

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2021
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
FEBRUARY 2020

RESERVE PERSONNEL, MARINE CORPS (RPMC)

The estimated cost of this report for the Department of the Navy (DON) is \$13,019.

The estimated total cost for supporting the DON budget justification material is approximately \$2,970,459 for the 2020 fiscal year. This includes \$82,977 in supplies and \$2,887,482 in labor.

Department of Defense Appropriations Act, 2021

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, \$868,694,000.

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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>	FY2019 (Actual)	FY2020 (Enacted)	FY2021 (Requested)
Direct Program	\$781,423	\$833,604	\$868,694
Reimbursable Program	\$7,235	\$10,900	\$11,373
Total Baseline Program	\$788,658	\$844,504	\$880,067
OCO/Title IX Supplemental Funding	\$1,069	\$3,599	\$0
Total Program Funding	\$789,727	\$848,103	\$880,067
Less: OCO/Title IX Supplemental Funding		-\$3,599	
Revised Total Program Funding	\$789,727	\$844,504	\$882,115
Medicare-Eligible Retiree Health Fund Contribution, Marine Corps	\$73,987	\$77,431	\$82,118
Total Reserve Personnel Program Cost	\$863,714	\$921,935	\$964,233

LEGISLATIVE PROPOSALS:

The following legislative proposals are included in the above estimates and submitted for FY21 consideration:

1. N/A

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

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

	<u>FY2019</u> <u>Actual</u>	<u>FY2020</u> <u>Enacted</u>	<u>FY2021</u> <u>Requested</u>
<u>RESERVE PERSONNEL, MARINE CORPS (RPMC)</u>			
DIRECT PROGRAM (RPMC)	\$781,423	\$833,604	\$868,694
REIMBURSABLE PROGRAM (RPMC)	\$7,235	\$10,900	\$11,373
OCO FUNDING (RPMC)	\$1,069	\$3,599	\$2,048
TOTAL RESERVE PERSONNEL, MARINE CORPS (RPMC)	\$789,727	\$848,103	\$882,115
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$73,987	\$77,431	\$82,118
TOTAL RESERVE PERSONNEL, MARINE CORPS PROGRAM COST	\$863,714	\$925,534	\$964,233
<u>MILITARY PERSONNEL, MARINE CORPS (MPMC)</u>			
OCO PAY AND ALLOWANCES, MOBILIZATION (MPMC)	\$117,521	\$91,075	\$120,060
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPMC)	\$41,394	\$31,704	\$25,561
12304B MOBILIZATION (MPMC)	\$75,603	\$73,130	\$27,957
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, MARINE CORPS	\$234,519	\$195,909	\$173,577
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	\$1,098,233	\$1,121,443	\$1,137,810

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 2021 budget of \$868.694 million will support a Selected Reserve end strength requirement of 38,500.

The RPMC appropriation is requesting additional reimbursable authority up to \$11.4 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, 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 2021 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.

Specifically, the Marine Corps Reserve (MCR) reduced participation rate estimates across the FYDP to better align with current execution. The change in participation rates is 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.

Summary of Economic Assumptions

FISCAL YEAR 2019

- a. The executed (base and OCO) amount of \$782.492 million supported an end strength of 38,389 with an average strength at 38,349.
- b. The full-time retired pay accrual percentage was 30.4 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage was 24.7 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2019 was 2.6 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2019 average inflation rate was 3.9 percent.
- e. The 1 January 2019 BAS inflation rate increase was 0.0 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2019 was 2.0 percent.

FISCAL YEAR 2020

- a. The enacted (base and OCO) amount of \$837.203 million supports an end strength of 38,455 with an average strength at 38,401.
- 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 2020 is 3.1 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2020 average inflation rate is 3.9 percent.
- e. The 1 January 2020 BAS inflation rate increase is 0.9 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2020 is 2.0 percent.

