

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



JUSTIFICATION OF ESTIMATES  
FEBRUARY 2018

RESERVE PERSONNEL, MARINE CORPS

The estimated cost for this report for the Department of the Navy (DON) is \$6,215.

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.

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 Total Obligational Authority  
 (Dollars in Thousands)

19 Jan 2018

Reserve 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 -
Reserve Component Training and Support							
1108N	10 Pay Group A Training (15 Days & Drills 24/48)	267,234	277,010	277,010			U
1108N	20 Pay Group B Training (Backfill For Active Duty)	41,846	41,817	41,817			U
1108N	30 Pay Group F Training (Recruits)	122,174	126,184	126,184			U
1108N	60 Mobilization Training	1,296	1,969	1,969			U
1108N	70 School Training	23,520	25,294	25,294			U
1108N	80 Special Training	44,120	39,809	39,809	2,285	2,285	U
1108N	90 Administration and Support	238,040	239,298	239,298	43	43	U
1108N	94 Thrift Savings Plan Matching Contributions		2,640	2,640			U
1108N	95 Platoon Leader Class	8,951	8,828	8,828			U
1108N	100 Education Benefits	666	3,854	3,854			U
1108N	CR1 Adj to Match Continuing Resolution		-26,966	-26,966	1,436	1,436	U
Total Budget Activity 01		747,847	766,703	766,703	2,328	2,328	
Total Budget Activity 20			-26,966	-26,966	1,436	1,436	
Total Direct - Reserve Personnel, Marine Corps		747,847	739,737	739,737	3,764	3,764	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts							
1003N	300 Reserve Personnel, Marine Corps	71,630	81,218	81,218			U
Total Reserve Marine Corps Military Personnel Costs		819,477	820,955	820,955	3,764	3,764	

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Reserve Personnel, Marine Corps	FY 2018		FY 2018		FY 2018		FY 2018	FY 2018
	Emergency	Less Enacted	Total	Less Enacted	Remaining Req	Emergency		
	P.L.115-96***	Div B	PB Requests*	P.L.115-96***	with CR Adj	Base + OCO +	Emergency**	Emergency
	MDDE + Ship	Repairs	Emergency	MDDE + Ship	Repairs	Emergency**	Repairs	Emergency
	-----	-----	-----	-----	-----	-----	-----	-----
Reserve Component Training and Support								
1108N 10 Pay Group A Training (15 Days & Drills 24/48)			277,010				277,010	U
1108N 20 Pay Group B Training (Backfill For Active Duty)			41,817				41,817	U
1108N 30 Pay Group F Training (Recruits)			126,184				126,184	U
1108N 60 Mobilization Training			1,969				1,969	U
1108N 70 School Training			25,294				25,294	U
1108N 80 Special Training			42,094				42,094	U
1108N 90 Administration and Support			239,341				239,341	U
1108N 94 Thrift Savings Plan Matching Contributions			2,640				2,640	U
1108N 95 Platoon Leader Class			8,828				8,828	U
1108N 100 Education Benefits			3,854				3,854	U
1108N CR1 Adj to Match Continuing Resolution			-25,530				-25,530	U
Total Budget Activity 01			769,031				769,031	
Total Budget Activity 20			-25,530				-25,530	
Total Direct - Reserve Personnel, Marine Corps			743,501				743,501	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts								
1003N 300 Reserve Personnel, Marine Corps			81,218				81,218	U
Total Reserve Marine Corps Military Personnel Costs			824,719				824,719	

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## Reserve Personnel, Marine Corps

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
Reserve Component Training and Support				
1108N 10 Pay Group A Training (15 Days & Drills 24/48)	284,427		284,427	U
1108N 20 Pay Group B Training (Backfill For Active Duty)	44,091		44,091	U
1108N 30 Pay Group F Training (Recruits)	124,573		124,573	U
1108N 60 Mobilization Training	1,347		1,347	U
1108N 70 School Training	26,089		26,089	U
1108N 80 Special Training	42,780	2,336	45,116	U
1108N 90 Administration and Support	244,504	44	244,548	U
1108N 94 Thrift Savings Plan Matching Contributions	4,776		4,776	U
1108N 95 Platoon Leader Class	9,364		9,364	U
1108N 100 Education Benefits	6,139		6,139	U
1108N CR1 Adj to Match Continuing Resolution				U
Total Budget Activity 01	788,090	2,380	790,470	
Total Budget Activity 20				
Total Direct - Reserve Personnel, Marine Corps	788,090	2,380	790,470	
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts				
1003N 300 Reserve Personnel, Marine Corps	73,987		73,987	
Total Reserve Marine Corps Military Personnel Costs	862,077	2,380	864,457	

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Reserve Personnel, Grand Total	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	
10 Pay Group A Training (15 Days & Drills 24/48)	267,234	277,010	277,010			
20 Pay Group B Training (Backfill For Active Duty)	41,846	41,817	41,817			
30 Pay Group F Training (Recruits)	122,174	126,184	126,184			
60 Mobilization Training	1,296	1,969	1,969			
70 School Training	23,520	25,294	25,294			
80 Special Training	44,120	39,809	39,809	2,285	2,285	
90 Administration and Support	238,040	239,298	239,298	43	43	
94 Thrift Savings Plan Matching Contributions		2,640	2,640			
95 Platoon Leader Class	8,951	8,828	8,828			
100 Education Benefits	666	3,854	3,854			
CR1 Adj to Match Continuing Resolution		-26,966	-26,966	1,436	1,436	
Total Budget Activity 01	747,847	766,703	766,703	2,328	2,328	
Total Budget Activity 20		-26,966	-26,966	1,436	1,436	
Total Direct - Reserve	747,847	739,737	739,737	3,764	3,764	
300 Medicare-Eligible Retiree Health Fund Contribution	71,630	81,218	81,218			
Total Reserve Marine Corps Military Personnel Costs	819,477	820,955	820,955	3,764	3,764	

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Reserve Personnel, Grand Total	FY 2018		FY 2018		FY 2018		FY 2018
	Emergency	Less Enacted	Total	Less Enacted	Remaining Req		
	P.L.115-96***	Div B	PB Requests*	P.L.115-96***	with CR Adj	S	
	MDDE + Ship	Repairs	Base + OCO +	MDDE + Ship	Base + OCO +	e	
	Emergency	Emergency	Emergency**	Repairs	Emergency**	c	
	-----	-----	-----	-----	-----	-----	
10 Pay Group A Training (15 Days & Drills 24/48)			277,010		277,010		
20 Pay Group B Training (Backfill For Active Duty)			41,817		41,817		
30 Pay Group F Training (Recruits)			126,184		126,184		
60 Mobilization Training			1,969		1,969		
70 School Training			25,294		25,294		
80 Special Training			42,094		42,094		
90 Administration and Support			239,341		239,341		
94 Thrift Savings Plan Matching Contributions			2,640		2,640		
95 Platoon Leader Class			8,828		8,828		
100 Education Benefits			3,854		3,854		
CR1 Adj to Match Continuing Resolution			-25,530		-25,530		
Total Budget Activity 01			769,031		769,031		
Total Budget Activity 20			-25,530		-25,530		
Total Direct - Reserve			743,501		743,501		
300 Medicare-Eligible Retiree Health Fund Contribution			81,218		81,218		
Total Reserve Marine Corps Military Personnel Costs			824,719		824,719		

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## Reserve Personnel, Grand Total

	FY 2019 Base -----	FY 2019 OCO -----	FY 2019 Total -----	S e c -
10 Pay Group A Training (15 Days & Drills 24/48)	284,427		284,427	
20 Pay Group B Training (Backfill For Active Duty)	44,091		44,091	
30 Pay Group F Training (Recruits)	124,573		124,573	
60 Mobilization Training	1,347		1,347	
70 School Training	26,089		26,089	
80 Special Training	42,780	2,336	45,116	
90 Administration and Support	244,504	44	244,548	
94 Thrift Savings Plan Matching Contributions	4,776		4,776	
95 Platoon Leader Class	9,364		9,364	
100 Education Benefits	6,139		6,139	
CR1 Adj to Match Continuing Resolution				
Total Budget Activity 01	788,090	2,380	790,470	
Total Budget Activity 20				
Total Direct - Reserve	788,090	2,380	790,470	
300 Medicare-Eligible Retiree Health Fund Contribution	73,987		73,987	
Total Reserve Marine Corps Military Personnel Costs	862,077	2,380	864,457	



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## **Section 1**

# **Summary of Requirements by Budget Program**

Exhibit PB-30A Summary of Requirements by Budget Program (Reserves)

**Reserve Personnel, Marine Corps  
Summary of Requirements by Budget Program  
(\$ in Thousands)**

<u>Reserve Component Training and Support</u>	FY2017 (Actual)	FY2018	FY2019
Direct Program	\$744,083	\$766,703	\$788,090
OCO/Title IX Supplemental Funding	\$3,764	\$0	\$0
CR ADJ to match CR		-\$26,966	
Reimbursable Program	\$6,208	\$7,182	\$7,343
Subtotal Reserve Personnel, Marine Corps	\$754,055	\$746,919	\$795,433
Medicare-Eligible Retiree Health Fund Contribution, Marine Corps	\$71,630	\$81,218	\$73,987
Total Program Cost	\$825,685	\$828,137	\$869,420

LEGISLATIVE PROPOSALS:

The following legislative proposals are included in the above estimates and submitted for FY19 consideration:

1. N/A

**Reserve Personnel, Marine Corps**  
**Total Reserve Pay and Benefits Funded from Military Personnel Accounts**  
(\$ in Thousands)

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>
	<u>Actual</u>	<u>Estimate</u>	<u>Estimate</u>
<b><u>RESERVE PERSONNEL, MARINE CORPS (RPMC)</u></b>			
DIRECT PROGRAM (RPMC)	\$744,083	\$766,703	\$788,090
OCO FUNDING (RPMC) <sup>1/</sup>	\$3,764	\$2,328	\$2,380
CR ADJ to match CR <sup>2/</sup>	\$0	-\$25,530	\$0
REIMBURSABLE PROGRAM (RPMC)	\$6,208	\$7,182	\$7,343
TOTAL RESERVE PERSONNEL, MARINE CORPS (RPMC)	\$754,055	\$750,683	\$797,813
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$71,630	\$81,218	\$73,987
<b>TOTAL RESERVE PERSONNEL, MARINE CORPS PROGRAM COST</b>	<b>\$825,685</b>	<b>\$831,901</b>	<b>\$871,800</b>
<b><u>MILITARY PERSONNEL, MARINE CORPS (MPMC)</u></b>			
OCO PAY AND ALLOWANCES, MOBILIZATION (MPMC)	\$80,262	\$86,015	\$96,091
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPMC)	\$12,400	\$15,900	\$26,600
12304B MOBILIZATION (MPMC)	\$16,100	\$35,000	\$81,300
<b>TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, MARINE CORPS</b>	<b>\$108,762</b>	<b>\$136,915</b>	<b>\$203,991</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>\$934,447</b>	<b>\$968,816</b>	<b>\$1,075,791</b>

1/ FY2018 and FY 2019 amount reflects FY2018 and FY 2019 OCO requests

2/ Includes FY 2018 Continuing Resolution Base and OCO adjustments

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## **Section 2**

# **Introduction and Performance Measures**

## Introduction

The Reserve Personnel Marine Corps (RPMC) funding provides the required resources to assure accomplishment of the Marine Corps Reserve mission to augment and reinforce the active component with trained units and individual Marines as a sustainable and ready operational reserve in order to augment and reinforce active forces for employment across the full spectrum of crisis and global engagement.

Sharing fully in the Total Force Concept, the Marine Corps Reserve provides one third of the manpower and one fourth of the structure available for mobilization. Our Ready Reserve, consisting of the Selected Reserve (SelRes) and Individual Ready Reserve (IRR), is the primary source of this manpower. The preponderance of SelRes personnel are Selected Marine Corps Reserve (SMCR) Marines from Marine Forces Reserve (MARFORRES), which includes the 4th Marine Division (MarDiv), 4th Marine Aircraft Wing (MAW), 4th Marine Logistics Group (MLG), and Force Headquarters Group (FHG). MARFORRES utilizes combat force, combat support force, and combat service support forces, which are ready to provide trained units and individuals needed to bring the Active Marine Force to full wartime capability. The remainder of the SelRes consists of Individual Mobilization Augmentees (IMAs) who will fill mobilization billets within the active force that are considered critical requirements within the first ten days of mobilization, and Full Time Support personnel (FTS) who are reserve Marines on active duty. The IRR consists of members of the Ready Reserve who are not required to attend mandatory drill or training but may participate on a voluntary basis or be ordered to mandatory annual IRR Screening (Muster Duty) by Title 10, United States Code (U.S.C.) Section 12319. The IRR is subject to mobilization.

Total force manpower requirements are continually being reviewed so that the force structure is consistent with the threat while supporting the national military strategy. The FY 2019 budget of \$788.089 million will support a Selected Reserve end strength requirement of 38,500.

The RPMC appropriation is requesting additional reimbursable authority up to \$7.343 million to enable anticipated increases of intelligence-related support for outside agencies and combatant commanders. Customers requesting Marine Corps Reserve personnel include Defense Intelligence Agency, National Security Agency, National Geospatial Agency, Washington Headquarters Services, Defense Finance and Accounting Service (DFAS), and the United States European Command.

Funding justified in this volume specifically provides for pay and allowances (P&A), clothing, subsistence, gratuities, travel, and related expenses for personnel of the Marine Corps Reserve on active duty or undergoing Reserve Training, or performing drills or equivalent duty as authorized by law under Title 10 and Title 37, United States Code.

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P.L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Reserve Components.

"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 born 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 retiree 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 Reserve assumed \$2.1 million in anticipated savings in the Reserve 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 Reserve 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.



## Summary of Economic Assumptions

### FISCAL YEAR 2017

- a. The executed (base and OCO) amount of \$747.847 million supported an end strength of 38,682 with an average strength at 38,611.
- b. The full-time retired pay accrual percentage was 28.9 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage was 22.8 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2017 was 2.1 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2017 average inflation rate was 4.5 percent.
- e. The 1 January 2017 BAS inflation rate increase was 0.0 percent.
- f. The economic rate increase assumption for non-pay inflation in FY17 was 1.7 percent.

### FISCAL YEAR 2018

- a. The requested base amount of \$766.703 million supports an end strength of 38,500 with an average strength at 38,169.
- b. The full-time retired pay accrual percentage is 28.4 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 22.6 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2018 is 2.4 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2018 average inflation rate was 3.0 percent.
- e. The 1 January 2018 BAS inflation rate increase was 0.3 percent.
- f. The economic rate increase assumption for non-pay inflation in FY18 is 1.6 percent.

### FISCAL YEAR 2019

- a. The requested base amount of \$788.090 million supports an end strength of 38,500 with an average strength at 38,571.
- b. The full-time retired pay accrual percentage is 30.4 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 24.7 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2019 is 2.6 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.3 percent.
- e. The 1 January 2019 BAS inflation rate increase is 3.4 percent.
- f. The economic rate increase assumption for non-pay inflation in FY19 is 1.8 percent.

**Reserve Personnel, Marine Corps  
Performance Measures and Evaluation Summary**

Activity: Reserve Personnel, Marine Corps

Activity Goal: Maintain ready Reserve Military Personnel to execute the National Military Strategy.

Description of Activity: The Reserve Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war or national emergency, and at such other times as the national security requires. The Reserve also fill the needs of the Armed Forces when ever more unit and persons are needed than are in the Active component to achieve the planned mobilization.

**PERFORMANCE MEASURES:**

	FY2017 (Actual)	FY2018	FY2019
<b>Average Strength</b>	38,611	38,169	38,571

Average Strength is a measure of the average end-of-month end strength through the fiscal year. This measure allows the Marine Corps to estimate the average number of Marines that will be on board though the fiscal year for both budgeting and manning issues.

<b>End Strength</b>	38,682	38,500	38,500
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End Strength is the a measure of the total number of personnel in a given category on 30 September of a given fiscal year. This measure allows the Marine Corps to have an accurate accounting for the number of personnel at the end of the fiscal year.

<b>Authorized End Strength</b>	38,500	38,500
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Authorized End Strength is a measure of the personnel authorized by Congress in a give Fiscal year. The Marine Corps uses this as a target for its end strength in a given fiscal year.

