1	4	1	0	2,754	0	5	2	2,720	0	5	1
O-1 Second Lieutenant	2,643	0	4	7	0	3,030	0	3	0	2,948	0	3	0
O-3E Captain	1,328	0	0	1	0	1,247	0	0	0	1,392	0	0	1
O-2E First Lieutenant	394	0	0	1	0	316	0	0	0	256	0	0	0
O-1E Lieutenant	301	0	0	0	0	478	0	0	0	353	0	0	1
Subtotal Officer	19,243	53	53	36	0	19,267	85	49	46	19,256	66	49	88
<b>Warrant Officers</b>													
W-5 Chief Warrant Officer	104	0	0	0	0	107	1	0	0	108	1	0	0
W-4 Chief Warrant Officer	298	2	1	1	0	319	1	1	1	331	0	1	1
W-3 Chief Warrant Officer	610	2	0	1	0	702	5	0	2	657	5	0	2
W-2 Chief Warrant Officer	803	1	1	1	0	654	0	0	1	787	0	0	1
W-1 Warrant Officer	299	0	0	1	0	381	0	0	0	400	0	0	0
Subtotal Warrant Officer	2,114	5	2	4	0	2,163	7	1	4	2,283	6	1	4
<b>Total Officer</b>	<b>21,357</b>	<b>58</b>	<b>55</b>	<b>40</b>	<b>0</b>	<b>21,430</b>	<b>92</b>	<b>50</b>	<b>50</b>	<b>21,539</b>	<b>72</b>	<b>50</b>	<b>92</b>
<b>Enlisted Personnel</b>													
E-9 Sergeant Major/Master Gunnery Sergeant	1,573	1	0	2	0	1,577	2	3	2	1,612	1	3	7
E-8 First Sergeant/Master Sergeant	3,851	10	0	4	0	3,853	13	7	5	3,996	12	7	13
E-7 Gunnery Sergeant	8,358	26	6	15	2	8,441	22	18	19	8,625	25	28	42
E-6 Staff Sergeant	14,925	32	13	30	1	14,611	27	34	37	15,468	14	93	81
E-5 Sergeant	26,433	11	27	66	1	26,255	10	38	108	26,597	10	105	238
E-4 Corporal	35,343	5	13	43	0	36,841	3	10	130	36,519	2	13	286
E-3 Lance Corporal	43,093	1	21	28	0	41,791	1	1	240	42,967	1	1	527
E-2 Private First Class	20,367	0	1	0	0	19,029	0	0	10	20,461	0	0	23
E-1 Private	9,675	0	0	0	0	11,594	0	0	0	9,682	0	0	1
<b>Total Enlisted</b>	<b>163,618</b>	<b>86</b>	<b>81</b>	<b>188</b>	<b>4</b>	<b>163,992</b>	<b>78</b>	<b>111</b>	<b>551</b>	<b>165,927</b>	<b>65</b>	<b>250</b>	<b>1,218</b>
<b>Total Average Strength</b>	<b>184,975</b>	<b>144</b>	<b>136</b>	<b>228</b>	<b>4</b>	<b>185,422</b>	<b>170</b>	<b>161</b>	<b>601</b>	<b>187,466</b>	<b>137</b>	<b>300</b>	<b>1,310</b>

Exhibit PB-30D Military Personnel Average Strength by Grade (Active)

**MILITARY PERSONNEL, MARINE CORPS  
ACTIVE DUTY STRENGTHS BY MONTH**

	FY17 Actual			FY18 Planned			FY19 Planned		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
Previous September	20,673	162,931	183,604	20,924	163,502	184,514	21,112	164,888	186,000
October	20,737	163,202	183,939	21,159	163,740	184,448	21,160	165,005	186,165
November	20,830	162,311	183,141	21,161	163,516	184,467	21,176	164,741	185,917
December	20,788	162,739	183,527	21,193	162,593	184,522	21,207	164,578	185,785
January	20,748	163,484	184,232	21,145	164,161	184,820	21,160	164,838	185,998
February	20,946	163,081	184,027	21,367	163,405	184,538	21,406	164,448	185,854
March	21,154	162,818	183,972	21,472	162,677	184,570	21,551	164,031	185,582
April	21,069	162,562	183,631	21,465	162,224	184,174	21,532	163,943	185,475
May	21,268	162,232	183,500	21,505	162,992	184,222	21,619	163,842	185,461
June	21,296	163,346	184,642	21,585	163,871	185,625	21,700	164,729	186,429
July	21,079	163,096	184,175	21,417	163,272	184,929	21,532	164,527	186,059
August	21,195	162,391	183,586	21,355	163,704	185,068	21,515	164,005	185,517
September	21,111	163,403	184,514	21,112	163,888	186,000	21,312	164,788	186,100
Average Strength	20,999	162,870	183,869	21,330	163,330	184,719	21,397	164,459	185,856
<u>Active Duty Operational Support</u>									
# of Man Years	55	81	136	50	111	161	50	250	300
Dollars in Millions	\$7.8	\$4.6	\$12.4	\$7.6	\$8.3	\$15.9	\$7.7	\$18.9	\$26.6
<u>12304b Mobilization</u>									
# of Man Years	40	188	228	50	551	601	92	1,218	1,310
Dollars in Millions	\$4.7	\$11.4	\$16.1	\$7.9	\$27.1	\$35.0	\$14.8	\$66.5	\$81.3
<b>Average Strength w/12304b</b>	<b>21,094</b>	<b>163,139</b>	<b>184,233</b>	<b>21,430</b>	<b>163,992</b>	<b>185,422</b>	<b>21,539</b>	<b>165,927</b>	<b>187,466</b>
<u>12301d Counter Drug/Narcotic Enlisted</u>									
# of Manyears	0	4	4	0	0	0	0	0	0
Dollars in Millions	\$ -	\$ 0	\$ 0	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Average Strength	21,094	163,143	184,237	21,430	163,992	185,422	21,539	165,927	187,466
OCO Funded - Temporary Average Strength	263	475	738	0	0	0	0	0	0
Strength in the FY 2017/2018 Base Budget Request:									
End Strength	21,111	163,403	184,514	21,112	163,888	185,000	21,312	164,788	186,100
Average Strength	21,357	163,618	184,975	21,430	163,992	185,422	21,539	165,927	187,466

FY17 total average strength includes 263 officer and 475 enlisted Reserve Component mobilized members in support of OND and OEF.

**FY 2019 12304b Requested Levels: 1,310 Work Years**

**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 FY2019, the Marine Corps plans to utilize 12304b in support of pre-planned and base funded missions identified by the Combatant Commanders. The Marine Corps may use authority granted in 10 U.S.C. § 12301(d) for Marines volunteering to support any of these missions.

**UDP Assault Amphibian Platoon 18.2 | 19.1 | 20.1 (54 work years)**

Assault Amphibian elements of III MEF's rapidly deployable, task-organized ground maneuver force with strategic flexibility to support combatant commands. Active component AAV capacity gap exists due to Service AAV-SU/ACV program support requirements. Activated Marines will be placed on orders for a period no longer than 365 days.

**SPMAGTF-SC 18 | 19 (180 work years)**

The SPMAGTF will conduct Theater Security Cooperation (TSC) and Exercises in support of combatant commands. The SPMAGTF will have organic mobility and command & control. Activated Marines will be placed on orders for a period no longer than 365 days.

**UDP RECON PLT 18.2 | 19.1 | 19.2 (41 work years)**

Insufficient AC Recon Bn capacity remains to support to the Unit Deployment Program due to enduring support to other GFM requirements. An RC Recon Plt provides sufficient capability within 3rd Recon to cover key operations and theater security cooperation initiatives in support of combatant commands. Activated Marines will be placed on orders for a period no longer than 365 days.

**SPS-EPF 18 | 19 (45 work years)**

A detachment of Marines embarked aboard the Joint High Speed Vessel (Expeditionary Fast Transport) task organized with Navy Adaptive Force Packages to conduct Theater Security Cooperation objectives and MILCON projects in support of combatant commands. Activated Marines will be placed on orders for a period no longer than 365 days.

**CIVIL AFFAIRS TEAM 18.2 | 19.1 | 19.2 (06 work years)**

In coordination with partner nations, country teams and other U.S. Government organizations' civil affairs team, this team conducts targeted civil affairs and civil military operations to meet country team and Combatant Commander objectives in order to build partner nation capacity. Activated Marines will be placed on orders for a period no longer than 365 days.

**MEDICAL HOLD 19 (16 work years)**

Marine Corps Reservists who incur or aggravate injuries, illnesses, or disease during periods of active duty are eligible to continue on active duty to complete authorized medical care, be medically evaluated for disability or to complete a required Department of Defense healthcare study in accordance with DoDi 1241.1. Reserve Marines who are placed on medical hold remain under unit funding.

**Security Cooperation Team 19 (30 work-years) (330 mob days)**

Conduct training and assessments with partner nation security forces in order to build their capacity in providing security for their respective countries and support the Combatant Commander campaign plan. Activated Marines will be placed on orders for a period no longer than 365 days.

**UDP INFANTRY BATTALION 19.1 | 20.1 (891 work years)**

Reserve Infantry Bn support to the Unit Deployment Program enables an AC Infantry Bn to execute force modernization and recover readiness in core Mission Essential task (MET). A RC Infantry Bn provides sufficient capability within III MEF to cover key operations and theater security cooperation initiatives in support of combatant commands. Activated Marines will be placed on orders for a period no longer than 365 days.

**UDP COMBAT ENGINEER PLATOON 19.1 | 20.1 (45 work years)**

Reserve Combat Engineer Platoon support to the Unit Deployment Program will enable AC Combat Engineer Platoon to execute "Resetting the Globe" tasks and other GFM requirements. An RC Combat Engineer Platoon provides sufficient capability within III MEF to cover key operations and theater security cooperation initiatives in support of combatant commands. Activated Marines will be placed on orders for a period no longer than 365 days.

**UDP LIGHT ARMORED RECONNAISSANCE (LAR) PLATOON 20.1 (02 work years)**

Light Armored Reconnaissance Platoon of III MEF's rapidly deployable, task-organized ground maneuver force provides strategic flexibility to support the Combatant Commander. Active component AAV capacity gap exists due to Service AAV-SU/ACV program support requirements.

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

	FY17 Actual	FY18 Planned	FY19 Planned
BEGINNING STRENGTH	20,673	20,924	21,112
Service Academies	272	264	277
Reserve Officer Training Corps	227	269	284
Health Professions Scholarships	0	0	0
Platoon Leaders Class	372	485	467
Reserve Officer Candidate	690	316	411
Other Enlisted Commissioning Programs	144	133	134
Voluntary Active Duty	0	0	0
Direct Appointments	0	0	0
Warrant Officer Program	245	300	328
Inter-Service Transfer	0	0	0
Other Gain	24	221	17
TOTAL GAINS	1,974	1,988	1,918
Expiration of Contract/Obligation	321	499	458
Normal Early Release	0	0	0
RETIREMENT	706	820	778
Disability Retirement	55	107	59
Non - Disability Retirement	644	693	709
Temporary Early Retirement	7	0	10
Voluntary Separation Pay (VSP)	0	0	0
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	4	1	5
Attrition	469	477	466
Other Loss	36	13	11
TOTAL LOSSES	1,536	1,790	1,718
END STRENGTH	21,111	21,122	21,312

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

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

	FY17 Actual	FY18 Planned	FY19 Planned
BEGINNING STRENGTH	162,931	163,502	164,888
Non-Prior Service Enlistment	31,967	30,600	30,637
Male	28,733	27,300	27,337
Female	3,234	3,300	3,300
Prior Service Enlistments	17	4	13
Reenlistments Gain	15,729	13,380	14,449
Reserves (EAD)	49	64	55
Officer Candidate Programs	941	1,002	578
Deserter Gains	100	94	88
Other Gain	353	347	273
Gain Adjustments	0	233	0
TOTAL GAINS	49,156	45,724	46,093
EAS	21,277	19,991	19,698
Normal Early Release	157	112	156
Separations - VSP	0	0	0
Separations - SSB	0	0	0
To Commissioned Officer	913	827	745
To Warrant Officer	245	300	328
Reenlistments Loss	15,729	13,380	14,449
Retirements	2,331	3,238	2,554
Temporary Early Retirement	128	0	145
Dropped from Rolls (Deserters)	96	98	91
Attrition (Adverse Causes)	3,020	2,175	2,992
Attrition (Other)	4,420	4,787	4,770
Other Loss	368	430	265
TOTAL LOSSES	48,684	45,338	46,193
END STRENGTH	163,403	163,888	164,788

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

**MILITARY PERSONNEL, MARINE CORPS**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
<b>1. BASIC PAY</b>	<b>\$1,552,355</b>	<b>\$4,868,046</b>	<b>\$6,420,402</b>	<b>\$1,581,886</b>	<b>\$4,980,929</b>	<b>\$6,562,815</b>	<b>\$1,641,181</b>	<b>\$5,196,233</b>	<b>\$6,837,414</b>
<b>2. RETIREMENT</b>	<b>\$449,987</b>	<b>\$1,408,075</b>	<b>\$1,858,062</b>	<b>\$468,151</b>	<b>\$1,471,480</b>	<b>\$1,939,631</b>	<b>\$529,573</b>	<b>\$1,672,482</b>	<b>\$2,202,055</b>
a. Retired Pay Accrual	\$449,987	\$1,408,075	\$1,858,062	\$450,292	\$1,416,193	\$1,866,485	\$498,204	\$1,574,705	\$2,072,909
b. TSP Matching Contributions	\$0	\$0	\$0	\$17,859	\$55,287	\$73,146	\$31,369	\$97,777	\$129,146
<b>3. BASIC ALLOWANCE FOR HOUSING</b>	<b>\$513,689</b>	<b>\$1,525,955</b>	<b>\$2,039,645</b>	<b>\$535,011</b>	<b>\$1,620,934</b>	<b>\$2,155,945</b>	<b>\$546,247</b>	<b>\$1,658,129</b>	<b>\$2,204,376</b>
a. With Dependents - Domestic	\$369,463	\$1,294,803	\$1,664,266	\$387,539	\$1,414,958	\$1,802,498	\$394,016	\$1,418,873	\$1,812,889
b. Without Dependents - Domestic	\$116,467	\$186,829	\$303,296	\$121,546	\$168,593	\$290,139	\$122,199	\$194,578	\$316,777
c. Substandard Family Housing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Partial	\$205	\$8,264	\$8,469	\$232	\$8,498	\$8,730	\$221	\$8,366	\$8,586
e. With Dependents - Overseas	\$22,249	\$31,042	\$53,291	\$20,586	\$25,346	\$45,932	\$24,752	\$31,546	\$56,298
f. Without Dependents - Overseas	\$5,306	\$5,017	\$10,323	\$5,108	\$3,539	\$8,647	\$5,060	\$4,766	\$9,826
<b>4. SUBSISTENCE</b>	<b>\$62,924</b>	<b>\$805,459</b>	<b>\$868,383</b>	<b>\$66,887</b>	<b>\$865,890</b>	<b>\$932,777</b>	<b>\$67,428</b>	<b>\$854,841</b>	<b>\$922,270</b>
a. Basic Allowance for Subsistence	\$62,924	\$419,523	\$482,447	\$66,887	\$450,121	\$517,008	\$67,428	\$444,111	\$511,540
(1) Authorized to Mess Separately	\$62,924	\$695,202	\$758,126	\$66,887	\$709,279	\$776,165	\$67,428	\$725,571	\$793,000
(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	\$275,679	\$275,679	\$0	\$259,158	\$259,158	\$0	\$281,460	\$281,460
b. Subsistence-in-Kind	\$0	\$385,936	\$385,936	\$0	\$415,759	\$415,759	\$0	\$410,720	\$410,720
(1) Subsistence in Messes	\$0	\$25,811	\$25,811	\$0	\$27,250	\$27,250	\$0	\$32,688	\$32,688
(2) Food Service Regionalization	\$0	\$258,587	\$258,587	\$0	\$274,425	\$274,425	\$0	\$270,583	\$270,583
(3) Operational Rations	\$0	\$90,520	\$90,520	\$0	\$103,935	\$103,935	\$0	\$97,033	\$97,033
(4) Augmentation	\$0	\$4,376	\$4,376	\$0	\$6,999	\$6,999	\$0	\$7,700	\$7,700
(5) Other Programs	\$0	\$6,642	\$6,642	\$0	\$3,150	\$3,150	\$0	\$2,716	\$2,716
(6) Sale of Meals	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
c. Family Subsistence Supplemental Allowance	\$0	\$0	\$0	\$0	\$10	\$10	\$0	\$10	\$10
<b>5. INCENTIVE PAY, HAZARDOUS DUTY</b>									
<b>AND AVIATION CAREER</b>	<b>\$28,218</b>	<b>\$8,692</b>	<b>\$36,910</b>	<b>\$36,374</b>	<b>\$9,137</b>	<b>\$45,511</b>	<b>\$46,034</b>	<b>\$9,137</b>	<b>\$55,170</b>
a. Flying Duty Pay	\$27,613	\$2,888	\$30,501	\$29,557	\$3,405	\$32,962	\$34,937	\$3,405	\$38,341
1. ACIP, Officers	\$27,306	\$0	\$27,306	\$29,516	\$0	\$29,516	\$34,895	\$0	\$34,895
2. Crew Members	\$2	\$2,299	\$2,301	\$12	\$2,532	\$2,544	\$12	\$2,532	\$2,544
3. Non-Crew Member	\$14	\$590	\$604	\$29	\$873	\$902	\$29	\$873	\$902
4. Aviation Continuation Bonus	\$290	\$0	\$290	\$0	\$0	\$0	\$0	\$0	\$0
b. Parachute Jumping Pay	\$222	\$1,691	\$1,913	\$223	\$1,732	\$1,955	\$223	\$1,732	\$1,955
c. Demolition Pay	\$83	\$984	\$1,067	\$99	\$1,019	\$1,118	\$99	\$1,019	\$1,118
d. Flight Deck Duty Pay	\$21	\$736	\$757	\$32	\$875	\$907	\$32	\$875	\$907
e. HALO Pay	\$279	\$2,363	\$2,642	\$203	\$2,076	\$2,279	\$203	\$2,076	\$2,279
f. Other Hazardous Duty Pays	\$0	\$30	\$30	\$0	\$31	\$31	\$0	\$31	\$31
g. Aviation Bonus - Business Case Analysis	\$0	\$0	\$0	\$6,260	\$0	\$6,260	\$10,540	\$0	\$10,540

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

**MILITARY PERSONNEL, MARINE CORPS**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
<b>6. SPECIAL PAYS</b>	<b>\$6,242</b>	<b>\$146,494</b>	<b>\$152,737</b>	<b>\$3,333</b>	<b>\$144,597</b>	<b>\$147,930</b>	<b>\$3,891</b>	<b>\$198,171</b>	<b>\$202,062</b>
a. Sea & Foreign Duty Pay	\$1,583	\$10,463	\$12,046	\$1,182	\$8,491	\$9,673	\$649	\$8,491	\$9,140
1. Sea Duty	\$614	\$3,875	\$4,489	\$601	\$4,053	\$4,654	\$330	\$4,053	\$4,383
2. Hardship Duty Pay	\$949	\$6,416	\$7,365	\$581	\$4,304	\$4,885	\$299	\$4,304	\$4,603
3. Overseas Exten. Pay	\$20	\$171	\$192	\$0	\$134	\$134	\$20	\$134	\$154
b. Diving Duty Pay	\$277	\$1,674	\$1,951	\$195	\$1,395	\$1,590	\$277	\$1,395	\$1,672
c. Imminent Danger Pay	\$1,124	\$7,262	\$8,385	\$275	\$2,457	\$2,732	\$356	\$2,457	\$2,813
d. Foreign Language Proficiency Pay	\$2,643	\$7,161	\$9,803	\$1,564	\$4,536	\$6,100	\$1,710	\$4,394	\$6,103
e. Special Duty Assignment Pay	\$0	\$29,536	\$29,536	\$0	\$32,531	\$32,531	\$0	\$32,564	\$32,564
f. Reenlistment Bonus	\$0	\$82,369	\$82,369	\$0	\$84,849	\$84,849	\$0	\$132,076	\$132,076
g. Enlistment Bonus	\$0	\$7,413	\$7,413	\$0	\$8,910	\$8,910	\$0	\$13,135	\$13,135
h. College Fund	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
i. Personal Money Allowance - General & Flag	\$21	\$2	\$23	\$22	\$4	\$26	\$21	\$4	\$25
j. Law School Education Debt Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
k. Critical Skills Retention Bonus	\$0	\$220	\$220	\$0	\$603	\$603	\$0	\$379	\$379
l. Assignment Incentive Pay	\$0	\$395	\$395	\$0	\$528	\$528	\$0	\$540	\$540
m. College Loan Repayment	\$596	\$0	\$596	\$0	\$0	\$0	\$0	\$0	\$0
n. Continuation Pay	\$0	\$0	\$0	\$94	\$293	\$387	\$878	\$2,737	\$3,615
<b>7. ALLOWANCES</b>	<b>\$45,504</b>	<b>\$328,377</b>	<b>\$373,881</b>	<b>\$43,841</b>	<b>\$319,915</b>	<b>\$363,756</b>	<b>\$46,208</b>	<b>\$304,996</b>	<b>\$351,204</b>
a. Uniform/Clothing Allowance	\$1,194	\$151,771	\$152,965	\$1,095	\$152,750	\$153,846	\$1,179	\$148,546	\$149,725
1. Initial Issue	\$782	\$70,113	\$70,894	\$754	\$63,597	\$64,351	\$781	\$66,031	\$66,812
a. Military	\$762	\$67,962	\$68,724	\$707	\$61,475	\$62,182	\$761	\$63,882	\$64,642
b. Civilian	\$20	\$2,151	\$2,171	\$47	\$2,122	\$2,169	\$20	\$2,149	\$2,169
2. Additional	\$412	\$0	\$412	\$342	\$0	\$342	\$398	\$0	\$398
3. Basic Maintenance	\$0	\$29,089	\$29,089	\$0	\$28,929	\$28,929	\$0	\$28,096	\$28,096
4. Standard Maintenance	\$0	\$52,228	\$52,228	\$0	\$55,023	\$55,023	\$0	\$51,143	\$51,143
5. Supplementary	\$0	\$341	\$341	\$0	\$5,201	\$5,201	\$0	\$366	\$366
6. Athletic Footwear	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$2,911	\$2,911
b. Overseas Station Allowance	\$39,260	\$144,231	\$183,492	\$39,328	\$140,007	\$179,336	\$41,592	\$130,385	\$171,978
1. Cost-of-Living Bachelor	\$76	\$57,343	\$57,419	\$55	\$58,343	\$58,398	\$60	\$54,374	\$54,434
2. Cost-of-Living Regular	\$34,534	\$79,261	\$113,795	\$34,756	\$74,876	\$109,633	\$36,778	\$69,435	\$106,213
3. Temporary Lodging	\$4,651	\$7,627	\$12,277	\$4,517	\$6,788	\$11,305	\$4,754	\$6,577	\$11,331
c. CONUS Cost of Living Allowance (COLA)	\$437	\$2,388	\$2,825	\$399	\$1,845	\$2,244	\$419	\$2,368	\$2,787
d. Family Separation Allowance	\$4,613	\$29,573	\$34,186	\$3,018	\$24,492	\$27,510	\$3,018	\$22,875	\$25,893
1. On PCS, Dependents Not Authorized	\$788	\$12,091	\$12,879	\$654	\$12,202	\$12,856	\$636	\$11,370	\$12,006
2. Afloat	\$30	\$39	\$69	\$21	\$21	\$42	\$18	\$24	\$42
3. On TDY	\$3,795	\$17,443	\$21,238	\$2,343	\$12,268	\$14,611	\$2,364	\$11,481	\$13,845
e. Monthly Comp Catastrophically Injured	\$0	\$414	\$414	\$0	\$821	\$821	\$0	\$821	\$821