FISCAL YEAR 2021

- a. The requested base amount of \$868.694 million supports an end strength of 38,500 with an average strength at 38,452.
- b. The full-time retired pay accrual percentage is 34.9 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 27.0 percent for all other Reserve Personnel, Marine Corps programs.
- c. The pay raise effective 1 January 2021 is assumed to be 3.0 percent.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2021 average inflation rate is 3.7 percent.
- e. The 1 January 2021 BAS inflation rate increase is 2.3 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2021 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:

	FY2019 (Actual)	FY2020	FY2021
Average Strength	38,349	38,401	38,452

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	38,389	38,455	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	FY2019 (Actual)			FY2020			FY2021		
			Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Paid Drill/Individual Training</u>											
Pay Group A - Officers	48	15	2,297	2,224	2,272	2,272	2,225	2,262	2,262	2,224	2,262
Pay Group A - Enlisted	48	15	27,975	27,947	27,930	27,930	28,050	27,960	27,960	28,053	28,005
Subtotal Pay Group A			30,272	30,171	30,202	30,202	30,275	30,222	30,222	30,277	30,267
Pay Group B - Officers	48	13	1,635	1,705	1,708	1,708	1,676	1,651	1,651	1,674	1,651
Pay Group B - Enlisted	48	13	920	957	921	921	917	925	925	917	925
Subtotal Pay Group B			2,555	2,662	2,629	2,629	2,593	2,576	2,576	2,591	2,576
Pay Group F - Officers		365	167	188	161	161	182	178	178	183	178
Pay Group F - Enlisted		245	3,040	3,046	3,110	3,110	3,016	3,093	3,093	3,015	3,093
Subtotal Pay Group F			3,207	3,234	3,271	3,271	3,198	3,271	3,271	3,198	3,271
Subtotal Paid Drill/Ind Tng			36,034	36,067	36,102	36,102	36,065	36,069	36,069	36,066	36,114
<u>Full-time Active Duty</u>											
Full-time Active Duty - Officer			358	357	358	358	357	371	371	371	371
Full-time Active Duty - Enlisted			1,941	1,925	1,929	1,929	1,979	2,015	2,015	2,015	2,015
Subtotal Full-Time			2,299	2,282	2,287	2,287	2,336	2,386	2,386	2,386	2,386
<u>Total Selected Reserve</u>											
TOTAL Selected Reserve - Officer			4,457	4,473	4,499	4,499	4,439	4,462	4,462	4,452	4,462
TOTAL Selected Reserve - Enlisted			33,876	33,876	33,890	33,890	33,961	33,993	33,993	34,000	34,038
TOTAL Selected Reserve			38,333	38,349	38,389	38,389	38,401	38,455	38,455	38,452	38,500
<u>Individual Ready Reserve (IRR)</u>											
Individual Ready Reserve (IRR) - Officers			3,003	2,966	2,966	2,966	2,985	2,985	2,985	2,975	2,975
Individual Ready Reserve (IRR) - Enlisted			60,533	61,081	61,081	61,081	60,528	60,528	60,528	60,032	60,032
Total IRR			63,536	64,047	64,047	64,047	63,513	63,513	63,513	63,007	63,007
GRAND TOTAL			101,869	102,396	102,436	102,436	101,914	101,968	101,968	101,459	101,507

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>FY2019 (Actual)</u>		<u>FY2020</u>		<u>FY2021</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	28	28	29	32	32
O-5 Lieutenant Colonel	82	81	83	86	84	84
O-4 Major	152	158	160	166	160	160
O-3 Captain	30	28	24	25	29	29
O-2 First Lieutenant	1	1	1	1	0	0
O-1 Second Lieutenant	0	0	0	0	0	0
O-3E Captain	11	13	12	13	12	12
O-2E First Lieutenant	0	0	0	0	0	0
O-1E Second Lieutenant	0	0	0	0	0	0
Total Commissioned Officers	306	309	308	320	317	317
Warrant Officers						
W-5 Chief Warrant Officer	4	3	3	3	4	4
W-4 Chief Warrant Officer	9	10	10	11	9	9
W-3 Chief Warrant Officer	16	17	16	17	19	19
W-2 Chief Warrant Officer	17	14	14	15	20	20
W-1 Chief Warrant Officer	5	5	5	5	2	2
Total Warrant Officers	51	49	48	51	54	54
Total Officers	357	358	357	371	371	371
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	25	22	24	24	26	26
E-8 Master Sergeant/First Sergeant	97	101	100	102	98	98
E-7 Gunnery Sergeant	294	286	293	299	313	314
E-6 Staff Sergeant	439	452	466	475	445	444
E-5 Sergeant	709	733	777	791	741	739
E-4 Corporal	338	305	298	303	362	365
E-3 Lance Corporal	23	27	20	20	29	29
E-2 Private First Class	1	2	1	1	0	0
E-1 Private	0	1	0	0	0	0
Total Enlisted Personnel	1,925	1,929	1,979	2,015	2,015	2,015
Total Personnel on Active Duty	2,283	2,287	2,335	2,386	2,386	2,386

* Totals and Subtotals might not add due to rounding.