## **Section 3**

### **Summary Tables**

Exhibit PB-30G Summary of Personnel (Reserves)

Reserve Personnel, Marine Corps  
Summary of Personnel

	<u>No. of</u> <u>Drills</u>	<u>Avg No.</u> <u>A/D Days</u> <u>Training</u>	FY2017 (Actual)			FY2018			FY2019		
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<b><u>Paid Drill/Individual Training</u></b>											
Pay Group A - Officers	48	15	2,207	2,254	2,273	2,234	2,213	2,217	2,227	2,193	2,245
Pay Group A - Enlisted	48	15	28,338	28,383	28,399	28,874	28,262	28,384	28,646	28,525	28,302
Subtotal Pay Group A			30,545	30,637	30,672	31,108	30,474	30,601	30,873	30,718	30,547
Pay Group B - Officers	48	13	1,609	1,656	1,630	1,668	1,594	1,593	1,622	1,615	1,611
Pay Group B - Enlisted	48	13	941	966	931	939	917	943	981	992	1,000
Subtotal Pay Group B			2,550	2,622	2,561	2,607	2,511	2,536	2,603	2,607	2,611
Pay Group F - Officers		365	146	141	117	161	170	176	126	142	139
Pay Group F - Enlisted		245	2,977	2,963	3,079	2,842	2,766	2,926	2,991	2,853	2,942
Subtotal Pay Group F			3,123	3,104	3,196	3,003	2,936	3,102	3,117	2,995	3,081
Subtotal Paid Drill/Ind Tng			36,218	36,363	36,429	36,718	35,921	36,239	36,593	36,321	36,239
<b><u>Full-time Active Duty</u></b>											
Full-time Active Duty - Officer			348	353	354	349	351	351	353	351	351
Full-time Active Duty - Enlisted			1,887	1,895	1,899	1,873	1,897	1,910	1,912	1,900	1,910
Subtotal Full-Time			2,235	2,248	2,253	2,222	2,248	2,261	2,265	2,251	2,261
<b><u>Total Selected Reserve</u></b>											
TOTAL Selected Reserve - Officer			4,310	4,404	4,374	4,412	4,328	4,337	4,328	4,302	4,346
TOTAL Selected Reserve - Enlisted			34,143	34,207	34,308	34,528	33,841	34,163	34,530	34,270	34,154
TOTAL Selected Reserve			38,453	38,611	38,682	38,940	38,169	38,500	38,858	38,571	38,500
<b><u>Individual Ready Reserve (IRR)</u></b>											
Individual Ready Reserve (IRR) - Officers			3,235	3,075	2,914	3,060	2,895	2,949	2,721	2,808	2,894
Individual Ready Reserve (IRR) - Enlisted			62,725	61,716	60,707	59,225	60,239	57,725	59,318	60,526	61,733
Total IRR			65,960	64,791	63,621	62,285	63,134	60,674	62,039	63,334	64,627
<b>GRAND TOTAL</b>			104,413	103,402	102,303	101,225	101,303	99,174	100,897	101,905	103,127

Exhibit PB-30H Reserve On Active Duty - Strength by Grade (Reserves)

**Reserve Personnel, Marine Corps  
Reserve Component Personnel on Tours of Full-Time Active Duty  
Strength by Grade**

	<u>FY2017 (Actual)</u>		<u>FY2018</u>		<u>FY2019</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Commissioned Officers						
O-6 Colonel	32	31	32	32	32	32
O-5 Lieutenant Colonel	88	91	84	84	84	84
O-4 Major	119	117	128	128	128	128
O-3 Captain	41	41	36	36	36	36
O-2 First Lieutenant	0	0	0	0	0	0
O-1 Second Lieutenant	0	0	0	0	0	0
O-3E Captain	21	20	20	20	20	20
O-2E First Lieutenant	0	1	0	0	0	0
O-1E Second Lieutenant	0	0	0	0	0	0
Total Commissioned Officers	301	301	300	300	300	300
Warrant Officers						
W-5 Chief Warrant Officer	3	4	3	3	3	3
W-4 Chief Warrant Officer	9	9	10	10	10	10
W-3 Chief Warrant Officer	15	16	11	11	11	11
W-2 Chief Warrant Officer	20	17	20	20	20	20
W-1 Chief Warrant Officer	5	7	7	7	7	7
Total Warrant Officers	52	53	51	51	51	51
<b>Total Officers</b>	<b>353</b>	<b>354</b>	<b>351</b>	<b>351</b>	<b>351</b>	<b>351</b>
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	23	24	22	22	22	22
E-8 Master Sergeant/First Sergeant	97	93	99	100	99	100
E-7 Gunnery Sergeant	281	290	274	275	274	275
E-6 Staff Sergeant	427	417	427	429	427	430
E-5 Sergeant	676	678	643	647	646	646
E-4 Corporal	347	360	397	401	397	401
E-3 Lance Corporal	44	37	35	36	35	36
E-2 Private First Class	1	0	0	0	0	0
E-1 Private	0	0	0	0	0	0
<b>Total Enlisted Personnel</b>	<b>1,895</b>	<b>1,899</b>	<b>1,897</b>	<b>1,910</b>	<b>1,900</b>	<b>1,910</b>
<b>Total Personnel on Active Duty</b>	<b>2,248</b>	<b>2,253</b>	<b>2,248</b>	<b>2,261</b>	<b>2,251</b>	<b>2,261</b>

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps  
FY2017 Strength (Actual)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,207	28,338	30,545	1,609	941	2,550	146	2,977	3,123	36,218	348	1,887	2,235	38,453
October	2,218	28,343	30,561	1,632	953	2,585	138	3,176	3,314	36,460	352	1,893	2,245	38,705
November	2,230	28,430	30,660	1,649	968	2,617	172	3,069	3,241	36,518	351	1,890	2,241	38,759
December	2,222	28,593	30,815	1,672	978	2,650	157	2,955	3,112	36,577	347	1,880	2,227	38,804
January	2,225	28,224	30,449	1,659	974	2,633	147	3,196	3,343	36,425	346	1,880	2,226	38,651
February	2,244	28,306	30,550	1,674	988	2,662	131	2,988	3,119	36,331	353	1,878	2,231	38,562
March	2,245	28,472	30,717	1,671	972	2,643	163	2,668	2,831	36,191	355	1,890	2,245	38,436
April	2,259	28,395	30,654	1,673	978	2,651	141	2,526	2,667	35,972	356	1,902	2,258	38,230
May	2,284	28,448	30,732	1,678	979	2,657	136	2,411	2,547	35,936	353	1,907	2,260	38,196
June	2,287	28,298	30,585	1,663	963	2,626	129	2,836	2,965	36,176	356	1,914	2,270	38,446
July	2,302	28,307	30,609	1,644	961	2,605	117	3,278	3,395	36,609	358	1,906	2,264	38,873
August	2,293	28,412	30,705	1,641	942	2,583	124	3,428	3,552	36,840	362	1,904	2,266	39,106
September	2,273	28,399	30,672	1,630	931	2,561	117	3,079	3,196	36,429	354	1,899	2,253	38,682
Average	2,254	28,383	30,637	1,656	966	2,622	141	2,963	3,104	36,363	353	1,895	2,248	38,611

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD  
(Actual, FY 2017)

AC FUNDED  
50

RC FUNDED  
0

TOTAL  
50

Primary Missions Being Performed  
1. Management Support

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps  
FY2018 Strength (Estimate)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,234	28,874	31,108	1,668	939	2,607	161	2,842	3,003	36,718	349	1,873	2,222	38,940
October	2,225	28,245	30,470	1,588	897	2,485	163	3,058	3,221	36,176	351	1,902	2,253	38,429
November	2,223	28,299	30,522	1,588	902	2,490	154	3,053	3,207	36,219	351	1,901	2,252	38,471
December	2,196	28,263	30,459	1,589	906	2,495	184	2,791	2,975	35,929	352	1,896	2,248	38,177
January	2,221	28,294	30,515	1,589	908	2,497	167	2,854	3,021	36,033	351	1,889	2,240	38,273
February	2,208	28,160	30,368	1,590	913	2,503	161	2,621	2,782	35,653	351	1,886	2,237	37,890
March	2,205	28,147	30,352	1,591	916	2,507	152	2,402	2,554	35,413	351	1,889	2,240	37,653
April	2,204	28,073	30,277	1,592	917	2,509	193	2,333	2,526	35,312	351	1,894	2,245	37,557
May	2,215	28,191	30,406	1,592	921	2,513	181	2,361	2,542	35,461	351	1,901	2,252	37,713
June	2,219	28,133	30,352	1,592	924	2,516	173	2,576	2,749	35,617	351	1,903	2,254	37,871
July	2,197	28,245	30,442	1,592	926	2,518	160	2,961	3,121	36,081	351	1,905	2,256	38,337
August	2,213	28,461	30,674	1,592	931	2,523	187	3,294	3,481	36,678	351	1,908	2,259	38,937
September	2,217	28,384	30,601	1,593	943	2,536	176	2,926	3,102	36,239	351	1,910	2,261	38,500
Average	2,213	28,262	30,474	1,594	917	2,511	170	2,766	2,936	35,921	351	1,897	2,248	38,169

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD**  
(Planned, FY 2018)

<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	<u>Primary Missions Being Performed</u>
51	0	51	1. Management Support

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps  
FY2019 Strength (Estimate)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,227	28,646	30,873	1,622	981	2,603	126	2,991	3,117	36,593	353	1,912	2,265	38,858
October	2,179	28,292	30,471	1,618	985	2,603	143	3,149	3,292	36,366	351	1,904	2,255	38,621
November	2,177	28,230	30,407	1,618	987	2,605	174	3,014	3,188	36,200	351	1,901	2,252	38,452
December	2,148	28,460	30,608	1,616	988	2,604	161	2,969	3,130	36,342	352	1,894	2,246	38,588
January	2,169	28,589	30,758	1,616	990	2,606	149	2,948	3,097	36,461	351	1,889	2,240	38,701
February	2,158	28,592	30,750	1,616	991	2,607	135	2,833	2,968	36,325	351	1,897	2,248	38,573
March	2,153	28,600	30,753	1,615	993	2,608	128	2,528	2,656	36,017	351	1,889	2,240	38,257
April	2,167	28,573	30,740	1,614	994	2,608	126	2,404	2,530	35,878	351	1,894	2,245	38,123
May	2,195	28,691	30,886	1,614	995	2,609	121	2,442	2,563	36,058	351	1,901	2,252	38,310
June	2,210	28,710	30,920	1,613	996	2,609	134	2,748	2,882	36,411	351	1,903	2,254	38,665
July	2,263	28,514	30,777	1,613	997	2,610	148	3,084	3,232	36,619	351	1,905	2,256	38,875
August	2,259	28,580	30,839	1,612	999	2,611	158	3,146	3,304	36,754	351	1,908	2,259	39,013
September	2,245	28,302	30,547	1,611	1,000	2,611	139	2,942	3,081	36,239	351	1,910	2,261	38,500
Average	2,193	28,525	30,718	1,615	992	2,607	142	2,853	2,995	36,321	351	1,900	2,251	38,571

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD  
(Planned, FY 2019)

AC FUNDED  
75

RC FUNDED  
0

TOTAL  
75

Primary Missions Being Performed  
1. Management Support



**Reserve Personnel, Marine Corps  
Schedule of Gains and Losses To Selected Reserve Strength**

**Officers**

	FY2017 (Actual)	FY2018	FY2019
<b>Beginning Strength</b>	<b>4,310</b>	<b>4,412</b>	<b>4,328</b>
 <u><b>Gains</b></u>			
Non-prior Service Personnel:			
Male	98	108	123
Female	7	7	16
Prior Service Personnel:			
Active Duty	123	121	138
Other Component	7	7	7
Individual Ready Reserve	643	569	561
Enlisted to Officer	23	23	26
Civilian Life	34	36	37
All Other	31	33	31
<b>Total Gains</b>	<b>966</b>	<b>904</b>	<b>939</b>
 <u><b>Losses</b></u>			
Active Component	6	4	7
Other Component	18	15	18
Individual Ready Reserve	717	790	723
Standby Reserve other	9	6	11
Retired Reserve	134	140	139
Civilian Life	18	24	23
Other	0	0	0
<b>Total Losses</b>	<b>902</b>	<b>979</b>	<b>921</b>
 Accounting Adjustment			
<b>End Strength</b>	<b>4,374</b>	<b>4,337</b>	<b>4,346</b>

**Reserve Personnel, Marine Corps  
Schedule of Gains and Losses To Selected Reserve Strength**

**Enlisted**

	FY2017 (Actual)	FY2018	FY2019
<b>Beginning Strength</b>	<b>34,143</b>	<b>34,528</b>	<b>34,530</b>
<b><u>Gains</u></b>			
Non-prior Service Personnel:			
Male	5,113	5,131	5,138
Female	189	196	194
Prior Service Personnel:			
Fleet Marine Civilian Life	224	203	203
Pay Group F (Civilian Life)	663	671	611
Active Component	356	458	383
Other Reserve Status/Component	1,867	1,552	1,673
All Other	12	12	12
<b>Total Gains</b>	<b>8,424</b>	<b>8,223</b>	<b>8,214</b>
<b><u>Losses</u></b>			
Expiration of Reserve Service			
Active Component	9	8	14
To Officer Status	34	31	31
Retired Reserve	223	231	226
Attrition (Civilian Life/Death)	5,526	5,765	5,663
Other Reserve Status/Component	2,424	2,519	2,611
All Other	43	34	45
<b>Total Losses</b>	<b>8,259</b>	<b>8,588</b>	<b>8,590</b>
<b>End Strength</b>	<b>34,308</b>	<b>34,163</b>	<b>34,154</b>

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

**Reserve Personnel, Marine Corps**  
**Summary of Entitlements by Activity and Sub-Activity**  
(\$ in Thousands)

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
<b><u>RESERVE COMPONENT TRAINING AND SUPPORT</u></b>									
PAY GROUP A									
Annual Training - A	\$8,684	\$46,653	\$55,337	\$9,152	\$45,866	\$55,018	\$9,307	\$50,135	\$59,442
Inactive Duty Training - A	\$30,870	\$124,114	\$154,983	\$32,837	\$130,888	\$163,725	\$31,897	\$132,694	\$164,591
Unit Training Assemblies - A	\$26,429	\$120,940	\$147,368	\$27,807	\$127,130	\$154,937	\$26,744	\$128,779	\$155,523
Flight Training - A	\$2,607	\$40	\$2,647	\$3,134	\$25	\$3,160	\$3,211	\$26	\$3,238
Training Preparation - A	\$1,821	\$2,721	\$4,542	\$98	\$798	\$897	\$1,840	\$3,058	\$4,898
Military Funeral Honors - A	\$13	\$412	\$425	\$1,796	\$2,935	\$4,731	\$101	\$832	\$933
Clothing - A	\$0	\$821	\$821	\$0	\$927	\$927	\$0	\$863	\$863
Subsistence of Enlisted Personnel - A	\$0	\$21,846	\$21,846	\$0	\$23,870	\$23,870	\$0	\$23,501	\$23,501
Travel - A	\$4,689	\$29,558	\$34,247	\$6,778	\$26,693	\$33,471	\$4,943	\$31,086	\$36,029
TOTAL DIRECT OBLIGATIONS	\$44,242	\$222,992	\$267,234	\$48,767	\$228,243	\$277,010	\$46,146	\$238,280	\$284,427
PAY GROUP B									
Annual Training B	\$6,461	\$1,996	\$8,458	\$6,158	\$1,792	\$7,950	\$6,667	\$2,146	\$8,813
Inactive Duty Training - B	\$21,802	\$5,550	\$27,352	\$22,672	\$5,756	\$28,428	\$22,853	\$6,159	\$29,012
Unit Training Assemblies - B	\$20,534	\$5,315	\$25,849	\$21,429	\$5,455	\$26,884	\$21,566	\$5,842	\$27,408
Flight Training - B	\$246	\$3	\$248	\$227	\$8	\$234	\$235	\$8	\$243
Training Preparation - B	\$1,016	\$230	\$1,246	\$23	\$34	\$57	\$1,029	\$273	\$1,302
Military Funeral Honors - B	\$7	\$1	\$9	\$994	\$260	\$1,254	\$24	\$36	\$60
Clothing - B	\$0	\$0	\$0	\$0	\$2	\$2	\$0	\$2	\$2
Travel - B	\$4,036	\$2,000	\$6,036	\$3,760	\$1,676	\$5,436	\$4,091	\$2,173	\$6,264
TOTAL DIRECT OBLIGATIONS	\$32,300	\$9,546	\$41,846	\$32,591	\$9,226	\$41,817	\$33,611	\$10,481	\$44,091
PAY GROUP F									
Initial Active Duty for Training - F	\$8,564	\$97,347	\$105,911	\$10,412	\$100,894	\$111,306	\$8,974	\$99,422	\$108,396
Clothing - F	\$0	\$10,459	\$10,459	\$0	\$9,111	\$9,111	\$0	\$10,404	\$10,404
Travel - F	\$1	\$5,803	\$5,804	\$6	\$5,762	\$5,767	\$1	\$5,773	\$5,774
TOTAL DIRECT OBLIGATIONS	\$8,565	\$113,609	\$122,174	\$10,418	\$115,767	\$126,184	\$8,975	\$115,598	\$124,573

\* Totals and Subtotals might not add due to rounding.