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

**MILITARY PERSONNEL, MARINE CORPS**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
<b>8. SEPARATION PAYMENTS</b>	<b>\$18,385</b>	<b>\$96,428</b>	<b>\$114,812</b>	<b>\$13,257</b>	<b>\$90,030</b>	<b>\$103,287</b>	<b>\$17,019</b>	<b>\$97,425</b>	<b>\$114,444</b>
a. Accrued Leave Pay	\$6,261	\$30,834	\$37,096	\$6,155	\$34,585	\$40,741	\$6,325	\$31,417	\$37,742
b. Sev Pay, Disability	\$1,284	\$39,866	\$41,151	\$1,316	\$40,803	\$42,119	\$1,300	\$46,312	\$47,612
c. Discharge Gratuity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Invol - Half Pay ( 5%)	\$0	\$5,818	\$5,818	\$182	\$2,288	\$2,470	\$96	\$2,597	\$2,693
e. Invol - Full Pay (10%)	\$9,397	\$6,382	\$15,779	\$4,919	\$9,918	\$14,837	\$8,214	\$11,257	\$19,471
f. Vol - SSB Pay (15%)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
g. Trust Fund Payments	\$309	\$391	\$700	\$264	\$336	\$600	\$264	\$236	\$500
h. Early Retirement	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
i. \$30,000 Lump Sum Bonus	\$480	\$5,599	\$6,079	\$420	\$2,100	\$2,520	\$0	\$0	\$0
j. Voluntary Separations Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
k. Temporary Early Retirement Authority	\$653	\$7,537	\$8,190	\$0	\$0	\$0	\$819	\$5,607	\$6,426
<b>9. SOCIAL SECURITY TAX PAYMENTS</b>	<b>\$118,988</b>	<b>\$370,315</b>	<b>\$489,303</b>	<b>\$120,531</b>	<b>\$380,478</b>	<b>\$501,008</b>	<b>\$125,091</b>	<b>\$396,969</b>	<b>\$522,061</b>
<b>10. PERMANENT CHANGE OF STATION TRAVEL</b>	<b>\$112,512</b>	<b>\$325,356</b>	<b>\$437,868</b>	<b>\$118,404</b>	<b>\$363,231</b>	<b>\$481,635</b>	<b>\$114,448</b>	<b>\$333,865</b>	<b>\$448,312</b>
a. Accession Travel	\$1,393	\$48,856	\$50,249	\$3,602	\$51,496	\$55,098	\$2,099	\$46,893	\$48,992
b. Training Travel	\$13,140	\$1,463	\$14,603	\$16,517	\$2,201	\$18,718	\$14,552	\$1,954	\$16,506
c. Operation Travel	\$54,289	\$98,986	\$153,275	\$55,293	\$128,710	\$184,003	\$53,893	\$113,011	\$166,904
d. Rotational Travel	\$28,807	\$89,110	\$117,917	\$31,075	\$89,276	\$120,351	\$28,035	\$82,834	\$110,869
e. Separation Travel	\$10,483	\$78,695	\$89,178	\$10,015	\$83,201	\$93,216	\$10,980	\$76,558	\$87,538
f. Travel of Organized Units	\$56	\$60	\$116	\$1,325	\$3,346	\$4,671	\$576	\$314	\$890
g. Non-Temporary Storage	\$3,989	\$6,392	\$10,381	\$0	\$0	\$0	\$3,068	\$5,662	\$8,730
h. Temporary Lodging Expense	\$0	\$0	\$0	\$577	\$5,001	\$5,578	\$584	\$5,159	\$5,743
i. IPCOT / OTEIP (Overseas Tours of Duty)	\$355	\$1,794	\$2,149	\$0	\$0	\$0	\$661	\$1,479	\$2,140
<b>11. OTHER MILITARY PERSONNEL COSTS</b>	<b>\$1,100</b>	<b>\$59,861</b>	<b>\$60,961</b>	<b>\$1,400</b>	<b>\$73,648</b>	<b>\$75,047</b>	<b>\$1,500</b>	<b>\$59,057</b>	<b>\$60,557</b>
a. Apprehension of Deserters	\$0	\$228	\$228	\$0	\$326	\$326	\$0	\$236	\$236
b. Interest on Savings Deposit	\$0	\$274	\$274	\$0	\$19	\$19	\$0	\$19	\$19
c. Death Gratuities	\$1,100	\$10,800	\$11,900	\$1,400	\$11,500	\$12,900	\$1,500	\$11,600	\$13,100
d. Unemployment Compensation	\$0	\$35,949	\$35,949	\$0	\$46,624	\$46,624	\$0	\$37,114	\$37,114
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	\$7,092	\$7,092	\$0	\$8,591	\$8,591	\$0	\$4,661	\$4,661
h. Adoption Reimbursement Program	\$0	\$64	\$64	\$0	\$92	\$92	\$0	\$86	\$86
i. Traumatic Injury Service Group Life Ins.	\$0	\$400	\$400	\$0	\$0	\$0	\$0	\$0	\$0
j. Transportation Subsidy	\$0	\$1,401	\$1,401	\$0	\$1,986	\$1,986	\$0	\$1,448	\$1,448
k. Partial Dislocation Allowance	\$0	\$97	\$97	\$0	\$102	\$102	\$0	\$103	\$103
l. Extra Hazard Reimbursement for SGLI	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
m. JROTC	\$0	\$3,556	\$3,556	\$0	\$4,408	\$4,408	\$0	\$3,790	\$3,790
o. Preventive Health Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>12. TOTAL MILITARY PERSONNEL APPROPRIATION</b>	<b>\$2,909,904</b>	<b>\$9,943,058</b>	<b>\$12,852,962</b>	<b>\$2,989,075</b>	<b>\$10,320,268</b>	<b>\$13,309,344</b>	<b>\$3,138,620</b>	<b>\$10,781,304</b>	<b>\$13,919,924</b>
<b>13. LESS REIMBURSABLES</b>	<b>\$9,292</b>	<b>\$17,528</b>	<b>\$26,820</b>	<b>\$11,854</b>	<b>\$18,777</b>	<b>\$30,631</b>	<b>\$10,559</b>	<b>\$18,398</b>	<b>\$28,956</b>
a. Retired Pay Accrual	\$1,525	\$1,062	\$2,587	\$2,263	\$938	\$3,201	\$2,128	\$865	\$2,993
b. Other Pay and Allowances	\$7,767	\$16,466	\$24,233	\$9,591	\$17,839	\$27,430	\$8,431	\$17,533	\$25,964
<b>Annualized CR Funding Adjustment</b>						<b>\$632,995</b>			
<b>TOTAL, DIRECT MILITARY PERSONNEL APPROPRIATIONS</b>	<b>\$2,900,612</b>	<b>\$9,925,530</b>	<b>\$12,826,142</b>	<b>\$2,977,221</b>	<b>\$10,301,491</b>	<b>\$12,645,718</b>	<b>\$3,128,061</b>	<b>\$10,762,906</b>	<b>\$13,890,968</b>

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

**ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES**  
**MILITARY PERSONNEL, MARINE CORPS**  
**FY 2018**  
(\$ in Thousands)

	FY18 Presidential Budget Submission	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY18 COLUMN OF THE FY19 PRESIDENT'S BUDGET
Basic Pay (Off)	\$1,581,886	\$0	\$1,581,886	\$0	\$1,581,886		\$1,581,886
Retired Pay Accrual (Off)	\$450,292	\$0	\$450,292	\$0	\$450,292		\$450,292
Thrift Savings Plan AC Matching Contributions	\$17,859	\$0	\$17,859	\$0	\$17,859		\$17,859
Basic Allowance for Housing (Off)	\$509,317	\$0	\$509,317	\$0	\$509,317		\$509,317
BAH Overseas (Off)	\$25,694	\$0	\$25,694	\$0	\$25,694		\$25,694
Basic Allowance for Subsistence (Off)	\$66,887	\$0	\$66,887	\$0	\$66,887		\$66,887
Incentive Pay (Off)	\$36,374	\$0	\$36,374	\$0	\$36,374		\$36,374
Special Pay (Off)	\$3,333	\$0	\$3,333	\$0	\$3,333		\$3,333
Station Allowances, Overseas (Off)	\$39,328	\$0	\$39,328	\$0	\$39,328		\$39,328
Uniform Allowances (Off)	\$1,096	\$0	\$1,096	\$0	\$1,096		\$1,096
Family Separation Allowances (Off)	\$3,018	\$0	\$3,018	\$0	\$3,018		\$3,018
CONUS COLA (Off)	\$399	\$0	\$399	\$0	\$399		\$399
Separation Payments (Off)	\$13,257	\$0	\$13,257	\$0	\$13,257		\$13,257
SS Tax - Employer Contribution (Off)	\$120,531	\$0	\$120,531	\$0	\$120,531		\$120,531
<b>TOTAL OBLIGATIONS (BA1)</b>	<b>\$2,869,271</b>	<b>\$0</b>	<b>\$2,869,271</b>	<b>\$0</b>	<b>\$2,869,271</b>		<b>\$2,869,271</b>
Less Reimbursables (BA1)	\$11,854	\$0	\$11,854	\$0	\$11,854		\$11,854
<b>TOTAL DIRECT PROGRAM (BA1)</b>	<b>\$2,857,417</b>	<b>\$0</b>	<b>\$2,857,417</b>	<b>\$0</b>	<b>\$2,857,417</b>		<b>\$2,857,417</b>

**ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES  
MILITARY PERSONNEL, MARINE CORPS**

**FY 2018**

(\$ in Thousands)

	FY18 Presidential Budget Submission	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY18 COLUMN OF THE FY19 PRESIDENT'S BUDGET
Basic Pay (Enl)	\$4,980,929	\$0	\$4,980,929	\$0	\$4,980,929		\$4,980,929
Retired Pay Accrual (Enl)	\$1,416,193	\$0	\$1,416,193	\$0	\$1,416,193		\$1,416,193
Thrift Savings Plan AC Matching Contributions	\$55,287	\$0	\$55,287	\$0	\$55,287		\$55,287
Basic Allowance for Housing (Enl)	\$1,592,049	\$0	\$1,592,049	\$0	\$1,592,049		\$1,592,049
BAH Overseas (Enl)	\$28,885	\$0	\$28,885	\$0	\$28,885		\$28,885
Incentive Pay (Enl)	\$9,137	\$0	\$9,137	\$0	\$9,137		\$9,137
Special Pay (Enl)	\$18,307	\$0	\$18,307	\$0	\$18,307		\$18,307
Special Duty Pay (Enl)	\$32,531	\$0	\$32,531	\$0	\$32,531		\$32,531
Reenlistment Bonus (Enl)	\$84,849	\$0	\$84,849	\$0	\$84,849		\$84,849
Enlistment Bonus (Enl)	\$8,910	\$0	\$8,910	\$0	\$8,910		\$8,910
College Fund (Enl)	\$0	\$0	\$0	\$0	\$0		\$0
Station Allowances, Overseas (Enl)	\$140,007	\$0	\$140,007	\$0	\$140,007		\$140,007
Uniform Allowances (Enl)	\$152,750	\$0	\$152,750	\$0	\$152,750		\$152,750
Family Separation Allowances (Enl)	\$24,492	\$0	\$24,492	\$0	\$24,492		\$24,492
CONUS COLA (Enl)	\$1,845	\$0	\$1,845	\$0	\$1,845		\$1,845
Special Comp Combat-rel (Enl)	\$821	\$0	\$821	\$0	\$821		\$821
Separation Payments (Enl)	\$90,030	\$0	\$90,030	\$0	\$90,030		\$90,030
National Call To Service	\$0	\$0	\$0	\$0	\$0		\$0
SS Tax - Employer Contribution (Enl)	\$380,478	\$0	\$380,478	\$0	\$380,478		\$380,478
<b>TOTAL OBLIGATIONS (BA2)</b>	<b>\$9,017,500</b>	<b>\$0</b>	<b>\$9,017,500</b>	<b>\$0</b>	<b>\$9,017,500</b>		<b>\$9,017,500</b>
Less Reimbursables (BA2)	\$5,278	\$0	\$5,278	\$0	\$5,278		\$5,278
<b>TOTAL DIRECT PROGRAM (BA2)</b>	<b>\$9,012,222</b>	<b>\$0</b>	<b>\$9,012,222</b>	<b>\$0</b>	<b>\$9,012,222</b>		<b>\$9,012,222</b>
Basic Allowance for Subsistence	\$450,121	\$0	\$450,121	\$0	\$450,121		\$450,121
Subsistence-in-Kind	\$415,759	\$0	\$415,759	\$0	\$415,759		\$415,759
Family Subsistence Supplemental Allowance	\$10	\$0	\$10	\$0	\$10		\$10
<b>TOTAL OBLIGATIONS (BA4)</b>	<b>\$865,890</b>	<b>\$0</b>	<b>\$865,890</b>	<b>\$0</b>	<b>\$865,890</b>		<b>\$865,890</b>
Less Reimbursables (BA4)	\$13,499	\$0	\$13,499	\$0	\$13,499		\$13,499
<b>TOTAL DIRECT PROGRAM (BA4)</b>	<b>\$852,391</b>	<b>\$0</b>	<b>\$852,391</b>	<b>\$0</b>	<b>\$852,391</b>		<b>\$852,391</b>

Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirement (Active)

**ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES**  
**MILITARY PERSONNEL, MARINE CORPS**  
**FY 2018**  
(\$ in Thousands)

	FY18 Presidential Budget Submission	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY18 COLUMN OF THE FY19 PRESIDENT'S BUDGET
Accession Travel	\$55,098	\$0	\$55,098	\$0	\$55,098		\$55,098
Training Travel	\$18,718	\$0	\$18,718	\$0	\$18,718		\$18,718
Operational Travel	\$184,003	\$0	\$184,003	\$0	\$184,003		\$184,003
Rotational Travel	\$120,351	\$0	\$120,351	\$0	\$120,351		\$120,351
Separation Travel	\$93,216	\$0	\$93,216	\$0	\$93,216		\$93,216
Travel of Organized Units	\$4,671	\$0	\$4,671	\$0	\$4,671		\$4,671
Non-Temporary Storage	\$0	\$0	\$0	\$0	\$0		\$0
Temporary Lodging Expense	\$5,578	\$0	\$5,578	\$0	\$5,578		\$5,578
IPCOT/OTEIP	\$0	\$0	\$0	\$0	\$0		\$0
<b>TOTAL OBLIGATIONS (BA5)</b>	<b>\$481,635</b>	<b>\$0</b>	<b>\$481,635</b>	<b>\$0</b>	<b>\$481,635</b>		<b>\$481,635</b>
Less Reimbursables (BA5)	\$0	\$0	\$0	\$0	\$0		\$0
<b>TOTAL DIRECT PROGRAM (BA5)</b>	<b>\$481,635</b>	<b>\$0</b>	<b>\$481,635</b>	<b>\$0</b>	<b>\$481,635</b>		<b>\$481,635</b>
Apprehension of Military Deserters	\$326	\$0	\$326	\$0	\$326		\$326
Interest on Uniformed Services Savings	\$19	\$0	\$19	\$0	\$19		\$19
Death Gratuities	\$12,900	\$0	\$12,900	\$0	\$12,900		\$12,900
Unemployment Benefits	\$46,624	\$0	\$46,624	\$0	\$46,624		\$46,624
Survivor Benefits	\$0	\$0	\$0	\$0	\$0		\$0
Educational Benefits	\$8,591	\$0	\$8,591	\$0	\$8,591		\$8,591
Extra Hzrd Reimb for Svc Group Life	\$0	\$0	\$0	\$0	\$0		\$0
Adoption Expenses	\$92	\$0	\$92	\$0	\$92		\$92
Special Comp for Combat-Related Disabled	\$0	\$0	\$0	\$0	\$0		\$0
NCR Travel Subsidy	\$1,986	\$0	\$1,986	\$0	\$1,986		\$1,986
Partial Dislocation Allowance	\$103	\$0	\$103	\$0	\$103		\$103
Junior R.O.T.C.	\$4,408	\$0	\$4,408	\$0	\$4,408		\$4,408
Preventative Health Allowance	\$0	\$0	\$0	\$0	\$0		\$0
Stop Loss Retroactive Pay	\$0	\$0	\$0	\$0	\$0		\$0
<b>TOTAL OBLIGATIONS (BA6)</b>	<b>\$75,049</b>	<b>\$0</b>	<b>\$75,049</b>	<b>\$0</b>	<b>\$75,049</b>		<b>\$75,049</b>
Less Reimbursables (BA6)	\$0	\$0	\$0	\$0	\$0		\$0
<b>TOTAL DIRECT PROGRAM (BA6)</b>	<b>\$75,049</b>	<b>\$0</b>	<b>\$75,049</b>	<b>\$0</b>	<b>\$75,049</b>		<b>\$75,049</b>
<b>TOTAL MPMC OBLIGATIONS</b>	<b>\$13,309,345</b>	<b>\$0</b>	<b>\$13,309,345</b>	<b>\$0</b>	<b>\$13,309,345</b>		<b>\$13,309,345</b>
LESS REIMBURSABLES	\$30,631	\$0	\$30,631	\$0	\$30,631		\$30,631
<b>TOTAL MPMC DIRECT PROGRAM</b>	<b>\$13,278,714</b>	<b>\$0</b>	<b>\$13,278,714</b>	<b>\$0</b>	<b>\$13,278,714</b>		<b>\$13,278,714</b>

Exhibit PB-30K Analysis of Appropriation Changes and Supplemental Requirement (Active)

**MILITARY PERSONNEL, MARINE CORPS**  
**SCHEDULE OF INCREASE AND DECREASES - SUMMARY**  
(\$ 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>
<b>FY 2018 DIRECT PROGRAM</b>	<b>\$2,857,417</b>	<b>\$9,012,222</b>	<b>\$852,391</b>	<b>\$481,635</b>	<b>\$75,049</b>	<b>\$13,278,714</b>
<b>PRICING INCREASE (PI)</b>	<b>\$97,378</b>	<b>\$500,693</b>	<b>\$5,345</b>	<b>\$5,072</b>	<b>\$0</b>	<b>\$608,488</b>
<b>Annualization (PI):</b>	<b>\$19,559</b>	<b>\$120,773</b>	<b>\$2,166</b>	<b>\$340</b>	<b>\$0</b>	<b>\$142,838</b>
- Annualization 1 Jan 2018 pay raise of 2.4% on Basic Pay	\$9,938	\$69,919				\$79,857
- Annualization 1 Jan 2018 pay raise of 2.4% on Retired Pay Accrual (RPA)	\$8,062	\$43,632				\$51,694
- Annualization 1 Jan 2018 pay raise of 2.4% on Federal Insurance Contribution Act	\$777	\$5,354				\$6,131
- Annualization 1 Jan 2018 inflation rate of 3.3% on BAS	\$44		\$2,166			\$2,210
- Annualization 1 Jan 2018 inflation rate of 2.4% on Separations Pay	\$479	\$1,126				\$1,605
- Annualization 1 Jan 2018 inflation rate of 2.4% on PCS				\$340		\$340
- Annualization 1 Jan 2018 inflation rate of 2.4% and FCF on Overseas Station Allow.	\$216	\$677				\$893
- Annualization 1 Jan 2018 inflation rate of 2.4% on Lump Sum Leave	\$43	\$65				\$108
<b>Pay Raise (PI):</b>	<b>\$59,280</b>	<b>\$366,309</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$425,589</b>
- 1 Jan 2019 pay raise of 2.6% effect on Basic Pay	\$30,422	\$209,758				\$240,180
- 1 Jan 2019 pay raise of 2.6% effect on RPA	\$24,184	\$134,896				\$159,080
- 1 Jan 2019 pay raise of 2.6% effect on FICA	\$2,330	\$16,048				\$18,378
- 1 Jan 2019 pay raise of 2.6% effect on Separations Pay	\$1,437	\$3,377				\$4,814
- 1 Jan 2019 pay raise of 2.6% and FCF effect on Overseas Station Allowance	\$649	\$2,035				\$2,684
- 1 Jan 2019 pay raise of 2.6% on Lump Sum Leave	\$127	\$195				\$322
- 1 Jan 2019 inflation rate of 3.4% on BAS	\$131					\$131
<b>Inflation Rate (PI):</b>	<b>\$138</b>	<b>\$3,103</b>	<b>\$0</b>	<b>\$4,732</b>	<b>\$0</b>	<b>\$7,973</b>
- Increase in PCS Travel due to non-pay inflation of 1.8%				\$4,732		\$4,732
- Increase in Clothing due to non-pay inflation of 1.8%	\$118	\$2,971				\$3,089
- Increase in CONUS COLA due to non-pay inflation of 1.8%	\$20	\$132				\$152
<b>BAH Rates (PI):</b>	<b>\$1,569</b>	<b>\$6,448</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$8,017</b>
- Increase in Housing Allowance due to the FY 2019 rate increase of 3.3%	\$1,569	\$4,903				\$6,472
- Increase in Overseas Housing Allowance due to average rates		\$1,545				\$1,545
<b>Other (PI):</b>	<b>\$16,832</b>	<b>\$4,060</b>	<b>\$3,179</b>	<b>\$0</b>	<b>\$0</b>	<b>\$24,071</b>
- Increase in Incentive Pay due to rates	\$10,930					\$10,930
- Increase in Enlistment Bonus due to average rate		\$4,014				\$4,014
- Increase in Basic Pay due to Longevity	\$3,153					\$3,153
- Increase in RPA due to Longevity	\$2,507					\$2,507
- Increase in MRE due to rates			\$2,478			\$2,478
- Increase in Augmentation Rations and other programs due to rates			\$701			\$701
- Increase in FICA due to Longevity	\$242					\$242
- Increase in Special Pay Critical Skills Retention Bonus due to average rate		\$34				\$34
- Increase in Assignment Incentive Pay due to average rate		\$12				\$12
<b>PROGRAM INCREASE (PGI)</b>	<b>\$58,995</b>	<b>\$275,487</b>	<b>\$43,677</b>	<b>\$7,754</b>	<b>\$200</b>	<b>\$386,113</b>
<b>Strength (PGI):</b>	<b>\$44,555</b>	<b>\$166,834</b>	<b>\$20,827</b>	<b>\$0</b>	<b>\$0</b>	<b>\$232,216</b>
- Increase in Basic Pay due to work years and grade structure	\$16,722	\$84,928	\$0			\$101,650
- Increase in Housing Allowance due to work years and grade structure	\$9,801	\$39,931	\$0			\$49,732
- Increase in RPA due to work years and grade structure	\$13,294	\$25,308				\$38,602
- Increase in BAS due to work years	\$382		\$14,127			\$14,509
- Increase in Separation Pay, Lump Sum Leave and TERA due to increase in takers	\$1,676	\$9,001				\$10,677
- Increase in FICA due to workyears and grade structure	\$1,281	\$6,502				\$7,783
- Increase in BAS due to new Food Service contract			\$6,700			\$6,700
- increase in Overseas Station Allowance due to takers	\$1,399					\$1,399
- Increase in CONUS COLA due to takers		\$1,131				\$1,131
- Increase in Special Pay Special Duty Assignment Pay due to takers		\$33				\$33

Exhibit PB-300 Schedule of Increases and Decreases Summary (Active)