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps
FY2019 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	2,297	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	206	3,104	3,310	36,063	357	1,925	2,282	38,345
December	2,244	28,093	30,337	1,699	951	2,650	198	2,957	3,155	36,142	352	1,919	2,271	38,413
January	2,187	27,837	30,024	1,703	959	2,662	196	3,177	3,373	36,059	349	1,916	2,265	38,324
February	2,210	27,799	30,009	1,720	966	2,686	187	3,124	3,311	36,006	351	1,913	2,264	38,270
March	2,187	27,924	30,111	1,734	990	2,724	218	2,878	3,096	35,931	355	1,917	2,272	38,203
April	2,185	28,110	30,295	1,740	976	2,716	198	2,686	2,884	35,895	355	1,919	2,274	38,169
May	2,188	28,044	30,232	1,720	970	2,690	192	2,572	2,764	35,686	360	1,922	2,282	37,968
June	2,186	27,851	30,037	1,705	962	2,667	176	3,044	3,220	35,924	362	1,934	2,296	38,220
July	2,219	27,990	30,209	1,697	952	2,649	167	3,336	3,503	36,361	365	1,944	2,309	38,670
August	2,254	28,103	30,357	1,708	953	2,661	186	3,496	3,682	36,700	363	1,931	2,294	38,994
September	2,272	27,930	30,202	1,708	921	2,629	161	3,110	3,271	36,102	358	1,929	2,287	38,389
Average	2,224	27,947	30,171	1,705	957	2,662	188	3,046	3,234	36,067	357	1,925	2,282	38,349

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1.095 DAY THRESHOLD
(Actual, FY 2019)

<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	<u>Primary Missions Being Performed</u>
48	0	48	1. Management Support

* April & May actuals do not match DMDC Reserve Component Personnel report.

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps
FY2020 Strength (Enacted)

	<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	2,272	27,930	30,202	1,708	921	2,629	161	3,110	3,271	36,102	358	1,929	2,287	38,389
October	2,251	27,909	30,160	1,704	920	2,624	142	3,138	3,280	36,064	353	1,923	2,276	38,340
November	2,193	27,939	30,132	1,703	920	2,623	183	3,081	3,264	36,019	348	1,932	2,280	38,299
December	2,226	28,065	30,291	1,692	920	2,612	186	2,936	3,122	36,025	351	1,958	2,309	38,334
January	2,211	27,848	30,059	1,683	915	2,598	196	3,162	3,358	36,015	351	1,959	2,310	38,325
February	2,220	27,883	30,103	1,678	911	2,589	187	3,069	3,256	35,948	351	1,968	2,319	38,267
March	2,167	28,087	30,254	1,672	912	2,584	218	2,804	3,022	35,860	351	1,983	2,334	38,194
April	2,217	28,184	30,401	1,668	912	2,580	198	2,624	2,822	35,803	358	1,998	2,356	38,159
May	2,227	28,231	30,458	1,664	914	2,578	182	2,524	2,706	35,742	360	2,008	2,368	38,110
June	2,222	28,185	30,407	1,660	918	2,578	174	2,987	3,161	36,146	362	2,015	2,377	38,523
July	2,229	28,090	30,319	1,656	919	2,575	160	3,311	3,471	36,365	364	2,015	2,379	38,744
August	2,266	28,230	30,496	1,653	922	2,575	188	3,452	3,640	36,711	368	2,015	2,383	39,094
September	2,262	27,960	30,222	1,651	925	2,576	178	3,093	3,271	36,069	371	2,015	2,386	38,455
Average	2,225	28,050	30,275	1,676	917	2,593	182	3,016	3,198	36,065	357	1,979	2,336	38,401

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 DAY THRESHOLD
(Enacted, FY 2020)