**Reserve Personnel, Marine Corps**  
**Summary of Entitlements by Activity and Sub-Activity**  
(\$ in Thousands)

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
<b>MOBILIZATION TRAINING</b>									
IRR Muster/Screening	\$56	\$925	\$981	\$90	\$1,421	\$1,511	\$58	\$956	\$1,014
IRR Readiness Training	\$60	\$255	\$315	\$78	\$380	\$458	\$64	\$269	\$332
TOTAL DIRECT OBLIGATIONS	\$116	\$1,180	\$1,296	\$168	\$1,801	\$1,969	\$122	\$1,225	\$1,347
<b>SCHOOL TRAINING</b>									
Career Development Training	\$5,143	\$2,440	\$7,583	\$4,830	\$2,538	\$7,368	\$5,705	\$2,707	\$8,411
Initial Skill Acquisition Training	\$1,229	\$3,760	\$4,988	\$2,058	\$4,019	\$6,077	\$1,363	\$4,170	\$5,533
Refresher and Proficiency Training	\$2,558	\$6,000	\$8,558	\$2,719	\$5,149	\$7,868	\$2,838	\$6,655	\$9,493
Training of IRR Personnel	\$125	\$0	\$125	\$121	\$0	\$121	\$139	\$0	\$139
Individual/Unit Conversion Training	\$1,366	\$898	\$2,265	\$1,446	\$2,414	\$3,860	\$1,516	\$996	\$2,512
TOTAL DIRECT OBLIGATIONS	\$10,422	\$13,098	\$23,520	\$11,175	\$14,120	\$25,294	\$11,560	\$14,529	\$26,089
<b>SPECIAL TRAINING</b>									
Command/Staff Supervision & Conf.	\$906	\$195	\$1,101	\$1,556	\$249	\$1,805	\$977	\$210	\$1,187
Exercises	\$2,747	\$1,849	\$4,597	\$4,021	\$3,018	\$7,039	\$2,960	\$1,993	\$4,953
Management Support	\$2,393	\$1,244	\$3,637	\$3,052	\$1,418	\$4,470	\$2,579	\$1,340	\$3,919
Operational Training	\$9,666	\$12,301	\$21,967	\$4,278	\$10,250	\$14,528	\$10,416	\$13,256	\$23,672
Service Mission/Mission Support	\$616	\$963	\$1,579	\$1,131	\$2,101	\$3,232	\$663	\$1,038	\$1,701
Recruitment and Retention	\$1,323	\$875	\$2,197	\$1,210	\$964	\$2,173	\$1,425	\$943	\$2,368
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$16	\$4,606	\$4,622	\$4	\$6,557	\$6,561	\$17	\$4,964	\$4,980
OCO	\$1,823	\$1,905	\$3,728	\$0	\$0	\$0	\$0	\$0	\$0
IRT	\$158	\$457	\$615	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon Reintegration Program (OCO)	\$5	\$72	\$77	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$19,653	\$24,467	\$44,120	\$15,252	\$24,557	\$39,809	\$19,038	\$23,742	\$42,780
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	\$55,233	\$155,912	\$211,145	\$56,473	\$153,472	\$209,945	\$58,712	\$158,385	\$217,096
Individual Clothing Enlisted	\$0	\$0	\$0	\$0	\$16	\$16	\$0	\$16	\$16
Basic Allowance for Subsistence	\$1,074	\$8,356	\$9,430	\$1,096	\$8,598	\$9,693	\$1,099	\$8,635	\$9,735
Travel/PCS	\$2,188	\$5,605	\$7,793	\$2,175	\$5,969	\$8,144	\$2,186	\$5,651	\$7,837
Death/Disability	\$602	\$2,186	\$2,787	\$1,250	\$3,424	\$4,674	\$607	\$2,049	\$2,656
Transportation Subsidy	\$188	\$21	\$209	\$224	\$34	\$258	\$187	\$21	\$208
Reserve Incentive Programs	\$2,290	\$4,160	\$6,450	\$2,525	\$3,925	\$6,450	\$2,625	\$4,225	\$6,850
\$30,000 Lump Sum Bonus	\$0	\$226	\$226	\$0	\$90	\$90	\$0	\$0	\$0
Continuation Pay	\$0	\$0	\$0	\$0	\$27	\$27	\$0	\$106	\$106
TOTAL DIRECT OBLIGATIONS	\$61,575	\$176,466	\$238,040	\$63,743	\$175,556	\$239,298	\$65,417	\$179,088	\$244,504

\* Totals and Subtotals might not add due to rounding.

**Reserve Personnel, Marine Corps**  
**Summary of Entitlements by Activity and Sub-Activity**  
(\$ in Thousands)

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
EDUCATION BENEFITS									
Basic Benefit	\$0	\$0	\$0	\$0	\$3,085	\$3,085	\$0	\$5,218	\$5,218
Kicker Program	\$0	\$666	\$666	\$0	\$769	\$769	\$0	\$921	\$921
Amortization Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Benefits/Contingency Ops	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$666	\$666	\$0	\$3,854	\$3,854	\$0	\$6,139	\$6,139
PLATOON LEADERS CLASS									
Subsistence Allowance (Stipend)	\$0	\$1,242	\$1,242	\$0	\$1,281	\$1,281	\$0	\$1,242	\$1,242
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Summer Training Pay & Allowances	\$0	\$5,918	\$5,918	\$0	\$5,718	\$5,718	\$0	\$6,287	\$6,287
Subsistence-in-Kind	\$0	\$202	\$202	\$0	\$0	\$0	\$0	\$202	\$202
Travel - PLC	\$0	\$1,299	\$1,299	\$0	\$1,353	\$1,353	\$0	\$1,342	\$1,342
Tuition Assistance Program	\$0	\$291	\$291	\$0	\$475	\$475	\$0	\$291	\$291
TOTAL DIRECT OBLIGATIONS	\$0	\$8,951	\$8,951	\$0	\$8,828	\$8,828	\$0	\$9,364	\$9,364
TSP MATCHING									
TOTAL DIRECT OBLIGATIONS	\$0	\$0	\$0	\$262	\$2,378	\$2,640	\$474	\$4,302	\$4,776
<b>TOTAL DIRECT PROGRAM<sup>1/</sup></b>	\$176,873	\$570,974	\$747,847	\$182,375	\$584,329	\$766,703	\$185,342	\$602,747	\$788,090
<b>FY 2018 CONTINUING RESOLUTION (CR) ADJUSTMENT</b>									(\$26,966)
<b>REVISED FY 2018 DIRECT PROGRAM</b>									\$739,737

1/ Summary totals might not add due to rounding.

PB-30K Analysis of Appropriation Changes (Reserves)

**Reserve Personnel, Marine Corps  
Analysis of Appropriation Changes and Supplemental Requirements  
FY 2018  
(\$ in Thousands)**

	FY 2018 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2018 Column of the FY 2019 President's Budget
<u>PAY GROUP A</u>							
Annual Training	\$55,018	\$0	\$55,018	\$0	\$55,018	\$0	\$55,018
Inactive Duty Training	\$163,725	\$0	\$163,725	\$0	\$163,725	\$0	\$163,725
Unit Training Assemblies	\$154,937	\$0	\$154,937	\$0	\$154,937	\$0	\$154,937
Flight Training	\$3,160	\$0	\$3,160	\$0	\$3,160	\$0	\$3,160
Training Preparation	\$4,731	\$0	\$4,731	\$0	\$4,731	\$0	\$4,731
Military Funeral Honors	\$897	\$0	\$897	\$0	\$897	\$0	\$897
Clothing	\$927	\$0	\$927	\$0	\$927	\$0	\$927
Subsistence of Enlisted Personnel	\$23,869	\$0	\$23,869	\$0	\$23,869	\$0	\$23,869
Travel	\$33,471	\$0	\$33,471	\$0	\$33,471	\$0	\$33,471
TOTAL DIRECT OBLIGATIONS	\$277,010	\$0	\$277,010	\$0	\$277,010	\$0	\$277,010
<u>PAY GROUP B</u>							
Annual Training	\$7,950	\$0	\$7,950	\$0	\$7,950	\$0	\$7,950
Inactive Duty Training	\$28,428	\$0	\$28,428	\$0	\$28,428	\$0	\$28,428
Unit Training Assemblies	\$26,884	\$0	\$26,884	\$0	\$26,884	\$0	\$26,884
Flight Training	\$234	\$0	\$234	\$0	\$234	\$0	\$234
Training Preparation	\$1,254	\$0	\$1,254	\$0	\$1,254	\$0	\$1,254
Military Funeral Honors	\$57	\$0	\$57	\$0	\$57	\$0	\$57
Clothing	\$2	\$0	\$2	\$0	\$2	\$0	\$2
Travel	\$5,436	\$0	\$5,436	\$0	\$5,436	\$0	\$5,436
TOTAL DIRECT OBLIGATIONS	\$41,817	\$0	\$41,817	\$0	\$41,817	\$0	\$41,817
<u>PAY GROUP F</u>							
Annual Training	\$111,306	\$0	\$111,306	\$0	\$111,306	\$0	\$111,306
Clothing	\$9,111	\$0	\$9,111	\$0	\$9,111	\$0	\$9,111
Travel	\$5,767	\$0	\$5,767	\$0	\$5,767	\$0	\$5,767
TOTAL DIRECT OBLIGATIONS	\$126,184	\$0	\$126,184	\$0	\$126,184	\$0	\$126,184

Reserve Personnel, Marine Corps  
 Analysis of Appropriation Changes and Supplemental Requirements  
 FY 2018  
 (\$ in Thousands)

	FY 2018 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2018 Column of the FY 2019 President's <u>Budget</u>
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$1,511	\$0	\$1,511	\$0	\$1,511	\$0	\$1,511
IRR Readiness Training	\$458	\$0	\$458	\$0	\$458	\$0	\$458
TOTAL DIRECT OBLIGATIONS - Mobilization Training	\$1,969	\$0	\$1,969	\$0	\$1,969	\$0	\$1,969
<u>SCHOOL TRAINING</u>							
Career Development Training	\$7,368	\$0	\$7,368	\$0	\$7,368	\$0	\$7,368
Initial Skill Acquisition Training	\$6,077	\$0	\$6,077	\$0	\$6,077	\$0	\$6,077
Refresher and Proficiency Training	\$7,868	\$0	\$7,868	\$0	\$7,868	\$0	\$7,868
Training of IRR personnel	\$121	\$0	\$121	\$0	\$121	\$0	\$121
Individual/Unit Conversion Training	\$3,860	\$0	\$3,860	\$0	\$3,860	\$0	\$3,860
TOTAL DIRECT OBLIGATIONS - School Training	\$25,294	\$0	\$25,294	\$0	\$25,294	\$0	\$25,294
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf.	\$1,805	\$0	\$1,805	\$0	\$1,805	\$0	\$1,805
Exercises	\$7,039	\$0	\$7,039	\$0	\$7,039	\$0	\$7,039
Management Support	\$4,470	\$0	\$4,470	\$0	\$4,470	\$0	\$4,470
Operational Training	\$14,528	\$0	\$14,528	\$0	\$14,528	\$0	\$14,528
Service Mission/Mission Support	\$3,232	\$0	\$3,232	\$0	\$3,232	\$0	\$3,232
Recruitment and Retention	\$2,173	\$0	\$2,173	\$0	\$2,173	\$0	\$2,173
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$6,561	\$0	\$6,561	\$0	\$6,561	\$0	\$6,561
TOTAL DIRECT OBLIGATIONS - Special Training	\$39,809	\$0	\$39,809	\$0	\$39,809	\$0	\$39,809

**Reserve Personnel, Marine Corps**  
**Analysis of Appropriation Changes and Supplemental Requirements**  
**FY 2018**  
**(\$ in Thousands)**

	FY 2018 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2018 Column of the FY 2019 President's <u>Budget</u>
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$209,945	\$0	\$209,945	\$0	\$209,945	\$0	\$209,945
Individual Clothing Enlisted	\$16	\$0	\$16	\$0	\$16	\$0	\$16
Basic Allowance for Subsistence	\$9,693	\$0	\$9,693	\$0	\$9,693	\$0	\$9,693
Travel/PCS	\$8,144	\$0	\$8,144	\$0	\$8,144	\$0	\$8,144
Death/ Disability	\$4,674	\$0	\$4,674	\$0	\$4,674	\$0	\$4,674
Transportation Subsidy	\$258	\$0	\$258	\$0	\$258	\$0	\$258
Reserve Incentive Programs	\$6,450	\$0	\$6,450	\$0	\$6,450	\$0	\$6,450
\$30,000 Lump Sum Bonus	\$90	\$0	\$90	\$0	\$90	\$0	\$90
Continuation Pay	\$27	\$0	\$27	\$0	\$27	\$0	\$27
TOTAL DIRECT OBLIGATIONS - Admin and Support	\$239,298	\$0	\$239,298	\$0	\$239,298	\$0	\$239,298
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$3,085	\$0	\$3,085	\$0	\$3,085	\$0	\$3,085
Kicker Program	\$769	\$0	\$769	\$0	\$769	\$0	\$769
Amortization Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Benefits/Contingency Ops	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS - Education Benefits	\$3,854	\$0	\$3,854	\$0	\$3,854	\$0	\$3,854
<u>PLATOON LEADERS CLASS</u>							
Subsistence Allowance (Stipend)	\$1,281	\$0	\$1,281	\$0	\$1,281	\$0	\$1,281
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Summer Training Pay & Allowances	\$5,718	\$0	\$5,718	\$0	\$5,718	\$0	\$5,718
Subsistence-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel - PLC	\$1,353	\$0	\$1,353	\$0	\$1,353	\$0	\$1,353
Tuition Assistance Program	\$475	\$0	\$475	\$0	\$475	\$0	\$475
TOTAL DIRECT OBLIGATIONS - Platoon Leaders Class	\$8,828	\$0	\$8,828	\$0	\$8,828	\$0	\$8,828
<u>TSP MATCHING</u>							
TOTAL DIRECT OBLIGATIONS - TSP Matching	\$2,640	\$0	\$2,640	\$0	\$2,640	\$0	\$2,640
TOTAL DIRECT PROGRAM	\$766,703	\$0	\$766,703	\$0	\$766,703	\$0	\$766,703
FY 2018 CONTINUING RESOLUTION (CR) ADJUSTMENT					(\$26,966)		(\$26,966)
REVISED 2018 DIRECT PROGRAM					\$739,737		\$739,737



Exhibit PB-30L Summary of Basic Pay and Retired Pay Accrual Costs (Reserves)

**Reserve Personnel, Marine Corps**  
**Summary of Basic Pay and Retired Pay Accrual (RPA) Costs**  
**(\$ in Thousands)**

