

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2020
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
MARCH 2019

RESERVE PERSONNEL, MARINE CORPS

The estimated cost of this report for the Department of the Navy (DON) is \$6,828.

The estimated total cost for supporting the DON budget justification material is approximately \$1,803,116 for the 2019 fiscal year. This includes \$81,351 in supplies and \$1,721,765 in labor.

Department of Defense Appropriations Act, 2020

Reserve Personnel, Marine Corps

For pay, allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Marine Corps Reserve on active duty under section 10211 of title 10, United States Code, or while serving on active duty under section 12301(d) of title 10, United States Code, in connection with performing duty specified in section 12310(a) of title 10, United States Code, or while undergoing reserve training, or while performing drills or equivalent duty, and for members of the Marine Corps platoon leaders class, and expenses authorized by section 16131 of title 10, United States Code; and for payments to the Department of Defense Military Retirement Fund, \$838,854,000.

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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>	FY2018 (Actual)	FY2019 (Enacted)	FY2020 (Estimate)
Direct Program	\$760,994	\$782,390	\$838,854
Reimbursable Program	\$6,282	\$7,343	\$10,900
Total Baseline Program	\$767,276	\$789,733	\$849,754
OCO/Title IX Supplemental Funding	\$2,287	\$2,380	\$0
Total Program Funding	\$769,563	\$792,113	\$849,754
Less: OCO/Title IX Supplemental Funding	\$0	-\$2,380	\$0
Revised Total Program Funding	\$769,563	\$789,733	\$849,754
Medicare-Eligible Retiree Health Fund Contribution, Marine Corps	\$81,218	\$73,987	\$77,427
Total Reserve Personnel Program Cost	\$850,781	\$863,720	\$927,181

LEGISLATIVE PROPOSALS:

The following legislative proposals are included in the above estimates and submitted for FY20 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.

	FY2018 <u>Actual</u>	FY2019 <u>Enacted</u>	FY2020 <u>Estimate</u>
<u>RESERVE PERSONNEL, MARINE CORPS (RPMC)</u>			
DIRECT PROGRAM (RPMC)	\$760,994	\$782,390	\$838,854
REIMBURSABLE PROGRAM (RPMC)	\$6,282	\$7,343	\$10,900
OCO FUNDING (RPMC) ^{1/2/}	\$2,287	\$2,380	\$3,599
TOTAL RESERVE PERSONNEL, MARINE CORPS (RPMC)	\$769,563	\$792,113	\$853,353
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$81,218	\$73,987	\$77,427
TOTAL RESERVE PERSONNEL, MARINE CORPS PROGRAM COST	\$850,781	\$866,100	\$930,780
<u>MILITARY PERSONNEL, MARINE CORPS (MPMC)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION (MPMC)	\$96,188	\$138,714	\$90,904
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPMC)	\$30,360	\$39,909	\$29,380
12304B MOBILIZATION (MPMC)	\$25,587	\$87,707	\$91,041
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, MARINE CORPS	\$152,135	\$266,330	\$211,326
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$1,002,916	\$1,132,430	\$1,142,106

1/ FY2018 amount reflects actual OCO amounts

2/ FY2019 amount reflects OCO enacted amounts and FY2020 requested amounts

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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 2020 budget of \$838.854 million will support a Selected Reserve end strength requirement of 38,500.

The RPMC appropriation is requesting additional reimbursable authority up to \$10.9 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 2020 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. The Marine Corps Reserve (MCR) spent considerable time and effort identifying programs with the highest unobligated balances, completed root-cause analysis, and implemented risk-based corrective actions in the FY 2020 budget submission.

Specifically, the MCR reduced participation rate estimates across the FYDP to better align with current execution. Participation rates are driven by a multitude of factors, however, the primary contributors to this change are increased reserve activation requirements in support of preplanned missions in support of Combatant Commands (CCMD) and overseas contingency operations.

The January 1, 2019 BAH inflation rate assumption is 4.4 percent on-average, reflecting the Department's move to slow the growth of pay and benefits. The FY 2016 NDAA provided the authority to slow the rate of growth in BAH by 1 percent per year until 5 percent out-of-pocket is reached. The FY 2020 budget reflects this authority and incorporates the full 5 percent out-of-pocket rate adjustment beginning on January 1, 2019. The actual implementation of the out-of-pocket adjustment is computed based on a percentage of the national median cost, so that the actual out-of-pocket amount will be the same by grade and dependency status in every military housing area.

The January 1, 2020 BAH inflation rate assumption is 3.9 percent on-average. This amount reflects the full amount of anticipated inflation for housing expenses in 2020. Average BAH increases are planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process.

Summary of Economic Assumptions

FISCAL YEAR 2018

- a. The executed (base and OCO) amount of \$763.281 million supported an end strength of 38,333 with an average strength at 38,475.
- b. The full-time retired pay accrual percentage was 28.4 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage was 22.6 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2018 was 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 Fiscal Year 2018 was 2.2 percent.

FISCAL YEAR 2019

- a. The revised base amount of \$804.601 million supports an end strength of 38,369 with an average strength at 38,337.
- 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 is 2.6 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate is 3.9 percent.
- e. The 1 January BAS inflation rate increase is 0.0 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2019 is 2.0 percent.

FISCAL YEAR 2020

- a. The requested base amount of \$838.854 million supports an end strength of 38,500 with an average strength at 38,399.
- b. The full-time retired pay accrual percentage is 31.0 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 24.4 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January is assumed to be 3.1 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2020 average inflation rate is 4.0 percent.
- e. The 1 January BAS inflation rate increase is 2.4 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2020 is 2.0 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:

	FY2018 (Actual)	FY2019	FY2020
Average Strength	38,475	38,337	38,399

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.

End Strength	38,333	38,369	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.

Authorized End Strength	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

	No. of Drills	Avg No. A/D Days Training	FY2018 (Actual)			FY2019			FY2020		
			Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	2,273	2,303	2,297	2,297	2,271	2,267	2,267	2,270	2,267
Pay Group A - Enlisted	48	15	28,399	28,330	27,975	27,975	27,981	27,757	27,757	27,973	27,785
Subtotal Pay Group A			30,672	30,633	30,272	30,272	30,252	30,024	30,024	30,243	30,052
Pay Group B - Officers	48	13	1,630	1,629	1,635	1,635	1,687	1,680	1,680	1,689	1,680
Pay Group B - Enlisted	48	13	931	907	920	920	944	950	950	945	950
Subtotal Pay Group B			2,561	2,537	2,555	2,555	2,631	2,630	2,630	2,634	2,630
Pay Group F - Officers		365	117	129	167	167	184	178	178	184	178
Pay Group F - Enlisted		245	3,079	2,910	3,040	3,040	2,982	3,254	3,254	2,990	3,254
Subtotal Pay Group F			3,196	3,039	3,207	3,207	3,165	3,432	3,432	3,175	3,432
Subtotal Paid Drill/Ind Tng			36,429	36,208	36,034	36,034	36,049	36,086	36,086	36,052	36,114
<u>Full-time Active Duty</u>											
Full-time Active Duty - Officer			354	356	358	358	359	361	361	368	371
Full-time Active Duty - Enlisted			1,899	1,911	1,941	1,941	1,928	1,922	1,922	1,978	2,015
Subtotal Full-Time			2,253	2,267	2,299	2,299	2,288	2,283	2,283	2,347	2,386
<u>Total Selected Reserve</u>											
TOTAL Selected Reserve - Officer			4,374	4,417	4,457	4,457	4,502	4,486	4,486	4,512	4,496
TOTAL Selected Reserve - Enlisted			34,308	34,058	33,876	33,876	33,835	33,883	33,883	33,887	34,004
TOTAL Selected Reserve			38,682	38,475	38,333	38,333	38,337	38,369	38,369	38,399	38,500
<u>Individual Ready Reserve (IRR)</u>											
Individual Ready Reserve (IRR) - Officers			2,914	3,003	3,003	3,003	2,966	2,966	2,966	2,985	2,985
Individual Ready Reserve (IRR) - Enlisted			60,707	60,533	60,533	60,533	61,081	61,081	61,081	61,759	61,759
Total IRR			63,621	63,536	63,536	63,536	64,047	64,047	64,047	64,744	64,744
GRAND TOTAL			102,303	102,011	101,869	101,869	102,384	102,416	102,416	103,143	103,244

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>FY2018 (Actual)</u>		<u>FY2019</u>		<u>FY2020</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Commissioned Officers						
O-6 Colonel	30	30	31	31	32	32
O-5 Lieutenant Colonel	89	86	82	82	84	84
O-4 Major	136	145	154	156	158	160
O-3 Captain	32	31	28	28	29	29
O-2 First Lieutenant	0	0	0	0	0	0
O-1 Second Lieutenant	0	0	0	0	0	0
O-3E Captain	16	14	12	12	12	12
O-2E First Lieutenant	1	0	0	0	0	0
O-1E Second Lieutenant	0	0	0	0	0	0
Total Commissioned Officers	304	306	307	309	315	317
Warrant Officers						
W-5 Chief Warrant Officer	4	4	4	4	4	4
W-4 Chief Warrant Officer	7	9	9	9	9	9
W-3 Chief Warrant Officer	16	18	18	18	19	19
W-2 Chief Warrant Officer	17	19	19	19	20	20
W-1 Chief Warrant Officer	7	2	2	2	2	2
Total Warrant Officers	52	52	52	52	54	54
Total Officers	356	358	359	361	368	371
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	24	25	25	25	26	26
E-8 Master Sergeant/First Sergeant	93	99	94	94	97	98
E-7 Gunnery Sergeant	293	302	300	300	308	314
E-6 Staff Sergeant	413	416	424	423	436	444
E-5 Sergeant	708	707	707	704	725	739
E-4 Corporal	355	365	350	348	359	365
E-3 Lance Corporal	25	27	28	28	29	29
E-2 Private First Class	0	0	0	0	0	0
E-1 Private	0	0	0	0	0	0
Total Enlisted Personnel	1,911	1,941	1,928	1,922	1,978	2,015
Total Personnel on Active Duty	2,267	2,299	2,288	2,283	2,347	2,386

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps
FY2018 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	2,273	28,399	30,672	1,630	931	2,561	117	3,079	3,196	36,429	354	1,899	2,253	38,682
October	2,309	28,446	30,755	1,630	928	2,558	98	3,106	3,204	36,517	353	1,891	2,244	38,761
November	2,318	28,472	30,790	1,634	923	2,557	131	3,004	3,135	36,482	353	1,886	2,239	38,721
December	2,318	28,655	30,973	1,625	919	2,544	122	2,851	2,973	36,490	353	1,876	2,229	38,719
January	2,302	28,452	30,754	1,614	902	2,516	115	3,093	3,208	36,478	352	1,880	2,232	38,710
February	2,298	28,383	30,681	1,630	888	2,518	111	2,919	3,030	36,229	355	1,889	2,244	38,473
March	2,287	28,411	30,698	1,634	898	2,532	146	2,612	2,758	35,988	355	1,920	2,275	38,263
April	2,271	28,403	30,674	1,638	904	2,542	140	2,454	2,594	35,810	357	1,927	2,284	38,094
May	2,286	28,258	30,544	1,626	895	2,521	129	2,413	2,542	35,607	359	1,928	2,287	37,894
June	2,289	28,139	30,428	1,627	894	2,521	125	2,865	2,990	35,939	358	1,936	2,294	38,233
July	2,334	28,053	30,387	1,621	895	2,516	118	3,240	3,358	36,261	360	1,936	2,296	38,557
August	2,336	28,099	30,435	1,640	916	2,556	166	3,309	3,475	36,466	361	1,937	2,298	38,764
September	2,297	27,975	30,272	1,635	920	2,555	167	3,040	3,207	36,034	358	1,941	2,299	38,333
Average	2,303	28,330	30,633	1,629	907	2,537	129	2,910	3,039	36,208	356	1,911	2,267	38,475

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1.095 DAY THRESHOLD
(Actual, FY 2018)