**MILITARY PERSONNEL, MARINE CORPS**  
**SCHEDULE OF INCREASE AND DECREASES - SUMMARY (CONTINUED)**  
(\$ in Thousands)

PROGRAM INCREASE (PGI) (CONTINUED)	BA 1	BA 2	BA 4	BA 5	BA 6	TOTAL
<b>Other (PGI):</b>	<b>\$14,440</b>	<b>\$108,653</b>	<b>\$22,850</b>	<b>\$7,754</b>	<b>\$200</b>	<b>\$153,897</b>
- Increase in Selective Reenlistment Bonus due to takers		\$63,508				\$63,508
- Increase in Thrift Savings Plan (TSP) contributions for Blended Retirement System	\$13,510	\$42,490				\$56,000
- Increase in Enlisted personnel engaged in maneuvers, field exercises or combat			\$22,279			\$22,279
- Increase in Special Pay due to Continuation Pay for Blended Retirement System	\$784	\$2,444				\$3,228
- Increase in Separation travel				\$7,754		\$7,754
- Increase in MREs due to the increase in expected usage			\$571			\$571
- Increase in Enlistment Bonus due to takers		\$211				\$211
- Increase in Death Gratuities due to projection of more Marines dying					\$200	\$200
- Increase in Special Pay Foreign Language Proficiency Pay (FLPP) due to takers	\$146					\$146
<b>INCREASES TOTAL</b>	<b>\$156,373</b>	<b>\$776,180</b>	<b>\$49,022</b>	<b>\$12,826</b>	<b>\$200</b>	<b>\$994,601</b>
<b>PRICING DECREASE (PD)</b>	<b>(\$29)</b>	<b>(\$252,549)</b>	<b>(\$55,937)</b>	<b>(\$26,026)</b>	<b>(\$3,930)</b>	<b>(\$338,471)</b>
<b>Other (PD):</b>	<b>(\$29)</b>	<b>(\$252,549)</b>	<b>(\$55,937)</b>	<b>(\$26,026)</b>	<b>(\$3,930)</b>	<b>(\$338,471)</b>
- Decrease in Basic Pay due to Longevity		(\$148,853)				(\$148,853)
- Decrease in RPA due to Longevity		(\$45,251)				(\$45,251)
- Decrease in BAS due to a 3.4% increase in the inflation rate applied to field collections			(\$44,994)			(\$44,994)
- Decrease in PCS Member, Dependent and Household Goods rates				(\$26,026)		(\$26,026)
- Decrease in Selective Reenlistment Bonus due to average rate		(\$16,281)				(\$16,281)
- Decrease in FICA due to Longevity		(\$11,379)				(\$11,379)
- Decrease in Housing Allowances due to average rates		(\$8,947)				(\$8,947)
- Decrease in Overseas Station Allowance due to average rate		(\$8,316)				(\$8,316)
- Decrease in Clothing Allowance due to average rate	(\$29)	(\$6,354)				(\$6,383)
- Decrease in Lump Sum Leave due to average number of days sold		(\$6,207)				(\$6,207)
- Decrease in BAS messing due to reduction in usage			(\$5,300)			(\$5,300)
- Decrease in Education Benefits due to the amortization payment set by DOD Office of Actuary					(\$3,930)	(\$3,930)
- Decrease in Other-Regionalization is due to the new Regionalization Food Service Contract			(\$3,842)			(\$3,842)
- Decrease in Unitized Rations inflation rate			(\$1,262)			(\$1,262)
- Decrease in CONUS COLA due to average rate		(\$740)				(\$740)
- Decrease in BAS messing due to reduction in usage			(\$434)			(\$434)
- Decrease in Special Pay due to Critical Skills Retention Bonus average rate		(\$221)				(\$221)
- Decrease in Other Packaged Operational Rations decrease is due member an increase in inflation rate			(\$105)			(\$105)
<b>PROGRAM DECREASE (PGD)</b>	<b>(\$1,647)</b>	<b>(\$6,799)</b>	<b>(\$4,545)</b>	<b>(\$20,123)</b>	<b>(\$10,762)</b>	<b>(\$43,876)</b>
<b>Strength (PGD):</b>	<b>(\$1,647)</b>	<b>(\$6,799)</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>(\$8,446)</b>
- Decrease in Overseas Station Allowance due to takers		(\$3,961)				(\$3,961)
- Decrease in Family Separation Allowance due to takers		(\$1,617)				(\$1,617)
- Decrease in Incentive Pay due to takers	(\$1,270)					(\$1,270)
- Decrease in Clothing Allowance due to takers	(\$34)	(\$820)				(\$854)
- Decrease in Special Pay due to takers	(\$343)	(\$401)				(\$744)
<b>Other (PGD):</b>	<b>\$0</b>	<b>\$0</b>	<b>(\$4,545)</b>	<b>(\$20,123)</b>	<b>(\$10,762)</b>	<b>(\$35,430)</b>
- Decrease in PCS Operational, IPCOT/OTEIP and Unit travel				(\$20,123)		(\$20,123)
- Decrease in Unemployment Compensation due to decrease in participants					(\$9,510)	(\$9,510)
- Decrease in Unitized Rations due to reduction in usage			(\$3,400)			(\$3,400)
- Decrease in collections due to more Enlisted Personnel engaged in maneuvers, field exercises or combat			(\$1,145)			(\$1,145)
- Decrease in J.R.OT.C. due to no new schools opening in FY19					(\$618)	(\$618)
- Decrease in Mass Transit Claims					(\$538)	(\$538)
- Decrease in Apprehension of Marines					(\$90)	(\$90)
- Decrease in Adoption Payments					(\$6)	(\$6)
<b>DECREASES TOTAL</b>	<b>(\$1,676)</b>	<b>(\$259,348)</b>	<b>(\$60,482)</b>	<b>(\$46,149)</b>	<b>(\$14,692)</b>	<b>(\$382,347)</b>
<b>FY 2019 DIRECT PROGRAM</b>	<b>\$3,012,114</b>	<b>\$9,529,054</b>	<b>\$840,931</b>	<b>\$448,312</b>	<b>\$60,557</b>	<b>\$13,890,968</b>

**MILITARY PERSONNEL, MARINE CORPS**  
**SCHEDULE OF INCREASE AND DECREASES - (Budget Activity 1)**  
(\$ in Thousands)

**PAY AND ALLOWANCE OF OFFICERS**

		<b>AMOUNT</b>
<b>FY 2018 DIRECT PROGRAM</b>		<b>\$2,857,417</b>
<b>INCREASES</b>		
<b>PRICING INCREASES:</b>		
Basic Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$30,219	
Retired Pay Accrual increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$24,184	
Basic Pay increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$10,141	
Retired Pay Accrual increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$8,062	
Incentive Pay increase due to increase in Incentive Pay rates	\$6,650	
Incentive Pay increase due to increase in Aviation Bonus rates	\$4,280	
Basic Pay increase due to increase in longevity	\$3,153	
Retired Pay Accrual increase due to increase in Longevity	\$2,507	
FICA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$2,330	
Separation Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$1,437	
Basic Allowance for Housing increase due to the FY19 housing cost growth of 3.3%	\$1,569	
FICA increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$777	
Overseas Station Allowance - increase due to the 2.6% pay raise, effective 1 January 2019	\$649	
Separation Pay increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$479	
FICA increase due to increase in longevity	\$242	
Overseas Station Allowance - increase due to the 2.4% pay raise, effective 1 January 2018	\$216	
Basic Allowance Subsistence increase due to the annualization of the 3.4% BAS rate, effective 1 January 2019	\$131	
Lump Sum Leave increase due to annualization of the 2.6% pay raise, effective 1 January 2019	\$127	
Uniform Allowance average rate increase	\$118	
Basic Allowance Subsistence annualized rate increase FY17 \$3,043.56 to FY18 \$3,050.14, effective 1 January 2018	\$44	
Lump Sum Leave increase due to annualization of the 2.4% pay raise, effective 1 January 2018	\$43	
CONUS Cost of Living Allowance increase due to increase in rates	\$20	
<b>TOTAL PRICING INCREASES</b>		<b>\$97,378</b>
<b>PROGRAM INCREASES:</b>		
Thrift Savings Plan (TSP) Matching Contribution due to Blended Retirement System implementation	\$13,510	
Basic Allowance for Housing increase due to workyear increase	\$9,801	
Basic Pay increase due to workyear increase	\$8,996	
Basic Pay increase due to increased grade structure	\$7,726	
Retired Pay Accrual increase due to workyear increase	\$7,152	
Retired Pay Accrual increase due to increased grade structure	\$6,142	
Separation Pay increase due to increase in takers	\$1,676	
Overseas Station Allowance - increase due to increase takers	\$1,399	
Special Pay Increase due to Continuation Pay for Blended Retirement System	\$784	
FICA increase due to a workyear increase	\$689	
FICA increase due to grade structure	\$592	
Basic Allowance for Subsistence increase due to workyear increase	\$382	
Increase in Special Pay (Foreign Language Proficiency Pay (FLPP)) due to increase in takers	\$146	
<b>TOTAL PROGRAM INCREASES</b>		<b>\$58,995</b>
<b>TOTAL INCREASES</b>		<b>\$156,373</b>

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

MILITARY PERSONNEL, MARINE CORPS  
 SCHEDULE OF INCREASE AND DECREASES - (Budget Activity 1)  
 (\$ in Thousands)

		AMOUNT
<b>DECREASES</b>		
<b>PRICING DECREASES:</b>		
Decrease in Special Pay due to decrease in rates	(\$29)	
<b>TOTAL PRICING DECREASES</b>		(\$29)
<b>PROGRAM DECREASES:</b>		
Incentive Pay decrease due decrease in takers	(\$1,270)	
Decrease in Special Pay due to decrease in takers	(\$343)	
Decrease in Uniform Allowances due to decrease in takers	(\$34)	
<b>TOTAL PROGRAM DECREASES</b>		(\$1,647)
<b>TOTAL DECREASES</b>		(\$1,676)
<b>FY 2019 DIRECT PROGRAM</b>		<b>\$3,012,114</b>

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

PROJECT: A. Basic Pay

FY 2019 Estimate	\$1,641,181
FY 2018 Estimate	\$1,581,886
FY 2017 Actual	\$1,552,355

PART I - PURPOSE AND SCOPE

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2017 funding requirements include a 2.1% pay raise. The budget for FY 2018 provides for a basic pay increase of 2.4% and another 2.6% for FY 2019. Across-the-board pay raises are effective 1 January each year. Per the FY 2007 NDAA, pay tables are expanded to 40 years of service.

The FY 2019 program is based on a beginning strength of 21,112 and an end strength of 21,312 with 21,539 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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CMC	1	\$185,624.10	\$186	1	\$189,663.12	\$190	1	\$193,266.75	\$193
O-10 General	3	\$185,624.10	\$557	3	\$189,663.12	\$569	3	\$193,266.75	\$580
O-9 Lieutenant General	18	\$175,479.60	\$3,159	15	\$189,663.12	\$2,845	20	\$193,266.75	\$3,865
O-8 Major General	30	\$177,579.16	\$5,327	29	\$176,192.55	\$5,110	26	\$180,648.31	\$4,697
O-7 Brigadier General	37	\$148,864.58	\$5,508	36	\$152,493.77	\$5,490	37	\$156,846.32	\$5,803
O-6 Colonel	670	\$130,334.18	\$87,324	655	\$133,424.75	\$87,393	674	\$137,214.03	\$92,482
O-5 Lieutenant Colonel	1,965	\$105,577.67	\$207,460	1,940	\$108,162.01	\$209,834	1,959	\$111,074.24	\$217,594
O-4 Major	3,891	\$88,683.99	\$345,069	3,935	\$90,832.56	\$357,426	3,926	\$93,298.52	\$366,087
O-3 Captain	4,964	\$69,419.63	\$344,599	4,828	\$70,964.41	\$342,616	4,941	\$73,018.50	\$360,784
O-2 First Lieutenant	2,998	\$54,228.80	\$162,578	2,754	\$55,787.30	\$153,638	2,720	\$57,047.81	\$155,170
O-1 Second Lieutenant	2,643	\$37,811.65	\$99,936	3,030	\$38,793.44	\$117,544	2,948	\$39,805.57	\$117,347
Total Commissioned	17,220	\$73,269.63	\$1,261,703	17,226	\$74,460.41	\$1,282,655	17,255	\$76,766.36	\$1,324,604

PROJECT: A. Basic Pay (Continued)

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
O-3E Captain	1,328	\$80,982.56	\$107,545	1,247	\$82,894.75	\$103,370	1,392	\$85,394.53	\$118,869
O-2E First Lieutenant	394	\$64,290.49	\$25,330	316	\$66,226.74	\$20,928	256	\$67,965.73	\$17,399
O-1E Lieutenant	301	\$50,627.75	\$15,239	478	\$52,332.44	\$25,015	353	\$52,957.36	\$18,694
W-5 Chief Warrant Officer	104	\$98,575.67	\$10,252	107	\$100,062.11	\$10,707	108	\$104,912.49	\$11,331
W-4 Chief Warrant Officer	298	\$84,609.79	\$25,214	319	\$86,775.56	\$27,681	331	\$89,039.87	\$29,472
W-3 Chief Warrant Officer	610	\$71,037.79	\$43,333	702	\$72,581.55	\$50,952	657	\$74,678.95	\$49,064
W-2 Chief Warrant Officer	803	\$59,596.38	\$47,856	654	\$61,069.67	\$39,940	787	\$62,721.74	\$49,362
W-1 Warrant Officer	299	\$53,122.13	\$15,884	381	\$54,169.71	\$20,639	400	\$55,965.82	\$22,386
Officer	21,357	\$72,686.02	\$1,552,355	21,430	\$73,816.42	\$1,581,886	21,539	\$76,195.79	\$1,641,181

PROJECT: B. Retired Pay Accrual - Officer

FY 2019 Estimate	\$498,204
FY 2018 Estimate	\$450,292
FY 2017 Actual	\$449,987

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 28.9% for FY 2017, 28.4% for FY 2018 and 30.4% for FY 2019. The part-time RPA NCP is 22.8% for FY 2017, 22.6% for FY 2018 and 24.7% for FY 2019.

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

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Full-Time Retired Pay Accrual	20,999	\$21,089.10	\$442,850	21,330	\$21,012.81	\$448,203	21,397	\$23,126.69	\$494,841
Part-Time Retired Pay Accrual	358	\$19,935.60	\$7,137	100	\$20,888.57	\$2,089	142	\$23,682.72	\$3,363
Total Retired Pay Accrual	21,357	\$21,069.76	\$449,987	21,430	\$21,012.23	\$450,292	21,539	\$23,130.31	\$498,204

**PROJECT: C. Thrift Savings Plan (TSP) - Matching Contributions**

FY 2019 Estimate	\$31,369
FY 2018 Estimate	\$17,859
FY 2017 Actual	\$0

**Part I - Purpose and Scope**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue for a maximum of 26 years of service.

**Part II - Justification of Funds Requested**

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TSP Matching Contributions - Officer	--	--	--	--	--	\$17,859	--	--	\$31,369
<b>TOTAL TSP MATCHING CONTRIBUTIONS - OFFICER</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>\$17,859</b>	<b>--</b>	<b>--</b>	<b>\$31,369</b>

**PROJECT: D. Incentive Pay**

FY 2019 Estimate	\$46,034
FY 2018 Estimate	\$36,374
FY 2017 Actual	\$28,218

**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 Incentive Pay (AvIP): 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: D. Incentive Pay (Continued) - Officer Aviation Incentive Pay

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 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	188	\$1,500.00	\$282	852	\$1,500.00	\$1,278	722	\$1,800.00	\$1,300
Phase I - over 2	170	\$1,872.00	\$318	355	\$1,872.00	\$665	1,331	\$3,000.00	\$3,993
Phase I - over 3	153	\$2,256.00	\$345	313	\$2,256.00	\$706	0	\$0.00	\$0
Phase I - over 4	419	\$2,472.00	\$1,035	594	\$2,472.00	\$1,468	0	\$0.00	\$0
Phase I - over 6	1,466	\$7,800.00	\$11,438	1,916	\$7,800.00	\$14,945	1,783	\$9,600.00	\$17,117
Phase I - over 10	0	\$0.00	\$0	0	\$0.00	\$0	955	\$12,000.00	\$11,460
Phase I - over 14	999	\$10,080.00	\$10,068	937	\$10,080.00	\$9,445	0	\$0.00	\$0
SUBTOTAL PHASE I	3,395	\$6,918.24	\$23,486	4,967	\$5,739.24	\$28,507	4,791	\$7,069.38	\$33,869
Phase II - over 22 Yrs of Aviation Service	117	\$7,020.00	\$823	59	\$7,020.00	\$414	85	\$8,400.00	\$714
Phase II - over 23	138	\$5,940.00	\$820	51	\$5,940.00	\$303	0	\$0.00	\$0
Phase II - over 24	162	\$4,620.00	\$747	23	\$4,620.00	\$106	49	\$5,400.00	\$265
Phase II - over 25	466	\$3,000.00	\$1,398	62	\$3,000.00	\$186	0	\$0.00	\$0
SUBTOTAL PHASE II	883	\$4,289.94	\$3,788	195	\$5,176.31	\$1,009	134	\$7,302.99	\$979
Warrant Officer - 2 or less Yrs of Aviation Service	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Warrant Officer - over 2	0	\$0.00	\$0	0	\$0.00	\$0	3	\$3,000.00	\$9
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	4	\$7,800.00	\$32	0	\$0.00	\$0	4	\$9,600.00	\$38
SUBTOTAL WARRANT OFFICER	4	\$7,800.00	\$32	0	\$0.00	\$0	7	\$6,771.43	\$47
TOTAL ACIP PAYMENTS	4,282	\$6,377.02	\$27,306	5,162	\$5,717.98	\$29,516	4,932	\$7,075.30	\$34,895

PROJECT: D. Incentive Pay (Continued) - Hazard Pay

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
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	0	\$0.00	\$0	1	\$3,000.00	\$3	1	\$3,000.00	\$3
Major O-4	1	\$2,700.00	\$2	2	\$2,700.00	\$5	2	\$2,700.00	\$5
Captain O-3	0	\$0.00	\$0	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	0	\$0.00	\$0	1	\$1,800.00	\$2	1	\$1,800.00	\$2
<b>Flying Duty Crewmembers Subtotal</b>	<b>1</b>	<b>\$2,700.00</b>	<b>\$2</b>	<b>5</b>	<b>\$2,460.00</b>	<b>\$12</b>	<b>5</b>	<b>\$2,460.00</b>	<b>\$12</b>
<b>Flying Duty Non-Crewmembers Subtotal</b>	<b>8</b>	<b>\$1,800.00</b>	<b>\$14</b>	<b>16</b>	<b>\$1,800.00</b>	<b>\$29</b>	<b>16</b>	<b>\$1,800.00</b>	<b>\$29</b>
New Payments Pilots	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Anniversary Payments	30	\$9,663.84	\$290	0	\$0.00	\$0	0	\$0.00	\$0
<b>Aviation Continuation Bonus Subtotal</b>	<b>30</b>	<b>\$9,663.84</b>	<b>\$290</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0</b>
Flight Deck Duty Pay	12	\$1,800.00	\$21	18	\$1,800.00	\$32	18	\$1,800.00	\$32
Parachute Jumping Duty	123	\$1,800.00	\$222	124	\$1,800.00	\$223	124	\$1,800.00	\$223
Demolition Duty	46	\$1,800.00	\$83	55	\$1,800.00	\$99	55	\$1,800.00	\$99
HALO Pay	103	\$2,700.00	\$279	75	\$2,700.00	\$203	75	\$2,700.00	\$203
Firefighter	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
HILO Pressure	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
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
<b>Sub-Total</b>	<b>285</b>	<b>\$2,126.77</b>	<b>\$605</b>	<b>272</b>	<b>\$2,048.16</b>	<b>\$557</b>	<b>272</b>	<b>\$2,048.16</b>	<b>\$557</b>
<b>TOTAL HAZARD PAY</b>	<b>323</b>	<b>\$2,819.71</b>	<b>\$912</b>	<b>293</b>	<b>\$2,041.64</b>	<b>\$598</b>	<b>293</b>	<b>\$2,041.64</b>	<b>\$598</b>

PROJECT: D. Incentive Pay (Continued) - Aviation Bonus - Business Case Analysis

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

Business Case Analysis (BCA)

Overview: The FY19 AvB plan is responsive to inventory states, which are below target inventory levels in four specialties, while remaining fiscally responsible in targeting only those specialties experiencing inventory challenges. Each of these specialties, MV-22, F/A-18, AV-8, and F-35 are experiencing or projected to experience a shortage of qualified pilots. The Marine Corps FY19 AvB plan provides an incentive to influence career decisions for those aviators who may choose to depart the service upon completion of their undergraduate aviation training obligation. This will be the second year the Marine Corps has offered an aviation bonus since FY11.

Targeted Communities: The aviation specialties targeted are captains and majors who are pilots in the F-35 Joint Strike Fighter, F/A-18 Hornet, AV-8 Harrier, and MV-22 Osprey.

Aircraft Personnel Manning Levels

<u>Aircraft Type category:</u>	<u>FY17 Actual</u>	<u>FY18 Estimate</u>	<u>FY19 Estimate</u>
Jet	74.2%	73.4%	70.3%
Prop	86.6%	85.8%	79.2%
Helo	101.6%	101.1%	97.2%
Tilt Rotor	69.9%	71.3%	73.6%

Criteria Used to Designate Targeted Communities & Project Impacts: Our criteria focuses on two main areas: current inventory and projected retention rates. The Marine Corps utilizes statistical modeling that considers Military Occupational Specialty (MOS) inventories, historic attrition rates, annual accession missions, promotion rates, and future requirements to determine the optimal balance of aviation officers for the next ten years. The AvB aims to eliminate preventable loss of all qualified pilots in the targeted communities as growth continues for the MV-22 and F-35, and the F/A-18 and AV-8 communities return to a healthy production state.

PROJECT: D. Incentive Pay (Continued) - Aviation Bonus - Business Case Analysis

Non-Monetary Incentives: The Marine Corps works individually with each aviator to match their personal preferences with suitable requirements in the operating force. Duty station preference, unit preference, time on station waivers, geo-location preference, and assignments outside of their primary occupation are areas leveraged to incentivize the retention of aviators, while also filling mission critical requirements.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Aircraft Type category:									
Jet	0	\$0.00	\$0	103	\$20,000.04	\$2,060	198	\$20,000.00	\$3,968
Prop	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Helo	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Tilt Rotor	0	\$0.00	\$0	210	\$20,000.04	\$4,200	329	\$20,000.00	\$6,572
<b>TOTAL AVIATION BONUS - BUSINESS CASE ANALYSIS</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0</b>	<b>313</b>	<b>\$20,000.04</b>	<b>\$6,260</b>	<b>527</b>	<b>\$20,000.00</b>	<b>\$10,540</b>
<b>TOTAL ACIP PAYMENTS</b>	<b>4,282</b>	<b>6,377</b>	<b>\$27,306</b>	<b>5,162</b>	<b>5,718</b>	<b>\$29,516</b>	<b>4,932</b>	<b>7,075</b>	<b>\$34,895</b>
<b>TOTAL HAZARD PAY</b>	<b>323</b>	<b>2,820</b>	<b>\$912</b>	<b>293</b>	<b>2,042</b>	<b>\$598</b>	<b>293</b>	<b>2,042</b>	<b>\$598</b>
<b>TOTAL INCENTIVE PAY</b>	<b>4,605</b>	<b>\$6,127.22</b>	<b>\$28,218</b>	<b>5,768</b>	<b>\$6,306.24</b>	<b>\$36,374</b>	<b>5,752</b>	<b>\$8,003.06</b>	<b>\$46,034</b>

**PROJECT: E. Special Pay**

FY19 Estimate	\$3,891
FY18 Estimate	\$3,333
FY17 Actual	\$6,242

**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 Title 37 USC 353.

- 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

- Continuation Pay

To provide an incentive for continued active duty service for mid-career officer and enlisted Marines. This is part of the Blended Retirement System.