		<u>FY2017 (Actual)</u>		<u>FY2018</u>		<u>FY2019</u>	
		<u>Basic Pay</u>	<u>RPA</u>	<u>Basic Pay</u>	<u>RPA</u>	<u>Basic Pay</u>	<u>RPA</u>
Pay Group A	Officer	\$28,575	\$6,515	\$29,567	\$6,682	\$29,302	\$7,238
Pay Group A	Enlisted	\$122,620	\$27,957	\$127,243	\$28,757	\$129,362	\$31,953
Pay Group A	Subtotal	\$151,195	\$34,472	\$156,810	\$35,439	\$158,665	\$39,191
Pay Group B	Officer	\$20,191	\$4,603	\$21,047	\$4,757	\$21,511	\$5,313
Pay Group B	Enlisted	\$5,321	\$1,213	\$5,432	\$1,228	\$5,947	\$1,469
Pay Group B	Subtotal	\$25,511	\$5,817	\$26,479	\$5,984	\$27,458	\$6,782
Pay Group F	Officer	\$5,033	\$1,147	\$6,165	\$1,393	\$5,184	\$1,280
Pay Group F	Enlisted	\$66,905	\$15,254	\$70,315	\$15,891	\$67,661	\$16,712
Pay Group F	Subtotal	\$71,938	\$16,402	\$76,480	\$17,284	\$72,845	\$17,993
Mobilization Training	Officer	\$31	\$7	\$44	\$10	\$32	\$8
Mobilization Training	Enlisted	\$103	\$23	\$170	\$38	\$108	\$27
Mobilization Training	Subtotal	\$134	\$30	\$214	\$48	\$140	\$35
School Training	Officer	\$4,669	\$1,082	\$5,205	\$1,176	\$5,155	\$1,273
School Training	Enlisted	\$4,971	\$1,152	\$5,309	\$1,200	\$5,497	\$1,358
School Training	Subtotal	\$9,640	\$2,234	\$10,514	\$2,376	\$10,652	\$2,631
Special Training	Officer	\$9,631	\$2,179	\$7,397	\$1,672	\$9,263	\$2,288
Special Training	Enlisted	\$11,042	\$2,499	\$11,066	\$2,501	\$10,639	\$2,628
Special Training	Subtotal	\$20,673	\$4,678	\$18,463	\$4,173	\$19,903	\$4,916
Administration & Support	Officer	\$32,387	\$9,360	\$32,999	\$9,405	\$33,929	\$10,314
Administration & Support	Enlisted	\$76,971	\$22,245	\$78,643	\$22,413	\$80,945	\$24,607
Administration & Support	Subtotal	\$109,359	\$31,605	\$111,642	\$31,818	\$114,873	\$34,921
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$3,935	\$897	\$3,995	\$903	\$4,134	\$1,021
Platoon Leader Class	Subtotal	\$3,935	\$897	\$3,995	\$903	\$4,134	\$1,021
TOTAL DIRECT PROGRAM	Officer	\$100,516	\$24,894	\$102,423	\$25,095	\$104,376	\$27,715
TOTAL DIRECT PROGRAM	Enlisted	\$291,867	\$71,241	\$302,173	\$72,931	\$304,294	\$79,774
TOTAL DIRECT PROGRAM	Subtotal	\$392,383	\$96,135	\$404,597	\$98,026	\$408,669	\$107,490
TOTAL REIMBURSABLE PROGRAM	Officer	\$1,725	\$389	\$1,669	\$377	\$2,026	\$501
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$1,213	\$274	\$1,686	\$381	\$1,424	\$352
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$2,938	\$663	\$3,355	\$758	\$3,451	\$852
TOTAL PROGRAM	Officer	\$102,242	\$25,284	\$104,092	\$25,472	\$106,402	\$28,215
TOTAL PROGRAM	Enlisted	\$293,080	\$71,514	\$303,859	\$73,312	\$305,718	\$80,126
TOTAL PROGRAM	Subtotal	\$395,322	\$96,798	\$407,952	\$98,784	\$412,120	\$108,342

Exhibit PB-30M Summary of BAH Costs (Reserves)

**Reserve Personnel, Marine Corps**  
**Summary of Basic Allowance for Housing (BAH) Costs**  
 (\$ in Thousands)

		<u>FY2017 (Actual)</u>	<u>FY2018</u>	<u>FY2019</u>
		<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
Pay Group A	Officer	\$1,139	\$1,250	\$1,242
Pay Group A	Enlisted	\$7,736	\$8,061	\$8,415
Pay Group A	Subtotal	\$8,876	\$9,311	\$9,657
Pay Group B	Officer	\$768	\$785	\$811
Pay Group B	Enlisted	\$291	\$266	\$318
Pay Group B	Subtotal	\$1,059	\$1,051	\$1,129
Pay Group F	Officer	\$1,317	\$1,586	\$1,408
Pay Group F	Enlisted	\$3,741	\$3,960	\$4,045
Pay Group F	Subtotal	\$5,057	\$5,546	\$5,453
Mobilization Training	Officer	\$6	\$9	\$6
Mobilization Training	Enlisted	\$10	\$11	\$11
Mobilization Training	Subtotal	\$16	\$20	\$17
School Training	Officer	\$1,435	\$1,504	\$1,551
School Training	Enlisted	\$1,946	\$2,200	\$2,107
School Training	Subtotal	\$3,382	\$3,704	\$3,658
Special Training	Officer	\$3,098	\$2,275	\$3,059
Special Training	Enlisted	\$4,697	\$4,875	\$4,647
Special Training	Subtotal	\$7,795	\$7,150	\$7,706
Administration & Support	Officer	\$10,510	\$11,060	\$11,010
Administration & Support	Enlisted	\$40,788	\$42,930	\$43,281
Administration & Support	Subtotal	\$51,297	\$53,990	\$54,291
Platoon Leader Class	Enlisted	\$428	\$158	\$456
Platoon Leader Class	Subtotal	\$428	\$158	\$456
TOTAL DIRECT PROGRAM	Officer	\$18,272	\$18,469	\$19,087
TOTAL DIRECT PROGRAM	Enlisted	\$59,638	\$62,461	\$63,281
TOTAL DIRECT PROGRAM	Subtotal	\$77,910	\$80,930	\$82,368
TOTAL REIMBURSABLE PROGRAM	Officer	\$554	\$513	\$669
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$515	\$743	\$622
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$1,069	\$1,256	\$1,291
TOTAL PROGRAM	Officer	\$18,826	\$18,982	\$19,757
TOTAL PROGRAM	Enlisted	\$60,153	\$63,204	\$63,903
TOTAL PROGRAM	Subtotal	\$78,979	\$82,186	\$83,659

Exhibit PB-30N Summary of Travel Costs (Reserves)

**Reserve Personnel, Marine Corps**  
**Summary of Travel Costs**  
**(\$ in Thousands)**

		<u>FY2017 (Actual)</u>	<u>FY2018</u>	<u>FY2019</u>
		<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
Pay Group A	Officer	\$4,689	\$6,778	\$4,943
Pay Group A	Enlisted	\$29,558	\$26,693	\$31,086
Pay Group A	Subtotal	\$34,247	\$33,471	\$36,029
Pay Group B	Officer	\$4,036	\$3,760	\$4,091
Pay Group B	Enlisted	\$2,000	\$1,676	\$2,173
Pay Group B	Subtotal	\$6,036	\$5,436	\$6,264
Pay Group F	Officer	\$1	\$6	\$1
Pay Group F	Enlisted	\$5,803	\$5,762	\$5,773
Pay Group F	Subtotal	\$5,804	\$5,767	\$5,774
Mobilization Training	Officer	\$13	\$10	\$13
Mobilization Training	Enlisted	\$106	\$142	\$110
Mobilization Training	Subtotal	\$119	\$153	\$123
School Training	Officer	\$2,281	\$2,383	\$2,684
School Training	Enlisted	\$3,669	\$4,006	\$4,324
School Training	Subtotal	\$5,951	\$6,388	\$7,007
Special Training	Officer	\$3,216	\$2,684	\$2,779
Special Training	Enlisted	\$3,543	\$3,394	\$3,068
Special Training	Subtotal	\$6,759	\$6,078	\$5,847
Administration & Support	Officer	\$2,188	\$2,175	\$2,186
Administration & Support	Enlisted	\$5,605	\$5,969	\$5,651
Administration & Support	Subtotal	\$7,793	\$8,144	\$7,837
Platoon Leader Class	Enlisted	\$1,299	\$1,353	\$1,342
Platoon Leader Class	Subtotal	\$1,299	\$1,353	\$1,342
TOTAL DIREECT PROGRAM	Officer	\$16,424	\$17,796	\$16,696
TOTAL DIREECT PROGRAM	Enlisted	\$51,584	\$48,995	\$53,526
TOTAL DIREECT PROGRAM	Subtotal	\$68,008	\$66,791	\$70,223
TOTAL REIMBURSABLE PROGRAM	Officer	\$581	\$605	\$608
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$393	\$517	\$411
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$974	\$1,122	\$1,019
TOTAL PROGRAM	Officer	\$17,005	\$18,401	\$17,304
TOTAL PROGRAM	Enlisted	\$51,977	\$49,512	\$53,937
TOTAL PROGRAM	Subtotal	\$68,982	\$67,913	\$71,241

Exhibit PB-30U Summar of BAS and SIK Costs (Reserves)

**Reserve Personnel, Marine Corps**  
**Summary of Basic Allowance for Subsistence (BAS) and Subsistence-In-Kind (SIK)**  
**(\$ in Thousands)**

			<u>FY2017 (Actual)</u>		<u>FY2018</u>		<u>FY2019</u>	
			<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A	Officer		\$222	\$0	\$235	\$0	\$235	\$0
Pay Group A	Enlisted		\$4,363	\$21,846	\$4,327	\$23,870	\$4,549	\$23,501
Pay Group A	Subtotal		\$4,586	\$21,846	\$4,562	\$23,870	\$4,784	\$23,501
Pay Group B	Officer		\$126	\$0	\$125	\$0	\$134	\$0
Pay Group B	Enlisted		\$105	\$0	\$101	\$0	\$119	\$0
Pay Group B	Subtotal		\$231	\$0	\$226	\$0	\$253	\$0
Pay Group F	Officer		\$400	\$0	\$506	\$0	\$415	\$0
Pay Group F	Enlisted		\$9,002	\$0	\$9,091	\$0	\$9,129	\$0
Pay Group F	Subtotal		\$9,402	\$0	\$9,597	\$0	\$9,544	\$0
Mobilization Training	Officer		\$1	\$0	\$2	\$0	\$1	\$0
Mobilization Training	Enlisted		\$5	\$0	\$5	\$0	\$5	\$0
Mobilization Training	Subtotal		\$6	\$0	\$7	\$0	\$6	\$0
School Training	Officer		\$180	\$0	\$195	\$0	\$196	\$0
School Training	Enlisted		\$648	\$0	\$691	\$0	\$707	\$0
School Training	Subtotal		\$828	\$0	\$885	\$0	\$903	\$0
Special Training	Officer		\$410	\$0	\$277	\$0	\$390	\$0
Special Training	Enlisted		\$1,591	\$0	\$1,605	\$0	\$1,514	\$0
Special Training	Subtotal		\$2,002	\$0	\$1,882	\$0	\$1,903	\$0
Administration & Support	Officer		\$1,074	\$0	\$1,096	\$0	\$1,099	\$0
Administration & Support	Enlisted		\$8,356	\$0	\$8,598	\$0	\$8,635	\$0
Administration & Support	Subtotal		\$9,430	\$0	\$9,693	\$0	\$9,735	\$0
Platoon Leader Class	Officer		\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted		\$85	\$202	\$90	\$0	\$88	\$202
Platoon Leader Class	Subtotal		\$85	\$202	\$90	\$0	\$88	\$202
TOTAL DIRECT PROGRAM	Officer		\$2,414	\$0	\$2,436	\$0	\$2,470	\$0
TOTAL DIRECT PROGRAM	Enlisted		\$24,155	\$22,047	\$24,507	\$23,871	\$24,747	\$23,703
TOTAL DIRECT PROGRAM	Subtotal		\$26,569	\$22,047	\$26,943	\$23,871	\$27,217	\$23,703
TOTAL REIMBURSABLE PROGRAM	Officer		\$74	\$0	\$62	\$0	\$85	\$0
TOTAL REIMBURSABLE PROGRAM	Enlisted		\$175	\$0	\$244	\$0	\$203	\$0
TOTAL REIMBURSABLE PROGRAM	Subtotal		\$248	\$0	\$307	\$0	\$288	\$0
TOTAL PROGRAM	Officer		\$2,487	\$0	\$2,498	\$0	\$2,555	\$0
TOTAL PROGRAM	Enlisted		\$24,330	\$22,047	\$24,752	\$23,871	\$24,950	\$23,703
TOTAL PROGRAM	Subtotal		\$26,817	\$22,047	\$27,250	\$23,871	\$27,505	\$23,703

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

Reserve Personnel, Marine Corps Schedule of Increases and Decreases (\$ in Thousands)		<u>Total</u>
<b>FY 2018 Direct Program</b>		<b>\$766,703</b>
Pricing Increases		
	Increase for anticipated Pay Raise of 2.6% effective 1 January 2019	\$11,440
	Increase for annualization of 2.4% Pay Raise effective 1 January 2018	\$3,520
	Increase for anticipated BAH FY 2019 rate increase to 3.3%	\$1,030
	Increase in Basic Benefit rate	\$2,051
	Increase in Pay Group A Travel Rate	\$3,520
	Increase in anticipated FTS BAS Rate	\$29
	Increase in Pay Group B Travel Rate	\$701
	Increase in MCJROTC MRE Purchase Rates	\$202
	Increase in TSP Matching due to BRS implementation	\$88
	Increase in Muster Payment Rates	\$72
	Increase in Platoon Leaders Course Travel Rate	\$26
	Increase in Transportation Subsidy Rates	\$21
	Increase in Pay Group A Clothing Replacement Rate	\$11
	Increase in Continuation Pay due to BRS implementation	\$7
Total Pricing Increases		\$22,718
Program Increases		
	Increase in Special Training P&A Program Requirements	\$9,865
	Increase in Pay Group A Annual Training Paid Participants	\$2,169
	Increase in TSP Matching Program	\$2,048
	Increase in Pay Group F Clothing Requirements due to Strength	\$1,777
	Increase in Pay Group F Annual Training Participants due to Strength	\$1,471
	Increase in School Training P&A Program Requirements	\$1,461
	Increase in Reserve Incentive Program Takers	\$1,066
	Increase in Pay Group B Annual Training Paid Participants	\$733
	Increase in PCS Travel due to Strength	\$452
	Increase in FTS P&A due to Strength	\$231
	Increase in PLC Subsistence Allowance Program	\$190
	Increase in Kicker Participants	\$164
	Increase in PLC Tuition Assistance Program	\$158
	Increase in Pay Group B Travel Participants	\$126
	Increase in Pay Group A Subsistence Participants	\$125
	Increase in Pay Group F Travel Requirements due to Strength	\$116
	Increase in Basic Benefit Takers	\$82
	Increase in Continuation Pay Program	\$72
	Increase in FTS BAS Requirements due to Strength	\$12
Total Program Increases		\$22,310
Total Increases		\$45,028
Pricing Decreases		
	Decrease in other P&A rates	(\$10,586)
	Decrease in Permanent Change of Station Rate	(\$760)
	Decrease in Disability and Hospitalization Benefits Rate	(\$742)
	Decrease in Reserve Incentive Program Rates	(\$666)
	Decrease in Pay Group A Subsistence Rate	(\$492)
	Decrease in the Pay Group F Clothing Rate	(\$485)
	Decrease in Tuition Assistance Program Rates	(\$343)
	Decrease in Subsistence Allowance (Stipend)	(\$229)
	Decrease for anticipated BAS rate increase to 3.4%	(\$167)
	Decrease in Pay Group F Travel Rate	(\$110)
	Decrease in Kicker Rate	(\$13)
Total Pricing Decreases		(\$14,592)
Program Decreases		
	Decrease in Pay Group A Inactive Duty Training Paid Participants	(\$5,577)
	Decrease in Disability/Hospitalization Benefits due to strength	(\$1,276)
	Decrease in Pay Group A Travel due to Paid Participants	(\$962)
	Decrease in Physical Musters	(\$568)
	Decrease in Pay Group B Inactive Duty Training Paid Participants	(\$236)
	Decrease in MOB Training Program	(\$130)
	Decrease in \$30k Lump Sum Bonus due to BRS implementation	(\$90)
	Decrease in Pay Group A Clothing Takers	(\$75)
	Decrease in Transportation Subsidy	(\$71)
	Decreases in PLC Travel Program	(\$37)
	Decrease in PLC Program	(\$27)
Total Program Decreases		(\$9,049)
Total Decreases		(\$23,641)
<b>FY 2019 Direct Program</b>		<b>\$788,090</b>

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## Section 4

### Detail of Military Personnel Entitlements

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Pay Group A**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$284,427</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$277,010</b>
<b>Training, Pay Group A</b>	<b>FY2017 Actual</b>	<b>\$267,234</b>

**Part I - Purpose and Scope**

Pay Group A identifies Selected Marine Corps Reserve personnel authorized to attend 48 Inactive Duty Training (IDT) periods and 15 days Annual Training. Additional IDT periods are authorized for selected personnel for improvement of individual and unit mobilization readiness, unit administration and maintenance, and aircrew training and qualification.

Personnel in the Selected Marine Corps Reserve are authorized 15 days annual training, inclusive of travel time. Reservists normally accomplish this training with the units to which they are assigned for mobilization. Funds requested are based on an average tour length of 15 days for 82.06% of the average officer strength and 84.20% of the average enlisted strength. IDT periods are no less than four hours duration with no more than two IDT periods per day. A typical drill weekend consists of four IDT periods. Scheduling of multiple drills provides a greater opportunity for field training. Funds requested are based on 84.64% attendance at training assemblies for officers and 86.72% for enlisted personnel.

Additional IDT periods are used for the following purposes:

- (1) Additional Training Periods (ATPs): For units and individuals to accomplish additional required training as defined by a unit's wartime mission.
- (2) Readiness Management Periods (RMPs): For the support of the operation of the unit, unit administration, training preparation and maintenance.
- (3) Additional Flight Training Periods (AFTPs): For aircrew members to conduct aircrew training and qualification training to maintain proficiency and sustain mobilization readiness.
- (4) Funeral Honors Duty Periods: For participation of Reserve Marines in military funeral details.