<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	<u>Primary Missions Being Performed</u>
50	0	50	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	2,297	27,975	30,272	1,635	920	2,555	167	3,040	3,207	36,034	358	1,941	2,299	38,333
October	2,282	27,808	30,090	1,670	941	2,611	163	3,105	3,268	35,969	358	1,929	2,287	38,256
November	2,260	27,855	30,115	1,691	947	2,638	207	3,103	3,310	36,063	357	1,925	2,282	38,345
December	2,267	27,856	30,123	1,699	948	2,647	204	3,172	3,376	36,146	358	1,927	2,285	38,431
January	2,256	27,954	30,210	1,697	944	2,641	203	3,126	3,329	36,180	359	1,928	2,287	38,467
February	2,249	27,982	30,231	1,697	941	2,638	202	2,954	3,156	36,025	360	1,928	2,288	38,313
March	2,270	28,146	30,416	1,696	942	2,638	168	2,652	2,820	35,874	360	1,928	2,288	38,162
April	2,293	28,154	30,447	1,693	943	2,636	183	2,503	2,686	35,769	360	1,930	2,290	38,059
May	2,283	28,090	30,373	1,690	945	2,635	182	2,442	2,624	35,632	360	1,931	2,291	37,923
June	2,284	28,089	30,373	1,688	947	2,635	174	2,871	3,045	36,053	360	1,930	2,290	38,343
July	2,265	27,898	30,163	1,684	948	2,632	160	3,301	3,461	36,256	360	1,928	2,288	38,544
August	2,265	28,072	30,337	1,682	949	2,631	188	3,402	3,590	36,558	361	1,925	2,286	38,844
September	2,267	27,757	30,024	1,680	950	2,630	178	3,254	3,432	36,086	361	1,922	2,283	38,369
Average	2,271	27,981	30,252	1,687	944	2,631	184	2,982	3,165	36,049	359	1,928	2,288	38,337

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

<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	<u>Primary Missions Being Performed</u>
75	0	75	1. Management Support

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps
FY2020 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	2,267	27,757	30,024	1,680	950	2,630	178	3,254	3,432	36,086	361	1,922	2,283	38,369
October	2,282	27,808	30,090	1,670	941	2,611	163	3,105	3,268	35,969	362	1,922	2,284	38,253
November	2,260	27,855	30,115	1,691	947	2,638	207	3,103	3,310	36,063	365	1,932	2,297	38,360
December	2,267	27,856	30,123	1,699	948	2,647	204	3,172	3,376	36,146	367	1,958	2,325	38,471
January	2,256	27,954	30,210	1,697	944	2,641	203	3,126	3,329	36,180	368	1,959	2,327	38,507
February	2,249	27,982	30,231	1,697	941	2,638	202	2,954	3,156	36,025	369	1,968	2,337	38,362
March	2,270	28,146	30,416	1,696	942	2,638	168	2,652	2,820	35,874	370	1,983	2,353	38,227
April	2,293	28,154	30,447	1,693	943	2,636	183	2,503	2,686	35,769	370	1,998	2,368	38,137
May	2,283	28,090	30,373	1,690	945	2,635	182	2,442	2,624	35,632	370	2,008	2,378	38,010
June	2,284	28,089	30,373	1,688	947	2,635	174	2,871	3,045	36,053	371	2,015	2,386	38,439
July	2,265	27,898	30,163	1,684	948	2,632	160	3,301	3,461	36,256	371	2,015	2,386	38,642
August	2,265	28,072	30,337	1,682	949	2,631	188	3,402	3,590	36,558	371	2,015	2,386	38,944
September	2,267	27,785	30,052	1,680	950	2,630	178	3,254	3,432	36,114	371	2,015	2,386	38,500
Average	2,270	27,973	30,243	1,689	945	2,634	184	2,990	3,175	36,052	368	1,978	2,347	38,399

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1.095 DAY THRESHOLD
(Estimate, FY 2020)

AC FUNDED
75

RC FUNDED
0

TOTAL
75

Primary Missions Being Performed
1. Management Support

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

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

Officers

	FY2018 (Actual)	FY2019	FY2020
Beginning Strength	4,374	4,457	4,486
 <u>Gains</u>			
Non-prior Service Personnel:	139	126	150
Male	128	115	137
Female	11	11	13
Prior Service Personnel:	809	857	828
Active Duty	135	143	144
Other Component	7	7	7
Individual Ready Reserve	580	618	587
Enlisted to Officer	24	24	25
Civilian Life	32	34	34
All Other	31	31	31
Total Gains	948	983	978
 <u>Losses</u>			
Active Component	6	9	6
Other Component	15	17	14
Individual Ready Reserve	671	753	774
Standby Reserve other	9	10	10
Retired Reserve	140	141	140
Civilian Life	24	24	24
Other	0	0	0
Total Losses	865	954	968
 Accounting Adjustment			
End Strength	4,457	4,486	4,496

Exhibit PB-30F Schedule of Gains and Losses to Selected Reserve Strength

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

Enlisted

	FY2018 (Actual)	FY2019	FY2020
Beginning Strength	34,308	33,876	33,883
<u>Gains</u>			
Non-prior Service Personnel:	5,335	5,507	5,502
Male	5,141	5,308	5,303
Female	194	199	199
Prior Service Personnel:	3,075	3,339	3,369
Fleet Marine Civilian Life	203	267	262
Pay Group F (Civilian Life)	669	671	669
Active Component	484	592	588
Other Reserve Status/Component	1,707	1,797	1,837
All Other	12	12	13
Total Gains	8,410	8,846	8,871
<u>Losses</u>			
Expiration of Reserve Service			
Active Component	12	14	13
To Officer Status	24	24	25
Retired Reserve	231	236	227
Attrition (Civilian Life/Death)	5,885	5,842	5,845
Other Reserve Status/Component	2,638	2,671	2,591
All Other	52	52	49
Total Losses	8,842	8,839	8,750
End Strength	33,876	33,883	34,004

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

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

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</u>		
	<u>FY18</u>	<u>FY18</u>	<u>FY18</u>	<u>FY19</u>	<u>FY19</u>	<u>FY19</u>	<u>FY20</u>	<u>FY20</u>	<u>FY20</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>RESERVE COMPONENT TRAINING AND SUPPORT</u>									
PAY GROUP A									
Annual Training - A	\$8,423	\$44,045	\$52,468	\$8,718	\$45,405	\$54,124	\$9,093	\$47,671	\$56,763
Inactive Duty Training - A	\$30,910	\$121,160	\$152,070	\$32,207	\$124,449	\$156,657	\$33,744	\$131,062	\$164,806
Unit Training Assemblies - A	\$26,446	\$117,981	\$144,427	\$26,868	\$120,615	\$147,483	\$28,256	\$127,118	\$155,374
Flight Training - A	\$2,557	\$55	\$2,612	\$3,169	\$91	\$3,260	\$3,257	\$94	\$3,351
Military Funeral Honors - A	\$8	\$396	\$404	\$5	\$349	\$353	\$5	\$359	\$363
Training Preparation - A	\$1,899	\$2,729	\$4,628	\$2,166	\$3,394	\$5,560	\$2,226	\$3,491	\$5,718
Clothing - A	\$0	\$475	\$475	\$0	\$484	\$484	\$0	\$505	\$505
Subsistence of Enlisted Personnel - A	\$0	\$21,882	\$21,882	\$0	\$21,750	\$21,750	\$0	\$22,722	\$22,722
Travel - A	\$6,996	\$36,470	\$43,466	\$7,075	\$37,214	\$44,290	\$7,352	\$38,790	\$46,141
TOTAL DIRECT OBLIGATIONS	\$46,330	\$224,032	\$270,362	\$48,001	\$229,303	\$277,304	\$50,188	\$240,750	\$290,938
PAY GROUP B									
Annual Training B	\$6,316	\$1,764	\$8,079	\$7,271	\$2,003	\$9,274	\$7,810	\$2,172	\$9,982
Inactive Duty Training - B	\$21,060	\$5,384	\$26,444	\$23,480	\$6,028	\$29,508	\$24,365	\$6,393	\$30,758
Unit Training Assemblies - B	\$19,932	\$5,152	\$25,084	\$22,109	\$5,747	\$27,856	\$22,954	\$6,104	\$29,058
Flight Training - B	\$243	\$3	\$246	\$262	\$8	\$270	\$270	\$8	\$278
Military Funeral Honors - B	\$5	\$1	\$6	\$24	\$23	\$47	\$24	\$24	\$48
Training Preparation - B	\$880	\$228	\$1,108	\$1,085	\$250	\$1,335	\$1,116	\$258	\$1,374
Clothing - B	\$0	\$0	\$0	\$0	\$2	\$2	\$0	\$2	\$2
Travel - B	\$3,461	\$1,655	\$5,116	\$3,779	\$1,845	\$5,624	\$3,998	\$1,975	\$5,972
TOTAL DIRECT OBLIGATIONS	\$30,837	\$8,803	\$39,640	\$34,530	\$9,879	\$44,408	\$36,172	\$10,543	\$46,716
PAY GROUP F									
Initial Active Duty for Training - F	\$8,224	\$99,019	\$107,243	\$11,887	\$102,958	\$114,845	\$12,239	\$105,999	\$118,238
Clothing - F	\$0	\$10,833	\$10,833	\$0	\$12,132	\$12,132	\$0	\$12,411	\$12,411
Subsistence-In-Kind - F	\$0	\$2,093	\$2,093	\$0	\$2,139	\$2,139	\$0	\$2,197	\$2,197
Travel - F	\$7	\$5,971	\$5,978	\$10	\$6,239	\$6,249	\$10	\$6,383	\$6,393
TOTAL DIRECT OBLIGATIONS	\$8,231	\$117,916	\$126,147	\$11,897	\$123,468	\$135,365	\$12,249	\$126,989	\$139,238

* Totals and Subtotals might not add due to rounding.

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

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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>
MOBILIZATION TRAINING									
IRR Muster/Screening	\$37	\$1,117	\$1,154	\$38	\$1,140	\$1,177	\$39	\$1,163	\$1,201
IRR Readiness Training	\$42	\$165	\$208	\$44	\$171	\$215	\$45	\$176	\$220
TOTAL DIRECT OBLIGATIONS	\$79	\$1,283	\$1,362	\$81	\$1,311	\$1,392	\$83	\$1,338	\$1,422
SCHOOL TRAINING									
Career Development Training	\$6,280	\$2,676	\$8,955	\$6,507	\$2,763	\$9,270	\$6,689	\$2,838	\$9,527
Initial Skill Acquisition Training	\$554	\$3,222	\$3,775	\$572	\$3,335	\$3,907	\$587	\$3,431	\$4,018
Refresher and Proficiency Training	\$2,214	\$4,759	\$6,973	\$2,289	\$4,906	\$7,196	\$2,350	\$5,035	\$7,386
Training of IRR Personnel	\$20	\$0	\$20	\$20	\$0	\$20	\$21	\$0	\$21
Individual/Unit Conversion Training	\$1,175	\$2,195	\$3,370	\$1,216	\$2,268	\$3,485	\$1,250	\$2,331	\$3,581
TOTAL DIRECT OBLIGATIONS	\$10,243	\$12,851	\$23,094	\$10,605	\$13,273	\$23,878	\$10,897	\$13,636	\$24,532
SPECIAL TRAINING									
Command/Staff Supervision & Conf. Exercises	\$683	\$236	\$918	\$793	\$274	\$1,067	\$792	\$274	\$1,065
Management Support	\$2,566	\$2,519	\$5,086	\$2,981	\$2,926	\$5,907	\$2,977	\$2,923	\$5,900
Operational Training	\$2,491	\$1,447	\$3,939	\$2,894	\$1,681	\$4,575	\$2,890	\$1,679	\$4,569
Service Mission/Mission Support	\$3,764	\$13,904	\$17,668	\$4,372	\$16,149	\$20,521	\$4,367	\$16,131	\$20,498
Recruitment and Retention	\$1,212	\$1,516	\$2,728	\$1,408	\$1,761	\$3,169	\$1,406	\$1,759	\$3,165
Competitive Events	\$703	\$1,331	\$2,034	\$816	\$1,546	\$2,362	\$815	\$1,544	\$2,360
Military Funeral Honors	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty for Special Training (ADST)	\$1	\$6,255	\$6,256	\$2	\$7,265	\$7,266	\$2	\$7,257	\$7,258
OCO	\$7,390	\$0	\$7,390	\$8,583	\$0	\$8,583	\$8,573	\$0	\$8,573
IRT	\$424	\$1,634	\$2,058	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon Reintegration Program (OCO)	\$231	\$328	\$559	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$23	\$158	\$181	\$0	\$0	\$0	\$0	\$0	\$0
	\$19,488	\$29,329	\$48,817	\$21,847	\$31,601	\$53,448	\$21,823	\$31,566	\$53,388
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	\$57,389	\$155,453	\$212,842	\$60,362	\$160,206	\$220,568	\$64,008	\$170,231	\$234,239
Individual Clothing Enlisted	\$0	\$0	\$0	\$0	\$16	\$16	\$0	\$17	\$17
Basic Allowance for Subsistence	\$1,085	\$8,443	\$9,528	\$1,097	\$8,548	\$9,645	\$1,145	\$8,928	\$10,072
Travel/PCS	\$2,688	\$6,356	\$9,044	\$2,769	\$6,544	\$9,313	\$2,899	\$6,848	\$9,747
Death/Disability	\$210	\$1,943	\$2,154	\$219	\$2,022	\$2,242	\$224	\$2,059	\$2,283
Transportation Subsidy	\$221	\$22	\$243	\$223	\$22	\$245	\$229	\$22	\$251
Reserve Incentive Programs	\$3,335	\$4,060	\$7,395	\$4,035	\$3,565	\$7,600	\$4,035	\$3,565	\$7,600
\$30,000 Lump Sum Bonus	\$0	\$128	\$128	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$4	\$35	\$39	\$256	\$269	\$525	\$9	\$141	\$150
TOTAL DIRECT OBLIGATIONS	\$64,933	\$176,440	\$241,373	\$68,962	\$181,193	\$250,155	\$72,548	\$191,812	\$264,360

* Totals and Subtotals might not add due to rounding.