**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: E. Special Pay (Continued)

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
<b>CAREER SEA PAY</b>									
O-6 Colonel	3	\$1,182.24	\$4	2	\$4,728.00	\$9	2	\$1,182.24	\$2
O-5 Lieutenant Colonel	13	\$1,212.84	\$16	4	\$4,728.00	\$19	4	\$1,212.84	\$5
O-4 Major	64	\$1,245.60	\$80	19	\$3,915.72	\$74	19	\$1,245.60	\$24
O-3 Captain	156	\$1,201.80	\$187	60	\$3,156.00	\$189	60	\$1,201.80	\$72
O-2 First Lieutenant	122	\$1,194.96	\$146	81	\$1,622.52	\$131	81	\$1,194.96	\$97
O-1 Second Lieutenant	9	\$1,175.16	\$11	4	\$1,620.00	\$6	4	\$1,175.16	\$5
O-3E Captain with Enlisted	22	\$1,850.52	\$41	13	\$3,186.72	\$41	13	\$1,850.52	\$24
O-2E First Lieutenant with Enlisted	15	\$1,171.80	\$18	14	\$1,620.00	\$23	14	\$1,171.80	\$16
O-1E Second Lieutenant with Enlisted	1	\$966.72	\$1	1	\$1,620.00	\$2	1	\$966.72	\$1
W-5 Chief Warrant Officer	1	\$119.04	\$0	0	\$0.00	\$0	0	\$0.00	\$0
W-4 Chief Warrant Officer	1	\$3,031.20	\$3	1	\$6,472.44	\$6	1	\$3,031.20	\$3
W-3 Chief Warrant Officer	15	\$2,555.64	\$38	12	\$3,156.00	\$38	12	\$2,555.64	\$31
W-2 Chief Warrant Officer	26	\$2,510.88	\$65	18	\$3,156.00	\$57	18	\$2,510.88	\$45
W-1 Warrant Officer	2	\$2,439.96	\$5	2	\$2,160.00	\$4	2	\$2,439.96	\$5
<b>SUBTOTAL CAREER SEA PAY</b>	<b>450</b>	<b>\$1,363.95</b>	<b>\$614</b>	<b>231</b>	<b>\$2,602.73</b>	<b>\$601</b>	<b>231</b>	<b>\$1,427.21</b>	<b>\$330</b>
Hardship Duty - Location \$150	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Hardship Duty - Location \$100	630	\$1,200.00	\$756	150	\$1,200.00	\$180	225	\$1,200.00	\$270
Hardship Duty - Location \$50	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Hardship - Mission Pay	1	\$1,800.00	\$2	3	\$1,800.00	\$5	1	\$1,800.00	\$2
Hardship Duty Pay - TEMPO	40	\$4,825.22	\$191	175	\$2,262.00	\$396	12	\$2,262.00	\$27
<b>SUBTOTAL HARDSHIP/LOCATION</b>	<b>671</b>	<b>\$1,414.91</b>	<b>\$949</b>	<b>328</b>	<b>\$1,772.10</b>	<b>\$581</b>	<b>238</b>	<b>\$1,256.07</b>	<b>\$299</b>
Personal Allowance (CMC)	2	\$4,000.00	\$8	1	\$4,000.00	\$4	2	\$4,000.00	\$8
Personal Allowance (O10)	2	\$2,200.00	\$4	4	\$2,200.00	\$9	2	\$2,200.00	\$4
Personal Allowance (O9)	17	\$500.00	\$9	19	\$500.00	\$9	17	\$500.00	\$8
Law School Education Debt Subsidy	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Diving Duty Pay	95	\$2,880.00	\$273	67	\$2,886.00	\$193	95	\$2,880.00	\$274
Diving Student Pay	2	\$1,800.00	\$4	1	\$1,800.00	\$2	2	\$1,800.00	\$4
Overseas Extension Pay	21	\$960.00	\$20	0	\$0.00	\$0	21	\$960.00	\$20
Imminent Danger Pay	416	\$2,700.00	\$1,124	102	\$2,700.00	\$275	161	\$2,213.66	\$356
Foreign Lang Proficiency Pay	675	\$3,914.84	\$2,643	556	\$2,813.00	\$1,564	617	\$2,770.98	\$1,710
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	20	\$29,780.20	\$596	0	\$0.00	\$0	0	\$0.00	\$0
Continuation Pay - Officer	0	\$0.00	\$0	1	\$93,999.96	\$94	0	\$0.00	\$878
Officer Accession Bonus	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>TOTAL SPECIAL PAY</b>	<b>2,371</b>	<b>\$2,632.99</b>	<b>\$6,242</b>	<b>1,310</b>	<b>\$2,544.56</b>	<b>\$3,333</b>	<b>1,386</b>	<b>\$2,807.35</b>	<b>\$3,891</b>

**PROJECT: F. Basic Allowance for Housing**

FY 2019 Estimate	\$546,247
FY 2018 Estimate	\$535,011
FY 2017 Actual	\$513,690

**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 4.5% in FY 2017, 3.0% in FY 2018 and 3.3% in FY 2019 based on revised housing survey data. Detailed cost computations are provided in the following table:

The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.7 percent. The average BAH inflation rate assumptions reflect 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. Starting in FY 2016, the budget submissions reflect 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: F. Basic Allowance for Housing (Continued)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC

(\$ in Thousands)

		FY17 Actual			FY18 Estimate			FY19 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	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	13	\$38,530.57	\$501	11	\$42,882.37	\$472	15	\$40,764.67	\$611
	O-8 Major General	23	\$35,889.30	\$825	23	\$37,493.52	\$862	20	\$37,979.58	\$760
	O-7 Brigadier General	32	\$37,148.34	\$1,189	29	\$38,852.30	\$1,127	32	\$39,302.29	\$1,258
	O-6 Colonel	574	\$35,055.85	\$20,122	568	\$36,933.80	\$20,978	581	\$37,022.95	\$21,510
	O-5 Lieutenant Colonel	1,619	\$34,251.23	\$55,453	1,599	\$35,255.08	\$56,373	1,614	\$36,138.16	\$58,327
	O-4 Major	3,079	\$30,318.83	\$93,352	3,138	\$31,697.58	\$99,467	3,121	\$32,051.06	\$100,031
	O-3 Captain	2,930	\$27,008.22	\$79,134	2,887	\$28,485.45	\$82,237	2,929	\$28,581.38	\$83,715
	O-2 First Lieutenant	936	\$22,892.28	\$21,427	860	\$23,762.33	\$20,436	851	\$24,219.83	\$20,611
	O-1 Second Lieutenant	437	\$19,399.56	\$8,478	479	\$21,395.52	\$10,248	487	\$20,524.93	\$9,996
	O-3E Captain	1,063	\$28,393.98	\$30,183	1,007	\$30,233.61	\$30,445	1,114	\$30,052.65	\$33,479
	O-2E First Lieutenant	308	\$27,609.55	\$8,504	238	\$28,465.04	\$6,775	200	\$29,210.96	\$5,842
	O-1E Lieutenant	220	\$22,970.91	\$5,054	359	\$26,717.18	\$9,591	259	\$24,302.82	\$6,294
	W-5 Chief Warrant Officer	92	\$31,574.11	\$2,905	98	\$33,538.05	\$3,287	96	\$33,404.86	\$3,207
	W-4 Chief Warrant Officer	248	\$28,660.70	\$7,108	266	\$29,985.41	\$7,976	275	\$30,342.07	\$8,344
	W-3 Chief Warrant Officer	507	\$27,319.13	\$13,851	571	\$28,664.64	\$16,368	546	\$28,903.48	\$15,781
	W-2 Chief Warrant Officer	631	\$25,231.34	\$15,921	514	\$26,939.60	\$13,847	619	\$26,690.46	\$16,521
	W-1 Warrant Officer	232	\$23,367.25	\$5,421	295	\$23,744.51	\$7,005	311	\$24,722.74	\$7,689
	Total BAH with Dependents Officer	12,944	\$28,540.35	\$369,426	12,942	\$29,940.81	\$387,494	13,070	\$30,143.59	\$393,977
	Total BAH Diff Officer	14	\$2,667.91	\$37	16	\$2,824.58	\$45	14	\$2,802.97	\$39
Total BAH with Dependents		12,958		\$369,464	12,958		\$387,539	13,084		\$394,016

PROJECT: F. Basic Allowance for Housing (Continued)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
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 Major General	1	\$34,965.00	\$35	1	\$30,796.86	\$31	1	\$37,202.41	\$37
O-7 Brigadier General	1	\$30,881.70	\$31	2	\$31,492.66	\$63	1	\$32,857.82	\$33
O-6 Colonel	20	\$32,793.99	\$656	15	\$33,322.41	\$500	16	\$35,651.07	\$570
O-5 Lieutenant Colonel	102	\$26,981.95	\$2,752	103	\$31,301.25	\$3,224	99	\$28,540.18	\$2,825
O-4 Major	415	\$26,106.40	\$10,834	401	\$27,507.89	\$11,031	412	\$27,641.48	\$11,388
O-3 Captain	1,625	\$24,040.43	\$39,066	1,553	\$25,419.75	\$39,477	1,606	\$25,529.70	\$41,001
O-2 First Lieutenant	1,707	\$20,334.39	\$34,711	1,584	\$21,262.53	\$33,680	1,546	\$21,631.77	\$33,443
O-1 Second Lieutenant	1,253	\$16,263.72	\$20,378	1,417	\$17,627.32	\$24,978	1,397	\$17,304.65	\$24,175
O-3E Captain	114	\$25,431.44	\$2,899	106	\$26,707.56	\$2,831	120	\$27,058.80	\$3,247
O-2E First Lieutenant	49	\$22,343.37	\$1,095	43	\$24,412.68	\$1,050	32	\$23,773.12	\$761
O-1E Lieutenant	45	\$19,156.43	\$862	66	\$21,538.33	\$1,422	53	\$20,382.25	\$1,080
W-5 Chief Warrant Officer	6	\$26,768.88	\$161	4	\$31,479.52	\$126	6	\$28,481.82	\$171
W-4 Chief Warrant Officer	14	\$24,918.28	\$349	14	\$29,482.99	\$413	16	\$26,512.80	\$424
W-3 Chief Warrant Officer	28	\$24,999.10	\$700	37	\$26,501.85	\$981	30	\$26,598.79	\$798
W-2 Chief Warrant Officer	59	\$22,602.23	\$1,334	43	\$23,012.25	\$990	58	\$24,048.55	\$1,395
W-1 Warrant Officer	28	\$21,614.35	\$605	40	\$18,805.59	\$752	37	\$22,997.45	\$851
Total BAH w/o Dependents Officer	5,467	\$21,303.68	\$116,467	5,429	\$22,388.32	\$121,546	5,430	\$22,504.43	\$122,199
Total BAH without Dependents	5,467		\$116,467	5,429		\$121,546	5,430		\$122,199

PROJECT: F. Basic Allowance for Housing (Continued)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC

(\$ in Thousands)

		FY17 Actual			FY18 Estimate			FY19 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 Major 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	0	\$0.00	\$0	1	\$475.20	\$0	0	\$0.00	\$0
	O-5 Lieutenant Colonel	4	\$396.00	\$2	3	\$396.00	\$1	4	\$396.00	\$2
	O-4 Major	6	\$309.22	\$2	10	\$320.40	\$3	7	\$309.22	\$2
	O-3 Captain	74	\$266.17	\$20	70	\$266.40	\$19	75	\$266.17	\$20
	O-2 First Lieutenant	130	\$213.79	\$28	138	\$212.40	\$29	118	\$213.79	\$25
	O-1 Second Lieutenant	916	\$158.41	\$145	1,071	\$158.40	\$170	1,024	\$158.41	\$162
	O-3E Captain	7	\$264.65	\$2	3	\$266.40	\$1	8	\$264.65	\$2
	O-2E First Lieutenant	5	\$212.57	\$1	5	\$212.40	\$1	3	\$212.57	\$1
	O-1E Lieutenant	26	\$158.40	\$4	37	\$158.40	\$6	31	\$158.40	\$5
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	2	\$302.40	\$1	1	\$302.40	\$0	2	\$302.40	\$1
	W-3 Chief Warrant Officer	1	\$248.40	\$0	0	\$0.00	\$0	1	\$248.40	\$0
	W-2 Chief Warrant Officer	3	\$190.80	\$1	3	\$190.80	\$1	3	\$190.80	\$1
	W-1 Warrant Officer	1	\$165.60	\$0	4	\$165.60	\$1	2	\$165.60	\$0
	Total BAH Partial	1,175	\$174.18	\$205	1,346	\$172.16	\$232	1,278	\$172.59	\$221
Total BAH- Domestic		19,600		\$486,135	19,733		\$509,317	19,792		\$516,436

PROJECT: F. Basic Allowance for Housing (Continued)

BASIC ALLOWANCES FOR HOUSING - OVERSEAS

(\$ in Thousands)

		FY17 Actual			FY18 Estimate			FY19 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 Major General	0	\$0.00	\$0	1	\$48,835.34	\$49	0	\$0.00	\$0
	O-7 Brigadier General	1	\$47,247.30	\$47	0	\$0.00	\$0	1	\$53,336.92	\$53
	O-6 Colonel	21	\$42,757.28	\$898	9	\$63,013.30	\$567	18	\$49,968.38	\$899
	O-5 Lieutenant Colonel	101	\$36,879.55	\$3,725	68	\$53,805.05	\$3,659	96	\$41,347.21	\$3,969
	O-4 Major	183	\$33,765.20	\$6,179	122	\$48,195.54	\$5,880	178	\$38,221.79	\$6,803
	O-3 Captain	120	\$31,992.92	\$3,839	87	\$40,408.24	\$3,516	119	\$36,182.25	\$4,306
	O-2 First Lieutenant	43	\$30,196.80	\$1,298	27	\$34,679.45	\$936	39	\$34,088.81	\$1,329
	O-1 Second Lieutenant	7	\$28,486.70	\$199	0	\$0.00	\$0	8	\$32,158.31	\$257
	O-3E Captain	71	\$29,799.87	\$2,116	48	\$42,027.49	\$2,017	74	\$33,640.72	\$2,489
	O-2E First Lieutenant	7	\$25,639.04	\$179	6	\$40,460.42	\$243	5	\$28,943.61	\$145
	O-1E Lieutenant	4	\$25,952.33	\$104	2	\$37,526.64	\$75	4	\$29,297.28	\$117
	W-5 Chief Warrant Officer	4	\$35,401.47	\$142	2	\$48,825.79	\$98	4	\$39,964.31	\$160
	W-4 Chief Warrant Officer	13	\$33,230.07	\$432	12	\$41,511.74	\$498	15	\$37,513.04	\$563
	W-3 Chief Warrant Officer	36	\$32,236.11	\$1,161	38	\$44,268.57	\$1,682	39	\$36,390.97	\$1,419
	W-2 Chief Warrant Officer	40	\$28,796.38	\$1,152	27	\$39,587.20	\$1,069	40	\$32,507.89	\$1,300
	W-1 Warrant Officer	11	\$25,958.95	\$286	8	\$37,189.13	\$298	15	\$29,304.76	\$440
	Total Overseas BAH with Dependents Officer	662	\$32,864.97	\$21,757	457	\$45,045.77	\$20,586	655	\$37,024.43	\$24,251

BASIC ALLOWANCES FOR HOUSING - OVERSEAS

(\$ in Thousands)

		FY17 Actual			FY18 Estimate			FY19 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 Major 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	\$34,593.59	\$69	4	\$48,009.89	\$192	1	\$41,018.44	\$41
	O-5 Lieutenant Colonel	14	\$32,464.14	\$454	11	\$47,005.17	\$517	13	\$33,337.85	\$433
	O-4 Major	36	\$32,009.78	\$1,152	39	\$38,817.38	\$1,514	33	\$33,206.09	\$1,096
	O-3 Captain	66	\$22,437.55	\$1,481	45	\$34,678.20	\$1,561	61	\$22,984.82	\$1,402
	O-2 First Lieutenant	56	\$26,909.26	\$1,507	16	\$28,434.88	\$455	51	\$27,804.58	\$1,418
	O-1 Second Lieutenant	9	\$26,724.38	\$241	0	\$0.00	\$0	11	\$27,613.55	\$304
	O-3E Captain	4	\$26,955.68	\$108	4	\$29,029.67	\$116	5	\$27,852.55	\$139
	O-2E First Lieutenant	2	\$23,812.78	\$48	1	\$34,051.58	\$34	1	\$24,605.08	\$25
	O-1E Lieutenant	2	\$24,870.22	\$50	0	\$0.00	\$0	2	\$25,697.70	\$51
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-3 Chief Warrant Officer	2	\$26,665.62	\$53	2	\$32,351.44	\$65	2	\$27,552.84	\$55
	W-2 Chief Warrant Officer	6	\$23,803.49	\$143	4	\$31,695.71	\$127	4	\$23,841.79	\$95
	W-1 Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Overseas BAH Without Depn	Total Oversea BAH without Dependents Officer	199	\$ 26,661.78	\$5,306	126	\$ 36,350.06	\$4,580	184	\$ 27,498.94	\$5,060
Moving-In Housing Allowance		389	\$1,265.37	\$492	346	\$1,525.04	\$528	377	\$1,328.72	\$501
Total BAH - Overseas		1,250		\$27,555	929		\$25,694	1,216		\$29,812
TOTAL BAH		20,850		\$513,690	20,662		\$535,011	21,008		\$546,247

PROJECT: G. Basic Allowance for Subsistence

FY 2019 Estimate	\$67,428
FY 2018 Estimate	\$66,887
FY 2017 Actual	\$62,924

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. FY 2019 rates increased by 2.6% 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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
OFFICER BAS	21,357	\$2,946.25	\$62,924	21,430	\$3,121.17	\$66,887	21,539	\$3,130.53	\$67,428

PROJECT: H. Overseas Station Allowance

FY 2019 Estimate \$41,592  
 FY 2018 Estimate \$39,328  
 FY 2017 Actual \$39,260

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	12	\$6,337.54	\$76	9	\$6,329.02	\$55	9	\$6,658.37	\$60
Cost of Living Regular with Dependents	1,903	\$13,083.58	\$24,900	1,895	\$13,588.85	\$25,752	1,981	\$13,742.87	\$27,225
Cost of Living Regular without Dependents	1,039	\$9,276.26	\$9,634	935	\$9,632.09	\$9,004	976	\$9,788.50	\$9,554
TOTAL COST OF LIVING REGULAR	2,942	\$11,739.42	\$34,534	2,830	\$12,281.76	\$34,756	2,957	\$12,437.67	\$36,778
Temporary Lodging Allowance with Dependents	2,841	\$1,321.88	\$3,755	2,872	\$1,260.09	\$3,619	2,836	\$1,367.47	\$3,878
Temporary Lodging Allowance without Dependents	769	\$1,163.90	\$895	813	\$1,104.45	\$898	706	\$1,240.96	\$876
TOTAL TEMPORARY LODGING ALLOWANCE	3,610	\$1,288.22	\$4,651	3,685	\$1,225.75	\$4,517	3,542	\$1,342.26	\$4,754
TOTAL STATION ALLOWANCES	6,554	\$5,981.38	\$39,260	6,524	\$6,028.60	\$39,328	6,508	\$6,390.96	\$41,592

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

FY 2019 Estimate	\$419
FY 2018 Estimate	\$399
FY 2017 Actual	\$437

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CONUS COLA with Dependents	217	\$1,654.35	\$358	189	\$1,823.34	\$345	207	\$1,715.84	\$355
CONUS COLA without Dependents	65	\$1,217.50	\$79	51	\$1,072.16	\$55	53	\$1,204.61	\$64
TOTAL CONUS COLA	281	\$1,553.95	\$437	240	\$1,631.97	\$399	260	\$1,662.08	\$419

PROJECT: J. Uniform Allowances

FY 2019 Estimate	\$1,179
FY 2018 Estimate	\$1,096
FY 2017 Actual	\$1,194

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Uniform - Initial	1,905	\$400.00	\$762	1,767	\$400.00	\$707	1,902	\$400.00	\$761
Uniform - Additional	2,011	\$200.00	\$402	1,682	\$200.00	\$336	1,938	\$200.00	\$388
Civilian - Initial	19	\$1,041.12	\$20	45	\$1,041.12	\$47	19	\$1,058.82	\$20
Civilian - Additional	29	\$347.04	\$10	15	\$347.04	\$5	29	\$352.94	\$10
<b>TOTAL OFFICER CLOTHING</b>	<b>3,964</b>	<b>\$301.22</b>	<b>\$1,194</b>	<b>3,509</b>	<b>\$312.41</b>	<b>\$1,096</b>	<b>3,888</b>	<b>\$303.18</b>	<b>\$1,179</b>

PROJECT: K: Family Separation Allowance

FY 2019 Estimate	\$3,018
FY 2018 Estimate	\$3,018
FY 2017 Actual	\$4,613

**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)

	FY17 Actual			FY18 Estimate			FY19 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	263	\$3,000.00	\$788	218	\$3,000.00	\$654	212	\$3,000.00	\$636
On Board Ship for More Than Thirty Days	10	\$3,000.00	\$30	7	\$3,000.00	\$21	6	\$3,000.00	\$18
On TDY for More Than Thirty Days	1,265	\$3,000.00	\$3,795	781	\$3,000.00	\$2,343	788	\$3,000.00	\$2,364
<b>TOTAL SEPARATION ALLOWANCE</b>	<b>1,537</b>	<b>\$3,000.94</b>	<b>\$4,613</b>	<b>1,006</b>	<b>\$3,000.00</b>	<b>\$3,018</b>	<b>1,006</b>	<b>\$3,000.00</b>	<b>\$3,018</b>

**PROJECT: L. Separation Payments**

FY 2019 Estimate	\$17,019
FY 2018 Estimate	\$13,257
FY 2017 Actual	\$18,385

**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 National Defense Authorization Act (NDAA) approved an active duty early retirement program for use during the force drawdown. The early retirement program was necessary to shape the 15-20 year segment of the force. It assisted the Service in achieving its drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement included 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 received the same benefits as individuals with 20 or more years of service. However, their retired pay was reduced one percent for each year that they were short of 20 years of active duty. For members who left under the early retirement program, the Marine Corps was 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 covered the entire initial period. This period was 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 other early retirement programs terminated on 01 October 2001 and this Early Retirement program is authorized until December 31, 2025.
- \$30,000 Lump Sum Career Status Bonus - The FY 2000 National Defense Authorization Act (NDAA) provided a \$30,000 lump sum bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan. The 2016 NDAA sunset the \$30,000 Lump Sum Career Status Bonus on December 31, 2017.