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

**Reserve Personnel, Marine Corps  
Pay Group A  
Schedule of Increases and Decreases  
(\$ in Thousands)**

		<u>Total</u>
<b>FY 2018 Direct Program</b>		<b>\$277,010</b>
Increases		
Pricing Increases		
Increase in Rates for IDT Training	\$6,443	
Increase in Travel Rates	\$3,520	
Increase in Rates for Annual Training	\$2,254	
Increase in Clothing Replacement Rate	\$11	
Total Pricing Increases	\$12,229	
Program Increases		
Increase in Annual Training Paid Participants	\$2,169	
Increase in Subsistence due to higher paid participants	\$125	
Total Program Increases	\$2,294	
Total Increases		\$14,523
Decreases		
Pricing Decreases		
Decrease in Subsistence Rates	(\$492)	
Total Pricing Decreases	(\$492)	
Program Decreases		
Decrease in IDT Training Paid Participants	(\$5,577)	
Decrease in Travel due to lower paid participants	(\$962)	
Decrease in Clothing due to lower paid participants	(\$75)	
Total Program Decreases	(\$6,614)	
Total Decreases		(\$7,107)
<b>FY 2019 Direct Program</b>		<b>\$284,427</b>

**Reserve Personnel, Marine Corps**  
**Pay Group A**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Pay and Allowances, Annual Training, Officers:** These funds are requested to provide P&A for officers attending annual training. The rates used in computing requirements include basic pay, retired pay accrual, government social security contribution, subsistence and quarters allowances, and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	2,254			2,213			2,193		
Participation Rate	77.99%			81.74%			82.06%		
Paid Participants	1,758	\$4,939.43	\$8,684	1,809	\$5,060.22	\$9,152	1,799	\$5,171.89	\$9,307

**Pay and Allowances, Annual Training, Enlisted:** These funds are requested to provide P&A for enlisted personnel attending annual training. The rates used in computing requirements include basic pay, retired pay accrual, government's social security contribution, subsistence and quarters allowances, and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	28,383			28,262			28,525		
Participation Rate	82.97%			81.07%			84.20%		
Paid Participants	23,549	\$1,981.11	\$46,653	22,912	\$2,001.87	\$45,866	24,018	\$2,087.36	\$50,135
<b>Total Annual Training</b>			<b>\$55,337</b>			<b>\$55,018</b>			<b>\$59,442</b>

**Reserve Personnel, Marine Corps**

**Pay Group A**

**Detail of Requirements**

(\$ in Thousands)

**Pay, Inactive Duty Training, Officers:** These funds are requested to provide P&A for officers attending inactive duty for training periods, including additional IDT periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>			<u>Strength</u>	<u>FY2018</u>			<u>Strength</u>	<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>		
Unit Training											
Average Strength	2,254			2,213			2,193				
Participation Rate	81.71%			87.76%			84.64%				
Paid Participants	1,842	\$14,349.45	\$26,429	1,942	\$14,320.44	\$27,807	1,856	\$14,409.54	\$26,744		
Additional Training Periods											
Flight Training	8,832	\$295.19	\$2,607	10,223	\$306.60	\$3,134	10,223	\$314.12	\$3,211		
Training Prep	6,169	\$295.19	\$1,821	5,859	\$306.60	\$1,796	5,859	\$314.12	\$1,840		
Military Funeral Honors	44	\$295.19	\$13	321	\$306.60	\$98	321	\$314.12	\$101		
SUBTOTAL	15,045		\$4,441	16,403		\$5,029	16,403		\$5,152		
TOTAL			\$30,870			\$32,837			\$31,897		

**Pay, Inactive Duty Training, Enlisted:** These funds are requested to provide P&A for enlisted attending inactive duty for training including additional IDT periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>			<u>Strength</u>	<u>FY2018</u>			<u>Strength</u>	<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>		
Unit Training											
Average Strength	28,383			28,262			28,525				
Participation Rate	85.88%			90.63%			86.72%				
Paid Participants	24,375	\$4,961.69	\$120,940	25,614	\$4,963.37	\$127,130	24,737	\$5,205.87	\$128,779		
Additional Training Periods											
Flight Training	389	\$103.63	\$40	238	\$106.01	\$25	238	\$110.44	\$26		
Training Prep	26,257	\$103.63	\$2,721	27,685	\$106.01	\$2,935	27,685	\$110.44	\$3,058		
Military Funeral Honors	3,980	\$103.63	\$412	7,531	\$106.01	\$798	7,531	\$110.44	\$832		
SUBTOTAL	30,626		\$3,174	35,454		\$3,759	35,454		\$3,916		
TOTAL			\$124,114			\$130,888			\$132,694		
<b>Total Inactive Duty Training</b>			<b>\$154,983</b>			<b>\$163,725</b>			<b>\$164,591</b>		



**Reserve Personnel, Marine Corps**  
**Pay Group A**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Individual Clothing and Uniform Allowances, Enlisted:** The funds requested will provide prescribed clothing for enlisted personnel furnished under an issue-in-kind system as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418, which includes clothing for prior service personnel regaining active drilling status.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Replacement Issues	3,995	\$205.46	\$821	4,424	\$209.57	\$927	4,061	\$212.51	\$863

**Reserve Personnel, Marine Corps**  
**Pay Group A**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Travel, Annual Training (AT) for Officers:** Funding provides travel and per diem allowances for officers performing Annual Training and Inactive Duty Training (IDT). Funds are also provided for key unit leader training and critical billet travel.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT/IDT Individual Travel	2,645	\$1,049.72	\$2,776	2,692	\$972.60	\$2,618	2,704	\$1,085.72	\$2,936
Group Travel	2,254	\$792.80	\$1,787	2,213	\$1,711.09	\$3,786	2,191	\$855.92	\$1,875
Critical Billet / Key Unit Leader Travel	589	\$214.19	\$126	1,650	\$226.72	\$374	593	\$221.53	\$131
<b>Total Officer Travel</b>			<b>\$4,689</b>			<b>\$6,778</b>			<b>\$4,943</b>

**Travel, Annual Training (AT) for Enlisted:** Funding provides travel and per diem allowances for officers performing Annual Training and Inactive Duty Training (IDT). Funds are also provided for key unit leader training and critical billet travel.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT/IDT Individual Travel	21,520	\$328.18	\$7,062	22,058	\$278.54	\$6,144	21,927	\$339.43	\$7,443
Group Travel	28,383	\$738.42	\$20,959	28,262	\$669.76	\$18,929	28,497	\$773.12	\$22,032
Critical Billet / Key Unit Leader Travel	7,176	\$214.19	\$1,537	7,145	\$226.72	\$1,620	7,275	\$221.53	\$1,612
<b>Total Enlisted Travel</b>			<b>\$29,558</b>			<b>\$26,693</b>			<b>\$31,086</b>
<b>Total Travel</b>			<b>\$34,247</b>			<b>\$33,471</b>			<b>\$36,029</b>
<b>Total Pay Group A</b>			<b>\$267,234</b>			<b>\$277,010</b>			<b>\$284,427</b>

Exhibit PB-30X Subactivity Detailed justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Pay Group B**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$44,091</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$41,817</b>
<b>Training, Pay Group B - IMA</b>	<b>FY2017 Actual</b>	<b>\$41,846</b>

**Part I - Purpose and Scope**

Pay Group B identifies Selected Reserve (SelRes) personnel authorized to attend up to 48 Inactive Duty Training Periods (drills) and a minimum of 13 days Annual Training, inclusive of travel time, as Individual Mobilization Augmentees (IMAs). These personnel are pre-assigned to fill mobilization billets, and are assigned to augment operating forces during mobilization. Billets to be filled are broadly categorized to include Operating Force augmentation, non Operating Force augmentation, SMCR unit augmentation, mobilization station personnel, and mobilization support.

Personnel assigned to the IMA Program are authorized 13 days annual training, inclusive of travel time. Reservists normally accomplish this training with the units to which they are assigned. Funds requested are based on an average tour length of 13 days for 73.32% of the average officer strength and 73.37% of the average enlisted strength. IDT periods are no less than four hours duration with no more than two IDT periods per day. A typical drill weekend consists of four IDT periods. Scheduling of multiple drills provides a greater opportunity for field training. Funds requested are based on 74.72% attendance at training assemblies for officers and 67.77% for enlisted personnel.

Additional IDT periods are used for the following purposes:

- (1) Additional Training Periods (ATPs): For units and individuals to accomplish additional required training as defined by a unit's wartime mission.
- (2) Readiness Management Periods (RMPs): For the support of the operation of the unit, unit administration, training preparation and maintenance.
- (3) Additional Flight Training Periods (AFTPs): For aircrew members to conduct aircrew training and qualification training to maintain proficiency and sustain mobilization readiness.
- (4) Funeral Honors Duty Periods: For participation of Reserve Marines in military funeral details.

Exhibit PB-30P Schedule of Increase and Decreases (Reserves)

**Reserve Personnel, Marine Corps  
Pay Group B  
Schedule of Increases and Decreases  
(\$ in Thousands)**

	<u>Total</u>
<b>FY 2018 Direct Program</b>	<b>\$41,817</b>
Increases	
Pricing Increases	
Increase in Rates for IDT Training	\$820
Increase in Travel Rates	\$701
Increase in Rates for Annual Training	\$130
Total Pricing Increases	\$1,651
Program Increases	
Increase in Annual Training Paid Participants	\$733
Increase in Travel due to Paid Participants	\$126
Total Program Increases	\$860
Total Increases	\$2,510
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in IDT Drill Paid Participants	(\$236)
Total Program Decreases	(\$236)
Total Decreases	(\$236)
<b>FY 2019 Direct Program</b>	<b>\$44,091</b>



**Reserve Personnel, Marine Corps**  
**Pay Group B**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Pay and Allowance, Annual Training, Officers:** These funds are requested to provide P&A for officers attending annual training. The rates used in computing requirements including basic pay, retired pay accrual, government social security contribution, subsistence and quarters allowances, and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	1,656			1,594			1,615		
Participation Rate	72.89%			69.58%			73.32%		
Paid Participants	1,207	\$5,351.95	\$6,461	1,109	\$5,552.81	\$6,158	1,184	\$5,630.05	\$6,667

**Pay and Allowances, Annual Training, Enlisted:** These funds are requested to provide P&A for enlisted personnel attending annual training. The rates used in computing requirements include basic pay, retired pay accrual, government social security contribution, subsistence and quarters allowances, and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	966			917			992		
Participation Rate	71.67%			67.52%			73.37%		
Paid Participants	692	\$2,883.56	\$1,996	619	\$2,895.36	\$1,792	728	\$2,948.52	\$2,146
<b>Total Annual Training</b>			<b>\$8,458</b>			<b>\$7,950</b>			<b>\$8,813</b>

**Reserve Personnel, Marine Corps**

**Pay Group B**

**Detail of Requirements**

(\$ in Thousands)

**Pay and Allowances, Inactive Duty Training, Officers:** These funds are requested to provide P&A for officers attending inactive duty training periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security contribution, and special and incentive pay as authorized.

	<u>FY2017 (Actual)</u>				<u>FY2018</u>				<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>		
Unit Training											
Average Strength	1,656			1,594			1,615				
Participation Rate	72.64%			77.36%			74.72%				
Paid Participants	1,203	\$17,066.99	\$20,534	1,233	\$17,380.56	\$21,428	1,207	\$17,870.25	\$21,566		
Additional Training Periods											
Flight Training	694	\$353.89	\$246	622	\$364.46	\$227	622	\$377.13	\$235		
Training Prep	2,870	\$353.89	\$1,016	2,727	\$364.46	\$994	2,727	\$377.13	\$1,029		
Military Funeral Honors	21	\$353.89	\$7	63	\$364.46	\$23	63	\$377.13	\$24		
SUBTOTAL			\$1,269			\$1,244			\$1,287		
TOTAL			\$21,802			\$22,672			\$22,853		

**Pay and Allowances, Inactive Duty Training, Enlisted:** These funds are requested to provide for P&A for enlisted personnel attending inactive duty training periods. The rates used in computing the requirements include basic pay, retired pay accrual, government social security contribution, and special incentive pay as authorized.

	<u>FY2017 (Actual)</u>				<u>FY2018</u>				<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>		
Unit Training											
Average Strength	966			917			992				
Participation Rate	64.91%			70.51%			67.77%				
Paid Participants	627	\$8,477.79	\$5,315	646	\$8,437.67	\$5,455	672	\$8,688.71	\$5,842		
Additional Training Periods											
Flight Training	16	\$176.96	\$3	42	\$179.27	\$8	42	\$188.59	\$8		
Training Prep	1,301	\$176.96	\$230	1,449	\$179.27	\$260	1,449	\$188.59	\$273		
Military Funeral Honors	7	\$176.96	\$1	191	\$179.27	\$34	191	\$188.59	\$36		
SUBTOTAL			\$234			\$302			\$317		
TOTAL			\$5,550			\$5,756			\$6,159		
<b>Total Inactive Duty Training</b>			<b>\$27,352</b>			<b>\$28,428</b>			<b>\$29,012</b>		

**Reserve Personnel, Marine Corps**  
**Pay Group B**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Individual Clothing and Uniform Allowances, Enlisted:** The funds requested will provide prescribed clothing for enlisted personnel furnished under an issue-in-kind system as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418, which includes clothing for prior service personnel regaining active drilling status.

	<u>FY2017 (Actual)</u>			<u>Number</u>	<u>FY2018</u>			<u>Number</u>	<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>		
Replacement Issues	0	\$309.01	\$0	7	\$315.19	\$2	7	\$319.60	\$2		

**Reserve Personnel, Marine Corps**  
**Pay Group B**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Travel, Annual Training for Officers:** Funding provides travel and per diem allowances for officer personnel performing Annual Training and Drills.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT/IDT Travel	2,302	\$1,753.19	\$4,036	2,287	\$1,644.01	\$3,760	2,256	\$1,813.30	\$4,091

**Travel, Annual Training for Enlisted:** Funding provides travel and per diem allowances for enlisted personnel performing Annual Training and Drills.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT/IDT Travel	1,142	\$1,752.01	\$2,000	1,087	\$1,541.51	\$1,676	1,199	\$1,812.08	\$2,173
Total Travel			\$6,036			\$5,436			\$6,264

**Total** **\$41,846** **\$41,817** **\$44,091**

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Pay Group F**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$124,573</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$126,184</b>
<b>Training, Pay Group F</b>	<b>FY2017 Actual</b>	<b>\$122,174</b>

**Part I - Purpose and Scope**

Title 10, United States Code, Section 511, authorizes a program whereby non-prior service personnel may enlist or be commissioned into the Marine Corps Reserve for a period of eight years, of which not less than twelve weeks must be spent on initial active duty for training. Funds requested in Pay Group 'F' are used for P&A and other personnel costs incurred during this period of initial active duty training. All trainees are enlisted for a pre-identified Military Occupational Specialty (MOS) and receive recruit training at Marine Corps Recruit Depots, during which time they are integrated with Regular Marine Corps Recruits. Aviation trainees proceed to formal schools conducted by the Marine Corps and other Services. Ground trainees proceed to either Technical, Specialist, or MOS Training conducted by the Marine Corps and other services. Officer candidates attend Officer Candidate Course-Reserve (OCC-R), The Basic School (TBS) and follow-on Primary Military Occupational Specialty (PMOS) training.