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

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	\$3,145	\$3,145	\$0	\$5,245	\$5,245	\$0	\$5,358	\$5,358
Kicker Program	\$0	\$805	\$805	\$0	\$893	\$893	\$0	\$861	\$861
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	\$3,950	\$3,950	\$0	\$6,138	\$6,138	\$0	\$6,218	\$6,218
PLATOON LEADERS CLASS									
Subsistence Allowance (Stipend)	\$0	\$1,381	\$1,381	\$0	\$1,424	\$1,424	\$0	\$1,417	\$1,417
Uniforms, Issue-in-Kind	\$0	\$45	\$45	\$0	\$46	\$46	\$0	\$47	\$47
Summer Training Pay & Allowances	\$0	\$4,707	\$4,707	\$0	\$5,052	\$5,052	\$0	\$5,170	\$5,170
Subsistence-in-Kind	\$0	\$144	\$144	\$0	\$148	\$148	\$0	\$150	\$150
Travel - PLC	\$0	\$1,036	\$1,036	\$0	\$1,090	\$1,090	\$0	\$1,107	\$1,107
Tuition Assistance Program	\$0	\$384	\$384	\$0	\$395	\$395	\$0	\$392	\$392
TOTAL DIRECT OBLIGATIONS	\$0	\$7,697	\$7,697	\$0	\$8,155	\$8,155	\$0	\$8,283	\$8,283
TSP MATCHING									
TOTAL DIRECT OBLIGATIONS	\$172	\$667	\$839	\$584	\$3,773	\$4,357	\$373	\$3,386	\$3,759
TOTAL DIRECT PROGRAM^{1/}	\$180,314	\$582,968	\$763,281	\$196,141	\$608,459	\$804,601	\$204,333	\$634,521	\$838,854
Total Available Appropriation			\$763,281			\$782,390			\$838,854
Estimated Asset / (Shortfall)			(\$0)			(\$22,211)			(\$0)

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 2019
(\$ in Thousands)

	FY 2019 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2019 Column of the FY 2020 President's Budget
<u>PAY GROUP A</u>							
Annual Training	\$59,442	(\$683)	\$58,759	(\$4,634)	\$54,124	\$0	\$54,124
Inactive Duty Training	\$164,591	(\$1,169)	\$163,422	(\$6,765)	\$156,657	\$0	\$156,657
Unit Training Assemblies	\$155,523	(\$1,169)	\$154,354	(\$6,871)	\$147,483	\$0	\$147,483
Flight Training	\$3,238	\$0	\$3,238	\$23	\$3,260	\$0	\$3,260
Military Funeral Honors	\$933	\$0	\$933	(\$579)	\$353	\$0	\$353
Training Preparation	\$4,898	\$0	\$4,898	\$662	\$5,560	\$0	\$5,560
Clothing	\$863	\$0	\$863	(\$379)	\$484	\$0	\$484
Subsistence of Enlisted Personnel	\$23,501	\$0	\$23,501	(\$1,751)	\$21,750	\$0	\$21,750
Travel	\$36,029	\$0	\$36,029	\$8,261	\$44,290	\$0	\$44,290
TOTAL DIRECT OBLIGATIONS	\$284,427	(\$1,852)	\$282,575	(\$5,269)	\$277,305	\$0	\$277,305
<u>PAY GROUP B</u>							
Annual Training	\$8,813	\$0	\$8,813	\$461	\$9,274	\$0	\$9,274
Inactive Duty Training	\$29,012	\$0	\$29,012	\$496	\$29,508	\$0	\$29,508
Unit Training Assemblies	\$27,408	\$0	\$27,408	\$447	\$27,856	\$0	\$27,856
Flight Training	\$243	\$0	\$243	\$28	\$270	\$0	\$270
Military Funeral Honors	\$60	\$0	\$60	(\$13)	\$47	\$0	\$47
Training Preparation	\$1,302	\$0	\$1,302	\$34	\$1,335	\$0	\$1,335
Clothing	\$2	\$0	\$2	\$0	\$2	\$0	\$2
Travel	\$6,264	\$0	\$6,264	(\$640)	\$5,624	\$0	\$5,624
TOTAL DIRECT OBLIGATIONS	\$44,091	\$0	\$44,091	\$317	\$44,408	\$0	\$44,408
<u>PAY GROUP F</u>							
Annual Training	\$108,396	(\$2,529)	\$105,867	\$7,164	\$113,030	\$1,814	\$114,845
Clothing	\$10,404	\$0	\$10,404	\$0	\$10,404	\$1,728	\$12,132
Subsistence-In-Kind - F	\$0	\$0	\$0	\$0	\$0	\$2,139	\$2,139
Travel	\$5,774	\$0	\$5,774	\$0	\$5,774	\$476	\$6,249
TOTAL DIRECT OBLIGATIONS	\$124,573	(\$2,529)	\$122,044	\$7,164	\$129,208	\$6,157	\$135,365

*Totals and Subtotals might not add due to rounding.

Reserve Personnel, Marine Corps
 Analysis of Appropriation Changes and Supplemental Requirements
FY 2019
 (Dollars in Thousands)

	FY 2019 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 2019 Column of the FY 2020 President's <u>Budget</u>
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$1,014	\$0	\$1,014	\$117	\$1,132	\$46	\$1,177
IRR Readiness Training	\$332	\$0	\$332	(\$117)	\$215	\$0	\$215
TOTAL DIRECT OBLIGATIONS - Mobilization Training	\$1,347	\$0	\$1,347	\$0	\$1,347	\$46	\$1,392
<u>SCHOOL TRAINING</u>							
Career Development Training	\$8,411	\$0	\$8,411	\$859	\$9,270	\$0	\$9,270
Initial Skill Acquisition Training	\$5,533	\$0	\$5,533	(\$1,626)	\$3,907	\$0	\$3,907
Refresher and Proficiency Training	\$9,493	\$0	\$9,493	(\$2,298)	\$7,196	\$0	\$7,196
Training of IRR personnel	\$139	\$0	\$139	(\$119)	\$20	\$0	\$20
Individual/Unit Conversion Training	\$2,512	\$0	\$2,512	\$973	\$3,485	\$0	\$3,485
TOTAL DIRECT OBLIGATIONS - School Training	\$26,089	\$0	\$26,089	(\$2,210)	\$23,878	\$0	\$23,878
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf. Exercises	\$1,187	\$0	\$1,187	(\$120)	\$1,067	\$0	\$1,067
Management Support	\$4,953	\$0	\$4,953	\$0	\$4,953	\$953	\$5,907
Operational Training	\$3,919	\$0	\$3,919	\$0	\$3,919	\$655	\$4,575
Service Mission/Mission Support	\$15,089	\$0	\$15,089	\$126	\$15,215	\$5,306	\$20,521
Recruitment and Retention	\$1,701	\$0	\$1,701	\$0	\$1,701	\$1,467	\$3,169
Competitive Events	\$2,368	\$0	\$2,368	(\$6)	\$2,362	\$0	\$2,362
Military Funeral Honors	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty for Special Training (ADST) ^{1/}	\$4,980	\$0	\$4,980	\$0	\$4,980	\$2,286	\$7,266
TOTAL DIRECT OBLIGATIONS - Special Training	\$8,583	\$0	\$8,583	\$0	\$8,583	\$0	\$8,583
	\$42,780	\$0	\$42,780	\$0	\$42,780	\$10,668	\$53,448

1/ADST was included in the operational training line for PB-19. For PB-20 forward it will be a separate line item.
 *Totals and Subtotals might not add due to rounding.

Reserve Personnel, Marine Corps
 Analysis of Appropriation Changes and Supplemental Requirements
 FY 2019
 (\$ in Thousands)

	FY 2019 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 2019 Column of the FY 2020 President's <u>Budget</u>
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$217,096	\$0	\$217,096	\$504	\$217,600	\$2,968	\$220,568
Individual Clothing Enlisted	\$16	\$0	\$16	\$0	\$16	\$0	\$16
Basic Allowance for Subsistence	\$9,735	\$0	\$9,735	(\$90)	\$9,645	\$0	\$9,645
Travel/PCS	\$7,837	\$0	\$7,837	\$0	\$7,837	\$1,476	\$9,313
Death/ Disability	\$2,656	\$0	\$2,656	(\$414)	\$2,242	\$0	\$2,242
Transportation Subsidy	\$208	\$0	\$208	\$0	\$208	\$37	\$245
Reserve Incentive Programs	\$6,850	\$0	\$6,850	\$0	\$6,850	\$750	\$7,600
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$106	\$0	\$106	\$419	\$525	\$0	\$525
TOTAL DIRECT OBLIGATIONS - Admin and Support	\$244,504	\$0	\$244,504	\$419	\$244,923	\$5,232	\$250,155
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$5,218	\$0	\$5,218	\$27	\$5,245	\$0	\$5,245
Kicker Program	\$921	\$0	\$921	(\$28)	\$893	\$0	\$893
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	\$6,139	\$0	\$6,139	(\$1)	\$6,138	\$0	\$6,138
<u>PLATOON LEADERS CLASS</u>							
Subsistence Allowance (Stipend)	\$1,242	\$0	\$1,242	\$72	\$1,313	\$110	\$1,424
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$46	\$46	\$0	\$46
Summer Training Pay & Allowances	\$6,287	(\$1,319)	\$4,968	\$85	\$5,052	\$0	\$5,052
Subsistence-in-Kind	\$202	\$0	\$202	(\$54)	\$148	\$0	\$148
Travel - PLC	\$1,342	\$0	\$1,342	(\$252)	\$1,090	\$0	\$1,090
Tuition Assistance Program	\$291	\$0	\$291	\$104	\$395	\$0	\$395
TOTAL DIRECT OBLIGATIONS - Platoon Leaders Class	\$9,364	(\$1,319)	\$8,045	\$0	\$8,045	\$110	\$8,155
<u>TSP MATCHING</u>							
TOTAL DIRECT OBLIGATIONS - TSP Matching	\$4,776	\$0	\$4,776	(\$419)	\$4,357	\$0	\$4,357
CR ADJ to match CR					\$0		\$0
TOTAL DIRECT PROGRAM ^{1/}	\$788,090	(\$5,700)	\$782,390	\$0	\$782,390	\$22,211	\$804,601

1/Summary totals might not add due to rounding.