**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.

PART II - JUSTIFICATION OF FUNDS REQUESTED

(\$ in Thousands)

Unused Accrued Leave

	FY17 Actual				FY18 Estimate				FY19 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	2	61	\$497.32	\$60	1	59	\$526.84	\$31	1	59	\$536.85	\$32
O-8 Major General	8	32	\$387.78	\$98	4	30	\$489.63	\$59	4	30	\$501.99	\$60
O-7 Brigadier General	1	59	\$427.53	\$25	1	61	\$423.59	\$26	1	61	\$435.68	\$27
O-6 Colonel	83	23	\$242.56	\$463	73	30	\$370.62	\$812	73	30	\$381.14	\$835
O-5 Lieutenant Colonel	246	15	\$327.19	\$1,167	128	17	\$300.47	\$654	128	17	\$308.56	\$671
O-4 Major	339	15	\$307.07	\$1,509	230	23	\$252.31	\$1,335	230	23	\$259.16	\$1,371
O-3 Captain	559	12	\$272.26	\$1,826	486	18	\$197.10	\$1,724	486	18	\$202.81	\$1,774
O-2 First Lieutenant	111	18	\$142.24	\$284	260	19	\$154.94	\$765	260	19	\$158.45	\$783
O-1 Second Lieutenant	12	27	\$89.43	\$29	12	29	\$107.75	\$37	12	29	\$110.56	\$38
O-3E Captain	116	14	\$203.20	\$318	73	20	\$230.26	\$336	73	20	\$237.20	\$346
O-2E First Lieutenant	21	16	\$131.34	\$44	17	23	\$183.96	\$72	17	23	\$188.79	\$74
O-1E Lieutenant	4	22	\$98.12	\$8	3	35	\$145.37	\$15	3	35	\$147.10	\$15
W-5 Chief Warrant Officer	18	23	\$275.85	\$112	16	21	\$277.95	\$93	16	21	\$291.42	\$98
W-4 Chief Warrant Officer	26	18	\$208.72	\$98	26	20	\$240.93	\$125	26	20	\$247.22	\$129
W-3 Chief Warrant Officer	49	11	\$258.08	\$139	30	8	\$201.61	\$48	30	8	\$207.44	\$50
W-2 Chief Warrant Officer	28	10	\$268.66	\$71	6	11	\$169.62	\$11	6	11	\$174.22	\$11
W-1 Warrant Officer	3	27	\$105.78	\$8	2	36	\$150.47	\$11	2	36	\$155.46	\$11
Total Lump Sum Leave (LSL)	1,626	24	\$249.60	\$6,261	1,368	27	\$260.20	\$6,155	1,368	27	\$267.30	\$6,325

Separation Payments

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	13	\$98,800.00	\$1,284	18	\$73,123.31	\$1,316	13	\$100,032.42	\$1,300
Discharge Gratuity	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SEVERANCE, NON-DISABILITY	101	\$93,052.23	\$9,397	56	\$91,091.45	\$5,101	86	\$96,627.47	\$8,310
Involuntary - Half Pay	0	\$0.00	\$0	2	\$91,091.45	\$182	2	\$48,200.38	\$96
Involuntary - Full Pay	101	\$93,042.33	\$9,397	54	\$91,091.45	\$4,919	84	\$97,780.50	\$8,214
VSI Trust Fund Payment	1	\$309,000.00	\$309	1	\$264,000.00	\$264	1	\$264,000.00	\$264
\$30,000 Lump Sum Bonus	16	\$30,000.00	\$480	14	\$30,000.00	\$420	0	\$0.00	\$0
Voluntary Separations Payment	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Temporary Early Retirement Authority	17	\$38,391.12	\$653	0	\$0.00	\$0	10	\$81,871.65	\$819
TOTAL SEPARATION PAY (LESS LSL)	148	\$81,914.35	\$12,123	89	\$79,790.34	\$7,101	110	\$97,210.01	\$10,693
TOTAL SEPARATION PAY			\$18,385			\$13,257			\$17,019

**PROJECT: N. Social Security Tax-Employer's Contribution**

FY 2019 Estimate	\$125,091
FY 2018 Estimate	\$120,531
FY 2017 Actual	\$118,988

**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 2017 - 7.65% on first \$127,200 and 1.45% on the remainder  
 Calendar Year 2018 - 7.65% on first \$128,400 and 1.45% on the remainder  
 Calendar Year 2019 - 7.65% on first \$135,600 and 1.45% on the remainder

Details of the computations are shown in the following table:

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Officer FICA	21,357	\$5,571.34	\$118,988	21,430	\$5,624.40	\$120,531	21,539	\$5,807.62	\$125,091

MILITARY PERSONNEL, MARINE CORPS  
 SCHEDULE OF INCREASES AND DECREASES - (Budget Activity 2)  
 (\$ in Thousands)

PAY AND ALLOWANCES OF ENLISTED FY 2018 DIRECT PROGRAM INCREASES	AMOUNT \$9,012,222
<b>PRICING INCREASES:</b>	
Basic Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$209,963
Retired Pay Accrual increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$134,969
Basic Pay increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$69,919
Retired Pay Accrual increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$43,632
FICA increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$16,014
FICA increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$5,354
Enlistment Bonus increase due to average rate	\$4,014
Separation Pay increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$3,377
Basic Allowance for Housing increase due to the 3.3% FY19 BAH rate	\$3,064
Clothing Allowance increase due to the non-pay inflation rate of 1.8%	\$2,971
Overseas Housing Allowance increase due to average rates	\$2,266
Overseas Station Allowance increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$2,035
Separation Pay increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$1,126
Basic Allowance for Housing increase due to the 3.0% FY18 BAH rate	\$1,021
Overseas Station Allowance increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$677
Lump Sum Leave increase due to the annualization of the 2.6% pay raise, effective 1 January 2019	\$195
CONUS COLA increase due to non-pay inflation rate increase of 1.8%	\$132
Lump Sum Leave increase due to the annualization of the 2.4% pay raise, effective 1 January 2018	\$65
Special Pay Critical Skills Retention Bonus increase due to average rate	\$34
Special Pay Assignment Incentive Pay increase due to average rate	\$12
<b>TOTAL PRICING INCREASES</b>	<b>\$500,840</b>
<b>PROGRAM INCREASES:</b>	
Selective Reenlistment Bonus increase due to takers	\$63,508
Basic Pay increase due to work years	\$59,063
Thrift Savings Plan (TSP) Matching Contribution increase due to takers	\$42,490
Basic Pay increase due to grade structure	\$25,865
Basic Allowance for Housing increase due to work years and grade structure	\$25,683
Retired Pay Accrual increase due to work years	\$17,445
Retired Pay Accrual increase due to grade structure	\$7,863
Temporary Early Retirement Authority (TERA) shift to baseline program	\$5,607
Overseas Housing Allowance increase due to takers	\$5,104
FICA increase due to work years	\$4,521
Lump Sum Leave increase due to takers	\$2,697
Special Pay Continuation Pay increase due to takers	\$2,444
FICA increase due to grade structure	\$1,981
CONUS COLA increase due to takers	\$1,131
Separation Pay increase due to takers	\$697
Enlistment Bonus increase due to takers	\$211
Special Pay Special Duty Assignment Pay increase due to takers	\$33
<b>TOTAL PROGRAM INCREASES</b>	<b>\$266,343</b>
<b>TOTAL INCREASES</b>	<b>\$767,183</b>
<b>DECREASES</b>	
<b>PRICING DECREASES:</b>	
Basic Pay decrease due to longevity	(\$148,853)
Retired Pay Accrual decrease due to longevity	(\$45,251)
Selective Reenlistment Bonus decrease due to average rate	(\$16,281)
FICA decrease due to longevity	(\$11,379)
Overseas Station Allowance (COLA Regular) decrease due average rate	(\$8,316)
Clothing Allowance decrease due to average rates	(\$6,354)
Lump Sum Leave decrease due to number of days sold	(\$6,264)
CONUS COLA decrease due to average rate	(\$740)
Move In Housing Allowance (MIHA) decrease due to average rate	(\$57)
<b>TOTAL PRICING DECREASES</b>	<b>(\$243,495)</b>
<b>PROGRAM DECREASES:</b>	
Overseas Station Allowance (COLA Regular) decrease due to takers	(\$4,018)
Family Separation Allowance decrease due to takers	(\$1,617)
Clothing Allowance decrease due to takers	(\$820)
Special Pay Critical Skills Retention Bonus decrease due to takers	(\$258)
Special Pay Foreign Language Proficiency Pay decrease due to takers	(\$143)
<b>TOTAL PROGRAM DECREASES</b>	<b>(\$6,856)</b>
<b>TOTAL DECREASES</b>	<b>(\$250,351)</b>
<b>FY 2019 DIRECT PROGRAM</b>	<b>\$9,529,054</b>

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

PROJECT: A. Basic Pay

FY 2019 Estimate \$5,196,233  
 FY 2018 Estimate \$4,980,929  
 FY 2017 Actual \$4,868,046

**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 2017 funding requirements included a 2.1% pay raise. The budget for FY 2018 provides for a basic pay increase of 2.4% and another 2.6% for FY 2019. Across-the-board pay raises are effective 1 January each year. Per the FY 2007 NDAA, pay tables are expanded to 40 years of service.

The FY 2019 program is based on a beginning Enlisted strength of 163,888, an end strength of 164,738 and an average strength of 165,927. Costs are determined on the basis of grade distribution by longevity for each fiscal year. The average rates used are derived from a consideration of the current longevity adjusted by planned gains and losses for the respective fiscal years.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Sergeant Major of the Marine Corps (SMMC)	1	97,477.20	\$97	1	99,524.40	\$100	1	102,289.20	\$102
E-9 Sergeant Major/Master Gunnery Sergeant	1,572	77,279.14	\$121,483	1,576	78,904.73	\$124,354	1,611	81,011.50	\$130,510
E-8 First Sergeant/Master Sergeant	3,851	60,522.73	\$233,073	3,853	61,757.50	\$237,952	3,996	63,519.14	\$253,822
E-7 Gunnery Sergeant	8,356	51,565.46	\$430,881	8,441	52,689.03	\$444,748	8,625	54,131.52	\$466,884
E-6 Staff Sergeant	14,924	42,082.57	\$628,040	14,611	43,047.48	\$628,967	15,468	44,123.67	\$682,505
E-5 Sergeant	26,432	32,964.49	\$871,317	26,255	33,765.21	\$886,506	26,597	34,564.68	\$919,317
E-4 Corporal	35,343	27,411.97	\$968,821	36,841	28,014.56	\$1,032,084	36,519	28,745.98	\$1,049,775
E-3 Lance Corporal	43,093	23,277.78	\$1,003,110	41,791	23,812.93	\$995,166	42,967	24,416.41	\$1,049,100
E-2 Private First Class	20,367	21,406.21	\$435,980	19,029	21,859.80	\$415,970	20,461	22,467.00	\$459,697
E-1>4 Private	3,365	19,025.26	\$64,020	4,101	19,501.20	\$79,974	3,371	20,042.88	\$67,565
E-1<4 Private	6,310	17,626.53	\$111,223	7,493	18,031.20	\$135,108	6,311	18,532.08	\$116,956
TOTAL ENLISTED BASIC PAY	163,614	29,753.24	\$4,868,046	163,992	30,373.00	\$4,980,929	165,927	31,316.38	\$5,196,233
Forfeitures			\$4,680			\$7,366			\$7,366
TOTAL ENLISTED BASIC PAY SUBJECT TO RPA/FICA			\$4,863,367			\$4,973,563			\$5,188,867
TOTAL ENLISTED BASIC PAY REQUIREMENT	163,614		\$4,868,046	163,992		\$4,980,929	165,927		\$5,196,233

PROJECT: B. Retired Pay Accrual - Enlisted

FY 2019 Estimate	\$1,574,705
FY 2018 Estimate	\$1,416,193
FY 2017 Actual	\$1,408,075

**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 28.9% for FY 2017, 28.4% for FY 2018 and 30.4% for FY 2019. The Part-time RPA NCP is 22.6% for FY 2017, 22.6% for FY 2018 and 24.7% for FY 2019. Details of the cost computation are provided in the table below.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Full-Time Retired Pay Accrual - Enlisted	162,870	\$8,606.25	\$1,401,700	163,330	\$8,640.90	\$1,411,318	164,459	\$9,501.47	\$1,562,602
Part-Time Retired Pay Accrual - Enlisted	748	\$8,522.12	\$6,375	662	\$7,363.83	\$4,875	1,468	\$8,244.17	\$12,102
<b>TOTAL RETIRED PAY ACCRUAL - ENLISTED</b>	<b>163,618</b>	<b>\$8,605.87</b>	<b>\$1,408,075</b>	<b>163,992</b>	<b>\$8,635.74</b>	<b>\$1,416,193</b>	<b>165,927</b>	<b>\$8,743.92</b>	<b>\$1,574,705</b>

**PROJECT: C. Thrift Savings Plan (TSP) - Matching Contributions**

FY 2019 Estimate	\$97,777
FY 2018 Estimate	\$55,287
FY 2017 Actual	\$0

**Part I - Purpose and Scope**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue for a maximum of 26 years of service.

**Part II - Justification of Funds Requested**

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services will begin making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TSP Matching Contributions - Enlisted	--	--	--	--	--	\$55,287	--	--	\$97,777
<b>TOTAL TSP MATCHING CONTRIBUTIONS - ENLISTED</b>	--	--	--	--	--	\$55,287	--	--	\$97,777

PROJECT: D. Incentive Pay

FY 2019 Estimate	\$9,137
FY 2018 Estimate	\$9,137
FY 2017 Actual	\$8,692

**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 funds for the types of duty listed below.

- 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: D. Incentive Pay (Continued)

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 table below.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
FLYING DUTY CREWMEMBERS	1,031	\$2,229.83	\$2,299	1,151	\$2,199.57	\$2,532	1,151	\$2,199.57	\$2,532
E-9 Sergeant Major/Master Gunnery Sergeant	5	\$2,880.00	\$14	5	\$2,880.00	\$14	5	\$2,880.00	\$14
E-8 First Sergeant/Master Sergeant	18	\$2,880.00	\$52	19	\$2,880.00	\$55	19	\$2,880.00	\$55
E-7 Gunnery Sergeant	77	\$2,880.00	\$223	80	\$2,880.00	\$230	80	\$2,880.00	\$230
E-6 Staff Sergeant	175	\$2,580.00	\$452	180	\$2,580.00	\$464	180	\$2,580.00	\$464
E-5 Sergeant	293	\$2,280.00	\$668	306	\$2,280.00	\$698	306	\$2,280.00	\$698
E-4 Corporal	320	\$1,980.00	\$633	335	\$1,980.00	\$663	335	\$1,980.00	\$663
E-3 Lance Corporal	140	\$1,800.00	\$251	222	\$1,800.00	\$400	222	\$1,800.00	\$400
E-2 Private First Class	3	\$1,800.00	\$6	3	\$1,800.00	\$5	3	\$1,800.00	\$5
E-1 Private	0	\$0.00	\$0	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Flying Duty Non-Crew Members	328	\$1,800.00	\$590	485	\$1,800.00	\$873	485	\$1,800.00	\$873
Flight Deck Duty Pay	409	\$1,800.00	\$736	486	\$1,800.00	\$875	486	\$1,800.00	\$875
Parachute Jumping Duty	940	\$1,800.00	\$1,691	962	\$1,800.00	\$1,732	962	\$1,800.00	\$1,732
Demolition Duty	546	\$1,800.00	\$984	566	\$1,800.00	\$1,019	566	\$1,800.00	\$1,019
HALO Pay	875	\$2,700.00	\$2,363	769	\$2,700.00	\$2,076	769	\$2,700.00	\$2,076
HILO Pressure	14	\$1,800.00	\$24	13	\$1,800.00	\$23	13	\$1,800.00	\$23
Thermal Stress	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Chem Munitions	3	\$1,800.00	\$5	4	\$1,800.00	\$7	4	\$1,800.00	\$7
<b>TOTAL INCENTIVE/HAZARD PAY</b>	<b>4,145</b>	<b>\$2,096.90</b>	<b>\$8,692</b>	<b>4,436</b>	<b>\$2,059.69</b>	<b>\$9,137</b>	<b>4,436</b>	<b>\$2,059.69</b>	<b>\$9,137</b>

PROJECT: E. Special Pay

FY 2019 Estimate	\$52,960
FY 2018 Estimate	\$50,838
FY 2017 Actual	\$56,712

#### 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 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 to enlisted members who are proficient in specific foreign languages in accordance with Title 37 USC 353.
- 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 CSR 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.
- Continuation Pay  
To provide an incentive for continued active duty service for mid-career officer and enlisted Marines. This is part of the Blended Retirement System.

#### 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: E. Special Pay (Continued)

The computation of fund requirements is provided in the table below.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY	3,693	\$1,049.47	\$3,875	3,844	\$1,054.43	\$4,053	3,844	\$1,054.43	\$4,053
E-9	12	\$2,400.00	\$30	17	\$2,400.00	\$41	17	\$2,400.00	\$41
E-8	44	\$2,400.00	\$106	50	\$2,400.00	\$120	50	\$2,400.00	\$120
E-7	116	\$2,400.00	\$277	136	\$2,400.00	\$326	136	\$2,400.00	\$326
E-6	208	\$2,025.00	\$421	245	\$2,025.00	\$496	245	\$2,025.00	\$496
E-5	610	\$1,050.00	\$640	590	\$1,050.00	\$620	590	\$1,050.00	\$620
E-4	1,249	\$1,049.51	\$1,310	1,153	\$1,050.00	\$1,211	1,153	\$1,050.00	\$1,211
E-3	1,377	\$750.00	\$1,032	1,575	\$750.00	\$1,181	1,575	\$750.00	\$1,181
E-2	72	\$750.00	\$54	75	\$750.00	\$56	75	\$750.00	\$56
E-1	6	\$750.00	\$5	3	\$750.00	\$2	3	\$750.00	\$2
Hardship Duty - Location \$100	4,838	\$1,200.00	\$5,805	2,464	\$1,200.00	\$2,957	2,464	\$1,200.00	\$2,957
Hardship Duty - Mission Pay	7	\$1,800.00	\$12	9	\$1,800.00	\$16	9	\$1,800.00	\$16
Hardship Duty - TEMPO	109	\$5,515.29	\$600	224	\$5,940.00	\$1,331	224	\$5,940.00	\$1,331
Personal Allowance (SMMC)	1	\$2,000.00	\$2	2	\$2,000.00	\$4	2	\$2,000.00	\$4
Diving Duty Pay	645	\$2,580.00	\$1,664	535	\$2,580.00	\$1,380	535	\$2,580.00	\$1,380
Diving Student Pay	6	\$1,800.00	\$10	8	\$1,800.00	\$14	8	\$1,800.00	\$14
Overseas Extension Pay	86	\$2,000.00	\$171	67	\$2,000.00	\$134	67	\$2,000.00	\$134
Imminent Danger Pay	2,690	\$2,700.00	\$7,262	910	\$2,700.00	\$2,457	910	\$2,700.00	\$2,457
Foreign Language Proficiency Pay	1,924	\$3,721.87	\$7,161	1,779	\$2,550.00	\$4,536	1,723	\$2,550.00	\$4,394
Critical Skills Retention Bonus	4	\$50,000.00	\$220	21	\$28,714.00	\$603	12	\$31,583.00	\$379
Assignment Incentive Pay	45	\$8,770.93	\$395	60	\$8,800.00	\$528	60	\$9,000.00	\$540
Continuation Pay - Enlisted	--	--	--	--	--	\$293	--	--	\$2,737
<b>SUBTOTAL SPECIAL PAY</b>	<b>14,046</b>		<b>\$27,176</b>	<b>9,923</b>		<b>\$18,307</b>	<b>9,858</b>		<b>\$20,396</b>

PROJECT: E. Special Pay (Continued): 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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
SDA 6 - \$450	1,092	\$5,400.00	\$5,897	242	\$5,400.00	\$1,307	230	\$5,400.00	\$1,242
SDA 5 - \$375	2,501	\$4,500.00	\$11,255	4,645	\$4,500.00	\$20,903	4,665	\$4,500.00	\$20,993
SDA 4 - \$300	1,616	\$3,600.00	\$5,818	1,273	\$3,600.00	\$4,583	1,285	\$3,600.00	\$4,626
SDA 3 - \$225	822	\$2,700.00	\$2,219	130	\$2,700.00	\$351	110	\$2,700.00	\$297
SDA 2 - \$150	961	\$1,800.00	\$1,730	1,265	\$1,800.00	\$2,277	1,275	\$1,800.00	\$2,295
SDA 1 - \$75	2,909	\$900.00	\$2,618	3,457	\$900.00	\$3,111	3,457	\$900.00	\$3,111
TOTAL SDA	9,901	\$2,983.15	\$29,536	11,012	\$2,954.18	\$32,531	11,022	\$2,954.44	\$32,564
TOTAL SPECIAL PAY	22,658		\$56,712	20,935		\$50,838	20,880		\$52,960

PROJECT: F. Reenlistment Bonus Program

FY 2019 Estimate	\$132,076
FY 2018 Estimate	\$84,849
FY 2017 Actual	\$82,369

**PART I - PURPOSE AND SCOPE**

The Selective Retention Bonus (authorized by 37, U.S. Code, Section 331) - Provides a bonus to enlisted personnel who retain in a skill characterized by inadequate manning, low retention, and high replacement costs. Payable to an individual eligible and recommended for reenlistment or extension before 20 years of service. The SRB may not exceed \$25,000 for each year of obligated service in a Regular Component. The maximum amount for an SRB is \$100,000. All SRB contracts are paid in one lump-sum.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The 10 most critical career force skill shortage occupations are:

- 0211 Counterintelligence/Human Intelligence Marine
- 0321 Reconnaissance Man
- 0372 Critical Skill Operator
- 0659 Cyber Network Systems Chief
- 0651 Cyber Network Operator
- 0689 Cyber Security Technician
- 2336 Explosive Ordnance Disposal Technician
- 5821 Criminal Investigator (CID) Agent
- 7257 Air Traffic Controller
- 0241 Imagery Analysis Specialist

(\$ in Thousands)

	FY17 Estimate			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TOTAL SRB	3,587	\$22,963.22	\$82,369	2,978	\$28,492.00	\$84,849	5,207	\$25,365.00	\$132,076

PROJECT: F. Reenlistment Bonus Program (Continued)

MILITARY PERSONNEL, MARINE CORPS  
SELECTED REENLISTMENT BONUS (SRB)

(\$ in Thousands)

	FY 2017 Actual		FY 2018 Est		FY 2019 Est		FY 2020 Est		FY 2021 Est		FY 2022 Est		FY 2023 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2017 Actual	3,587	\$82,369												
FY 2018 Initial			2,978	\$84,849										
FY 2019 Initial					5,207	\$132,076								
FY 2020 Initial							5,504	\$139,609						
FY 2021 Initial									5,749	\$145,823				
FY 2022 Initial											5,753	\$145,925		
FY 2023 Initial													5,599	\$142,019
Total SRB		\$82,369		\$84,849		\$132,076		\$139,609		\$145,823		\$145,925		\$142,019

PROJECT: G. Enlistment Bonus Program

FY 2019 Estimate	\$13,135
FY 2018 Estimate	\$8,910
FY 2017 Actual	\$7,413

**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 bonus program allows Marine Corps Recruiting Command (MCRC) to remain competitive in the market for high quality recruits into critical skill programs and meet monthly shipping missions throughout the fiscal year.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Initial Payment - \$ 1,000	380	\$1,000.00	\$380	550	\$1,000.00	\$550	550	\$1,000.00	\$550
Initial Payment - \$ 2,000	0	\$2,000.00	\$0	15	\$2,000.00	\$30	15	\$2,000.00	\$30
Initial Payment - \$ 2,500	0	\$2,500.00	\$0	0	\$2,500.00	\$0	0	\$0.00	\$0
Initial Payment - \$ 3,000	99	\$3,000.00	\$297	100	\$3,000.00	\$300	100	\$3,000.00	\$300
Initial Payment - \$ 4,000	495	\$4,000.00	\$1,980	550	\$4,000.00	\$2,200	575	\$4,000.00	\$2,300
Initial Payment - \$ 5,000	703	\$5,000.00	\$3,515	625	\$5,000.00	\$3,125	650	\$5,000.00	\$3,250
Initial Payment - \$ 6,000	10	\$6,000.00	\$60	10	\$6,000.00	\$60	10	\$6,000.00	\$60
Initial Payment - \$ 7,000	27	\$7,000.00	\$189	55	\$7,000.00	\$385	55	\$7,000.00	\$385
Initial Payment - \$ 7,500	0	\$7,500.00	\$0	0	\$7,500.00	\$0	0	\$0.00	\$0
Initial Payment - \$ 8,000	124	\$8,000.00	\$992	95	\$8,000.00	\$760	95	\$8,000.00	\$760
Initial Payment - \$ 10,000	0	\$10,000.00	\$0	150	\$10,000.00	\$1,500	151	\$36,423.84	\$5,500
Initial Payment - \$ 12,000	0	\$12,000.00	\$0	0	\$12,000.00	\$0	0	\$12,000.00	\$0
Initial Payment - \$ 15,000	0	\$15,000.00	\$0	0	\$15,000.00	\$0	0	\$15,000.00	\$0
Initial Payment - \$ 25,000	0	\$25,000.00	\$0	0	\$25,000.00	\$0	0	\$25,000.00	\$0
<b>TOTAL ENLISTMENT BONUS</b>	<b>1,838</b>	<b>\$4,033.19</b>	<b>\$7,413</b>	<b>2,150</b>	<b>\$4,144.19</b>	<b>\$8,910</b>	<b>2,201</b>	<b>\$5,967.74</b>	<b>\$13,135</b>

PROJECT: G. Enlistment Bonus Program (Continued)

MILITARY PERSONNEL, MARINE CORPS  
ENLISTMENT BONUS (EB)

(\$ in Thousands)

	FY 2017 Actual		FY 2018 Est		FY 2019 Est		FY 2020 Est		FY 2021 Est		FY 2022 Est		FY 2023 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2017 Actual	1,838	\$7,413												
FY 2018 Initial			2,150	\$8,910										
FY 2019 Initial					2,201	\$13,135								
FY 2020 Initial							2,241	\$15,155						
FY 2021 Initial									2,326	\$13,495				
FY 2022 Initial											2,411	\$12,950		
FY 2023 Initial													2,411	\$12,950
Total EB		\$7,413		\$8,910		\$13,135		\$15,155		\$13,495		\$12,950		\$12,950

PROJECT: H. Basic Allowance for Housing

FY 2019 Estimate	\$1,658,129
FY 2018 Estimate	\$1,620,934
FY 2017 Actual	\$1,525,955

**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 FY 2000 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 4.5% in FY 2017, 3.0% in FY 2018 and 3.3% in FY 2019 based on revised housing survey data. Detailed cost computations are provided in the following table.