<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
FY2021 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	2,262	27,960	30,222	1,651	925	2,576	178	3,093	3,271	36,069	371	2,015	2,386	38,455
October	2,251	27,909	30,160	1,704	920	2,624	142	3,139	3,281	36,065	371	2,015	2,386	38,451
November	2,193	27,939	30,132	1,703	920	2,623	185	3,081	3,266	36,021	371	2,015	2,386	38,407
December	2,226	28,065	30,291	1,692	920	2,612	186	2,936	3,122	36,025	371	2,015	2,386	38,411
January	2,211	27,848	30,059	1,683	915	2,598	196	3,162	3,358	36,015	371	2,015	2,386	38,401
February	2,220	27,883	30,103	1,678	911	2,589	187	3,069	3,256	35,948	371	2,015	2,386	38,334
March	2,167	28,087	30,254	1,672	912	2,584	218	2,804	3,022	35,860	371	2,015	2,386	38,246
April	2,217	28,184	30,401	1,668	912	2,580	198	2,624	2,822	35,803	371	2,015	2,386	38,189
May	2,227	28,231	30,458	1,664	914	2,578	182	2,524	2,706	35,742	371	2,015	2,386	38,128
June	2,222	28,185	30,407	1,660	918	2,578	174	2,987	3,161	36,146	371	2,015	2,386	38,532
July	2,229	28,090	30,319	1,656	919	2,575	160	3,311	3,471	36,365	371	2,015	2,386	38,751
August	2,266	28,230	30,496	1,653	922	2,575	188	3,452	3,640	36,711	371	2,015	2,386	39,097
September	2,262	28,005	30,267	1,651	925	2,576	178	3,093	3,271	36,114	371	2,015	2,386	38,500
Average	2,224	28,053	30,276	1,674	917	2,591	183	3,015	3,198	36,066	371	2,015	2,386	38,452

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1.095 DAY THRESHOLD
(Estimate, FY 2021)

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

	FY2019 (Actual)	FY2020	FY2021
Beginning Strength	4,457	4,499	4,462
<u>Gains</u>			
Non-prior Service Personnel:			
Male	115	133	133
Female	11	12	12
Total Non-Prior Service Personnel	126	145	145
Prior Service Personnel:			
Active Duty	138	144	144
Other Component	7	7	7
Individual Ready Reserve	603	539	562
Enlisted to Officer	24	25	25
Civilian Life	34	34	34
All Other	31	31	31
Total Prior Service Personnel	837	780	803
Total Gains	963	925	948
<u>Losses</u>			
Active Component	9	6	6
Other Component	17	14	14
Individual Ready Reserve	720	768	754
Standby Reserve other	10	10	10
Retired Reserve	141	140	140
Civilian Life	24	24	24
Other	0	0	0
Total Losses	921	962	948
Accounting Adjustment			
End Strength	4,499	4,462	4,462

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

	FY2019 (Actual)	FY2020	FY2021
Beginning Strength	33,876	33,890	33,993
<u>Gains</u>			
Non-prior Service Personnel:			
Male	5,293	5,303	5,327
Female	199	199	202
Total Non-Prior Service Personnel	5,492	5,502	5,529
Prior Service Personnel:			
Fleet Marine Civilian Life	267	262	261
Pay Group F (Civilian Life)	671	669	663
Active Component	572	588	587
Other Reserve Status/Component	1,796	1,847	1,824
All Other	12	13	13
Total Prior Service Personnel	3,318	3,379	3,348
Total Gains	8,810	8,881	8,877
<u>Losses</u>			
Expiration of Reserve Service			
Active Component	14	13	13
To Officer Status	24	24	24
Retired Reserve	228	227	227
Attrition (Civilian Life/Death)	5,845	5,835	5,842
Other Reserve Status/Component	2,635	2,629	2,676
All Other	50	50	50
Total Losses	8,796	8,778	8,832
End Strength	33,890	33,993	34,038