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>FY2018 (Actual)</u>		<u>FY2019</u>		<u>FY2020</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	\$28,445	\$6,428	\$29,235	\$7,221	\$30,685	\$7,487
Pay Group A	Enlisted	\$119,332	\$26,969	\$121,095	\$29,911	\$127,674	\$31,153
Pay Group A	Subtotal	\$147,776	\$33,397	\$150,330	\$37,132	\$158,360	\$38,640
Pay Group B	Officer	\$19,391	\$4,382	\$21,513	\$5,314	\$22,558	\$5,504
Pay Group B	Enlisted	\$5,002	\$1,130	\$5,543	\$1,369	\$5,924	\$1,445
Pay Group B	Subtotal	\$24,393	\$5,513	\$27,055	\$6,683	\$28,482	\$6,950
Pay Group F	Officer	\$4,885	\$1,104	\$7,073	\$1,747	\$7,299	\$1,781
Pay Group F	Enlisted	\$68,000	\$15,368	\$70,120	\$17,320	\$72,352	\$17,654
Pay Group F	Subtotal	\$72,885	\$16,472	\$77,193	\$19,067	\$79,650	\$19,435
Mobilization Training	Officer	\$18	\$4	\$19	\$5	\$19	\$5
Mobilization Training	Enlisted	\$78	\$18	\$80	\$20	\$82	\$20
Mobilization Training	Subtotal	\$96	\$22	\$99	\$24	\$102	\$25
School Training	Officer	\$4,598	\$1,039	\$4,940	\$1,220	\$5,093	\$1,243
School Training	Enlisted	\$4,898	\$1,107	\$4,994	\$1,234	\$5,149	\$1,256
School Training	Subtotal	\$9,496	\$2,146	\$9,934	\$2,454	\$10,242	\$2,499
Special Training	Officer	\$10,630	\$2,402	\$11,153	\$2,755	\$11,168	\$2,725
Special Training	Enlisted	\$12,296	\$2,779	\$14,188	\$3,504	\$14,199	\$3,465
Special Training	Subtotal	\$22,926	\$5,181	\$25,341	\$6,259	\$25,367	\$6,190
Administration & Support	Officer	\$33,542	\$9,526	\$34,881	\$10,604	\$36,811	\$11,412
Administration & Support	Enlisted	\$79,615	\$22,611	\$82,670	\$25,132	\$87,362	\$27,082
Administration & Support	Subtotal	\$113,156	\$32,136	\$117,551	\$35,736	\$124,174	\$38,494
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$3,242	\$733	\$3,432	\$848	\$3,522	\$859
Platoon Leader Class	Subtotal	\$3,242	\$733	\$3,432	\$848	\$3,522	\$859
TOTAL DIRECT PROGRAM	Officer	\$101,509	\$24,887	\$108,814	\$28,865	\$113,634	\$30,156
TOTAL DIRECT PROGRAM	Enlisted	\$292,462	\$70,714	\$302,123	\$79,336	\$316,265	\$82,935
TOTAL DIRECT PROGRAM	Subtotal	\$393,971	\$95,601	\$410,936	\$108,202	\$429,899	\$113,091
TOTAL REIMBURSABLE PROGRAM	Officer	\$1,750	\$396	\$3,329	\$822	\$4,951	\$1,208
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$1,230	\$278	\$630	\$156	\$936	\$228
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$2,980	\$674	\$3,958	\$978	\$5,886	\$1,436
TOTAL PROGRAM	Officer	\$103,259	\$25,282	\$112,143	\$29,687	\$118,585	\$31,364
TOTAL PROGRAM	Enlisted	\$293,692	\$70,992	\$302,752	\$79,492	\$317,201	\$83,163
TOTAL PROGRAM	Subtotal	\$396,952	\$96,274	\$414,895	\$109,179	\$435,785	\$114,527

*Totals and Subtotal's might not add due to rounding.

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

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

		<u>FY2018 (Actual)</u>	<u>FY2019</u>	<u>FY2020</u>
		<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
Pay Group A	Officer	\$1,090	\$1,032	\$1,088
Pay Group A	Enlisted	\$7,279	\$7,093	\$7,520
Pay Group A	Subtotal	\$8,369	\$8,125	\$8,609
Pay Group B	Officer	\$736	\$804	\$875
Pay Group B	Enlisted	\$246	\$272	\$298
Pay Group B	Subtotal	\$982	\$1,076	\$1,173
Pay Group F	Officer	\$1,121	\$1,468	\$1,532
Pay Group F	Enlisted	\$3,606	\$3,432	\$3,558
Pay Group F	Subtotal	\$4,727	\$4,901	\$5,090
Mobilization Training	Officer	\$4	\$4	\$4
Mobilization Training	Enlisted	\$10	\$11	\$11
Mobilization Training	Subtotal	\$14	\$15	\$15
School Training	Officer	\$1,374	\$1,399	\$1,454
School Training	Enlisted	\$1,865	\$2,021	\$2,101
School Training	Subtotal	\$3,239	\$3,419	\$3,556
Special Training	Officer	\$3,487	\$3,449	\$3,484
Special Training	Enlisted	\$5,334	\$6,176	\$6,235
Special Training	Subtotal	\$8,821	\$9,625	\$9,719
Administration & Support ^{1/}	Officer	\$10,732	\$11,175	\$11,910
Administration & Support ^{1/}	Enlisted	\$41,912	\$44,327	\$47,305
Administration & Support ^{1/}	Subtotal	\$52,643	\$55,502	\$59,215
Platoon Leader Class	Enlisted	\$261	\$280	\$290
Platoon Leader Class	Subtotal	\$261	\$280	\$290
TOTAL DIRECT PROGRAM	Officer	\$18,543	\$19,332	\$20,348
TOTAL DIRECT PROGRAM	Enlisted	\$60,513	\$63,611	\$67,319
TOTAL DIRECT PROGRAM	Subtotal	\$79,057	\$82,943	\$87,667
TOTAL REIMBURSABLE PROGRAM	Officer	\$574	\$1,030	\$1,545
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$534	\$274	\$411
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$1,108	\$1,304	\$1,955
TOTAL PROGRAM	Officer	\$19,117	\$20,361	\$21,892
TOTAL PROGRAM	Enlisted	\$61,047	\$63,885	\$67,730
TOTAL PROGRAM	Subtotal	\$80,165	\$84,247	\$89,622

1/Administration & Support amounts do not include Overseas Housing Allowance (OHA) which has the same Object Classification Code (OCC).

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

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

		<u>FY2018 (Actual)</u>	<u>FY2019</u>	<u>FY2020</u>
		<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
Pay Group A	Officer	\$6,996	\$7,075	\$7,352
Pay Group A	Enlisted	\$36,470	\$37,214	\$38,790
Pay Group A	Subtotal	\$43,466	\$44,290	\$46,141
Pay Group B	Officer	\$3,461	\$3,779	\$3,998
Pay Group B	Enlisted	\$1,655	\$1,845	\$1,975
Pay Group B	Subtotal	\$5,116	\$5,624	\$5,972
Pay Group F	Officer	\$7	\$10	\$10
Pay Group F	Enlisted	\$5,971	\$6,239	\$6,383
Pay Group F	Subtotal	\$5,978	\$6,249	\$6,393
Mobilization Training	Officer	\$14	\$14	\$14
Mobilization Training	Enlisted	\$49	\$50	\$51
Mobilization Training	Subtotal	\$63	\$64	\$66
School Training	Officer	\$2,415	\$2,194	\$2,238
School Training	Enlisted	\$3,886	\$3,891	\$3,969
School Training	Subtotal	\$6,301	\$6,085	\$6,207
Special Training	Officer	\$3,217	\$2,400	\$2,379
Special Training	Enlisted	\$3,577	\$4,176	\$4,136
Special Training	Subtotal	\$6,794	\$6,575	\$6,515
Administration & Support	Officer	\$2,688	\$2,769	\$2,899
Administration & Support	Enlisted	\$6,356	\$6,544	\$6,848
Administration & Support ^{1/}	Subtotal	\$9,044	\$9,313	\$9,747
Platoon Leader Class	Enlisted	\$1,036	\$1,090	\$1,107
Platoon Leader Class	Subtotal	\$1,036	\$1,090	\$1,107
TOTAL DIRECT PROGRAM	Officer	\$18,799	\$18,241	\$18,889
TOTAL DIRECT PROGRAM	Enlisted	\$59,001	\$61,050	\$63,258
TOTAL DIRECT PROGRAM	Subtotal	\$77,800	\$79,291	\$82,148
TOTAL REIMBURSABLE PROGRAM	Officer	\$530	\$280	\$413
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$358	\$41	\$61
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$887	\$322	\$473
TOTAL PROGRAM	Officer	\$19,328	\$18,522	\$19,302
TOTAL PROGRAM	Enlisted	\$59,359	\$61,091	\$63,319
TOTAL PROGRAM	Subtotal	\$78,687	\$79,613	\$82,621

1/Administration & Support Travel amounts do not include Transportation Subsidy which has the same OCC.

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>FY2018 (Actual)</u>		<u>FY2019</u>		<u>FY2020</u>	
		<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A	Officer	\$211	\$0	\$211	\$0	\$218	\$0
Pay Group A	Enlisted	\$4,105	\$21,882	\$4,121	\$21,750	\$4,277	\$22,722
Pay Group A	Subtotal	\$4,316	\$21,882	\$4,332	\$21,750	\$4,494	\$22,722
Pay Group B	Officer	\$120	\$0	\$137	\$0	\$145	\$0
Pay Group B	Enlisted	\$90	\$0	\$103	\$0	\$110	\$0
Pay Group B	Subtotal	\$210	\$0	\$239	\$0	\$256	\$0
Pay Group F	Officer	\$379	\$0	\$539	\$0	\$550	\$0
Pay Group F	Enlisted	\$8,862	\$2,093	\$8,796	\$2,139	\$8,981	\$2,197
Pay Group F	Subtotal	\$9,241	\$2,093	\$9,335	\$2,139	\$9,531	\$2,197
Mobilization Training	Officer	\$1	\$0	\$1	\$0	\$1	\$0
Mobilization Training	Enlisted	\$5	\$0	\$5	\$0	\$5	\$0
Mobilization Training	Subtotal	\$5	\$0	\$5	\$0	\$5	\$0
School Training	Officer	\$174	\$0	\$172	\$0	\$176	\$0
School Training	Enlisted	\$625	\$0	\$615	\$0	\$629	\$0
School Training	Subtotal	\$799	\$0	\$787	\$0	\$806	\$0
Special Training	Officer	\$444	\$0	\$455	\$0	\$452	\$0
Special Training	Enlisted	\$1,736	\$0	\$1,935	\$0	\$1,924	\$0
Special Training	Subtotal	\$2,179	\$0	\$2,390	\$0	\$2,376	\$0
Administration & Support	Officer	\$1,085	\$0	\$1,097	\$0	\$1,145	\$0
Administration & Support	Enlisted	\$8,443	\$0	\$8,548	\$0	\$8,928	\$0
Administration & Support	Subtotal	\$9,528	\$0	\$9,645	\$0	\$10,072	\$0
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$49	\$144	\$50	\$148	\$51	\$150
Platoon Leader Class	Subtotal	\$49	\$144	\$50	\$148	\$51	\$150
TOTAL DIRECT PROGRAM	Officer	\$2,414	\$0	\$2,612	\$0	\$2,687	\$0
TOTAL DIRECT PROGRAM	Enlisted	\$23,914	\$24,119	\$24,172	\$24,037	\$24,905	\$25,069
TOTAL DIRECT PROGRAM	Subtotal	\$26,327	\$24,119	\$26,783	\$24,037	\$27,592	\$25,069
TOTAL REIMBURSABLE PROGRAM	Officer	\$73	\$0	\$136	\$0	\$201	\$0
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$174	\$0	\$86	\$0	\$127	\$0
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$247	\$0	\$222	\$0	\$327	\$0
TOTAL PROGRAM	Officer	\$2,487	\$0	\$2,747	\$0	\$2,888	\$0
TOTAL PROGRAM	Enlisted	\$24,087	\$24,119	\$24,258	\$24,037	\$25,032	\$25,069
TOTAL PROGRAM	Subtotal	\$26,574	\$24,119	\$27,005	\$24,037	\$27,920	\$25,069