The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.3 percent. The average BAH inflation rate assumptions reflect 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. Starting in FY 2016, the budget submissions reflect a slowdown of the BAH rates to 1.5% per year on-average for DoD over a period of several years until an additional 5 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: H. Basic Allowance for Housing (Continued)

BASIC ALLOWANCE FOR HOUSING - DOMESTIC

(\$ in Thousands)

		FY17 Actual			FY18 Estimate			FY19 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	1,343	\$28,535.90	\$38,324	1,337	\$30,915.47	\$41,334	1,378	\$30,465.53	\$41,971
	E-8 First Sergeant/Master Sergeant	3,255	\$25,736.76	\$83,773	3,271	\$28,221.42	\$92,312	3,374	\$27,441.57	\$92,600
	E-7 Gunnery Sergeant	6,801	\$24,758.40	\$168,382	6,872	\$26,536.19	\$182,357	7,018	\$26,336.34	\$184,817
	E-6 Staff Sergeant	11,659	\$23,268.25	\$271,285	11,541	\$24,861.07	\$286,922	12,325	\$24,712.88	\$304,582
	E-5 Sergeant	14,451	\$21,468.22	\$310,237	15,436	\$22,471.45	\$346,869	14,600	\$22,821.46	\$333,183
	E-4 Corporal	11,520	\$19,743.82	\$227,449	12,409	\$20,699.37	\$256,858	12,106	\$21,020.91	\$254,485
	E-3 Lance Corporal	8,461	\$19,290.18	\$163,214	8,614	\$20,438.92	\$176,061	8,482	\$20,477.54	\$173,695
	E-2 Private First Class	1,442	\$18,209.15	\$26,258	1,337	\$18,996.21	\$25,398	1,424	\$19,336.11	\$27,526
	E-1 Private	260	\$17,862.22	\$4,644	340	\$15,783.30	\$5,366	250	\$18,756.35	\$4,682
	ENLISTED	59,192	\$21,853.72	\$1,293,565	61,157	\$23,112.27	\$1,413,478	60,956	\$23,255.24	\$1,417,541
BAH Diff										
	ENLISTED	422	\$2,934.82	\$1,238	505	\$2,930.52	\$1,480	436	\$3,056.51	\$1,333
BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	70	\$25,349.03	\$1,774	71	\$25,015.86	\$1,776	71	\$26,746.20	\$1,908
	E-8 First Sergeant/Master Sergeant	191	\$22,317.51	\$4,263	195	\$23,216.58	\$4,527	196	\$23,576.43	\$4,620
	E-7 Gunnery Sergeant	688	\$20,777.56	\$14,295	695	\$21,663.36	\$15,056	715	\$22,151.99	\$15,849
	E-6 Staff Sergeant	2,073	\$19,378.43	\$40,171	1,909	\$20,414.64	\$38,972	2,153	\$20,502.32	\$44,151
	E-5 Sergeant	3,096	\$18,757.11	\$58,072	2,572	\$18,123.63	\$46,614	2,962	\$19,744.75	\$58,491
	E-4 Corporal	2,351	\$16,228.25	\$38,153	2,250	\$15,458.17	\$34,781	2,266	\$17,008.01	\$38,540
	E-3 Lance Corporal	1,293	\$14,787.89	\$19,121	1,144	\$13,738.17	\$15,716	1,206	\$15,523.95	\$18,720
	E-2 Private First Class	804	\$7,276.08	\$5,850	761	\$7,288.83	\$5,547	870	\$8,058.29	\$7,012
	E-1 Private	787	\$6,519.53	\$5,130	809	\$6,927.07	\$5,604	766	\$6,906.61	\$5,288
	ENLISTED	11,353	\$16,456.48	\$186,829	10,406	\$16,201.52	\$168,593	11,206	\$17,363.23	\$194,578
BAH Part	E-9 Sergeant Major/Master Gunnery Sergeant	2	\$223.20	\$0	1	\$232.79	\$0	1	\$223.20	\$0
	E-8 First Sergeant/Master Sergeant	9	\$182.97	\$2	8	\$191.50	\$2	10	\$182.97	\$2
	E-7 Gunnery Sergeant	41	\$141.95	\$6	42	\$150.19	\$6	42	\$141.95	\$6
	E-6 Staff Sergeant	208	\$118.34	\$25	190	\$123.91	\$24	219	\$118.34	\$26
	E-5 Sergeant	7,949	\$104.85	\$833	7,205	\$109.20	\$787	8,039	\$104.85	\$843
	E-4 Corporal	21,416	\$97.29	\$2,084	21,947	\$101.47	\$2,227	22,357	\$97.29	\$2,175
	E-3 Lance Corporal	33,178	\$93.72	\$3,110	31,962	\$97.68	\$3,122	33,392	\$93.72	\$3,130
	E-2 Private First Class	17,784	\$86.48	\$1,538	16,571	\$90.12	\$1,493	17,653	\$86.48	\$1,527
	E-1 Private	8,073	\$82.64	\$667	9,696	\$86.36	\$837	7,955	\$82.64	\$657
	ENLISTED	88,660	\$93.21	\$8,264	87,622	\$96.98	\$8,498	89,668	\$93.30	\$8,366
TOTAL BAH DOMESTIC		159,627		\$1,489,896	159,690		\$1,592,049	162,266		\$1,621,817

PROJECT: H. Basic Allowance for Housing (Continued)

BASIC ALLOWANCE FOR HOUSING - OVERSEAS

(\$ in Thousands)

		FY17 Actual			FY18 Estimate			FY19 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	51	\$34,349.87	\$1,752	48	\$34,148.45	\$1,639	54	\$35,275.35	\$1,905
	E-8 First Sergeant/Master Sergeant	127	\$33,001.41	\$4,191	101	\$32,124.16	\$3,245	136	\$33,184.26	\$4,513
	E-7 Gunnery Sergeant	229	\$32,966.32	\$7,549	205	\$31,856.70	\$6,531	246	\$32,907.97	\$8,095
	E-6 Staff Sergeant	208	\$33,841.02	\$7,039	193	\$30,642.84	\$5,914	223	\$31,654.05	\$7,059
	E-5 Sergeant	245	\$28,681.84	\$7,027	196	\$26,587.70	\$5,211	263	\$27,465.09	\$7,223
	E-4 Corporal	70	\$29,038.03	\$2,033	81	\$23,939.14	\$1,939	76	\$24,729.13	\$1,879
	E-3 Lance Corporal	21	\$32,913.09	\$691	22	\$22,222.86	\$489	23	\$22,956.21	\$528
	E-2 Private First Class	1	\$18,273.86	\$18	1	\$19,941.74	\$20	2	\$20,599.82	\$41
	E-1 Private	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	ENLISTED	951	\$31,861.62	\$30,301	847	\$29,501.14	\$24,988	1,023	\$30,541.61	\$31,244
Overseas BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	5	\$31,445.30	\$157	6	\$27,383.44	\$164	5	\$29,522.62	\$148
	E-8 First Sergeant/Master Sergeant	15	\$30,227.47	\$453	11	\$28,125.84	\$309	14	\$29,073.72	\$407
	E-7 Gunnery Sergeant	29	\$29,181.15	\$846	25	\$27,990.31	\$700	29	\$28,129.24	\$816
	E-6 Staff Sergeant	43	\$28,000.52	\$1,204	32	\$28,095.53	\$899	44	\$26,205.93	\$1,153
	E-5 Sergeant	61	\$25,332.02	\$1,545	42	\$24,034.72	\$1,009	59	\$24,866.61	\$1,467
	E-4 Corporal	32	\$19,413.44	\$621	18	\$18,048.97	\$325	33	\$18,909.81	\$624
	E-3 Lance Corporal	9	\$19,576.06	\$189	8	\$16,482.89	\$132	8	\$18,909.81	\$151
	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	194	\$25,859.93	\$5,017	142	\$24,920.44	\$3,539	192	\$24,822.33	\$4,766
Moving-In Housing Allowance	ENLISTED	750	\$987.99	\$741	290	\$1,236.85	\$359	290	\$1,041.38	\$302
TOTAL BAH OVERSEAS		1,895		\$36,059	1,279		\$28,885	1,505		\$36,312
TOTAL BAH		161,522		\$1,525,955	160,969		\$1,620,934	163,564		\$1,658,129

PROJECT: I. Station Allowance, Overseas

FY 2019 Estimate \$130,385  
 FY 2018 Estimate \$140,007  
 FY 2017 Actual \$144,231

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	14,535	\$3,945.26	\$57,343	14,431	\$4,042.86	\$58,343	13,325	\$4,080.48	\$54,374
Cost of Living Regular with Dependents	5,687	\$9,620.11	\$54,713	5,789	\$9,940.52	\$57,546	5,345	\$9,949.82	\$53,187
Cost of Living Regular without Dependents	3,750	\$6,546.04	\$24,549	2,599	\$6,668.27	\$17,331	2,400	\$6,770.39	\$16,248
TOTAL COST OF LIVING REGULAR	9,438	\$8,398.56	\$79,261	8,388	\$8,926.62	\$74,876	7,745	\$8,964.68	\$69,435
Temporary Lodging Allowance with Dependents	6,558	\$1,024.69	\$6,719	5,300	\$1,116.19	\$5,916	5,305	\$1,057.73	\$5,612
Temporary Lodging Allowance without Dependents	874	\$1,037.94	\$907	900	\$969.63	\$873	901	\$1,071.41	\$965
TOTAL TEMPORARY LODGING ALLOWANCE	7,432	\$1,026.25	\$7,627	6,200	\$1,094.92	\$6,788	6,206	\$1,059.72	\$6,577
TOTAL STATION ALLOWANCES	31,404	\$4,592.80	\$144,231	29,019	\$4,824.68	\$140,007	27,277	\$4,780.07	\$130,385

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

FY 2019 Estimate \$2,368  
 FY 2018 Estimate \$1,845  
 FY 2017 Actual \$2,388

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CONUS COLA with Dependents	1,553	\$1,195.47	\$1,856	1,026	\$1,504.87	\$1,544	1,516	\$1,247.74	\$1,892
CONUS COLA without Dependents	689	\$772.39	\$532	292	\$1,030.18	\$301	610	\$780.97	\$476
TOTAL CONUS COLA	2,242	\$1,065.45	\$2,388	1,318	\$1,399.70	\$1,845	2,126	\$1,113.81	\$2,368

PROJECT: K. Clothing Allowance

FY 2019 Estimate	\$148,547
FY 2018 Estimate	\$152,750
FY 2017 Actual	\$151,771

**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 (e.g. 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: K. Clothing Allowance (Continued)

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

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Initial Clothing - Male Full	28,063	\$2,043.96	\$57,361	25,826	\$1,964.57	\$50,737	27,129	\$1,957.96	\$53,118
Initial Clothing - Male Part	1,602	\$622.07	\$997	1,474	\$634.51	\$935	2,136	\$642.77	\$1,373
Initial Clothing - Female Full	2,895	\$1,980.67	\$5,734	2,861	\$1,903.07	\$5,445	2,818	\$2,071.19	\$5,837
Initial Clothing - Female Cash Allowance	414	\$181.00	\$75	506	\$184.62	\$93	506	\$187.02	\$95
Initial Clothing - Female Part	444	\$748.95	\$333	439	\$763.93	\$335	448	\$773.87	\$347
Broken Time - Non-Obligor	4	\$1,859.89	\$8	1	\$1,897.08	\$2	3	\$1,921.77	\$6
Broken Time - Obligor	13	\$289.31	\$4	3	\$295.09	\$1	10	\$298.93	\$3
Officer Candidate	972	\$1,995.79	\$1,939	1,002	\$2,035.70	\$2,040	578	\$2,062.19	\$1,192
Navy Personnel	2,065	\$732.69	\$1,513	2,525	\$747.34	\$1,887	2,525	\$757.06	\$1,912
<b>SUBTOTAL INITIAL MILITARY CLOTHING</b>	<b>36,472</b>	<b>\$1,863.38</b>	<b>\$67,962</b>	<b>34,637</b>	<b>\$1,774.84</b>	<b>\$61,475</b>	<b>34,209</b>	<b>\$1,867.39</b>	<b>\$63,882</b>
Civ Clothing Allow	545	\$1,041.12	\$567	525	\$1,061.94	\$558	525	\$1,075.76	\$565
Replace Civ Cloth	310	\$347.04	\$107	300	\$353.98	\$106	300	\$358.59	\$108
Temporary Duty	310	\$694.08	\$215	300	\$707.96	\$212	300	\$717.17	\$215
State Department	723	\$1,744.56	\$1,261	700	\$1,779.45	\$1,246	700	\$1,802.60	\$1,262
<b>SUBTOTAL INITIAL CIVILIAN CLOTHING</b>	<b>1,887</b>	<b>\$1,139.63</b>	<b>\$2,151</b>	<b>1,825</b>	<b>\$1,162.58</b>	<b>\$2,122</b>	<b>1,825</b>	<b>\$1,177.71</b>	<b>\$2,149</b>
<b>TOTAL INITIAL</b>	<b>38,360</b>	<b>\$1,827.77</b>	<b>\$70,113</b>	<b>36,462</b>	<b>\$1,744.20</b>	<b>\$63,597</b>	<b>36,034</b>	<b>\$1,832.46</b>	<b>\$66,031</b>
Basic Replacement Allowance - Male	61,685	\$431.00	\$26,586	58,321	\$451.66	\$26,341	57,415	\$447.11	\$25,671
Standard Replacement Allowance - Male	79,193	\$612.02	\$48,468	79,197	\$646.27	\$51,183	73,963	\$641.34	\$47,436
Basic Replacement Allowance - Female	6,265	\$399.46	\$2,502	5,922	\$436.97	\$2,588	5,514	\$439.78	\$2,425
Standard Replacement Allowance - Female	6,413	\$586.37	\$3,761	6,116	\$627.91	\$3,840	5,882	\$630.35	\$3,708
Supplementary	0	\$0.00	\$0	5,203	\$433.14	\$2,254	5,515	\$0.00	\$0
Miscellaneous and Replacement Issues	1,074	\$317.23	\$341	1,088	\$317.23	\$345	1,132	\$323.26	\$366
Athletic Footwear	--	--	--	33,000	\$78.87	\$2,603	30,637	\$95.00	\$2,911
<b>TOTAL MAINTENANCE</b>	<b>154,630</b>	<b>\$528.09</b>	<b>\$81,658</b>	<b>188,847</b>	<b>\$472.09</b>	<b>\$89,153</b>	<b>181,082</b>	<b>\$455.68</b>	<b>\$82,515</b>
<b>TOTAL ENLISTED CLOTHING</b>	<b>192,990</b>	<b>\$786.42</b>	<b>\$151,771</b>	<b>225,309</b>	<b>\$677.96</b>	<b>\$152,750</b>	<b>217,116</b>	<b>\$684.18</b>	<b>\$148,547</b>

PROJECT: L. Family Separation Allowance

FY 2019 Estimate \$22,875  
 FY 2018 Estimate \$24,492  
 FY 2017 Actual \$29,573

**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 table below.

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 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	3,815	\$3,000.00	\$12,091	4,062	\$3,004.00	\$12,202	3,790	\$3,000.00	\$11,370
On Board Ship for More Than Thirty Days	9	\$3,000.00	\$39	7	\$3,004.00	\$21	8	\$3,000.00	\$24
On TDY for More Than Thirty Days	4,029	\$3,000.00	\$17,443	4,084	\$3,004.00	\$12,268	3,827	\$3,000.00	\$11,481
TOTAL SEPARATION ALLOWANCE	7,853	\$3,000.00	\$29,573	8,153	\$3,004.00	\$24,492	7,625	\$3,000.00	\$22,875

**PROJECT: M. Separation Payments**

FY 2019 Estimate	\$97,425
FY 2018 Estimate	\$90,030
FY 2017 Actual	\$96,428

**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 National Defense Authorization Act (NDAA) approved an active duty early retirement program for use during the force drawdown. The early retirement program was necessary to shape the 15-20 year segment of the force. It assisted the Service in achieving its drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement included 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 received the same benefits as individuals with 20 or more years of service. However, their retired pay was reduced one percent for each year that they were short of 20 years of active duty. For members who left under the early retirement program, the Marine Corps was 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 covered the entire initial period. This period was 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 other early retirement programs terminated on 01 October 2001 and this Early Retirement program is authorized until December 31, 2025.
- \$30,000 Lump Sum Career Status Bonus - The FY 2000 National Defense Authorization Act (NDAA) provided a \$30,000 lump sum bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan. The 2016 NDAA sunset the \$30,000 Lump Sum Career Status Bonus on December 31, 2017.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

PROJECT: M. Separation Payments (Continued)

Unused Accrued Leave  
(\$ in Thousands)

	FY17 Actual				FY18 Estimate				FY19 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	136	31	\$421.54	\$440	134	12	\$219.19	\$352	128	15	\$225.03	\$432
E-8 First Sergeant/Master Sergeant	384	25	\$343.77	\$850	320	15	\$171.52	\$823	372	13	\$176.40	\$853
E-7 Gunnery Sergeant	655	25	\$284.78	\$1,537	808	17	\$146.36	\$2,010	611	17	\$150.36	\$1,562
E-6 Staff Sergeant	1,338	33	\$227.23	\$3,273	1,506	20	\$119.58	\$3,602	1,258	21	\$122.56	\$3,238
E-5 Sergeant	7,838	22	\$184.95	\$9,287	6,298	19	\$93.77	\$11,221	7,714	13	\$95.95	\$9,622
E-4 Corporal	11,030	20	\$156.89	\$10,338	10,628	14	\$77.80	\$11,576	10,945	12	\$79.83	\$10,485
E-3 Lance Corporal	3,261	27	\$133.78	\$3,860	3,212	19	\$66.14	\$4,036	3,207	18	\$67.80	\$3,914
E-2 Private First Class	894	17	\$118.47	\$911	934	17	\$60.72	\$964	894	17	\$62.41	\$948
E-1 Private	570	12	\$50.31	\$337	0	0	\$0.00	\$0	570	12	\$52.94	\$362
TOTAL ENLISTED LUMP SUM ACCRUED LEAVE (LSL)	26,106			\$30,834	23,840			\$34,585	25,699			\$31,417

Separation Payments  
(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	1,425	\$27,976.40	\$39,866	1,209	\$33,748.98	\$40,803	1,209	\$38,305.80	\$46,312
Discharge Gratuity	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
SEVERANCE, NON-DISABILITY	455	\$26,813.28	\$12,200	369	\$33,013.79	\$12,206	369	\$37,544.89	\$13,854
Involuntary - Half Pay	294	\$19,790.73	\$5,818	119	\$19,226.54	\$2,288	119	\$21,822.53	\$2,597
Involuntary - Full Pay	161	\$39,637.07	\$6,382	250	\$39,672.16	\$9,918	250	\$45,028.73	\$11,257
VSI Trust Fund Payment	1	\$391,000.00	\$391	1	\$336,000.00	\$336	1	\$236,000.00	\$236
\$30,000 Lump Sum Bonus	187	\$30,000.00	\$5,599	70	\$30,000.00	\$2,100	0	\$0.00	\$0
Voluntary Separations Payment	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Temporary Early Retirement Authority (TERA)	128	\$58,882.18	\$7,537	0	\$0.00	\$0	91	\$61,787.60	\$5,607
TOTAL SEPARATION PAY (LESS LSL)	2,196	\$29,874.49	\$65,593	1,649	\$33,623.11	\$55,445	1,670	\$36,319.52	\$66,008
TOTAL SEPARATION PAY	28,302		\$96,428	25,489		\$90,030	28,265		\$97,425

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

FY 2019 Estimate \$821  
 FY 2018 Estimate \$821  
 FY 2017 Actual \$414

**PART I - PURPOSE AND SCOPE**

The requested funds will provide for Special Compensation for Assistance with Activities of Daily Living (SCAADL) 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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total Monthly Compensation Catastrophically Injured	19	\$21,600.00	\$414	38	\$21,600.00	\$821	38	\$21,600.00	\$821

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

FY 2019 Estimate	\$396,969
FY 2018 Estimate	\$380,478
FY 2017 Actual	\$370,315

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 2017 - 7.65% on first \$127,200 and 1.45% on the remainder
- Calendar Year 2018 - 7.65% on first \$128,400 and 1.45% on the remainder
- Calendar Year 2019 - 7.65% on first \$135,600 and 1.45% on the remainder

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Enlisted FICA	163,618	\$2,263.29	\$370,315	163,992	\$2,320.10	\$380,478	165,927	\$2,392.43	\$396,969

MILITARY PERSONNEL, MARINE CORPS  
 SCHEDULE OF INCREASES AND DECREASES  
 SUBSISTENCE OF ENLISTED PERSONNEL  
 (\$ in Thousands)

BUDGET ACTIVITY 4	AMOUNT
<b>FY 2018 DIRECT PROGRAM</b>	<b>\$852,391</b>
<b>INCREASES</b>	
<b>PRICING INCREASES:</b>	
BAS increase is due to a 3.3% increase in BAS rates	\$2,166
MREs increase is due to an increase in rates	\$2,478
Augmentation Rations increase is due to an increase in usage	\$701
<b>TOTAL PRICING INCREASES</b>	<b>\$5,345</b>
<b>PROGRAM INCREASES:</b>	
Collection increase is due to less Enlisted personnel engaged in maneuvers, field exercises or combat	\$22,279
BAS increase due to an increase in enlisted workyears	\$14,127
Members Taking Meals in the Mess increase due to more enlisted members living and eating in the messhalls	\$6,700
MREs increase is due to the increase in expected usage	\$571
<b>TOTAL PROGRAM INCREASES</b>	<b>\$43,677</b>
<b>TOTAL INCREASES</b>	<b>\$49,022</b>
<b>DECREASE:</b>	
<b>PRICE DECREASES:</b>	
Collection decrease is due to an increase in the collection rate	(\$44,994)
Unitized Rations decrease is due to a decrease in inflation rate	(\$5,300)
Members Taking Meals in the Mess decrease due to an decrease in pay raise percentage	(\$1,262)
Other-Regionalization is due to the new Regionalization Food Service Contract	(\$3,842)
Other-Messing decrease is due to reduction in usage	(\$434)
Other Packaged Operational Rations decrease is due member an increase in inflation rate	(\$105)
<b>TOTAL PROGRAM DECREASES</b>	<b>(\$55,937)</b>
<b>PROGRAM DECREASES:</b>	
Unitized Rations decrease is due to reduction in usage	(\$3,400)
Other Packaged Operational Rations decrease is due member an decrease in rate	(\$1,145)
<b>TOTAL PROGRAM DECREASES</b>	<b>(\$4,545)</b>
<b>TOTAL DECREASES</b>	<b>(\$60,482)</b>
<b>FY 2019 DIRECT PROGRAM</b>	<b>\$840,931</b>