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

**Reserve Personnel, Marine Corps  
Pay Group F  
Schedule of Increases and Decreases  
(\$ in Thousands)**

	<u>Total</u>
<b>FY 2018 Direct Program</b>	<b>\$126,184</b>
Increases	
Pricing Increases	
Total Pricing Increases	\$0
Program Increases:	
Increase in Clothing due to lower enlisted Average Strength	\$1,777
Increase in P&A due to greater officer Average Strength	\$1,471
Increase in Travel due to lower enlisted Average Strength	\$116
Total Program Increases	\$3,364
Total Increases	\$3,364
Decreases	
Pricing Decreases	
Decrease in P&A Rates	(\$4,381)
Decrease in Clothing Rates	(\$485)
Decrease in Travel Rates	(\$110)
Total Pricing Decreases	(\$4,976)
Program Decreases	
Total Program Decreases	\$0
Total Decreases	(\$4,976)
<b>FY 2019 Direct Program</b>	<b>\$124,573</b>

**Reserve Personnel, Marine Corps**  
**Pay Group F**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Pay and Allowances, Initial Active Duty for Training, Officer Personnel:** Funding provides for P&A of officer personnel attending Initial Active Duty for Training (IADT) called the Officer Candidate Course-Reserve (OCC-R). Funding provides for The Basic School (TBS) and follow-on Primary Military Occupational Specialty (PMOS) training. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays as authorized, and retired pay accrual.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
IADT Trainees	141	\$60,938.34	\$8,564	170	\$61,145.21	\$10,412	142	\$62,992.70	\$8,974

**Pay and Allowances, Initial Active Duty for Training, Enlisted Personnel:** Funding provides for P&A of enlisted personnel attending IADT. The rates used in computing requirements include basic pay, government's Social Security contribution, basic allowances for subsistence and housing, special and incentive pays as authorized, and retired pay accrual.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
IADT Trainees	2,963	\$32,851.26	\$97,347	2,766	\$36,480.75	\$100,894	2,853	\$34,852.72	\$99,422
<b>Total</b>			<b>\$105,911</b>			<b>\$111,306</b>			<b>\$108,396</b>

**Reserve Personnel, Marine Corps**  
**Pay Group F**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Individual Clothing and Uniform Allowances, Enlisted:** These funds are requested to provide for clothing and uniforms for enlisted personnel attending initial active duty for training.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue									
Male	5,076	\$1,926.05	\$9,777	4,335	\$1,964.57	\$8,517	4,967	\$1,957.96	\$9,725
Female	365	\$1,865.75	\$682	312	\$1,903.07	\$594	327	\$2,071.19	\$678
TOTAL	5,442		\$10,459	4,648		\$9,111	5,294		\$10,404
<b>Total Clothing</b>			<b>\$10,459</b>			<b>\$9,111</b>			<b>\$10,404</b>



**Reserve Personnel, Marine Corps**  
**Pay Group F**  
**Detail of Requirements**  
**(\$ in Thousands)**

**Travel, Initial Active Duty for Training, Officer Personnel:** These funds are requested to provide travel and per diem allowances for officer personnel performing initial active duty for training (IADT).

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
IADT Travel/Per Diem	5	\$169.50	\$1	17	\$325.73	\$6	5	\$175.14	\$1

**Travel, Initial Active Duty for Training, Enlisted Personnel:** These funds are requested to provide travel and per diem allowances for enlisted personnel performing initial active duty for training (IADT).

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
IADT Travel/Per Diem	5,739	\$1,011.25	\$5,803	5,412	\$1,064.66	\$5,762	5,525	\$1,044.90	\$5,773
Total Travel			\$5,804			\$5,767			\$5,774
<b>Total Pay Group F</b>			<b>\$122,174</b>			<b>\$126,184</b>			<b>\$124,573</b>

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Mobilization Training**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$1,347</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$1,969</b>
<b>Mobilization Training</b>	<b>FY2017 Actual</b>	<b>\$1,296</b>

**Part I - Purpose and Scope**

This program provides the training necessary to increase and maintain mobilization readiness for certain members of the Individual Ready Reserve (IRR) in order to satisfy mobilization requirements. Reserve Counterpart Training (RCT) tour lengths average 15 days which consist of 14 days training, and an average of one day of travel. Title 37, USC, Section 433 directs the screening for the annual IRR Recall (Muster Pay) to be costed at no more than 125% of the current per diem rate.

**Reserve Personnel, Marine Corps  
Mobilization Training  
Summary of Increases and Decreases  
(\$ in Thousands)**

		<u>Total</u>
<b>FY 2018 Direct Program</b>		<b>\$1,969</b>
Increases		
Pricing Increases		
Increase in Physical Muster Payment Rates	\$72	
Increase in Readiness Training P&A Rates	\$4	
Total Pricing Increases	\$76	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$76
Decreases		
Pricing Decreases		
Decrease in Physical Muster Takers	(\$568)	
Decrease in Readiness Training Takers	(\$130)	
Total Pricing Decreases	(\$698)	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		(\$698)
<b>FY 2019 Direct Program</b>		<b>\$1,347</b>

**Reserve Personnel, Marine Corps  
Mobilization Training  
Detail of Requirements  
(\$ in Thousands)**

**Training for IRR Personnel:** Funding provides Reserve Counterpart Training (RCT) tours for pre-trained members assigned to the Ready Reserve in a non-drilling status as well as muster pay stipends for both physical and electronic administrative screenings and information briefs.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Readiness Training									
Pay and Allowances	16	\$2,967.69	\$47	16	\$4,253.61	\$68	16	\$3,167.85	\$50
Travel and Per Diem	16	\$810.70	\$13	16	\$645.06	\$10	16	\$837.67	\$13
Subtotal			\$60			\$78			\$64
IRR Muster									
Physical Muster	247	\$228.64	\$56	408	\$219.70	\$90	247	\$236.25	\$58
Electronic Muster	0	\$50.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$56			\$90			\$58
Officer Total			\$116			\$168			\$122
Enlisted Readiness Training									
Pay and Allowances	103	\$1,436.43	\$148	157	\$1,513.57	\$237	103	\$1,538.06	\$159
Travel and Per Diem	103	\$1,028.12	\$106	157	\$908.45	\$142	103	\$1,062.33	\$110
Subtotal			\$255			\$380			\$269
IRR Muster									
Physical Muster	4,041	\$228.92	\$925	6,465	\$219.84	\$1,421	4,042	\$236.54	\$956
Electronic Muster	0	\$50.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$925			\$1,421			\$956
Enlisted Total			\$1,180			\$1,801			\$1,225
<b>Total Mobilizaion Training</b>			<b>\$1,296</b>			<b>\$1,969</b>			<b>\$1,347</b>

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
School Training**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$26,089</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$25,294</b>
<b>School Training</b>	<b>FY2017 Actual</b>	<b>\$23,520</b>

**Part I - Purpose and Scope**

This program augments initial active duty training and other previously attained skills by providing additional instruction in a broad range of subjects to Ready Reserve personnel. Career development courses such as Command and Staff, Expeditionary Warfare, Staff NCO Academy, and Amphibious Planning keep the Reservists proficient in new weapons, doctrine and techniques. Refresher programs bring a Reservist up-to-date in his particular Military Occupational Specialty (MOS). This program also provides necessary formal training for individuals assigned a new MOS or for units assigned a new mission. Aviators in tactical flying units receive biennial refresher training for transition to new aircraft through this program. Individual Ready Reservists receive professional and occupational field training through this program as well.

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

**Reserve Personnel, Marine Corps  
School Training  
Schedule of Increases and Decreases  
(\$ in Thousands)**

	Total
<b>FY 2018 Direct Program</b>	<b>\$25,294</b>
Increases	
Pricing Increases	
Total Pricing Increases	\$0
Program Increases	
Increase in School Training Takers	\$1,461
Total Program Increases	\$1,461
Total Increases	\$1,461
Decreases	
Pricing Decreases	
Decrease in P&A Rates	(\$667)
Total Pricing Decreases	(\$667)
Program Decreases	
Total Program Decreases	\$0
Total Decreases	(\$667)
<b>FY 2019 Direct Program</b>	<b>\$26,089</b>

**Reserve Personnel, Marine Corps  
School Training  
Detail of Requirements  
(\$ in Thousands)**

**Initial Skill Acquisition Training:** These mandays are utilized by Reserve personnel to acquire a military skill (other than the MOS attained on Initial Active Duty for Training) for which there is a requirement in the unit to which the individual belongs. In addition, these tours provide for foreign language training deemed necessary subsequent to completion of Initial Active Duty for Training. Initial skill acquisition training is also referred to as Prior Service Training Assignment (PSTA)

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	53	52	2,744	\$447.76	\$1,229	79	60	4,744	\$433.89	\$2,058	56	52	2,883	\$472.64	\$1,363
Enlisted	229	74	16,920	\$222.20	\$3,760	364	54	19,799	\$202.99	\$4,019	241	74	17,811	\$234.14	\$4,170
Subtotal	282		19,665		\$4,988	443		24,543		\$6,077	297		20,694		\$5,533

**Refresher & Proficiency Skills:** Provides formal school training necessary to attain and maintain the required level of proficiency in a specific Military Occupational Specialty (MOS) for which a member has been initially qualified. Examples include courses such as artillery refresher, tank refresher, jungle operations, embarkation, and administration. These workdays are also utilized for qualification training for aircrew members in specific aircraft; to satisfy ground requirements necessary to maintain flight proficiency and maintenance requirements; and for "hands on" training in the actual performance of those skills particular to an individual MOS.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	355	12	4,433	\$577.12	\$2,558	306	14	4,331	\$627.74	\$2,719	373	12	4,658	\$609.20	\$2,838
Enlisted	1,486	15	22,679	\$264.56	\$6,000	931	18	16,593	\$310.30	\$5,149	1,564	15	23,873	\$278.78	\$6,655
Subtotal	1,841		27,112		\$8,558	1,237		20,924		\$7,868	1,937		28,531		\$9,493

**Career Development Training:** Provides SMCR officers and enlisted personnel formal school training required for their professional growth. Examples include Expeditionary Warfare School, Command and Staff College, Landing Force Staff Planning School, and other career level and top level schools. Although the majority of the formal schools are generally two weeks in duration, full length schools are also authorized.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	1,053	12	12,409	\$414.45	\$5,143	712	15	10,729	\$450.21	\$4,830	1,107	12	13,040	\$437.48	\$5,705
Enlisted	654	13	8,429	\$289.53	\$2,440	564	13	7,434	\$341.39	\$2,538	689	13	8,872	\$305.09	\$2,707
Subtotal	1,707		20,838		\$7,583	1,276		18,163		\$7,368	1,795		21,912		\$8,411

**Reserve Personnel, Marine Corps  
School Training  
Detail of Requirements  
(\$ in Thousands)**

**Individual/Unit Conversion Training:** Provides Reservists with that training required when a unit undergoes a change or redesignation to its primary mission.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour</u>		<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour</u>		<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour</u>		<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>
		<u>Length</u> <u>(Avg)</u>	<u>Mandays</u>				<u>Length</u> <u>(Avg)</u>	<u>Mandays</u>				<u>Length</u> <u>(Avg)</u>	<u>Mandays</u>		
Officer	50	42	2,124	\$643.46	\$1,366	52	51	2,644	\$546.90	\$1,446	53	42	2,232	\$679.23	\$1,516
Enlisted	73	74	5,433	\$165.30	\$898	140	76	10,655	\$226.59	\$2,414	77	74	5,719	\$174.19	\$996
Subtotal	123		7,557		\$2,265	192		13,299		\$3,860	130		7,951		\$2,512

**Training of IRR Personnel:** Provides for the assignment of Individual Ready Reservists to professional and occupational field training. Professional courses include Expeditionary Warfare School, Command and Staff College, Naval War College, Armed Forces Staff College and Landing Force Staff Planning Courses. Occupational field training is accomplished by formal Military Occupational Specialty (MOS) refresher courses in a particular occupational field.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour</u>		<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour</u>		<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour</u>		<u>Rate</u> <u>(Avg)</u>	<u>Amount</u>
		<u>Length</u> <u>(Avg)</u>	<u>Mandays</u>				<u>Length</u> <u>(Avg)</u>	<u>Mandays</u>				<u>Length</u> <u>(Avg)</u>	<u>Mandays</u>		
Officer	47	4	169	\$739.61	\$125	43	4	153	\$791.72	\$121	50	4	178	\$780.72	\$139
Enlisted	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0
Subtotal	47		169		\$125	43		153		\$121	50		178		\$139

**Total School Training:**

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>
Officer	1,559	21,879	\$10,422	1,192	22,601	\$11,175	1,638	22,991	\$11,560
Enlisted	2,442	53,462	\$13,098	2,000	54,480	\$14,120	2,571	56,275	\$14,529
Total	4,001	75,341	\$23,520	3,191	77,081	\$25,294	4,209	79,266	\$26,089



**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Special Training**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$42,780</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$39,809</b>
<b>Special Training</b>	<b>FY2017 Actual</b>	<b>\$44,120</b>

**Part I - Purpose and Scope**

This program provides pay and allowances including employer's share of Social Security contribution, subsistence, travel, and per diem for officers and enlisted personnel who perform short tours of active duty other than those covered by Pay Group A, B, F, Mobilization Training and School Training. FY17 estimates include OCO, whereas FY18 and FY19 contain estimates for Baseline Funds only. The Special Training is programmed and budgeted in eight categories, which are:

- (1) Command/Staff Inspections and Supervision Visits and Pre-Annual Training and Coordination Conferences
- (2) Exercises
- (3) Management Support
- (4) Operational Training
- (5) Service Mission/Mission Support
- (6) Recruitment and Retention
- (7) Competitive Events
- (8) Military Funeral Honors

The following pages provide greater detail and describe the requirements in each of the eight categories above.

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

**Reserve Personnel, Marine Corps  
Special Training  
Schedule of Increases and Decreases  
(\$ in Thousands)**

		<u>Total</u>
<b>FY 2018 Direct Program</b>		<b>\$39,809</b>
Increases		
Pricing Increases		
Total Pricing Increases	\$0	
Program Increases		
Increase in P&A due to program	\$9,865	
Total Program Increases	\$9,865	
Total Increases		\$9,865
Decreases		
Pricing Decreases		
Decrease in P&A Rates	(\$6,893)	
Total Pricing Decreases	(\$6,893)	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		(\$6,893)
<b>FY 2019 Direct Program</b>		<b>\$42,780</b>

**Reserve Personnel, Marine Corps  
Special Training  
Detail of Requirements  
(\$ in Thousands)**

**Command/Staff Supervision and Conferences:** These tours provide for command/staff inspection and supervision visits made by higher headquarters to subordinate units. The effectiveness of training and the units capability to respond to wartime tasking is evaluated and compliance with directives is checked. Tours also provide for pre-annual training coordination conferences.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	75	12	912	\$994.10	\$906	187	9	1,758	\$884.85	\$1,556	76	12	929	\$1,051.87	\$977
Enlisted	43	9	404	\$482.36	\$195	49	11	558	\$447.20	\$249	43	9	411	\$510.38	\$210
Subtotal	117		1,315		\$1,101	236		2,316		\$1,805	119		1,340		\$1,187

**Exercises:** Provides for Marine Corps Reserve participation in Joint Chiefs of Staff (JCS) directed and coordinated joint training exercises. Also included are field training exercises and command post exercises.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	348	10	3,518	\$780.82	\$2,747	547	12	6,780	\$593.07	\$4,021	355	10	3,583	\$826.20	\$2,960
Enlisted	1,148	8	9,654	\$191.57	\$1,849	1,876	9	17,318	\$174.25	\$3,018	1,169	8	9,832	\$202.70	\$1,993
Subtotal	1,496		13,172		\$4,597	2,423		24,099		\$7,039	1,524		13,415		\$4,953

**Management Support:** This activity includes support of those managerial and administrative tasks performed in support of projects directly related to training and administration of Marine Corps Reserve activities. Examples are promotion boards, development of instructional materials, exercise planning, training conferences (other than pre-annual training) and development of Marine Corps Reserve policies.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	72	60	4,326	\$553.31	\$2,393	206	27	5,615	\$543.63	\$3,052	74	60	4,405	\$585.47	\$2,579
Enlisted	73	132	9,654	\$128.81	\$1,244	94	101	9,475	\$149.61	\$1,418	74	132	9,832	\$136.30	\$1,340
Subtotal	145		13,979		\$3,637	300		15,090		\$4,470	148		14,237		\$3,919

**Operational Training:** These tours provide training directly related to probable wartime tasking. They include training of an operational nature similar to that performed during inactive duty training (IDT) and annual training (AT), (exclusive of administration support). Also, these tours provide Reserve maintenance teams to perform on-site maintenance for supported units and provide Reserve air crews for Reserve Air/Ground exercises and Reserve troop lifts.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	426	73	31,181	\$310.00	\$9,666	476	14	6,529	\$655.33	\$4,278	434	73	31,755	\$328.02	\$10,416
Enlisted	4,318	18	79,349	\$155.03	\$12,301	5,306	12	66,296	\$154.61	\$10,250	4,397	18	80,812	\$164.03	\$13,256
Subtotal	4,744		110,530		\$21,967	5,782		72,824		\$14,528	4,831		112,568		\$23,672

**Reserve Personnel, Marine Corps  
Special Training  
Detail of Requirements  
(\$ in Thousands)**

**Service Mission/Mission Support:** Includes training, both unit and individual, which accomplishes a specific mission or task, or supports a specific mission or task for any of the Armed Services. Includes Marine Corps Reserve support of active force missions as well as internal support rendered to Marine Corps Reserve units and agencies. Examples are umpires in joint exercises or special work/projects requiring Reserve expertise.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	18	48	859	\$716.82	\$616	75	31	2,308	\$489.75	\$1,131	18	48	875	\$758.48	\$663
Enlisted	61	168	10,203	\$94.38	\$963	740	22	16,173	\$129.91	\$2,101	62	168	10,391	\$99.86	\$1,038
Subtotal	79		11,062		\$1,579	815		18,482		\$3,232	80		11,266		\$1,701

**Recruitment and Retention:** These tours provide for the ordering of Reservists to active duty for up to a maximum of 179 days to augment the Regular Recruitment Service for purposes of recruiting non-prior service individuals for the Selected Marine Corps Reserve. It also allows individual members with definitive skills to visit schools, and non prior service personnel at home and public functions to discuss advantages and benefits inherent in the Marine Corps Reserve Mission.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	118	18	2,158	\$612.81	\$1,323	69	39	2,711	\$446.25	\$1,210	120	18	2,198	\$648.43	\$1,425
Enlisted	125	42	5,298	\$165.09	\$875	125	55	6,877	\$140.13	\$964	127	42	5,396	\$174.68	\$943
Subtotal	243		7,457		\$2,197	194		9,588		\$2,173	247		7,594		\$2,368

**Competitive Events:** The objectives of the program are to: 1) Provide for special marksmanship training , classes, assist in developing marksmanship tests and provide for instruction in the Olympic / international junior shooter development program. 2) Provide for participation by individuals in various levels of competition, including on a competitive basis, U.S., international, and Olympic Championships. 3) Provide for support and participation in an annual Confederation of Interallied Reserve Officers (CIOR) Championships and Pentathlon events.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0
Enlisted	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0
Subtotal	0		0		\$0	0		0		\$0	0		0		\$0

**Military Funeral Honors:** Provides for Marine Corps Reserve participation in the rendering of military funeral honors for veterans.