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

Reserve Personnel, Marine Corps Schedule of Increases and Decreases (\$ in Thousands)		<u>Total</u>
FY 2019 Direct Program		\$804,601
Pricing Increases		
	Increase for anticipated Pay Raise of 3.1% effective 1 January 2020	\$12,882
	Increase for annualization of 2.6% Pay Raise effective 1 January 2019	\$3,510
	Increase for anticipated BAH rate increase to 4.0%	\$3,355
	Increase in Pay Group A Travel Rate	\$1,382
	Increase in other Pay and Allowance (P&A) rates	\$1,016
	Increase in Pay Group A Subsistence Rate	\$564
	Increase for anticipated BAS rate increase	\$334
	Increase in Pay Group F Clothing Rate	\$243
	Increase in Permanent Change of Station Rate	\$188
	Increase in anticipated FTS BAS Rate	\$178
	Increase in Pay Group B Travel Rate	\$132
	Increase in Pay Group F Travel Rate	\$125
	Increase in Montgomery GI Bill (MGIB) Basic Benefit Rate	\$109
	Increase in TSP Matching Rates	\$78
	Increase in Pay Group F Subsistence-In-Kind Rate	\$51
	Increase in Disability and Hospitalization Benefits Rate	\$38
	Increase in Muster Payment Rates	\$24
	Increase in Platoon Leaders Course Travel Rate	\$22
	Increase in Pay Group A Clothing Replacement Rate	\$10
	Increase in Platoon Leaders Course (PLC) Subsistence-In-Kind Rate	\$3
	Increase in Continuation Pay Rates	\$3
	Increase in Platoon Leaders Course (PLC) Uniforms, Issue-In-Kind Rate	\$1
	Total Pricing Increases	\$24,246
Program Increases		
	Increase in FTS P&A due to Strength	\$5,499
	Increase in Pay Group A Inactive Duty Training Paid Participants	\$3,329
	Increase in Pay Group A Annual Training Paid Participants	\$1,004
	Increase in Pay Group A Travel due to Paid Participants	\$470
	Increase in Pay Group B Inactive Duty Training Paid Participants	\$456
	Increase in Pay Group B Annual Training Paid Participants	\$443
	Increase in Pay Group A Subsistence Participants	\$409
	Increase in Pay Group F P&A due to Strength	\$276
	Increase in FTS BAS Requirements due to Strength	\$249
	Increase in PCS Travel due to Strength	\$246
	Increase in Pay Group B Travel Participants	\$217
	Increase in Pay Group F Clothing Requirements due to Strength	\$36
	Increase in Pay Group F Travel Requirements due to Strength	\$18
	Increase in Pay Group A Clothing Takers	\$11
	Increase in Pay Group F Subsistence-In-Kind Requirements due to Strength	\$6
	Increase in Transportation Subsidy Program	\$6
	Increase in Montgomery GI Bill (MGIB) Basic Benefit Takers	\$4
	Increase in Disability/Hospitalization Benefits due to strength	\$3
	Total Program Increases	\$12,684
Total Increases		\$36,930
Pricing Decreases		
	Decrease in Montgomery GI Bill (MGIB) Kicker Rate	(\$33)
Total Pricing Decreases		(\$33)
Program Decreases		
	Decrease in Special Training P&A Program Requirements	(\$1,551)
	Decrease in TSP Matching Program	(\$676)
	Decrease in Continuation Pay Program	(\$378)
	Decrease in Platoon Leaders Course (PLC) P&A due to Strength	(\$24)
	Decrease in Marine Corps Financial Assistance Program (MCFAP) Program	(\$6)
	Decrease in Platoon Leaders Course (PLC) Travel due to Strength	(\$5)
	Decrease in Marine Corps Tuition Assistance Program (MCTAP) Program	(\$3)
	Decrease in Subsistence-In-Kind due to greater strength	(\$1)
Total Program Decreases		(\$2,644)
Total Decreases		(\$2,677)
FY 2020 Direct Program		\$838,854

*Totals and Subtotal's might not add due to rounding

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Section 4

Detail of Military Personnel Entitlements

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$290,938
Reserve Component Training and Support	FY2019 Estimate	\$277,304
Training, Pay Group A	FY2018 Actual	\$270,362

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 74.11% of the average officer strength and 81.31% 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 81.78% attendance at training assemblies for officers and 85.08% 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>
FY 2019 Direct Program		\$277,304
Increases		
Pricing Increases		
Increase in Rates for IDT Training	\$4,820	
Increase in Rates for Annual Training	\$1,635	
Increase in Travel Rates	\$1,382	
Increase in Subsistence Rates	\$564	
Increase in Clothing Replacement Rate	\$10	
Total Pricing Increases	\$8,411	
Program Increases		
Increase in IDT Training Paid Participants	\$3,329	
Increase in Annual Training Paid Participants	\$1,004	
Increase in Travel due to higher paid participants	\$470	
Increase in Subsistence due to higher paid participants	\$409	
Increase in Clothing due to higher paid participants	\$11	
Total Program Increases	\$5,223	
Total Increases		\$13,634
Decreases		
Pricing Decreases		
Total Pricing Decreases		\$0
Program Decreases		
Total Program Decreases		\$0
Total Decreases		\$0
FY 2020 Direct Program		\$290,938

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, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	2,303			2,271			2,270		
Participation Rate	72.44%			73.08%			74.11%		
Paid Participants	1,668	\$5,049.00	\$8,423	1,660	\$5,253.17	\$8,718	1,682	\$5,404.93	\$9,093

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, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	28,330			27,981			27,973		
Participation Rate	78.09%			79.73%			81.31%		
Paid Participants	22,123	\$1,990.94	\$44,045	22,310	\$2,035.22	\$45,405	22,745	\$2,095.89	\$47,671
Total Annual Training			\$52,468			\$54,124			\$56,763

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>FY2018 (Actual)</u>			<u>Strength</u>	<u>FY2019</u>			<u>Strength</u>	<u>FY2020</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	2,303			2,271			2,270			
Participation Rate	79.80%			79.82%			81.78%			
Paid Participants	1,838	\$14,390.99	\$26,446	1,813	\$14,822.70	\$26,868	1,856	\$15,220.60	\$28,256	
Additional Training Periods										
Flight Training	8,423	\$303.57	\$2,557	10,023	\$316.15	\$3,169	10,023	\$324.98	\$3,257	
Training Prep	6,256	\$303.57	\$1,899	6,850	\$316.15	\$2,166	6,850	\$324.98	\$2,226	
Military Funeral Honors	26	\$303.57	\$8	15	\$316.15	\$5	15	\$324.98	\$5	
SUBTOTAL	14,705		\$4,464	16,888		\$5,339	16,888		\$5,488	
TOTAL			\$30,910			\$32,207			\$33,744	

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>FY2018 (Actual)</u>			<u>Strength</u>	<u>FY2019</u>			<u>Strength</u>	<u>FY2020</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	28,330			27,981			27,973			
Participation Rate	82.87%			82.92%			85.08%			
Paid Participants	23,478	\$5,025.15	\$117,981	23,202	\$5,198.43	\$120,615	23,799	\$5,341.22	\$127,118	
Additional Training Periods										
Flight Training	520	\$105.18	\$55	834	\$109.65	\$91	834	\$112.79	\$94	
Training Prep	25,942	\$105.18	\$2,729	30,956	\$109.65	\$3,394	30,956	\$112.79	\$3,491	
Military Funeral Honors	3,762	\$105.18	\$396	3,179	\$109.65	\$349	3,179	\$112.79	\$359	
SUBTOTAL	30,224		\$3,179	34,969		\$3,834	34,969		\$3,944	
TOTAL			\$121,160			\$124,449			\$131,062	
Total Inactive Duty Training			\$152,070			\$156,657			\$164,806	

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	2,277	\$208.76	\$475	2,273	\$212.93	\$484	2,325	\$217.19	\$505

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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 Individual Travel	1,604	\$1,544.21	\$2,477	1,596	\$1,575.09	\$2,514	1,618	\$1,606.59	\$2,599
Off-Site IDT Travel	990	\$1,045.06	\$1,035	977	\$1,065.96	\$1,041	1,000	\$1,087.28	\$1,087
Critical Billet / Key Unit Leader Travel	5,142	\$283.19	\$1,456	5,073	\$288.85	\$1,465	5,195	\$294.63	\$1,531
Group Travel	2,303	\$880.86	\$2,029	2,271	\$904.76	\$2,055	2,270	\$940.22	\$2,134
Total Officer Travel			\$6,996			\$7,075			\$7,352

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

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	19,856	\$519.28	\$10,311	20,024	\$529.66	\$10,606	20,415	\$540.25	\$11,029
Off-Site IDT Travel	1,265	\$835.05	\$1,056	1,250	\$851.75	\$1,065	1,282	\$868.79	\$1,114
Critical Billet / Key Unit Leader Travel	3,094	\$246.29	\$762	3,058	\$251.22	\$768	3,137	\$256.24	\$804
Group Travel	28,330	\$859.19	\$24,341	27,981	\$885.44	\$24,776	27,973	\$923.85	\$25,843
Total Enlisted Travel			\$36,470			\$37,214			\$38,790
Total Travel			\$43,466			\$44,290			\$46,141
Total Pay Group A			\$270,362			\$277,304			\$290,938
Total Available Appropriation						\$282,575			
Estimated Asset / (Shortfall)						\$5,271			

Exhibit PB-30X Subactivity Detailed justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$46,716
Reserve Component Training and Support	FY2019 Estimate	\$44,408
Training, Pay Group B - IMA	FY2018 Actual	\$39,640

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 76.68% of the average officer strength and 71.52% 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 71.59% attendance at training assemblies for officers and 68.65% 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>
FY 2019 Direct Program		\$44,408
Increases		
Pricing Increases		
Increase in Rates for IDT Training	\$794	
Increase in Rates for Annual Training	\$265	
Increase in Travel Rates	\$132	
Total Pricing Increases	\$1,191	
Program Increases		
Increase in IDT Drill Paid Participants	\$456	
Increase in Annual Training Paid Participants	\$443	
Increase in Travel due to Paid Participants	\$217	
Total Program Increases	\$1,116	
Total Increases		\$2,307
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$46,716

*Summary Totals might not add due to rounding.

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, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	1,629			1,687			1,689		
Participation Rate	70.55%			73.42%			76.68%		
Paid Participants	1,149	\$5,495.34	\$6,316	1,239	\$5,870.32	\$7,271	1,295	\$6,030.23	\$7,810

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, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	907			944			945		
Participation Rate	64.33%			67.83%			71.52%		
Paid Participants	583	\$3,022.68	\$1,764	640	\$3,128.51	\$2,003	676	\$3,214.38	\$2,172
Total Annual Training			\$8,079			\$9,274			\$9,982

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>FY2018 (Actual)</u>			<u>Strength</u>	<u>FY2019</u>			<u>Strength</u>	<u>FY2020</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	1,629			1,687			1,689			
Participation Rate	69.78%			70.85%			71.59%			
Paid Participants	1,137	\$17,535.31	\$19,932	1,195	\$18,496.78	\$22,109	1,209	\$18,983.88	\$22,954	
Additional Training Periods										
Flight Training	669	\$362.68	\$243	694	\$378.05	\$262	694	\$388.84	\$270	
Training Prep	2,427	\$362.68	\$880	2,870	\$378.05	\$1,085	2,870	\$388.84	\$1,116	
Military Funeral Honors	15	\$362.68	\$5	63	\$378.05	\$24	63	\$388.84	\$24	
SUBTOTAL			\$1,128			\$1,371			\$1,410	
TOTAL			\$21,060			\$23,480			\$24,365	

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>FY2018 (Actual)</u>			<u>Strength</u>	<u>FY2019</u>			<u>Strength</u>	<u>FY2020</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	907			944			945			
Participation Rate	64.02%			66.42%			68.65%			
Paid Participants	581	\$8,873.26	\$5,152	627	\$9,165.43	\$5,747	649	\$9,408.89	\$6,104	
Additional Training Periods										
Flight Training	16	\$183.83	\$3	42	\$191.62	\$8	42	\$197.09	\$8	
Training Prep	1,239	\$183.83	\$228	1,307	\$191.62	\$250	1,307	\$197.09	\$258	
Military Funeral Honors	5	\$183.83	\$1	120	\$191.62	\$23	120	\$197.09	\$24	
SUBTOTAL	1,260		\$232	1,469		\$281	1,469		\$290	
TOTAL			\$5,384			\$6,028			\$6,393	
Total Inactive Duty Training			\$26,444			\$29,508			\$30,758	

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>FY2018 (Actual)</u>				<u>FY2019</u>				<u>FY2020</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	0	\$313.95	\$0	7	\$320.23	\$2	8	\$326.63	\$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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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>
Pay Group B (IMA)									
AT Travel	1,346	\$1,910.95	\$2,572	1,450	\$1,949.17	\$2,826	1,516	\$1,988.15	\$3,014
Off-Site IDT Travel	710	\$1,252.03	\$889	746	\$1,277.07	\$953	755	\$1,302.61	\$983
Total Officer Travel			\$3,461			\$3,779			\$3,998