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

**PROJECT: A. Basic Allowance for Subsistence**

FY 2019 Estimate	\$854,841
FY 2018 Estimate	\$865,890
FY 2017 Actuals	\$805,459

**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)

- (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**

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)

	FY17 Actuals			FY18 Estimate			FY19 Estimate		
	# of Members - Cases	Rate	Amount	# of Members - Cases	Rate	Amount	# of Members - Cases	Rate	Amount
<b>A. Basic Allowance for Subsistence</b>									
1. When Authorized to Mess Separately	157,304	\$4,419.48	\$695,202	156,499	\$4,532.16	\$709,279	159,616	\$4,545.73	\$725,571
2. When Rations in Kind Not Available									
3. Augmentation of Commuted Ration Allowed									
4. Less Collections	72,276	\$3,814.25	\$275,679	78,554	\$3,299.10	\$259,158	71,676	\$3,926.84	\$281,460
<b>TOTAL ENLISTED BAS</b>			<b>\$419,523</b>			<b>\$450,121</b>			<b>\$444,111</b>
<b>B. Subsistence-in-Kind</b>									
1. SUBSISTENCE-IN-MESS									
a. Trainee/Non-Pay Status									
b. Members Taking Meals in Mess	5,419	\$4,763.11	\$25,811	5,243	\$5,197.49	\$27,250	6,532	\$5,004.23	\$32,688
2. OPERATIONAL RATIONS									
a. MRE's	607,319	\$110.54	\$67,136	600,653	\$112.05	\$67,303	605,747	\$116.14	\$70,351
b. Unitized Rations	70,815	\$321.88	\$22,794	85,200	\$407.14	\$34,688	76,850	\$338.18	\$25,989
c. Other Package Operational Rations	18,437	\$32.00	\$590	50,773	\$38.27	\$1,943	20,847	\$33.25	\$693
3. AUGMENTATION RATIONS/OTHER PROG									
a. Augmentation Rations			\$4,376			\$6,999			\$7,700
b. Other - Regionalization			\$258,587			\$274,425			\$270,583
c. Other - Messing			\$6,642			\$3,150			\$2,716
<b>TOTAL SUBSISTENCE-IN-KIND (SIK)</b>			<b>\$385,936</b>			<b>\$415,759</b>			<b>\$410,720</b>
<b>C. Family Subsistence Supplemental Allowance (FSSA)</b>			<b>\$0</b>			<b>\$10</b>			<b>\$10</b>
<b>TOTAL FSSA</b>			<b>\$0</b>			<b>\$10</b>			<b>\$10</b>
<b>TOTAL SUBSISTENCE PROGRAM GROSS</b>			<b>\$805,459</b>			<b>\$865,890</b>			<b>\$854,841</b>
<b>Less Reimbursable</b>			<b>\$11,437</b>			<b>\$13,499</b>			<b>\$13,910</b>
<b>TOTAL DIRECT SUBSISTENCE</b>			<b>\$794,022</b>			<b>\$852,391</b>			<b>\$840,931</b>

**MILITARY PERSONNEL, MARINE CORPS**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
**Permanent Change of Station (PCS) Travel**  
(\$ in Thousands)

BUDGET ACTIVITY 5	AMOUNT
<b>FY 2018 Direct Program</b>	<b>\$481,635</b>
<b>Increases</b>	
<b>Pricing Increases:</b>	
Annualization of FY 2019 Pay Raise 2.6%	
Dislocation Allowance	\$340
Non-pay inflation 1.8%	
Overseas Tour Extension Incentives Program (OTEIP)	\$29
PCS: Temporary Lodging Expense	\$147
PCS: Non-Temporary Storage	\$2,501
PCS: Rotational Travel	\$2,055
<b>Total Pricing Increases</b>	<b>\$5,072</b>
<b>Program Increases:</b>	
Permanent Change of Station (PCS) Travel	
PCS: Temporary Lodging Expense	\$18
PCS: Accession Travel	\$1,216
PCS: Non-Temporary Storage	\$1,215
PCS: Separation Travel	\$5,305
<b>Total Program Increases</b>	<b>\$7,754</b>
<b>Total Increases</b>	<b>\$12,826</b>
<b>Decreases</b>	
<b>Pricing Decreases:</b>	
Permanent Change of Station (PCS) Travel	
PCS: Travel of Organized Units	(\$122)
In-Place Consecutive Overseas Tour (IPCOT)	(\$572)
PCS: Training Travel	(\$2,360)
PCS: Operational Travel	(\$4,550)
PCS: Accession Travel	(\$7,439)
PCS: Separation Travel	(\$10,983)
<b>Total Pricing Decreases</b>	<b>(\$26,026)</b>
<b>Program Decreases:</b>	
Permanent Change of Station (PCS) Travel	
PCS: Training Travel	(\$5)
Overseas Tour Extension Incentives Program (OTEIP)	(\$326)
PCS: Rotational Travel	(\$632)
In-Place Consecutive Overseas Tour (IPCOT)	(\$2,881)
PCS: Travel of Organized Units	(\$3,677)
PCS: Operational Travel	(\$12,602)
<b>Total Program Decreases</b>	<b>(\$20,123)</b>
<b>Total Decreases</b>	<b>(\$46,149)</b>
<b>FY 2019 Direct Program</b>	<b>\$448,312</b>

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

**BUDGET ACTIVITY 5 - PERMANENT CHANGE OF STATION TRAVEL**  
**SUMMARY OF MOVE REQUIREMENTS**  
(\$ in Thousands)

(\$ in Thousands)

	FY17 Actual		FY18 Estimate		FY19 Estimate	
	Number of Moves	Amount	Number of Moves	Amount	Number of Moves	Amount
Accession Travel	31,914	\$50,249	30,768	\$55,098	29,179	\$48,992
Training Travel	1,848	\$14,603	2,045	\$18,718	1,919	\$16,506
Operational Travel	16,399	\$153,275	17,923	\$184,003	17,873	\$166,904
Rotational Travel	12,399	\$130,447	11,174	\$120,351	11,309	\$121,739
Separation Travel	29,703	\$89,178	28,921	\$93,216	28,440	\$87,538
Travel of Organized Units	16	\$116	400	\$4,671	95	\$890
Temporary Lodging Expense		\$0	6,393	\$5,578		\$5,743
<b>TOTAL PCS Travel</b>	<b>92,279</b>	<b>\$437,868</b>	<b>97,624</b>	<b>\$481,635</b>	<b>88,815</b>	<b>\$448,312</b>

\*Accounting details for TLE expenses are captured in the Accession, Training, Operational, and Rotational budget line items during year of execution.

PERMANENT CHANGE OF STATION  
SUMMARY OF REQUIREMENTS  
(\$ in Thousands)

	FY17 Actual		FY18 Estimate		FY19 Estimate	
	Number	Amount	Number	Amount	Number	Amount
<b>Military Member Travel</b>	<b>92,279</b>	<b>\$127,993</b>	<b>91,231</b>	<b>\$168,965</b>	<b>88,815</b>	<b>\$125,304</b>
Military Member Mileage and Per Diem	45,217	\$55,037	44,703	\$72,655	43,519	\$53,881
Military Member GTRs	25,838	\$11,520	25,545	\$15,207	24,868	\$11,277
Military Member AMC	4,614	\$28,158	4,562	\$37,172	4,441	\$27,567
Military Member Commercial Air	16,610	\$33,278	16,421	\$43,931	15,987	\$32,579
<b>Dependents Travel</b>	<b>36,736</b>	<b>\$30,812</b>	<b>31,991</b>	<b>\$29,263</b>	<b>36,303</b>	<b>\$31,760</b>
Dependents Mileage and Per Diem	26,083	\$18,179	22,714	\$17,265	25,776	\$18,739
Dependents GTRs	2,204	\$616	1,919	\$585	2,178	\$635
Dependents AMC	4,408	\$6,779	3,839	\$6,438	4,356	\$6,987
Dependents Commercial Air	4,041	\$5,238	3,519	\$4,975	3,993	\$5,399
<b>Transportation of Household Goods</b>	<b>83,906</b>	<b>\$217,202</b>	<b>66,668</b>	<b>\$206,640</b>	<b>80,382</b>	<b>\$224,720</b>
Land Shipments	43,631	\$133,929	34,668	\$127,196	41,799	\$138,543
ITGBL Shipments	28,528	\$76,021	22,667	\$72,324	27,330	\$78,652
MSC (M. Tons)	7,552	\$217	6,000	\$207	7,234	\$225
AMC (S. Tons)	4,195	\$3,692	3,333	\$3,513	4,019	\$3,820
DPPS		\$3,343				\$3,480
Pet Quarantine	40	\$22	94	\$52	38	\$21
Dislocation Allowance	16,022	\$37,411	18,209	\$45,024	17,828	\$43,502
Global POV Shipping	2,220	\$4,343	6,251	\$12,474	2,445	\$4,940
Global POV Storage	691	\$1,449	1,279	\$2,735	637	\$1,452
Non-Temporary Storage	5,169	\$10,381	3,570	\$5,014	4,337	\$8,730
SDDC Cargo Operations	0	\$0	0	\$0	0	\$0
Temporary Lodging Expenses	6,794	\$6,106	6,393	\$5,578	6,413	\$5,743
IPCOT/OTEIP	446	\$2,149	841	\$5,890	395	\$2,140
<b>TOTAL OBLIGATIONS</b>	<b>244,303</b>	<b>\$437,868</b>	<b>226,527</b>	<b>\$481,635</b>	<b>237,593</b>	<b>\$448,312</b>

PROJECT: A. Accession Travel

FY 2019 Estimate	\$48,992
FY 2018 Estimate	\$55,098
FY 2017 Actual	\$50,249

**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**

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	660	\$692.40	\$457	1,650	\$766.47	\$1,265	979	\$715.44	\$700
Dependent Travel	86	\$670.02	\$58	274	\$479.54	\$131	123	\$692.31	\$85
Transportation of Household Goods	621	\$995.61	\$618	1,065	\$1,492.46	\$1,589	916	\$1,028.74	\$942
Dislocation Allowance	99	\$2,509.47	\$248	240	\$2,445.21	\$587	141	\$2,636.51	\$372
Global POV Shipping	0		\$0	15	\$1,995.48	\$30	0		\$0
Temporary Lodging Expense	13	\$931.63	\$12	0		\$0	0		\$0
<b>Total Officer Accession Travel</b>	<b>660</b>		<b>\$1,393</b>	<b>1,650</b>		<b>\$3,602</b>	<b>979</b>		<b>\$2,099</b>

PROJECT: A. Accession Travel, Enlisted

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	31,254	\$1,393.87	\$43,564	29,118	\$1,601.08	\$46,620	28,200	\$1,440.25	\$40,615
Dependent Travel	1,250	\$589.58	\$737	1,049	\$1,148.06	\$1,204	985	\$609.20	\$600
Transportation of Household Goods	27,816	\$129.02	\$3,589	10,628	\$210.41	\$2,236	24,957	\$133.31	\$3,327
Dislocation Allowance	383	\$2,115.11	\$810	605	\$2,136.34	\$1,292	1,058	\$2,222.19	\$2,351
Global POV Shipping	0		\$0	72	\$1,995.48	\$144	0		\$0
Temporary Lodging Expense	312	\$499.54	\$156	0		\$0	0		\$0
<b>Total Enlisted Accession Travel</b>	<b>31,254</b>		<b>\$48,856</b>	<b>29,118</b>		<b>\$51,496</b>	<b>28,200</b>		<b>\$46,893</b>
<b>Total Accession Travel</b>	<b>31,914</b>		<b>\$50,249</b>	<b>30,768</b>		<b>\$55,098</b>	<b>29,179</b>		<b>\$48,992</b>

**PROJECT: B. Training Travel**

FY 2019 Estimate	\$16,506
FY 2018 Estimate	\$18,718
FY 2017 Actual	\$14,603

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,599	\$901.11	\$1,441	1,728	\$1,610.74	\$2,783	1,602	\$931.09	\$1,492
Dependent Travel	640	\$928.13	\$594	727	\$1,581.18	\$1,150	649	\$959.01	\$622
Transportation of Household Goods	1,529	\$5,404.67	\$8,264	1,709	\$5,938.20	\$10,148	1,530	\$5,584.49	\$8,544
Dislocation Allowance	1,046	\$2,351.98	\$2,460	1,024	\$2,379.13	\$2,436	1,576	\$2,471.05	\$3,894
Temporary Lodging Expense	511	\$745.43	\$381	0		\$0	0		\$0
Total Officer Training Travel	1,599		\$13,140	1,728		\$16,517	1,602		\$14,552

PROJECT: B. Training Travel, Enlisted

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	249	\$1,068.19	\$266	317	\$2,278.90	\$722	317	\$1,103.73	\$350
Dependent Travel	110	\$899.68	\$99	135	\$1,404.02	\$190	142	\$929.61	\$132
Transportation of Household Goods	240	\$3,223.14	\$774	312	\$2,963.62	\$925	309	\$3,330.38	\$1,029
Dislocation Allowance	146	\$1,980.19	\$289	178	\$2,042.60	\$364	213	\$2,080.44	\$443
Temporary Lodging Expense	55	\$638.20	\$35	0		\$0	0		\$0
Total Enlisted Training Travel	249		\$1,463	317		\$2,201	317		\$1,954
Total Training Travel	1,848		\$14,603	2,045		\$18,718	1,919		\$16,506

**PROJECT: C. Operational Travel Between Duty Stations**

FY 2019 Estimate	\$166,904
FY 2018 Estimate	\$184,003
FY 2017 Actual	\$153,275

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	4,065	\$1,109.19	\$4,509	4,047	\$1,253.26	\$5,072	4,023	\$1,146.09	\$4,611
Dependent Travel	2,395	\$1,117.66	\$2,677	3,420	\$1,137.79	\$3,891	2,354	\$1,154.85	\$2,719
Transportation of Household Goods	4,024	\$8,940.63	\$35,977	3,865	\$9,072.87	\$35,067	3,962	\$9,238.10	\$36,601
Dislocation Allowance	3,139	\$2,818.64	\$8,848	3,582	\$2,850.95	\$10,212	3,106	\$2,961.33	\$9,198
Global POV Shipping	346	\$1,956.35	\$677	507	\$1,995.48	\$1,012	378	\$2,020.43	\$764
Global POV Storage	0	\$2,096.76	\$0	14	\$2,138.70	\$30	0	\$2,279.59	\$0
Pet Quarantine Fees	0	\$550.00	\$0	17	\$550.00	\$9	0	\$550.00	\$0
Temporary Lodging Expense	1,586	\$1,009.35	\$1,601	0		\$0	0		\$0
Total Officer Operational Travel	4,065		\$54,289	4,047		\$55,293	4,023		\$53,893

PROJECT: C. Operational Travel, Enlisted

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	12,334	\$1,215.55	\$14,993	13,876	\$1,107.22	\$15,364	13,850	\$1,255.99	\$17,395
Dependent Travel	7,032	\$995.74	\$7,002	11,033	\$989.87	\$10,921	7,948	\$1,028.87	\$8,177
Transportation of Household Goods	11,964	\$4,816.77	\$57,628	13,780	\$5,512.64	\$75,964	13,491	\$4,977.03	\$67,145
Dislocation Allowance	6,813	\$2,197.32	\$14,970	8,394	\$2,346.60	\$19,697	7,651	\$2,308.56	\$17,663
Global POV Shipping	1,048	\$1,956.35	\$2,050	3,325	\$1,995.48	\$6,635	1,302	\$2,020.43	\$2,631
Global POV Storage	0	\$2,096.76	\$0	49	\$2,138.70	\$105	0	\$2,279.59	\$0
Pet Quarantine Fees	0	\$550.00	\$0	44	\$550.00	\$24	0	\$550.00	\$0
Temporary Lodging Expense	2,712	\$863.82	\$2,343	0		\$0	0		\$0
Total Enlisted Operational Travel	12,334		\$98,986	13,876		\$128,710	13,850		\$113,011
Total Operational Travel	16,399		\$153,275	17,923		\$184,003	17,873		\$166,904

**PROJECT: D. Rotational Travel to and from Overseas**

FY 2019 Estimate	\$121,739
FY 2018 Estimate	\$120,351
FY 2017 Actual	\$130,447

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,464	\$5,885.23	\$8,616	1,425	\$7,682.58	\$10,948	1,403	\$6,081.04	\$8,532
Dependent Travel	909	\$730.23	\$664	805	\$767.67	\$618	871	\$754.53	\$657
Transportation of Household Goods	1,464	\$10,530.22	\$15,416	1,399	\$9,101.44	\$12,733	1,403	\$10,880.58	\$15,265
Dislocation Allowance	1,164	\$2,181.51	\$2,539	1,018	\$3,149.62	\$3,206	1,116	\$2,291.95	\$2,558
Global POV Shipping	301	\$1,956.35	\$589	146	\$1,995.48	\$291	288	\$2,020.43	\$582
Global POV Storage	198	\$2,096.76	\$415	246	\$2,138.70	\$526	190	\$2,279.59	\$433
Non-Temporary Storage			\$3,989	475	\$4,177.53	\$1,984			\$3,068
IPCOT/OTEIP			\$355	83		\$760			\$661
Pet Quarantine Fees	15	\$550.00	\$8	16	\$550.00	\$9	15	\$550.00	\$8
Temporary Lodging Expense	512	\$1,093.46	\$560	0		\$0	0		\$0
<b>Total Officer Rotational Travel</b>	<b>1,464</b>		<b>\$33,151</b>	<b>1,425</b>		<b>\$31,075</b>	<b>1,403</b>		<b>\$31,764</b>

PROJECT: D. Rotational Travel, Enlisted

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	10,935	\$3,669.33	\$40,124	9,749	\$4,224.46	\$41,184	9,906	\$3,791.42	\$37,558
Dependent Travel	2,791	\$567.23	\$1,583	2,985	\$501.56	\$1,497	2,574	\$586.10	\$1,509
Transportation of Household Goods	10,443	\$3,550.75	\$37,080	9,651	\$2,989.67	\$28,853	9,510	\$3,668.89	\$34,891
Dislocation Allowance	3,226	\$2,241.00	\$7,229	2,768	\$2,259.37	\$6,254	2,922	\$2,354.45	\$6,880
Global POV Shipping	525	\$1,956.35	\$1,027	623	\$1,995.48	\$1,243	477	\$2,020.43	\$964
Global POV Storage	493	\$2,096.76	\$1,034	970	\$2,138.70	\$2,075	447	\$2,279.59	\$1,019
Non-Temporary Storage			\$6,392	3,095	\$978.85	\$3,030			\$5,662
IPCOT/OTEIP			\$1,794	758		\$5,130			\$1,479
Pet Quarantine Fees	25	\$550.00	\$14	18	\$550.00	\$10	23	\$550.00	\$13
Temporary Lodging Expense	1,093	\$932.20	\$1,019	0		\$0	0		\$0
<b>Total Enlisted Rotational Travel</b>	<b>10,935</b>		<b>\$97,296</b>	<b>9,749</b>		<b>\$89,276</b>	<b>9,906</b>		<b>\$89,975</b>
<b>Total Rotational Travel</b>	<b>12,399</b>		<b>\$130,447</b>	<b>11,174</b>		<b>\$120,351</b>	<b>11,309</b>		<b>\$121,739</b>

**PROJECT: E. Separation Travel**

FY 2019 Estimate	\$87,538
FY 2018 Estimate	\$93,216
FY 2017 Actual	\$89,178

**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.

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,563	\$672.91	\$1,052	1,615	\$1,896.05	\$3,062	1,603	\$695.30	\$1,115
Dependent Travel	1,118	\$938.05	\$1,049	1,091	\$966.56	\$1,055	1,147	\$969.26	\$1,112
Transportation of Household Goods	1,516	\$5,529.21	\$8,382	1,332	\$4,270.63	\$5,688	1,532	\$5,713.18	\$8,753
Global POV Shipping	0	\$1,956.35	\$0	105	\$1,995.48	\$210	0	\$2,020.43	\$0
Total Officer Separation Travel	1,563		\$10,483	1,615		\$10,015	1,603		\$10,980

PROJECT: E. Separation Travel, Enlisted

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	28,140	\$460.16	\$12,949	27,306	\$1,487.55	\$40,619	26,837	\$475.47	\$12,760
Dependent Travel	20,398	\$801.27	\$16,344	10,242	\$821.35	\$8,412	19,457	\$827.93	\$16,109
Transportation of Household Goods	24,273	\$2,035.25	\$49,402	22,528	\$1,407.93	\$31,718	22,677	\$2,102.97	\$47,689
Global POV Shipping	0	\$1,956.35	\$0	1,229	\$1,995.48	\$2,452	0	\$2,020.43	\$0
Total Enlisted Separation Travel	28,140		\$78,695	27,306		\$83,201	26,837		\$76,558
Total Separation Travel	29,703		\$89,178	28,921		\$93,216	28,440		\$87,538

PROJECT: F. Unit Travel

FY 2019 Estimate	\$890
FY 2018 Estimate	\$4,671
FY 2017 Actual	\$116

**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)

	FY17 Actual			FY18 Estimate*			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	3	\$3,881.98	\$12	68	\$4,798.14	\$326	30	\$4,011.14	\$120
Dependent Travel	3	\$836.35	\$3	68	\$968.72	\$66	30	\$864.18	\$26
Transportation of Household Goods	3	\$10,350.55	\$31	68	\$8,684.91	\$591	30	\$10,694.93	\$321
Dislocation Allowance	3	\$3,458.16	\$10	68	\$3,027.60	\$206	30	\$3,633.23	\$109
Global POV Shipping	0		\$0	68	\$1,995.48	\$136	0		\$0
Total Officer Unit Travel	3		\$56	68		\$1,325	30		\$576

PROJECT: F. Unit Travel, Enlisted

(\$ in Thousands)

	FY17 Actual			FY18 Estimate*			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	13	\$836.75	\$11	332	\$3,009.30	\$999	65	\$864.59	\$56
Dependent Travel	4	\$498.86	\$2	162	\$789.82	\$128	25	\$515.46	\$13
Transportation of Household Goods	13	\$3,148.66	\$41	332	\$3,397.65	\$1,128	65	\$3,253.42	\$211
Dislocation Allowance	3	\$2,157.89	\$6	332	\$2,318.14	\$770	15	\$2,267.13	\$34
Global POV Shipping	0		\$0	161	\$1,995.48	\$321	0		\$0
Total Enlisted Unit Travel	13		\$60	332		\$3,346	65		\$314
Total Unit Travel	16		\$116	400		\$4,671	95		\$890

\* Increase in Unit travel members from FY17 to FY18 is mainly due to Squadron relocation from CA to HI.

PROJECT: H. Temporary Lodging Expense

FY 2019 Estimate \$5,743  
 FY 2018 Estimate \$5,578  
 FY 2017 Actual \$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)

	FY17 Estimate*			FY18 Estimate			FY19 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Officer	0	\$977.83	\$0	577	\$1,000.63	\$577	578	\$1,010.37	\$584
Enlisted	0	\$855.72	\$0	5,816	\$859.93	\$5,001	5,835	\$884.19	\$5,159
TOTAL PAYGRADES	0		\$0	6,393		\$5,578	6,413		\$5,743

\* Accounting details for TLE expenses are captured in the Accession, Training, Operational, and Rotational budget line items during year of execution.