	<u>FY2017 (Actual)</u>					<u>FY2018</u>					<u>FY2019</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	4	7	27	\$585.92	\$16	3	3	7	\$569.56	\$4	4	7	27	\$619.97	\$17
Enlisted	2,200	17	37,885	\$121.59	\$4,606	4,171	15	61,278	\$107.01	\$6,557	2,241	17	38,583	\$128.65	\$4,964
Subtotal	2,204		37,911		\$4,622	4,174		61,285		\$6,561	2,244		38,610		\$4,980

**Reserve Personnel, Marine Corps  
Special Training  
Detail of Requirements  
(\$ in Thousands)**

**OCO:** Funding provided to cover Marine Corps Reserve incremental costs due to deployment preparation and support that are above the baseline Special Training budget. This funding is required to support a capability gap generated as a direct result of deployments for Overseas Contingency Operations (OCO) and the reset of Marine Corps Reserve Units.

FY2017 (Actual)

	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	22	245	5,432	\$335.61	\$1,823
Enlisted	116	37	4,308	\$442.28	\$1,905
Subtotal	138		9,739		\$3,728

**Individual Readiness Training (IRT):** Funds are provided for real world training opportunities for our service members and units to prepare them for war time missions while supporting the needs of America's underserved communities.

FY2017 (Actual)

	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	8	33	249	\$633.29	\$158
Enlisted	11	58	666	\$685.86	\$457
Subtotal	19	48	916	672	\$615

**Yellow Ribbon (OCO):** Funds are provided in accordance with DoD reintegration efforts to help National Guard and Reserve service members and their families connect with local resources before, during, and after deployments.

FY2017 (Actual)

	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	2	3	5	\$1,107.00	\$5
Enlisted	47	3	125	\$574.58	\$72
Subtotal	49		130		\$77

**Total Special Training:**

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>
Officer	1,093	48,667	\$19,653	1,562	25,708	\$15,252	1,080	43,772	\$19,038
Enlisted	8,141	157,544	\$24,467	12,361	177,976	\$24,557	8,114	155,257	\$23,742
Total	9,234	206,211	\$44,120	13,923	203,684	\$39,809	9,194	199,029	\$42,780

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Administration and Support**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$244,504</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$239,298</b>
<b>Administration and Support</b>	<b>FY2017 Actual</b>	<b>\$238,040</b>

**Part I - Purpose and Scope**

The funds in this program will provide P&A, uniform allowances, subsistence, separation payments, and permanent change of station travel for Marine Corps Reserve officers and enlisted personnel serving on active duty as authorized by Sections 10211, 12301(d), 12310, of Title 10, United States Code. Also included are funds for the payment of death gratuities, disability, and hospitalization benefits to all officers and enlisted personnel undergoing paid training duty, the costs associated with the Reserve Enlistment/Reenlistment Bonus, Selected Marine Corps Reserve Affiliation Bonus Program, Blended Retirement System (BRS) Continuation Pay (CP) and Transition Benefits (Voluntary/Involuntary).

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

**Reserve Personnel, Marine Corps  
Administration and Support  
Schedule of Increases and Decreases  
(\$ in Thousands)**

		<u>Total</u>
<b>FY 2018 Direct Program</b>		<b>\$239,298</b>
Increases		
Pricing Increases		
Increase in FTS P&A Rates	\$6,919	
Increase in FTS BAS Rate	\$29	
Increase in Continuation Pay due to Rate Increase from OSD	\$7	
Increase in Transportation Subsidy Rate	\$21	
Total Pricing Increases	\$6,976	
Program Increases		
Increase in Reserve Incentive Program Takers	\$1,066	
Increase in Permanent Change of Station due to program	\$452	
Increase in P&A due to program	\$232	
Increase in Continuation Pay due to takers	\$72	
Increase in BAS due to program	\$12	
Total Program Increases	\$1,835	
Total Increases		\$8,811
Decreases		
Pricing Decreases		
Decrease in Permanent Change of Station Rates	(\$760)	
Decrease in Disability and Hospitalization Benefits Rates	(\$742)	
Decrease in Reserve Incentive Program Rates	(\$666)	
Total Pricing Decreases	(\$2,168)	
Program Decreases		
Decrease in Disability and Hospitalization Participants	(\$1,276)	
Decrease in \$30K Lump Sum Bonus due to BRS implementation	(\$90)	
Decrease in Transportation Subsidy	(\$71)	
Total Program Decreases	(\$1,437)	
Total Decreases		(\$3,605)
FY 2019 Direct Program		\$244,504

**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**Section 10211. Policies and Regulations:** Participation of Reserve officers in preparation and administration of Reserve affairs. "Within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its Reserve component on active duty (other than for training) at the seat of government, and at headquarters responsible for Reserve affairs to participate in preparing and administering the policies and regulations affecting those Reserve components. While so serving, such officer is an additional number of any staff with which he is serving."

**Pay and Allowances of Officers:** Funding provides P&A, Retired Pay Accrual and FICA costs for Reserve Officer Full Time Support Personnel serving on active duty. Not included in this section is subsistence. It is detailed separately.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FTS Officers	353	\$156,319.81	\$55,233	351	\$160,892.36	\$56,473	351	\$167,190.78	\$58,712

**Pay and Allowances of Enlisted:** Funding provides P&A, Retired Pay Accrual and FICA costs for Reserve Enlisted Full Time Support Personnel serving on active duty. Not included in this section is subsistence. It is detailed separately.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FTS Enlisted	1,895	\$82,286.58	\$155,912	1,897	\$80,897.03	\$153,472	1,900	\$83,374.97	\$158,385
<b>Total FTS Pay &amp; Allowances</b>			<b>\$211,145</b>			<b>\$209,945</b>			<b>\$217,096</b>





**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**\$30,000 Lump Sum Bonus:** The FY 2000 National Defense Authorization Act permitted to service members who entered the uniformed service on or after August 1, 1986 the option to retire under the pre-1986 military retirement plan (50% retirement benefit at 20 years of service, with full COLA) or to accept a one-time \$30,000.00 lump sum bonus and to remain under the Redux retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Marines are permitted to select between the two retirement programs within 180 days of completing 15 years of service. Marines who elect to accept the lump sum bonus are obligated to serve the remaining five years to become retirement eligible. Those who do not complete the required service are required to repay a pro-rated amount based on their unexpired service obligation. FY18 program forecasts have been reduced due to implementation of the Blended Retirement System which requires all payments for this entitlement to be complete prior to 1 January 2018. After 1 January 2018 no further payments will be made.

	<u>FY2017 (Actual)</u>			<u>Number</u>	<u>FY2018</u>			<u>Number</u>	<u>FY2019</u>	
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>	
Officer	0	\$30,000.00	\$0	0	\$30,000.00	\$0	0	\$30,000.00	\$0	
Enlisted	10	\$22,161.67	\$226	3	\$30,000.00	\$90	0	\$30,000.00	\$0	
Total	10		\$226	3		\$90	0		\$0	

**Federal Workplace Transportation Subsidy:** As a result of the enactment of Executive Order 13150 "Federal Workplace Transportation" which was signed by the President on 21 April 2000, all federal agencies in the National Capitol Region (NCR) were directed to implement a Mass or Vanpool Transportation Fringe Benefit Program. The program was effective 1 October 2000 and allows qualified Federal Employees (including Military Personnel) the option of relinquishing current parking permits for "transit passes" in amounts equal to personal commuting costs. In addition, funding is being provided for a Transit Pass Fringe Benefit Program for areas outside the NCR. This benefit applies to both mass transit and qualified vanpool participants.

	<u>FY2017 (Actual)</u>			<u>Number</u>	<u>FY2018</u>			<u>Number</u>	<u>FY2019</u>	
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>	
Officer	140	\$1,344.43	\$188	187	\$1,198.13	\$224	135	\$1,388.41	\$187	
Enlisted	17	\$1,250.07	\$21	28	\$1,229.28	\$34	15	\$1,415.07	\$21	
Total	157		\$209	215		\$258	150		\$208	

**Page Total** **\$435** **\$348** **\$208**

**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**Individual Supplemental Clothing Enlisted:** These funds will be used to pay a supplementary clothing allowance for FTS Marines assigned to recruiting duty and Inspector/Instructor duty.

	<u>FY2017 (Actual)<sup>1/</sup></u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	0	\$130.20	\$0	120	\$132.80	\$16	120	\$134.53	\$16

**Permanent Change of Station Travel:** These funds are requested to pay travel costs incurred by Full-Time Support making a Permanent Change of Station (PCS) move. ADOS, School Training, and IADT Marines that qualify for PCS orders are also included in this line item. Military member travel costs include movement and storage of household goods, dislocation allowance, and dependent travel.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	158	\$13,842.58	\$2,188	137	\$15,923.07	\$2,175	153	\$14,317.21	\$2,186
Enlisted	781	\$7,179.10	\$5,605	738	\$8,090.15	\$5,969	762	\$7,425.25	\$5,651
Total	939		\$7,584	874		\$8,144	915		\$7,837
<b>Page Total</b>			<b>\$7,584</b>			<b>\$7,768</b>			<b>\$7,853</b>

1/ FY17 Supplemental Clothing was paid by MPMC due to accounting limitations. A system update to properly account for Reserve Component personnel is expected to be implemented in FY18.

**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**Reserve Incentive Programs:** These funds are requested to provide bonus payments as authorized by Title 37 U.S. Code Sections 331 and 332. Bonuses are required to control accessions and losses of Marine Corps Reserve personnel. Incentives are offered to personnel in ratings where critical shortages exist. Shortages are determined by measuring the existing MOS authorization against the on board personnel inventory by MOS. The following three incentive programs apply.

**Enlistment Bonus:** An incentive for enlistment for individuals who enlist for 6 years in the SMCR. In order to qualify, the individual must be: non-prior service, graduate of secondary school or expected to graduate, and not applying for active duty with the regular establishment. The individual receives a bonus upon joining the contracted SMCR unit having completed all entry level training to include their MOS School. Additionally, the Enlistment Bonus (EB) reversions line represents members who have failed to meet all of the prerequisites agreed to in their contract.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Payments	100	\$5,000.00	\$500	76	\$5,000.00	\$380	140	\$3,000.00	\$420
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
EB Reversions			\$0			\$0			\$0
Payments	100		\$500	76		\$380	140		\$420

**Retention Bonus:** These incentives are for officer and enlisted personnel joined to an SMCR unit, not currently under obligation, and have an appropriate Billet Identification Code (BIC) to Military Occupational Specialty (MOS) match. Qualified officers are eligible for a \$10,000 or \$20,000 bonus depending on the unit and MOS the member is assigned. Included for officers are a \$20,000 Forward Air Controller / AIR Officer (FAC/AIR-O) bonus and \$15,000 annually for Aviation Retention Bonus (ARB). The FAC/AIR-O bonus is paid to those qualifying members assigned to infantry battalions, regiments, or Air Naval Gunfire Liaison Companies (ANGLICOs). ARB is available for those qualified USMCR Aviators who agree to three years of satisfactory service in an SMCR squadron. Enlisted personnel with the rank of Corporal through Staff Sergeant and have a specific critical MOS, are eligible to receive a \$15,000 or \$20,000 bonus depending on the MOS.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	99	\$15,454.55	\$1,530	139	\$14,856.12	\$2,065	111	\$17,252.25	\$1,915
Enlisted	59	\$18,559.32	\$1,095	97	\$17,010.31	\$1,650	71	\$17,957.75	\$1,275
Total	158		\$2,625	236		\$3,715	182		\$3,190

**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**SMCR Officer Affiliation Bonus:** An incentive for an officer who meets the Reserve Affairs published requirements. This program will pay a bonus of \$10,000 or \$20,000.00 for 3 years of obligated service for a Reserve Marine officer who agrees to affiliate or access to SMCR unit. Included in this line is the \$20,000 Warrant Officer Accession Bonus for those Marines accepted into the Warrant Officer Program and affiliate with a RESRUC and BIC per the Statement of Understanding (SOU).

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Affiliation Bonus	43	\$14,883.72	\$640	23	\$20,000.00	\$460	50	\$14,200.00	\$710

**SMCR Enlisted Affiliation Bonus:** An incentive for any enlisted person who is serving or has served on active duty for any period of time and has been discharged or released from such active duty under honorable conditions, and affiliates with a Selected Marine Corp Reserve (SMCR) unit, and has a Reserve service obligation under Section 651 of Title 10 or under Section 6(d)(1) of the Military Selective Service Act. This program pays a bonus of up to \$20,000.00 for a 3-year obligation that a former active duty Marine agrees to affiliate with an SMCR unit. Marines must affiliate for a designated skill or unit to qualify for this bonus and must sign a Ready Reserve agreement for the period of months remaining on their military service obligation. The FY17 through FY19 bonus amounts are specifically targeting unit shortages in specific Military Occupational Specialties that are below 80% of manning levels.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted Affiliation Bonus	135	\$17,296.30	\$2,335	107	\$17,149.53	\$1,835	123	\$17,073.17	\$2,100
<b>Subtotal SMCR Affiliation Bonus</b>			<b>\$2,975</b>			<b>\$2,295</b>			<b>\$2,810</b>

**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**FTS Affiliation Bonus:** Individuals who affiliate in the Marine Corps Active Reserve for 3 years as published annually by Reserve Affairs will receive up to a \$20,000.00 bonus. Marines must serve 3 years in the Active Reserve Program. Amounts include both officer and enlisted personnel.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	8	\$15,000.00	\$120	0	\$10,000.00	\$0	0	\$0.00	\$0
Enlisted	14	\$16,428.57	\$230	3	\$20,000.00	\$60	27	\$15,925.93	\$430
FTS Affiliation Bonus Total	22		\$350			\$60	27		\$430

**Reserve Incentive Totals**

Officer Reserve Incentives	\$2,290	\$2,525	\$2,625
Enlisted Reserve Incentives	\$4,160	\$3,925	\$4,225
Total Reserve Incentive Programs	\$6,450	\$6,450	\$6,850

**Reserve Personnel, Marine Corps  
Administration and Support  
Detail of Requirements  
(\$ in Thousands)**

**Continuation Pay:** The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services will begin making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY2017 (Actual)</u>				<u>FY2018</u>				<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0		
Enlisted	0	\$0.00	\$0	3	\$9,000.00	\$27	11	\$9,636.36	\$106		
Total	0		\$0	3		\$27	11		\$106		
<b>Total Administration and Support (FTS)</b>			<b>\$238,040</b>			<b>\$239,298</b>			<b>\$244,504</b>		

Exhibit PB-30V Inventive/Bonus Payment Stream (Reserves)