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

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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 Travel	654	\$1,802.42	\$1,179	718	\$1,838.47	\$1,320	758	\$1,875.23	\$1,421
Off-Site IDT Travel	403	\$1,182.36	\$476	435	\$1,206.01	\$525	450	\$1,230.13	\$554
Total Enlisted Travel			\$1,655			\$1,845			\$1,975
Total Travel			\$5,116			\$5,624			\$5,972

Total			\$39,640			\$44,408			\$46,716
Total Available Appropriation						\$44,091			
Estimated Asset / (Shortfall)						(\$317)			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$139,238
Reserve Component Training and Support	FY2019 Estimate	\$135,365
Training, Pay Group F	FY2018 Actual	\$126,147

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>
FY 2019 Direct Program	\$135,365
Increases	
Pricing Increases	
Increase in P&A Rates	\$3,118
Increase in Clothing Rates	\$243
Increase in Travel Rates	\$125
Increase in Subsistence Rates	\$51
Total Pricing Increases	\$3,537
Program Increases:	
Increase in P&A due to higher Strength	\$276
Increase in Clothing due to higher enlisted Average Strength	\$36
Increase in Travel due to higher Strength	\$18
Increase in Subsistence due to higher Strength	\$6
Total Program Increases	\$337
Total Increases	\$3,874
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2020 Direct Program	\$139,238

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	129	\$63,753.55	\$8,224	184	\$64,603.85	\$11,887	184	\$66,515.83	\$12,239

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	2,910	\$34,027.12	\$99,019	2,982	\$34,526.33	\$102,958	2,990	\$35,451.33	\$105,999
Total			\$107,243			\$114,845			\$118,238

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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 ^{1/}	5,265	\$1,923.34	\$10,126	5,394	\$1,986.76	\$10,717	5,410	\$2,026.50	\$10,963
Female ^{1/}	380	\$1,859.57	\$707	389	\$2,060.61	\$802	390	\$2,101.82	\$820
TOTAL	5,645		\$10,833	5,783		\$11,518	5,800		\$11,783

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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>
Athletic Shoes	0	\$104.00	\$0	5,783	\$106.08	\$613	5,800	\$108.20	\$628
Total Clothing			\$10,833			\$12,132			\$12,411

1/FY19 rate is a published rate so it doesn't inflate by the non-pay economic rate assumption.

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

Subsistence of Enlisted Personnel (SIK): These funds are requested to provide subsistence for reserve personnel eating in Marine Corps active duty dining facilities during the accession pipeline.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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>
Subsistence-in-Kind - Dining Facilities	150,237	\$13.93	\$2,093	153,904	\$13.90	\$2,139	154,364	\$14.23	\$2,197

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	11	\$610.58	\$7	16	\$622.79	\$10	16	\$635.25	\$10

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	5,994	\$996.22	\$5,971	6,140	\$1,016.14	\$6,239	6,158	\$1,036.46	\$6,383
Total Travel			\$5,978			\$6,249			\$6,393
Total Pay Group F			\$126,147			\$135,365			\$139,238
Total Available Appropriation						\$122,044			
Estimated Asset / (Shortfall)						(\$13,321)			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$1,422
Reserve Component Training and Support	FY2019 Estimate	\$1,392
Mobilization Training	FY2018 Actual	\$1,362

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.

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

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

		<u>Total</u>
FY 2019 Direct Program		\$1,392
Increases		
Pricing Increases		
Increase in Physical Muster Payment Rates	\$24	
Increase in Readiness Training P&A Rates	\$6	
Total Pricing Increases	\$29	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$29
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$1,422

**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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	8	\$3,554.15	\$28	8	\$3,700.31	\$30	8	\$3,811.66	\$30
Travel and Per Diem	8	\$1,728.10	\$14	8	\$1,762.67	\$14	8	\$1,797.92	\$14
Subtotal			\$42			\$44			\$45
IRR Muster									
Physical Muster	154	\$240.37	\$37	154	\$245.18	\$38	154	\$250.08	\$39
Electronic Muster	0	\$0.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$37			\$38			\$39
Officer Total			\$79			\$81			\$83
Enlisted Readiness Training									
Pay and Allowances	68	\$1,708.67	\$116	68	\$1,777.93	\$121	68	\$1,830.39	\$124
Travel and Per Diem	68	\$723.09	\$49	68	\$737.55	\$50	68	\$752.30	\$51
Subtotal			\$165			\$171			\$176
IRR Muster									
Physical Muster	4,370	\$255.69	\$1,117	4,370	\$260.80	\$1,140	4,370	\$266.02	\$1,163
Electronic Muster	0	\$0.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$1,117			\$1,140			\$1,163
Enlisted Total			\$1,283			\$1,311			\$1,338
Total Mobilizaion Training			\$1,362			\$1,392			\$1,422
Total Available Appropriation						\$1,347			
Estimated Asset / (Shortfall)						(\$46)			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$24,532
Reserve Component Training and Support	FY2019 Estimate	\$23,878
School Training	FY2018 Actual	\$23,094

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
FY 2019 Direct Program		\$23,878
Increases		
Pricing Increases		
Increase in P&A Rates	\$654	
Total Pricing Increases	\$654	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$654
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2020 Direct Program		\$24,532

**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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	20	56	1,111	\$498.59	\$554	20	56	1,111	\$514.87	\$572	20	56	1,111	\$528.35	\$587
Enlisted	235	69	16,283	\$197.85	\$3,222	235	69	16,283	\$204.83	\$3,335	235	69	16,283	\$210.72	\$3,431
Subtotal	255		17,394		\$3,775	255		17,394		\$3,907	255		17,394		\$4,018

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	235	13	2,996	\$739.12	\$2,214	235	13	2,996	\$764.13	\$2,289	235	13	2,996	\$784.56	\$2,350
Enlisted	1,088	14	15,611	\$304.84	\$4,759	1,088	14	15,611	\$314.30	\$4,906	1,088	14	15,611	\$322.57	\$5,035
Subtotal	1,323		18,606		\$6,973	1,323		18,606		\$7,196	1,323		18,606		\$7,386

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	1,102	14	15,197	\$413.24	\$6,280	1,102	14	15,197	\$428.21	\$6,507	1,102	14	15,197	\$440.14	\$6,689
Enlisted	817	12	9,661	\$276.96	\$2,676	817	12	9,661	\$286.00	\$2,763	817	12	9,661	\$293.78	\$2,838
Subtotal	1,919		24,857		\$8,955	1,919		24,857		\$9,270	1,919		24,857		\$9,527

**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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	45	43	1,928	\$609.74	\$1,175	45	43	1,928	\$631.11	\$1,216	45	43	1,928	\$648.34	\$1,250
Enlisted	136	69	9,335	\$235.14	\$2,195	136	69	9,335	\$242.98	\$2,268	136	69	9,335	\$249.70	\$2,331
Subtotal	181		11,263		\$3,370	181		11,263		\$3,485	181		11,263		\$3,581

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	1	26	26	\$768.75	\$20	1	26	26	\$795.08	\$20	1	26	26	\$816.50	\$21
Enlisted	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0
Subtotal	1		26		\$20	1		26		\$20	1		26		\$21

Total School Training:

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	1,403	21,256	\$10,243	1,403	21,256	\$10,605	1,403	21,256	\$10,897
Enlisted	2,276	50,889	\$12,851	2,276	50,889	\$13,273	2,276	50,889	\$13,636
Total	3,679	72,146	\$23,094	3,679	72,146	\$23,878	3,679	72,146	\$24,532

Total Available Appropriation \$26,089
Estimated Asset / (Shortfall) \$2,210

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$53,388
Reserve Component Training and Support	FY2019 Estimate	\$53,448
Special Training	FY2018 Actual	\$48,817

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. FY18 estimates include OCO, whereas FY19 and FY20 contain estimates for Baseline Funds only. The Special Training is programmed and budgeted in nine 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
- (9) Active Duty for Special Training (ADST)

The following pages provide greater detail and describe the requirements in each of the nine 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>
FY 2019 Direct Program	\$53,448
Increases	
Pricing Increases	
Increase in P&A Rates	\$1,491
Total Pricing Increases	\$1,491
Program Increases	
Increase in P&A due to program	\$0
Total Program Increases	\$0
Total Increases	\$1,491
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in P&A due to program	(\$1,551)
Total Program Decreases	(\$1,551)
Total Decreases	(\$1,551)
FY 2020 Direct Program	\$53,388

**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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	406	1	542	\$1,258.94	\$683	456	1	609	\$1,301.57	\$793	444	1	593	\$1,336.53	\$792
Enlisted	31	9	270	\$872.18	\$236	35	9	304	\$899.99	\$274	34	9	296	\$924.25	\$274
Subtotal	437		813		\$918	491		913		\$1,067	478		888		\$1,065

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	191	15	2,865	\$895.64	\$2,566	215	15	3,215	\$927.01	\$2,981	209	15	3,126	\$952.45	\$2,977
Enlisted	517	17	8,600	\$292.97	\$2,519	581	17	9,667	\$302.69	\$2,926	565	17	9,396	\$311.07	\$2,923
Subtotal	708		11,465		\$5,086	796		12,882		\$5,907	774		12,522		\$5,900

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	93	63	5,897	\$422.51	\$2,491	104	63	6,602	\$438.30	\$2,894	101	63	6,411	\$450.82	\$2,890
Enlisted	92	131	12,044	\$120.17	\$1,447	103	131	13,493	\$124.58	\$1,681	100	131	13,089	\$128.29	\$1,679
Subtotal	185		17,940		\$3,939	207		20,095		\$4,575	201		19,500		\$4,569

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	198	29	5,762	\$653.20	\$3,764	222	29	6,461	\$676.65	\$4,372	216	29	6,279	\$695.49	\$4,367
Enlisted	3,343	19	65,040	\$213.78	\$13,904	3,752	19	72,998	\$221.22	\$16,149	3,643	19	70,886	\$227.56	\$16,131
Subtotal	3,541		70,802		\$17,668	3,974		79,459		\$20,521	3,859		77,164		\$20,498

**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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	15	137	2,049	\$591.60	\$1,212	17	135	2,296	\$613.14	\$1,408	17	131	2,231	\$630.37	\$1,406
Enlisted	51	221	11,289	\$134.28	\$1,516	58	218	12,645	\$139.24	\$1,761	56	219	12,265	\$143.39	\$1,759
Subtotal	66		13,338		\$2,728	75		14,941		\$3,169	73		14,496		\$3,165

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>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	61	18	1,123	\$626.06	\$703	68	19	1,259	\$648.14	\$816	66	19	1,224	\$666.00	\$815
Enlisted	143	46	6,541	\$203.50	\$1,331	160	46	7,328	\$210.97	\$1,546	155	46	7,109	\$217.23	\$1,544
Subtotal	204		7,663		\$2,034	228		8,587		\$2,362	221		8,333		\$2,360

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

	<u>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</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	1	1	\$1,741.26	\$1	1	1	1	\$1,800.33	\$2	1	1	1	\$1,848.75	\$2
Enlisted	1,867	22	41,120	\$152.11	\$6,255	2,092	22	46,068	\$157.69	\$7,265	2,029	22	44,688	\$162.38	\$7,257
Subtotal	1,868		41,121		\$6,256	2,093		46,069		\$7,266	2,030		44,689		\$7,258

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

Active Duty for Special Training (ADST): Funding provided for training enhancement opportunities for entry and mid-career Marine Corps Reservists to become trained in billet while providing Operational Support to Active Marine Corps Commands in areas such as platoon command, battalion/squadron level staff, MEF or MARFOR level staff.

	<u>FY2018 (Actual)</u>					<u>FY2019</u>					<u>FY2020</u>				
	<u>Participants</u>	<u>Tour</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
		<u>Length</u>					<u>Length</u>					<u>Length</u>			
Officer	96	344	32,985	\$224.03	\$7,390	107	345	36,887	\$232.68	\$8,583	104	344	35,801	\$239.47	\$8,573
Enlisted	0	0	0	\$0.00	\$0	0	0	0	\$2.99	\$0	0	0	0	\$2.99	\$0
Subtotal	96		32,985		\$7,390	107		36,887		\$8,583	104		35,801		\$8,573

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.