MILITARY PERSONNEL, MARINE CORPS  
 SCHEDULE OF INCREASES AND DECREASES  
 OTHER MILITARY PERSONNEL COSTS  
 (\$ in Thousands)

		AMOUNT
<b>BUDGET ACTIVITY 6</b>		
<b>FY 2018 DIRECT PROGRAM</b>		<b>\$75,049</b>
<b>INCREASES</b>		
<b>PROGRAM INCREASES:</b>		
Death gratuities	\$200	
<b>TOTAL PROGRAM INCREASES</b>		<b>\$200</b>
<b>TOTAL INCREASES</b>		<b>\$200</b>
<b>PRICING DECREASES:</b>		
Education Benefits decrease is due to the amortization payment set by DOD Office of Actuary	(\$3,930)	
<b>TOTAL PRICING DECREASES</b>		<b>(\$3,930)</b>
<b>PROGRAM DECREASES:</b>		
Unemployment decrease due to decreased participants	(\$9,510)	
JROTC decrease is due to no new schools opening in FY19	(\$618)	
Mass Transit decrease reflects actual usage rates	(\$538)	
Apprehension decrease due to decrease in number of Marines apprehended	(\$90)	
Adoption reimbursement decrease due to decrease in participants	(\$6)	
<b>TOTAL PROGRAM DECREASES</b>		<b>(\$10,762)</b>
<b>TOTAL DECREASES</b>		<b>(\$14,692)</b>
<b>FY 2019 DIRECT PROGRAM</b>		<b>\$60,557</b>

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

FY 2019 Estimate	\$236
FY 2018 Estimate	\$326
FY 2017 Actual	\$228

**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 following estimate is provided:

(\$ in Thousands)

	FY17 Actual	FY18 Estimate	FY19 Estimate
Apprehension of Military Deserters	\$228	\$326	\$236

**PROJECT: B. Interest on Savings Deposits**

FY 2019 Estimate	\$19
FY 2018 Estimate	\$19
FY 2017 Actual	\$274

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Interest on Savings Deposits	274	\$1,000.00	\$274	19	\$1,000.00	\$19	19	\$1,000.00	\$19

PROJECT: C. Death Gratuities

FY 2019 Estimate \$13,100  
 FY 2018 Estimate \$12,900  
 FY 2017 Actual \$11,900

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Death Gratuities - Officer	11	\$100,000	\$1,100	14	\$100,000	\$1,400	15	\$100,000	\$1,500
Death Gratuities - Enlisted	108	\$100,000	\$10,800	115	\$100,000	\$11,500	116	\$100,000	\$11,600
DEATH GRATUITIES	119		\$11,900	129		\$12,900	131		\$13,100
Combat Death Gratuities - Officer	0	\$100,000	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Combat Death Gratuities - Enlisted	0	\$100,000	\$0	0	\$0.00	\$0	0	\$0.00	\$0
COMBAT DEATH GRATUITIES									
TOTAL DEATH GRATUITIES	119		\$11,900	129		\$12,900	131		\$13,100

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

FY 2019 Estimate	\$37,114
FY 2018 Estimate	\$46,624
FY 2017 Actual	\$35,949

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 following estimate is provided:

(\$ in Thousands)

	FY17 Actual	FY18 Estimate	FY19 Estimate
Unemployment Benefits	\$35,949	\$46,624	\$37,114

**PROJECT: E. Educational Benefits**

FY 2019 Estimate	\$4,661
FY 2018 Estimate	\$8,591
FY 2017 Actual	\$7,092

**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)

	FY17 Actual	FY18 Estimate	FY19 Estimate
Education Benefits	\$7,092	\$8,591	\$4,661

PROJECT: F. Adoption Reimbursement Program

FY 2019 Estimate	\$86
FY 2018 Estimate	\$92
FY 2017 Actual	\$64

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Adoption Expenses	32	\$2,000.00	\$64	46	\$2,000.00	\$92	43	\$2,000.00	\$86

PROJECT: G. Mass Transportation Subsidies

FY 2019 Estimate \$1,448  
 FY 2018 Estimate \$1,986  
 FY 2017 Actual \$1,401

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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
National Capital Region	561	\$1,629.17	\$914	637	\$1,996.35	\$1,272	561	\$1,683.38	\$944
Outside National Capital Region	299	\$1,629.17	\$487	358	\$1,996.35	\$715	299	\$1,683.38	\$503
TOTAL TRAVEL SUBSIDY	860		\$1,401	995		\$1,986	860		\$1,448

**PROJECT: H. Partial Dislocation Allowance**

FY 2019 Estimate \$103  
 FY 2018 Estimate \$103  
 FY 2017 Actual \$97

**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 2016, the partial DLA rate is \$718.06. Rate increases are projected in accordance with approved pay raise rates.

The following estimate is provided:

(\$ in Thousands)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Partial Dislocation Allowance	133	\$730.29	\$97	139	\$747.09	\$103	134	\$767.26	\$103

**PROJECT: I. SGLI Traumatic Injury Payments**

FY 2019 Estimate	\$0
FY 2018 Estimate	\$0
FY 2017 Actual	\$400

**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 members and their families, which is vital during their extensive recovery and rehabilitation process. The FY 2017 column reflects year-end execution for funding approved in the Overseas Contingency Operations (OCO) request. FY 2018 and FY 2019 funding is requested in the OCO budget.

The following estimate is provided:

(\$ in Thousands)

	FY17 Actual	FY18 Estimate	FY19 Estimate
Traumatic Svc Members Grp Life Ins Payment	\$400	\$0	\$0

PROJECT: K. JROTC

FY 2019 Estimate                   \$3,790  
 FY 2018 Estimate                   \$4,408  
 FY 2017 Actual                     \$3,556

**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)

	FY17 Actual			FY18 Estimate			FY19 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Initial Issue	488	\$1,250.00	\$610	675	\$1,250.00	\$844	0	\$1,300.50	\$0
Replacement	33,073	\$89.08	\$2,946	38,497	\$92.60	\$3,564	40,896	\$92.68	\$3,790
TOTAL JROTC CLOTHING	33,561		\$3,556	39,172		\$4,408	40,896		\$3,790

MARINE CORPS MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (END STRENGTH)

	FY17 Actual			FY18 Planned			FY19 Planned		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
<b>NON-REIMBURSABLE DOD PERSONNEL</b>									
Office of the President	1	9	17	1	4	5	1	4	5
State Department (UN Truce Supervision)	0	0	0	0	0	0	0	0	0
Transportation Department (FAA)	1	0	0	1	0	1	1	0	1
Commerce Department (Merchant Marine Academy)	0	1	1	0	1	0	0	1	1
<b>NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY (formerly DMA)</b>	<b>1</b>	<b>18</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SUBTOTAL NONREIMBURSABLE PROGRAM</b>	<b>3</b>	<b>28</b>	<b>31</b>	<b>2</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>7</b>
<b>REIMBURSABLE DOD PERSONNEL</b>									
National Aeronautics and Space Admin. (NASA)	1	0	1	7	0	7	2	0	2
<b>SUBTOTAL REIMBURSABLE PERSONNEL</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>TOTAL OUTSIDE DOD</b>	<b>4</b>	<b>28</b>	<b>32</b>	<b>9</b>	<b>5</b>	<b>14</b>	<b>4</b>	<b>5</b>	<b>9</b>
<b>NON-REIMBURSABLE NON-DOD PERSONNEL</b>									
State Department (Embassy Security Guards)	62	2,200	2,262	60	2,333	2,393	60	2,199	2,259
<b>SUBTOTAL NONREIMBURSABLE NON-DOD FUNCTIONS</b>	<b>62</b>	<b>2,200</b>	<b>2,262</b>	<b>60</b>	<b>2,333</b>	<b>2,393</b>	<b>60</b>	<b>2,199</b>	<b>2,259</b>
<b>TOTAL ASSIGNED OTUSIDE DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>	<b>62</b>	<b>2,200</b>	<b>2,262</b>	<b>60</b>	<b>2,333</b>	<b>2,393</b>	<b>60</b>	<b>2,199</b>	<b>2,259</b>
<b>ASSIGNED TO DOD ACTIVITIEIS IN SUPPORT OF NON-DOD FUNCTIONS (REIMBURSABLE)</b>									
Technical Assistance Field Team (TAFT)	1	0	1	0	0	0	0	0	0
Technical Assistance Group - Saudi MCTAG	6	1	7	0	0	0	0	0	0
Presidential Guard Advisor Team - UAE	12	24	36	23	30	53	23	21	44
Naval Air Depots	16	22	38	16	24	40	14	23	37
Industrial Fund Albany	3	8	11	2	4	6	2	4	6
Industrial Fund Barstow	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS</b>	<b>38</b>	<b>55</b>	<b>93</b>	<b>41</b>	<b>58</b>	<b>99</b>	<b>39</b>	<b>48</b>	<b>87</b>
<b>ASSIGNED TO WORKING CAPITAL FUND ORGANIZATIONAL ELEMENTS OF DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS (REIMBURSABLE)</b>									
Defense Finance and Accounting Service (DFAS)	6	3	9	4	6	10	4	6	10
DISA	0	2	2	2	4	6	1	4	5
Defense Logistic Agency (DLA) Depots	1	1	2	18	5	23	17	5	22
Defense Logistic Agency (DLA) Supply	3	3	6	0	0	0	0	0	0
US Transportation Command (TRANSCOM)	8	4	12	10	2	12	9	2	11
<b>SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS</b>	<b>18</b>	<b>13</b>	<b>31</b>	<b>34</b>	<b>17</b>	<b>51</b>	<b>31</b>	<b>17</b>	<b>48</b>
<b>TOTAL REIMBURSABLE PERSONNEL</b>	<b>65</b>	<b>2,228</b>	<b>2,293</b>	<b>82</b>	<b>75</b>	<b>157</b>	<b>62</b>	<b>2,204</b>	<b>2,266</b>
<b>TOTAL NON-REIMBURSABLE PERSONNEL</b>	<b>57</b>	<b>68</b>	<b>125</b>	<b>62</b>	<b>2,338</b>	<b>2,400</b>	<b>72</b>	<b>65</b>	<b>137</b>
	<b>122</b>	<b>2,296</b>	<b>2,418</b>	<b>144</b>	<b>2,413</b>	<b>2,557</b>	<b>134</b>	<b>2,269</b>	<b>2,403</b>

Exhibit PB-30Q Military Personnel Assigned Outside DoD (Active End Strength)

REIMBURSABLE PROGRAM  
MILITARY PERSONNEL, MARINE CORPS  
(\$ in Thousands)

	FY17 Actual	FY18 Estimate	FY19 Estimate
<b>SUBSISTENCE</b>	<b>\$11,405</b>	<b>\$13,420</b>	<b>\$13,877</b>
<b>FEDERAL SOURCES</b>	<b>\$4,257</b>	<b>\$4,922</b>	<b>\$4,959</b>
U. S. Army	\$0	\$0	\$0
U. S. Navy	\$0	\$0	\$0
U. S. Coast Guard	\$0	\$0	\$0
Reserve Personnel, Marine Corps	\$4,257	\$4,922	\$4,959
Flight Rations	\$0	\$0	\$0
<b>NON-FEDERAL SOURCES</b>	<b>\$7,148</b>	<b>\$8,498</b>	<b>\$8,918</b>
Commissary Stores and Messes	\$0	\$0	\$0
Sale of Meals	\$7,148	\$8,498	\$8,918
Foreign Military (for info purposes only)	\$0	\$0	\$0
Foreign Military Sales (for info purposes only)	\$0	\$0	\$0
<b>OTHER NON-STRENGTH RELATED</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Surcharge	\$0	\$0	\$0
Clothing	\$0	\$0	\$0
Other Military Costs (PCS Travel)	\$0	\$0	\$0
<b>STRENGTH RELATED</b>	<b>\$15,415</b>	<b>\$17,211</b>	<b>\$15,079</b>
<b>OFFICER SUBTOTAL</b>	<b>\$9,292</b>	<b>\$11,854</b>	<b>\$10,558</b>
Basic Pay (Off)	\$5,371	\$7,941	\$7,001
Retired Pay Accrual (Off)	\$1,525	\$2,263	\$2,128
Other (Off)	\$2,396	\$1,650	\$1,429
<b>ENLISTED SUBTOTAL</b>	<b>\$6,123</b>	<b>\$5,357</b>	<b>\$4,521</b>
Basic Pay (Enl)	\$3,674	\$3,291	\$2,845
Retired Pay Accrual (Enl)	\$1,062	\$938	\$865
Other (Enl)	\$1,387	\$1,128	\$811
<b>TOTAL PROGRAM</b>	<b>\$26,820</b>	<b>\$30,631</b>	<b>\$28,956</b>

Exhibit PB-30R Reimbursable Program

MILITARY PERSONNEL MARINE CORPS  
MONTHLY STRENGTHS BY PAY GRADE

FY 2017 Actual

Strength By Month

	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	16	16	16	16	16	16	16	16	15	15	22	20
O-8	29	29	29	29	29	29	29	30	31	30	29	26
O-7	37	37	37	37	37	37	37	36	37	42	37	36
O-6	641	642	639	641	642	642	641	642	644	641	641	642
O-5	1,894	1,894	1,895	1,892	1,893	1,893	1,891	1,896	1,896	1,893	1,893	1,892
O-4	3,852	3,806	3,779	3,736	3,710	3,686	3,661	3,856	3,856	3,860	3,860	3,857
O-3	4,637	4,678	4,788	4,887	4,958	5,029	5,087	4,943	4,946	4,829	4,764	4,728
O-2	3,105	3,092	2,962	2,888	2,800	2,837	2,732	3,140	3,067	3,006	3,083	3,012
O-1	2,503	2,613	2,612	2,587	2,588	2,707	2,709	2,514	2,663	2,661	2,770	2,854
O3E	1,296	1,313	1,323	1,338	1,342	1,372	1,382	1,310	1,300	1,296	1,295	1,300
O2E	396	390	383	386	380	395	388	414	407	391	402	374
O1E	289	292	312	306	309	309	308	294	297	296	303	304
W-5	103	102	101	106	106	106	105	105	104	102	102	107
W-4	288	286	281	307	306	302	302	300	292	290	295	291
W-3	592	581	575	650	650	623	619	614	601	590	621	601
W-2	874	874	872	759	771	763	755	751	733	730	843	832
W-1	181	181	180	179	405	404	403	403	403	403	231	231
<b>Officer</b>	<b>20,737</b>	<b>20,830</b>	<b>20,788</b>	<b>20,748</b>	<b>20,946</b>	<b>21,154</b>	<b>21,069</b>	<b>21,268</b>	<b>21,296</b>	<b>21,079</b>	<b>21,195</b>	<b>21,111</b>
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,549	1,562	1,588	1,560	1,563	1,558	1,561	1,568	1,567	1,553	1,560	1,556
E-8	3,812	3,808	2,154	3,809	3,835	3,841	3,841	3,848	3,848	3,849	3,848	3,848
E-7	8,335	8,310	8,357	8,387	8,263	8,207	8,141	8,029	7,948	8,404	8,451	8,456
E-6	14,874	14,945	14,932	14,946	14,781	14,808	15,033	15,179	15,230	14,624	14,233	13,876
E-5	26,152	25,900	25,974	26,017	26,218	25,991	26,442	26,442	26,542	26,296	26,040	26,400
E-4	35,220	35,193	35,539	35,271	35,154	35,759	35,392	35,300	35,244	34,939	34,525	34,973
E-3	42,967	43,196	42,971	42,765	42,672	43,138	43,539	43,726	43,100	42,934	42,497	41,503
E-2	19,211	18,714	19,290	20,205	21,287	20,873	20,680	20,289	20,454	21,454	21,191	21,318
E-1	11,081	10,682	10,345	10,523	9,307	8,642	7,932	7,850	9,412	9,042	10,045	11,472
<b>Enlisted</b>	<b>163,202</b>	<b>162,311</b>	<b>161,151</b>	<b>163,484</b>	<b>163,081</b>	<b>162,818</b>	<b>162,562</b>	<b>162,232</b>	<b>163,346</b>	<b>163,096</b>	<b>162,391</b>	<b>163,403</b>
<b>TOTAL</b>	<b>183,939</b>	<b>183,141</b>	<b>181,939</b>	<b>184,232</b>	<b>184,027</b>	<b>183,972</b>	<b>183,631</b>	<b>183,500</b>	<b>184,642</b>	<b>184,175</b>	<b>183,586</b>	<b>184,514</b>

**MILITARY PERSONNEL MARINE CORPS  
MONTHLY STRENGTHS BY PAY GRADE**

FY 2018 Estimate

Strength By Month

	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	16	15	15	15	15	15	15	15	16	16	16	16
O-8	28	27	27	26	26	28	28	28	28	30	31	29
O-7	34	35	36	38	38	37	37	38	37	35	34	33
O-6	637	635	635	640	638	640	646	647	651	656	661	645
O-5	1,889	1,890	1,888	1,894	1,906	1,912	1,930	1,947	1,942	1,946	1,940	1,902
O-4	3,869	3,851	3,859	3,872	3,900	3,909	3,951	3,972	3,968	3,944	3,934	3,881
O-3	4,911	4,886	4,848	4,817	4,752	4,726	4,635	4,682	4,736	4,830	4,910	4,933
O-2	2,523	2,505	2,707	2,703	2,694	2,650	2,780	3,241	3,025	2,823	2,741	2,581
O-1	3,164	3,253	3,107	3,091	3,072	3,234	3,133	2,637	2,898	2,887	2,863	2,925
O3E	1,263	1,248	1,242	1,245	1,234	1,233	1,227	1,204	1,244	1,275	1,282	1,268
O2E	334	333	353	334	328	321	330	343	306	267	250	240
O1E	447	450	457	465	468	478	470	486	510	505	513	519
W-5	109	107	107	105	105	105	107	108	108	109	109	108
W-4	279	279	286	285	290	313	339	351	353	355	356	350
W-3	600	618	662	681	703	713	712	721	734	758	798	806
W-2	826	799	735	704	684	644	611	571	515	468	584	543
W-1	226	226	225	226	510	510	510	510	510	509	329	329
<b>Officer</b>	<b>21,159</b>	<b>21,161</b>	<b>21,193</b>	<b>21,145</b>	<b>21,367</b>	<b>21,472</b>	<b>21,465</b>	<b>21,505</b>	<b>21,585</b>	<b>21,417</b>	<b>21,355</b>	<b>21,112</b>
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,568	1,568	1,564	1,573	1,570	1,564	1,561	1,566	1,573	1,578	1,586	1,587
E-8	3,836	3,837	3,828	3,848	3,839	3,824	3,815	3,830	3,846	3,857	3,875	3,876
E-7	8,341	8,352	8,343	8,398	8,390	8,365	8,358	8,397	8,446	8,482	8,532	8,543
E-6	13,831	13,971	14,073	14,285	14,390	14,464	14,568	14,756	14,957	15,137	15,346	15,482
E-5	26,165	26,151	26,070	26,193	26,118	25,989	25,916	25,993	26,089	26,149	26,257	26,238
E-4	36,735	36,725	36,620	36,800	36,703	36,530	36,437	36,552	36,697	36,789	36,950	36,933
E-3	41,768	41,719	41,561	41,729	41,582	41,349	41,205	41,298	41,424	41,492	41,633	41,576
E-2	19,126	19,101	19,027	19,102	19,032	18,922	18,855	18,895	18,950	18,978	19,042	19,012
E-1	12,369	12,091	11,506	12,232	11,780	11,669	11,508	11,704	11,888	10,809	10,482	10,640
<b>Enlisted</b>	<b>163,740</b>	<b>163,516</b>	<b>162,593</b>	<b>164,161</b>	<b>163,405</b>	<b>162,677</b>	<b>162,224</b>	<b>162,992</b>	<b>163,871</b>	<b>163,272</b>	<b>163,704</b>	<b>163,888</b>
<b>TOTAL</b>	<b>184,899</b>	<b>184,677</b>	<b>183,786</b>	<b>185,306</b>	<b>184,772</b>	<b>184,149</b>	<b>183,689</b>	<b>184,497</b>	<b>185,456</b>	<b>184,689</b>	<b>185,059</b>	<b>185,000</b>

**MILITARY PERSONNEL MARINE CORPS  
MONTHLY STRENGTHS BY PAY GRADE**

FY 2019 Estimate

Strength By Month

	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	20	19	19	20	20	20	20	20	20	21	21	21
O-8	25	24	24	23	24	25	25	25	26	28	27	26
O-7	37	39	39	39	38	37	37	37	36	34	36	35
O-6	664	662	659	657	657	657	658	658	658	658	658	658
O-5	1,920	1,920	1,920	1,920	1,920	1,923	1,923	1,923	1,924	1,924	1,924	1,910
O-4	3,894	3,872	3,859	3,850	3,867	3,866	3,876	3,915	3,910	3,916	3,911	3,897
O-3	4,815	4,870	4,907	4,960	4,968	4,966	5,004	4,941	4,926	4,873	4,860	4,842
O-2	2,658	2,581	2,655	2,595	2,529	2,590	2,508	3,063	2,939	2,854	2,867	2,725
O-1	2,976	3,053	2,978	2,967	2,963	3,053	3,082	2,644	2,892	2,897	2,909	2,971
O3E	1,345	1,349	1,354	1,367	1,376	1,413	1,430	1,418	1,419	1,424	1,420	1,407
O2E	267	255	294	277	251	251	230	280	253	232	236	208
O1E	369	373	353	354	356	349	352	324	347	346	343	346
W-5	107	106	109	109	109	109	109	108	108	108	109	108
W-4	323	320	331	335	336	334	334	332	327	325	330	324
W-3	637	631	656	667	666	637	627	620	613	683	744	726
W-2	791	790	739	709	718	713	709	703	694	878	1,066	1,055
W-1	308	308	307	307	604	604	604	604	604	327	50	49
<b>Officer</b>	<b>21,160</b>	<b>21,176</b>	<b>21,207</b>	<b>21,160</b>	<b>21,406</b>	<b>21,551</b>	<b>21,532</b>	<b>21,619</b>	<b>21,700</b>	<b>21,532</b>	<b>21,515</b>	<b>21,312</b>
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,599	1,601	1,604	1,596	1,598	1,599	1,601	1,602	1,601	1,601	1,601	1,602
E-8	3,950	3,950	2,293	3,952	3,965	3,985	3,995	4,002	4,006	4,005	4,006	4,006
E-7	8,553	8,549	8,706	8,714	8,603	8,559	8,486	8,344	8,227	8,652	8,665	8,666
E-6	15,240	15,445	15,400	15,425	15,220	15,392	15,550	15,600	15,646	15,072	14,755	15,646
E-5	26,243	25,943	26,005	26,176	26,341	26,311	26,356	26,356	26,241	26,341	26,351	26,358
E-4	35,230	35,251	36,520	36,599	36,538	36,326	36,374	36,314	36,381	36,526	36,605	36,678
E-3	41,266	42,185	42,083	42,478	42,338	42,700	43,275	43,536	43,171	42,589	42,044	41,637
E-2	19,968	19,914	19,290	19,805	20,787	20,973	20,780	20,989	21,454	21,081	20,033	18,661
E-1	12,955	11,902	11,072	10,092	9,057	8,185	7,525	7,098	8,001	8,659	9,944	11,483
<b>Enlisted</b>	<b>165,005</b>	<b>164,741</b>	<b>162,974</b>	<b>164,838</b>	<b>164,448</b>	<b>164,031</b>	<b>163,943</b>	<b>163,842</b>	<b>164,729</b>	<b>164,527</b>	<b>164,005</b>	<b>164,738</b>
<b>TOTAL</b>	<b>186,165</b>	<b>185,917</b>	<b>184,181</b>	<b>185,998</b>	<b>185,854</b>	<b>185,582</b>	<b>185,475</b>	<b>185,461</b>	<b>186,429</b>	<b>186,059</b>	<b>185,520</b>	<b>186,050</b>

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