**Reserve Personnel, Marine Corps**  
**Selected Reserve Enlistment Bonus (EB)**  
 (\$ in Thousands)

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2017</b>														
Initial Payments	100	\$500												
Anniversary Payments	0	\$0												
<b>FY 2018</b>														
Initial Payments			76	\$380										
Anniversary Payments			0	\$0										
<b>FY 2019</b>														
Initial Payments					140	\$420								
Anniversary Payments					0	\$0								
<b>FY 2020</b>														
Initial Payments							140	\$420						
Anniversary Payments							0	\$0						
<b>FY 2021</b>														
Initial Payments									140	\$420				
Anniversary Payments									0	\$0				
<b>FY 2022</b>														
Initial Payments											140	\$420		
Anniversary Payments											0	\$0		
<b>FY 2023</b>														
Initial Payments													140	\$420
Anniversary Payments													0	\$0
<b>Total</b>														
Initial Payments	100	\$500	76	\$380	140	\$420	140	\$420	140	\$420	140	\$420	140	\$420
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total Drilling Reservist EB	100	\$500	76	\$380	140	\$420	140	\$420	140	\$420	140	\$420	140	\$420



**Reserve Personnel, Marine Corps  
SMCR Officer Retention Bonus (ORB)  
(\$ in Thousands)**

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2017</b>														
Payments	99	\$1,530												
<b>FY 2018</b>														
Payments			139	\$2,065										
<b>FY 2019</b>														
Payments					111	\$1,915								
<b>FY 2020</b>														
Payments							111	\$1,915						
<b>FY 2021</b>														
Payments									111	\$1,915				
<b>FY 2022</b>														
Payments											111	\$1,915		
<b>FY 2023</b>														
Payments													111	\$1,915
Total														
Payments	99	\$1,530	139	\$2,065	111	\$1,915	111	\$1,915	111	\$1,915	111	\$1,915	111	\$1,915
Total Drilling Reservist ORB	99	\$1,530	139	\$2,065	111	\$1,915	111	\$1,915	111	\$1,915	111	\$1,915	111	\$1,915

**Reserve Personnel, Marine Corps**  
**SMCR Enlisted Retention Bonus (ERB)**  
(\$ in Thousands)

	<b>FY 2017</b>		<b>FY 2018</b>		<b>FY 2019</b>		<b>FY 2020</b>		<b>FY 2021</b>		<b>FY 2022</b>		<b>FY 2023</b>	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2017</b>														
Payments	59	\$1,095												
<b>FY 2018</b>														
Payments			97	\$1,650										
<b>FY 2019</b>														
Payments					71	\$1,275								
<b>FY 2020</b>														
Payments							71	\$1,275						
<b>FY 2021</b>														
Payments									71	\$1,275				
<b>FY 2022</b>														
Payments											71	\$1,275		
<b>FY 2023</b>														
Payments													71	\$1,275
Total														
Payments	59	\$1,095	97	\$1,650	71	\$1,275	71	\$1,275	71	\$1,275	71	\$1,275	71	\$1,275
Total Drilling Reservist ERB	59	\$1,095	97	\$1,650	71	\$1,275	71	\$1,275	71	\$1,275	71	\$1,275	71	\$1,275

**Reserve Personnel, Marine Corps**  
**SMCR Officer Affiliation Bonus (OAB)**  
(\$ in Thousands)

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2017</b>														
Initial Payments	43	\$640												
<b>FY 2018</b>														
Initial Payments			23	\$460										
<b>FY 2019</b>														
Initial Payments					50	\$710								
<b>FY 2020</b>														
Initial Payments							50	\$710						
<b>FY 2021</b>														
Initial Payments									50	\$710				
<b>FY 2022</b>														
Initial Payments											50	\$710		
<b>FY 2023</b>														
Initial Payments													50	\$710
Total														
Initial Payments	43	\$640	23	\$460	50	\$710	50	\$710	50	\$710	50	\$710	50	\$710
Total Drilling Reservist OAB	43	\$640	23	\$460	50	\$710	50	\$710	50	\$710	50	\$710	50	\$710

**Reserve Personnel, Marine Corps**  
**SMCR Enlisted Affiliation Bonus (EAB)**  
(\$ in Thousands)

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2017</b>														
Initial Payments	135	\$2,335												
<b>FY 2018</b>														
Initial Payments			107	\$1,835										
<b>FY 2019</b>														
Initial Payments					123	\$2,100								
<b>FY 2020</b>														
Initial Payments							123	\$2,100						
<b>FY 2021</b>														
Initial Payments									123	\$2,100				
<b>FY 2022</b>														
Initial Payments											123	\$2,100		
<b>FY 2023</b>														
Initial Payments													123	\$2,100
<b>Total</b>														
Initial Payments	135	\$2,335	107	\$1,835	123	\$2,100	123	\$2,100	123	\$2,100	123	\$2,100	123	\$2,100
Total Drilling Reservist EAB	135	\$2,335	107	\$1,835	123	\$2,100	123	\$2,100	123	\$2,100	123	\$2,100	123	\$2,100

**Reserve Personnel, Marine Corps**  
**FTS Affiliation Bonus (AB)**  
(\$ in Thousands)

	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2017</b>														
Initial Payments	22	\$350												
<b>FY 2018</b>														
Initial Payments			3	\$60										
<b>FY 2019</b>														
Initial Payments					27	\$430								
<b>FY 2020</b>														
Initial Payments							27	\$430						
<b>FY 2021</b>														
Initial Payments									27	\$430				
<b>FY 2022</b>														
Initial Payments											27	\$430		
<b>FY 2023</b>														
Initial Payments													27	\$430
Total														
Initial Payments	22	\$350	3	\$60	27	\$430	27	\$430	27	\$430	27	\$430	27	\$430
Total FTS AB	22	\$350	3	\$60	27	\$430	27	\$430	27	\$430	27	\$430	27	\$430

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Blended Retirement System**

**Program:** Thrift Savings Plan (TSP) - matching contributions

<b>FY2019 Estimate</b>	<b>\$4,776</b>
<b>FY2018 Estimate</b>	<b>\$2,640</b>
<b>FY2017 Actual</b>	<b>\$0</b>

**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 until the member completes 26 years of service.

**Part II - Justification of Funds Requested**

The amount the Service contributes is based on the 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.

TSP Matching contributions	<u>FY2017 Actual</u>			<u>FY2018 Estimate</u>			<u>FY2019 Estimate</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	\$0.00	\$0	152	\$1,722.38	\$262	270	\$1,754.16	\$474
Enlisted	0	\$0.00	\$0	3,275	\$726.17	\$2,378	5,815	\$739.88	\$4,302
Total	0		\$0	3,427		\$2,640	6,085		\$4,776

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Education Benefits**

<b>Reserve Personnel, Marine Corps</b>	<b>FY2019 Estimate</b>	<b>\$6,139</b>
<b>Reserve Component Training and Support</b>	<b>FY2018 Estimate</b>	<b>\$3,854</b>
<b>Education Benefits</b>	<b>FY2017 Actual</b>	<b>\$666</b>

**Part I - Purpose and Scope**

Funds are for payment to the Department of Defense Education Benefits Fund, a trust fund. This program is governed by Title 10 U.S.C., Chapter 1606. This program will fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. It is budgeted on an accrual basis. The Veterans Administration pays individuals from funds transferred from the Trust account.

All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve after July 1, 1985, are eligible to receive educational assistance. The individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide for funds adequate to allow one of three levels of assistance. The Board of Actuaries set a rate for the first time in FY2018 after several years with rates at zero. Rates are increased for FY2019.

The G.I. Bill Kicker provides an increase in educational assistance allowance for personnel filling critical shortages in designated skills, specialties, or units. This incentive is paid on a monthly basis in addition to the M.G.I.B. basic benefits. The maximum service contribution per recipient of this incentive is established by the Board of Actuaries.

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

**Reserve Personnel, Marine Corps  
Education Benefits  
Schedule of Increases and Decreases  
(\$ in Thousands)**

		<u>Total</u>
FY 2018 Direct Program		<b>\$3,854</b>
Increases		
Pricing Increases		
Increase in Basic Benefit Rate	\$2,051	
Total Pricing Increases	\$2,051	
Program Increases		
Increase in Kicker Takers	\$165	
Increase in Basic Benefit Takers	\$82	
Total Program Increases	\$247	
Total Increases		\$2,298
Decreases		
Pricing Decreases		
Decrease in Kicker Rate	(\$13)	
Total Pricing Decreases	(\$13)	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		(\$13)
FY 2019 Direct Program		<b>\$6,139</b>



**Reserve Personnel, Marine Corps  
Education Benefits  
Detail of Requirements  
(\$ in Thousands)**

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Basic Benefit	4,855	\$0.00	\$0	4,790	\$644.00	\$3,085	4,918	\$1,061.00	\$5,218
Amortization Payment			\$0			\$0			\$0
Subtotal			\$0			\$3,085			\$5,218
	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
G. I. Bill Kicker									
\$350 Kicker	216	\$3,084.00	\$666	191	\$4,025.00	\$769	232	\$3,971.00	\$921
Subtotal									
	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Contingency Operation Benefits									
90 Day Benefit	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
1 Year Benefit	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
2 Year Benefit	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Benefit Subtotal	0		\$0	0		\$0	0		\$0
<b>Total Education Benefits</b>			\$666			\$3,854			\$6,139

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Platoon Leaders Class (PLC)**

<b>Reserve Personnel, Marine Corps</b>		
<b>Reserve Component Training and Support</b>	<b>FY2019 Estimate</b>	<b>\$9,364</b>
<b>Platoon Leaders Class</b>	<b>FY2018 Estimate</b>	<b>\$8,828</b>
	<b>FY2017 Actual</b>	<b>\$8,951</b>

**Part I - Purpose and Scope**

Provides pay, subsistence, travel, and clothing for the Platoon Leaders Class (PLC). These Reserve Marines attend two periods of summer training and upon completion of training and graduation from college are commissioned in the Marine Corps Reserve and assigned to active duty for three years. Pay and subsistence rates are based on the actual number of days trainees are on board during the applicable fiscal year. Travel and clothing costs are based on the number of students entering training during the applicable fiscal year. Funds to cover PLC subsidy authorized by Public Law 92-172 are also included. This category also provides for clothing for Naval Reserve Officer Training Corps (ROTC) students and Naval Academy Midshipmen, under the Marine option program, who receive a clothing issue while attending their single period of Marine Corps summer training - Officer Candidates School (OCS).

Funding is also provided for the Tuition Assistance Program. These funds provide an allowance to defray educational expenses of participants. This financial incentive program offers an annual allowance of \$5,200.00 per participant to encourage continued participation.

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

**Reserve Personnel, Marine Corps  
Platoon Leaders Class  
Schedule of Increases and Decreases  
(\$ in Thousands)**

	<u>Total</u>
FY 2018 Direct Program	<b>\$8,828</b>
Increases	
Pricing Increases	
Increase in Summer Training P&A Rates	\$595
Increase in Travel Rates	\$26
Increase in MCJROTC MRE Rates	\$202
Total Pricing Increases	\$823
Program Increases	
Increase in Subsistence Allowance Program	\$190
Increase in Tuition Assistance Program	\$159
Total Program Increases	\$349
Total Increases	\$1,172
Decreases	
Pricing Decreases	
Decrease in Subsistence Allowance Rates	(\$229)
Decrease in Tuition Assistance Program Rates	(\$343)
Total Pricing Decreases	(\$572)
Program Decreases	
Decrease in Summer Training Program	(\$27)
Decrease in Travel Program	(\$37)
Total Program Decreases	(\$64)
Total Decreases	(\$636)
FY 2019 Direct Program	<b>\$9,364</b>

**Reserve Personnel, Marine Corps  
Platoon Leaders Class  
Detail of Requirements  
(\$ in Thousands)**

**Subsidy (Stipend) Allowance:** The funds requested are to provide an tiered stipend allowance of \$300, \$350, or \$400 per month for students enrolled in Reserve Officer Candidates III and IV courses in accordance with the provisions of 37 U.S.C. 209.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Sophompores	230	\$1,145.34	\$263	200	\$1,356.65	\$272	230	\$1,145.34	\$263
Junior	301	\$1,145.34	\$345	263	\$1,356.65	\$356	301	\$1,145.34	\$345
Senior	553	\$1,145.34	\$633	481	\$1,356.65	\$653	553	\$1,145.34	\$633
Total	1,084		\$1,242	944		\$1,281	1,084		\$1,242

**Uniforms, Issue-in-Kind:** Funds are requested to provide uniform issues, including replacement items.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
PLC/WOCC	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total	0		\$0	0		\$0	0		\$0

**Tuition Assistance Program (TAP):** These funds are requested to provide an allowance of up to \$5,200 to defray educational expenses as a financial incentive to qualified members for this program.

	<u>FY2017 (Actual)</u>			<u>FY2018</u>			<u>FY2019</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Students	175	\$1,665.16	\$291	131	\$3,623.95	\$475	175	\$1,665.16	\$291
TOTAL			\$1,533			\$1,756			\$1,533



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## Section 5

# Special Analysis

Exhibit PB-30W Full-Time Support Personnel (Reserves)

**Reserve Personnel, Marine Corps  
Full Time Support (FTS) Personnel  
FY 2017 End Strength**

	FTS Total	Military Technicians	Active Military	Civilian	Total
Assignment					
Individuals	0	0	0	0	0
Pay/Personnel Centers	171	0	5	205	381
Recruiting/Retention	147	0	0	0	147
SUBTOTAL - Assignment	318	0	5	205	528
Units					
Unit	1,643	0	3,110	80	4,833
RC Unique Management HQs	44	0	660	0	704
Unit Support-Navy OSC <sup>1/</sup>	0	0	0	0	0
Maintenance Activity (Non-Unit)	19	0	0	0	19
SUBTOTAL - Units	1,706	0	3,770	80	5,556
Training					
RC Non-Unit Institutions	0	0	0	0	0
RC Schools	91	0	0	0	91
ROTC	0	0	0	0	0
SUBTOTAL - Training	91	0	0	0	91
Headquarters (HQ)					
Service HQs	10	0	0	8	18
AC HQS	105	0	1	1	107
AC Installations/Activities	0	0	0	0	0
RC Chiefs Staff-Unit	6	0	3	0	9
Others	17	0	0	0	17
SUBTOTAL - HQ	138	0	4	9	151
TOTAL	2,253	0	3,779	294	6,326

1/Operational Support Center (OSC)



Exhibit PB-30W Full-Time Support Personnel (Reserves)

**Reserve Personnel, Marine Corps  
Full Time Support (FTS) Personnel  
FY 2018 End Strength**

	FTS Total	Military Technicians	Active Military	Civilian	Total
Assignment					
Individuals	0	0	0	0	0
Pay/Personnel Centers	173	0	5	200	378
Recruiting/Retention	147	0	0	0	147
SUBTOTAL - Assignment	320	0	5	200	525
Units					
Unit	1,650	0	3,110	64	4,824
RC Unique Management HQs	45	0	660	0	705
Unit Support-Navy OSC <sup>1/</sup>	0	0	0	0	0
Maintenance Activity (Non-Unit)	21	0	0	0	21
SUBTOTAL - Units	1,716	0	3,770	64	5,550
Training					
RC Non-Unit Institutions	0	0	0	0	0
RC Schools	91	0	0	0	91
ROTC	0	0	0	0	0
SUBTOTAL - Training	91	0	0	0	91
Headquarters (HQ)					
Service HQs	10	0	0	8	18
AC HQS	104	0	0	0	104
AC Installations/Activities	0	0	0	0	0
RC Chiefs Staff-Unit	6	0	3	0	9
Others	14	0	0	0	14
SUBTOTAL - HQ	134	0	3	8	145
TOTAL	2,261	0	3,778	272	6,311

1/Operational Support Center (OSC)

Exhibit PB-30W Full-Time Support Personnel (Reserves)

**Reserve Personnel, Marine Corps  
Full Time Support (FTS) Personnel  
FY 2019 End Strength**

	FTS Total	Military Technicians	Active Military	Civilian	Total
Assignment					
Individuals	0	0	0	0	0
Pay/Personnel Centers	173	0	5	200	378
Recruiting/Retention	147	0	0	0	147
SUBTOTAL - Assignment	320	0	5	200	525
Units					
Unit	1,650	0	3,110	64	4,824
RC Unique Management HQs	45	0	660	0	705
Unit Support-Navy OSC <sup>1/</sup>	0	0	0	0	0
Maintenance Activity (Non-Unit)	21	0	0	0	21
SUBTOTAL - Units	1,716	0	3,770	64	5,550
Training					
RC Non-Unit Institutions	0	0	0	0	0
RC Schools	91	0	0	0	91
ROTC	0	0	0	0	0
SUBTOTAL - Training	91	0	0	0	91
Headquarters (HQ)					
Service HQs	10	0	0	8	18
AC HQS	104	0	0	0	104
AC Installations/Activities	0	0	0	0	0
RC Chiefs Staff-Unit	6	0	3	0	9
Others	14	0	0	0	14
SUBTOTAL - HQ	134	0	3	8	145
TOTAL	2,261	0	3,778	272	6,311

1/Operational Support Center (OSC)