	<u>FY2018 (Actual)</u>				
	<u>Participants</u>	<u>Tour</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
		<u>Length</u>			
Officer	12	40	481	\$880.89	\$424
Enlisted	115	59	6,764	\$241.63	\$1,634
Subtotal	127		7,245		\$2,058

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.

	<u>FY2018 (Actual)</u>				
	<u>Participants</u>	<u>Tour</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
		<u>Length</u>			
Officer	3	111	334	\$691.73	\$231
Enlisted	27	36	984	\$333.12	\$328
Subtotal	30	44	1,318	424	\$559

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.

	<u>FY2018 (Actual)</u>				
	<u>Participants</u>	<u>Tour</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
		<u>Length</u>			
Officer	12	3	31	\$723.39	\$23
Enlisted	178	3	487	\$325.28	\$158
Subtotal	190		518		\$181

Total Special Training:

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	1,088	52,071	\$19,488	1,190	57,330	\$21,847	1,158	55,665	\$21,823
Enlisted	6,364	153,138	\$29,329	6,781	162,503	\$31,601	6,582	157,728	\$31,566
Total	7,452	205,209	\$48,817	7,971	219,833	\$53,448	7,740	213,393	\$53,389

Total Available Appropriation \$42,780
 Estimated Asset / (Shortfall) (\$10,668)

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$264,360
Reserve Component Training and Support	FY2019 Estimate	\$250,155
Administration and Support	FY2018 Actual	\$241,373

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>
FY 2019 Direct Program		\$250,155
Increases		
Pricing Increases		
Increase in FTS P&A Rates	\$8,172	
Increase in FTS BAS Rate	\$178	
Increase in Permanent Change of Station Rates	\$188	
Increase in Disability and Hospitalization Benefits Rates	\$38	
Increase in Continuation Pay Rates	\$3	
Total Pricing Increases	\$8,579	
Program Increases		
Increase in P&A due to program	\$5,499	
Increase in BAS due to program	\$249	
Increase in Permanent Change of Station due to program	\$246	
Increase in Disability and Hospitalization Participants	\$3	
Increase in Transportation Subsidy	\$6	
Total Program Increases	\$6,004	
Total Increases		\$14,583
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Decrease in Continuation Pay due to takers	(\$378)	
Total Program Decreases	(\$378)	
Total Decreases		(\$378)
FY 2020 Direct Program		\$264,360

**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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	356	\$161,205.29	\$57,389	359	\$168,139.56	\$60,362	368	\$173,935.15	\$64,008

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	1,911	\$81,346.31	\$155,453	1,928	\$83,094.57	\$160,206	1,978	\$86,062.09	\$170,231
Total FTS Pay & Allowances			\$212,842			\$220,568			\$234,239

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

Subsistence of Personnel: Funding provides payment of basic allowance for subsistence for Full-Time Support personnel.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	355	\$3,056.31	\$1,085	359	\$3,052.69	\$1,097	368	\$3,107.61	\$1,145
Enlisted	1,911	\$4,419.32	\$8,443	1,928	\$4,432.74	\$8,548	1,978	\$4,512.52	\$8,928
Total	2,266		\$9,528	2,288		\$9,645	2,347		\$10,072

Death Gratuities, Disability and Hospitalization Benefits: Program supports the payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Sections 1475-1480. Current gratuity amount is \$100,000.00 effective in FY 2006 by NDAA P.L. 1109.13. For members of the reserve component who are injured or diseased in the Line of Duty incapacitation benefits may be authorized. Benefits include basic pay, allowances, travel or disability severance pay when applicable. Incapacitation benefits are authorized in accordance with the provisions of 37 USC, Sections 204 and 206.

Death Gratuities

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	\$100,000.00	\$0	0	\$100,000.00	\$0	0	\$100,000.00	\$0
Enlisted	3	\$81,333.33	\$244	3	\$100,000.00	\$300	3	\$100,000.00	\$300
Total	3		\$244	3		\$300	3		\$300

Disability and Hospital Benefits

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	95	\$2,215.34	\$210	97	\$2,259.65	\$219	97	\$2,304.84	\$224
Enlisted	1,414	\$1,201.89	\$1,699	1,405	\$1,225.93	\$1,722	1,407	\$1,250.45	\$1,759
Total	1,509		\$1,910	1,502		\$1,942	1,504		\$1,983

Death Gratuities and Benefits Total **\$2,154** **\$2,242** **\$2,283**

**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 unserved service obligation. After 1 January 2018 no further payments will be made.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	\$30,000.00	\$0	0	\$30,000.00	\$0	0	\$30,000.00	\$0
Enlisted	5	\$25,500.00	\$128	0	\$30,000.00	\$0	0	\$30,000.00	\$0
Total	5		\$128	0		\$0	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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	1,813	\$121.93	\$221	1,830	\$121.93	\$223	1,876	\$121.93	\$229
Enlisted	193	\$112.41	\$22	195	\$112.41	\$22	200	\$112.41	\$22
Total	2,006		\$243	2,025		\$245	2,076		\$251
Page Total			\$370			\$245			\$251

**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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	\$132.28	\$0	121	\$134.93	\$16	124	\$137.63	\$17

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</u>		
	<u>Number</u>	<u>Rate^{1/}</u>	<u>Amount</u>	<u>Number</u>	<u>Rate^{1/}</u>	<u>Amount</u>	<u>Number</u>	<u>Rate^{1/}</u>	<u>Amount</u>
Officer	146	\$18,413.29	\$2,688	147	\$18,839.48	\$2,769	151	\$19,200.66	\$2,899
Enlisted	834	\$7,621.05	\$6,356	842	\$7,772.03	\$6,544	864	\$7,925.99	\$6,848
Total	980		\$9,044	989		\$9,313	1,015		\$9,747
Page Total			\$9,044			\$9,330			\$9,764

1/Rates for PCS are a combination of Travel/Per Diem and HouseHold Goods (HHG)'s.

**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 Section 308. 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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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 (\$3k)	200	\$3,000.00	\$600	130	\$3,000.00	\$390	130	\$3,000.00	\$390
Payments (\$5k)	0	\$5,000.00	\$0	0	\$5,000.00	\$0	0	\$5,000.00	\$0
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
EB Reversions			\$0			\$0			\$0
Payments	200		\$600	130		\$390	130		\$390

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 \$20,000 bonus specific to a unit and MOS the member is assigned. Included for officers are a \$20,000 Forward Air Controller / AIR Officer (FAC/AIR-O) bonus. The FAC/AIR-O bonus is paid to those qualifying members assigned to infantry battalions, regiments, or Air Naval Gunfire Liaison Companies (ANGLICOs). 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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	101	\$17,524.75	\$1,770	90	\$17,000.00	\$1,530	90	\$17,000.00	\$1,530
Enlisted	81	\$15,617.28	\$1,265	101	\$14,455.45	\$1,460	101	\$14,455.45	\$1,460
Total	182		\$3,035	191		\$2,990	191		\$2,990

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

Reserve Personnel, Marine Corps Detail of Military Personnel Requirements Aviation Bonus

Reserve Personnel, Marine Corps	FY2020 Estimate	\$1,955
Reserve Component Training and Support	FY2019 Estimate	\$1,955
Aviation Bonus - Business Case Analysis	FY2018 Actual	\$1,085

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

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

Overview: The FY 2020 AvB plan is responsive to inventory states, which are below target inventory levels in four specialties, while remaining fiscally responsible in targeting only those specialties experiencing inventory challenges. Each of these specialties, Osprey (MV-22), Hornet (F/A-18), Harrier (AV-8), and Lightning (F-35) are experiencing or projected to experience a shortage of qualified pilots. The Marine Corps FY20 AvB plan provides an incentive to influence career decisions for those aviators who may choose to depart the service upon completion of their undergraduate aviation training obligation.

Targeted Communities: For the FY20 AvB, the Marine Corps Reserve is pursuing increased inventory stability across the aviation officer population. Our criteria used to designate communities for the AvB is based on current staffing, historic attrition rates, and operational requirements. Those units identified for upcoming operational requirements or units below minimum strength, either currently or in the out-years, are targeted for a bonus. Squadrons that are healthy as a result of service obligations from the AvB in previous years are also targeted for a bonus at a lower amount in order to maintain staffing levels. Additionally, Joint Strike Fighter pilots are targeted at Marine Aviation Training Support Group 42 (MATSG-42) Squadron Augmentation Units (SAU) in order to retain these individuals and their skill sets in the Marine Corps Reserve.

Aircraft Personnel Manning Levels

Aircraft Type Category:	<u>FY2018 (Actual)</u>	<u>FY2019 (Estimate)</u>	<u>FY2020 (Estimate)</u>
VMFA-112 (FA-18)	87%	87%	87%
MATSG-42 SAU (F-35)	N/A	N/A	N/A
VMGR-452 (KC-130)	74%	74%	74%
VMGR-234 (KC-130)	84%	84%	84%
HMLA-775 (UH-1/AH-1)	83%	83%	83%
HMLA-773 (UH-1/AH-1)	90%	90%	90%
HMM-772 (CH-53)	100%	100%	100%
VMM-774 (MV-22)	72%	72%	72%
VMM-764 (MV-22)	76%	76%	76%
Vacant O5-level operational squadron	N/A	N/A	N/A

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

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

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

**Reserve Personnel, Marine Corps
Detail of Military Personnel Requirements
Aviation Bonus (AvB)**

Aircraft Type category:	FY2018 (Actual)			FY2019			FY2020		
	<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>
VMFA-112 (FA-18)	4	\$10,000.00	\$40	4	\$10,000.00	\$40	4	\$10,000.00	\$40
MATSG-42 SAU (F-35)	5	\$20,000.00	\$100	3	\$25,000.00	\$75	3	\$25,000.00	\$75
VMGR-452 (KC-130)	7	\$20,000.00	\$140	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMGR-234 (KC-130)	3	\$15,000.00	\$45	4	\$10,000.00	\$40	4	\$10,000.00	\$40
HMLA-775 (UH-1/AH-1)	2	\$20,000.00	\$40	12	\$20,000.00	\$240	12	\$20,000.00	\$240
HMLA-773 (UH-1/AH-1)	9	\$15,000.00	\$135	31	\$15,000.00	\$465	31	\$15,000.00	\$465
HMM-772 (CH-53)	19	\$15,000.00	\$285	33	\$15,000.00	\$495	33	\$15,000.00	\$495
VMM-774 (MV-22)	9	\$20,000.00	\$180	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMM-764 (MV-22)	5	\$20,000.00	\$100	11	\$20,000.00	\$220	11	\$20,000.00	\$220
Vacant O5-level operational squadron	2	\$10,000.00	\$20	3	\$10,000.00	\$30	3	\$10,000.00	\$30
AvB Total	65		\$1,085	115		\$1,955	115		\$1,955

**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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	33	\$14,545.45	\$480	35	\$15,714.29	\$550	35	\$15,714.29	\$550

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 37 U.S. Code § 332(a)(1) and (2) - maximum authority not to exceed \$50k/min 2 years 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 FY18 through FY20 bonus amounts are specifically targeting unit shortages in specific Military Occupational Specialties that are below 80% of manning levels.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	110	\$17,090.91	\$1,880	72	\$17,430.56	\$1,255	72	\$17,430.56	\$1,255
Subtotal SMCR Affiliation Bonus			\$2,360			\$1,805			\$1,805

**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 under 37 U.S. Code § 331(a)(1) and (2) - maximum authority not to exceed \$50k/min 2 years. Marines must serve 3 years in the Active Reserve Program. Amounts include both officer and enlisted personnel.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	25	\$12,600.00	\$315	30	\$15,333.33	\$460	30	\$15,333.33	\$460
FTS Affiliation Bonus Total	25		\$315	30		\$460	30		\$460

Reserve Incentive Totals

Officer Reserve Incentives	\$3,335	\$4,035	\$4,035
Enlisted Reserve Incentives	\$4,060	\$3,565	\$3,565
Total Reserve Incentive Programs	\$7,395	\$7,600	\$7,600

**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>FY2018 (Actual)</u>				<u>FY2019</u>				<u>FY2020</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	1	\$3,701.85	\$4	67	\$3,820.90	\$256	1	\$8,684.45	\$9		
Enlisted	4	\$8,859.00	\$35	32	\$8,406.25	\$269	17	\$8,312.68	\$141		
Total	5		\$39	99		\$525	18		\$150		
Total Administration and Support (FTS)			\$241,373			\$250,155			\$264,360		
Total Available Appropriation						\$244,923					
Estimated Asset / (Shortfall)						(\$5,232)					

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

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Initial Payments	200	\$600												
Anniversary Payments	0	\$0												
FY 2019														
Initial Payments			130	\$390										
Anniversary Payments			0	\$0										
FY 2020														
Initial Payments					130	\$390								
Anniversary Payments					0	\$0								
FY 2021														
Initial Payments							130	\$390						
Anniversary Payments							0	\$0						
FY 2022														
Initial Payments									130	\$390				
Anniversary Payments									0	\$0				
FY 2023														
Initial Payments											130	\$390		
Anniversary Payments											0	\$0		
FY 2024														
Initial Payments													130	\$390
Anniversary Payments													0	\$0
Total														
Initial Payments	200	\$600	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390
Anniversary Payments	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Total Drilling Reservist EB	200	\$600	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Payments	101	\$1,770												
FY 2019														
Payments			90	\$1,530										
FY 2020														
Payments					90	\$1,530								
FY 2021														
Payments							90	\$1,530						
FY 2022														
Payments									90	\$1,530				
FY 2023														
Payments											90	\$1,530		
FY 2024														
Payments													90	\$1,530
Total														
Payments	101	\$1,770	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530
Total Drilling Reservist ORB	101	\$1,770	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Payments	81	\$1,265												
FY 2019														
Payments			101	\$1,460										
FY 2020														
Payments					101	\$1,460								
FY 2021														
Payments							101	\$1,460						
FY 2022														
Payments									101	\$1,460				
FY 2023														
Payments											101	\$1,460		
FY 2024														
Payments													101	\$1,460
Total														
Payments	81	\$1,265	101	\$1,460	101	\$1,460	101	\$1,460	101	\$1,460	101	\$1,460	101	\$1,460
Total Drilling Reservist ERB	81	\$1,265	101	\$1,460	101	\$1,460	101	\$1,460	101	\$1,460	101	\$1,460	101	\$1,460

**Reserve Personnel, Marine Corps
Aviation Bonus (AVB)
(\$ in Thousands)**

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Payments	65	\$1,085												
FY 2019														
Payments			115	\$1,955										
FY 2020														
Payments					115	\$1,955								
FY 2021														
Payments							115	\$1,955						
FY 2022														
Payments									115	\$1,955				
FY 2023														
Payments											115	\$1,955		
FY 2024														
Payments													115	\$1,955
Total														
Payments	65	\$1,085	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955
Total Drilling Reservist ERB	65	\$1,085	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Initial Payments	33	\$480												
FY 2019														
Initial Payments			35	\$550										
FY 2020														
Initial Payments					35	\$550								
FY 2021														
Initial Payments							35	\$550						
FY 2022														
Initial Payments									35	\$550				
FY 2023														
Initial Payments											35	\$550		
FY 2024														
Initial Payments													35	\$550
Total														
Initial Payments	33	\$480	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550
Total Drilling Reservist OAB	33	\$480	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Initial Payments	110	\$1,880												
FY 2019														
Initial Payments			72	\$1,255										
FY 2020														
Initial Payments					72	\$1,255								
FY 2021														
Initial Payments							72	\$1,255						
FY 2022														
Initial Payments									72	\$1,255				
FY 2023														
Initial Payments											72	\$1,255		
FY 2024														
Initial Payments													72	\$1,255
Total														
Initial Payments	110	\$1,880	72	\$1,255	72	\$1,255	72	\$1,255	72	\$1,255	72	\$1,255	72	\$1,255
Total Drilling Reservist EAB	110	\$1,880	72	\$1,255	72	\$1,255	72	\$1,255	72	\$1,255	72	\$1,255	72	\$1,255

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

	FY 2018		FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2018														
Initial Payments	25	\$315												
FY 2019														
Initial Payments			30	\$460										
FY 2020														
Initial Payments					30	\$460								
FY 2021														
Initial Payments							30	\$460						
FY 2022														
Initial Payments									30	\$460				
FY 2023														
Initial Payments											30	\$460		
FY 2024														
Initial Payments													30	\$460
Total														
Initial Payments	25	\$315	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460
Total FTS AB	25	\$315	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460

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

FY2020 Estimate	\$3,759
FY2019 Estimate	\$4,357
FY2018 Actual	\$839

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>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	295	\$582.18	\$172	1,060	\$550.94	\$584	662	\$563.10	\$373
Enlisted	2,635	\$252.87	\$666	13,874	\$271.95	\$3,773	12,196	\$277.65	\$3,386
Total	2,931		\$839	14,934		\$4,357	12,858		\$3,759

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2020 Estimate	\$6,218
Reserve Component Training and Support	FY2019 Estimate	\$6,138
Education Benefits	FY2018 Actual	\$3,950

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 FY 2017 after several years with rates at zero. Rates were increased for FY 2019 and FY 2020.

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 2019 Direct Program		\$6,138
Increases		
Pricing Increases		
Increase in Basic Benefit Rate	\$109	
Total Pricing Increases	\$109	
Program Increases		
Increase in Basic Benefit Takers	\$4	
Total Program Increases	\$4	
Total Increases		\$113
Decreases		
Pricing Decreases		
Decrease in Kicker Rate	(\$33)	
Total Pricing Decreases	(\$33)	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		(\$33)
FY 2020 Direct Program		\$6,218

**Reserve Personnel, Marine Corps
Education Benefits
(Title 38 USC, Chapter 30)
Detail of Requirements
(\$ in Thousands)**

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	4,884	\$644.00	\$3,145	4,943	\$1,061.00	\$5,245	4,947	\$1,083.00	\$5,358
Amortization Payment			\$0			\$0			\$0
Subtotal			\$3,145			\$5,245			\$5,358
	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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	200	\$4,025.00	\$805	225	\$3,971.00	\$893	225	\$3,825.00	\$861
Subtotal									
	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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
Total Education Benefits			\$3,950			\$6,138			\$6,218
Total Available Appropriation			\$3,950			\$6,139			\$6,218
Estimated Asset / Shortfall						\$1			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps		
Reserve Component Training and Support	FY2020 Estimate	\$8,283
Platoon Leaders Class	FY2019 Estimate	\$8,155
	FY2018 Actual	\$7,697

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 2019 Direct Program	\$8,155
Increases	
Pricing Increases	
Increase in Summer Training P&A Rates	\$142
Increase in Travel Rates	\$22
Increase in SIK Rates	\$3
Increase in Uniform Rates	\$1
Total Pricing Increases	\$168
Program Increases	
Total Program Increases	\$0
Total Increases	\$168
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in Summer Training Program	(\$24)
Decrease in MCFAP Program	(\$6)
Decrease in Travel due to Strength Decreases	(\$5)
Decrease in MCCTAP Program	(\$3)
Decrease in SIK due to Strength Decreases	(\$1)
Total Program Decreases	(\$39)
Total Decreases	(\$39)
FY 2020 Direct Program	\$8,283

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

Subsidy (Stipend) Allowance: The Marine Corps Financial Assistance Program (MCFAP) funds are requested to provide a 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>FY2018 (Actual)</u>			<u>Number</u>	<u>FY2019</u>			<u>Number</u>	<u>FY2020</u>	
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>	
Sophompores	227	\$1,291.09	\$293	234	\$1,291.09	\$302	233	\$1,291.09	\$301	
Junior	297	\$1,293.20	\$384	306	\$1,293.20	\$396	305	\$1,293.20	\$394	
Senior	545	\$1,291.60	\$704	562	\$1,291.60	\$726	559	\$1,291.60	\$722	
Total	1,069		\$1,381	1,102		\$1,424	1,097		\$1,417	

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

	<u>FY2018 (Actual)</u>			<u>Number</u>	<u>FY2019</u>			<u>Number</u>	<u>FY2020</u>	
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>	
PLC/Women Officer Candidate Course (WOCC)	1	\$45,205.20	\$45	1	\$46,109.30	\$46	1	\$47,031.49	\$47	

Tuition Assistance Program (TAP): The Marine Corps Tuition Assistance Program (MCTAP) 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>FY2018 (Actual)</u>			<u>Number</u>	<u>FY2019</u>			<u>Number</u>	<u>FY2020</u>	
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>	
Students	137	\$2,801.54	\$384	141	\$2,801.54	\$395	140	\$2,801.54	\$392	
TOTAL			\$1,810			\$1,865			\$1,857	

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

Summer Training Pay & Allowances: The funds requested are to provide P&A to students attending summer training. The students are entitled to be paid at the rate prescribed for a Sergeant/E-5.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Summer Training Pay & Allowances	36,487	\$129.00	\$4,707	37,647	\$134.20	\$5,052	37,468	\$137.99	\$5,170

Subsistence of PLCs: These funds are requested to provide subsistence-in-kind for members in summer camp training programs. The workday total includes a 15% absentee rate.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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>
MCJROTC MRE's	1	\$26,892.36	\$27	1	\$26,892.36	\$27	1	\$26,892.36	\$27
Subsistence-In-Kind	8,428	\$13.93	\$117	8,696	\$13.90	\$121	8,655	\$14.23	\$123
Total Subsistence of PLCs			\$144			\$148			\$150

Travel of PLCs: The funds requested are to provide for travel and per diem of members to and from summer training.

	<u>FY2018 (Actual)</u>			<u>FY2019</u>			<u>FY2020</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>
Travel PLCs	972	\$1,065.71	\$1,036	1,003	\$1,087.03	\$1,090	998	\$1,108.77	\$1,107
Total			\$5,887			\$6,290			\$6,427

Total PLC Program			\$7,697			\$8,155			\$8,283
Total Available Appropriation						\$8,045			
Estimated Asset / Shortfall						(\$110)			

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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 2018 End Strength**

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	174	5	131	310
Recruiting/Retention	154	0	0	154
SUBTOTAL - Assignment	328	5	131	464
Units				
Unit	1,655	3,110	80	4,845
RC Unique Management HQs	45	660	0	705
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	22	0	0	22
SUBTOTAL - Units	1,722	3,770	80	5,572
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	96	0	0	96
ROTC	0	0	0	0
SUBTOTAL - Training	96	0	0	96
Headquarters (HQ)				
Service HQs	13	0	8	21
AC HQS	116	1	1	118
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	18	0	0	18
SUBTOTAL - HQ	153	4	9	166
TOTAL	2,299	3,779	220	6,298

1/Operational Support Center (OSC)

*Per Sec. 1084 of the FY2017 NDAA as of 1 Oct 2017 there are no longer military technicians being utilized by the services.

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

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

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	171	5	144	320
Recruiting/Retention	151	0	0	151
SUBTOTAL - Assignment	322	5	144	471
Units				
Unit	1,652	3,110	82	4,844
RC Unique Management HQs	49	660	0	709
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	19	0	0	19
SUBTOTAL - Units	1,720	3,770	82	5,572
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	94	0	0	94
ROTC	0	0	0	0
SUBTOTAL - Training	94	0	0	94
Headquarters (HQ)				
Service HQs	11	0	8	19
AC HQS	113	0	0	113
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	17	0	0	17
SUBTOTAL - HQ	147	3	8	158
TOTAL	2,283	3,778	234	6,295

1/Operational Support Center (OSC)

*Per Sec. 1084 of the FY2017 NDAA as of 1 Oct 2017 there are no longer military technicians being utilized by the services.

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

**Reserve Personnel, Marine Corps
Full Time Support (FTS) Personnel
FY 2020 End Strength**

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	176	5	15	196
Recruiting/Retention	153	0	0	153
SUBTOTAL - Assignment	329	5	15	349
Units				
Unit	1,701	3,110	64	4,875
RC Unique Management HQs	67	660	0	727
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	26	0	0	26
SUBTOTAL - Units	1,794	3,770	64	5,628
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	103	0	0	103
ROTC	0	0	0	0
SUBTOTAL - Training	103	0	0	103
Headquarters (HQ)				
Service HQs	17	0	8	25
AC HQS	120	0	0	120
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	17	0	0	17
SUBTOTAL - HQ	160	3	8	171
TOTAL	2,386	3,778	87	6,251

1/Operational Support Center (OSC)

*Per Sec. 1084 of the FY2017 NDAA as of 1 Oct 2017 there are no longer military technicians being utilized by the services.