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

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

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</u>		
	<u>FY19</u> <u>Officer</u>	<u>FY19</u> <u>Enlisted</u>	<u>FY19</u> <u>Subtotal</u>	<u>FY20</u> <u>Officer</u>	<u>FY20</u> <u>Enlisted</u>	<u>FY20</u> <u>Subtotal</u>	<u>FY21</u> <u>Officer</u>	<u>FY21</u> <u>Enlisted</u>	<u>FY21</u> <u>Subtotal</u>
<u>RESERVE COMPONENT TRAINING AND SUPPORT</u>									
PAY GROUP A									
Annual Training - A	\$8,484	\$40,949	\$49,433	\$8,798	\$43,939	\$52,737	\$9,244	\$47,524	\$56,768
Inactive Duty Training - A	\$31,263	\$118,134	\$149,398	\$32,307	\$126,350	\$158,657	\$33,907	\$137,590	\$171,496
Unit Training Assemblies - A	\$26,473	\$114,573	\$141,046	\$26,746	\$122,418	\$149,164	\$28,074	\$133,460	\$161,534
Flight Training - A	\$2,848	\$45	\$2,893	\$3,300	\$94	\$3,394	\$3,462	\$98	\$3,560
Military Funeral Honors - A	\$16	\$487	\$503	\$5	\$357	\$362	\$5	\$375	\$381
Training Preparation - A	\$1,927	\$3,029	\$4,956	\$2,256	\$3,481	\$5,736	\$2,366	\$3,656	\$6,021
Clothing - A	\$0	\$674	\$674	\$0	\$719	\$719	\$0	\$757	\$757
Subsistence of Enlisted Personnel - A	\$0	\$21,894	\$21,894	\$0	\$22,867	\$22,867	\$0	\$23,947	\$23,947
Travel - A	\$7,293	\$34,894	\$42,187	\$7,561	\$37,245	\$44,806	\$7,714	\$39,231	\$46,945
TOTAL DIRECT OBLIGATIONS	\$47,040	\$216,546	\$263,586	\$48,666	\$231,120	\$279,786	\$50,864	\$249,050	\$299,914
PAY GROUP B									
Annual Training B	\$6,727	\$2,103	\$8,830	\$6,998	\$2,130	\$9,128	\$7,608	\$2,349	\$9,957
Inactive Duty Training - B	\$22,411	\$6,013	\$28,423	\$22,815	\$5,977	\$28,792	\$23,893	\$6,394	\$30,287
Unit Training Assemblies - B	\$21,440	\$5,763	\$27,203	\$21,412	\$5,690	\$27,103	\$22,420	\$6,092	\$28,513
Flight Training - B	\$209	\$0	\$209	\$268	\$8	\$277	\$282	\$9	\$290
Military Funeral Honors - B	\$3	\$16	\$19	\$24	\$23	\$48	\$26	\$25	\$50
Training Preparation - B	\$759	\$234	\$993	\$1,110	\$255	\$1,365	\$1,165	\$268	\$1,434
Clothing - B	\$0	\$0	\$0	\$0	\$2	\$2	\$0	\$2	\$2
Travel - B	\$3,624	\$1,878	\$5,502	\$3,751	\$1,926	\$5,677	\$3,940	\$2,056	\$5,996
TOTAL DIRECT OBLIGATIONS	\$32,762	\$9,993	\$42,755	\$33,564	\$10,035	\$43,599	\$35,441	\$10,801	\$46,242
PAY GROUP F									
Initial Active Duty for Training - F	\$12,238	\$105,759	\$117,997	\$12,252	\$95,940	\$108,192	\$12,865	\$100,562	\$113,426
Clothing - F	\$0	\$11,259	\$11,259	\$0	\$12,421	\$12,421	\$0	\$12,665	\$12,665
Subsistence-In-Kind - F	\$0	\$3,764	\$3,764	\$0	\$3,751	\$3,751	\$0	\$3,801	\$3,801
Travel - F	\$115	\$6,092	\$6,207	\$114	\$6,152	\$6,266	\$117	\$6,273	\$6,390
TOTAL DIRECT OBLIGATIONS	\$12,353	\$126,875	\$139,228	\$12,365	\$118,265	\$130,630	\$12,982	\$123,301	\$136,283

* Totals and Subtotals might not add due to rounding.

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

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	\$64	\$1,361	\$1,424	\$65	\$1,388	\$1,453	\$66	\$1,416	\$1,482
IRR Readiness Training	\$77	\$133	\$210	\$79	\$137	\$216	\$82	\$142	\$224
TOTAL DIRECT OBLIGATIONS	\$141	\$1,494	\$1,635	\$144	\$1,525	\$1,669	\$149	\$1,558	\$1,706
SCHOOL TRAINING									
Career Development Training	\$5,886	\$2,508	\$8,394	\$8,146	\$4,353	\$12,499	\$8,357	\$4,459	\$12,816
Initial Skill Acquisition Training	\$519	\$3,020	\$3,539	\$315	\$1,191	\$1,506	\$323	\$1,220	\$1,543
Refresher and Proficiency Training	\$2,076	\$4,460	\$6,536	\$2,376	\$5,066	\$7,441	\$2,436	\$5,189	\$7,625
Training of IRR Personnel	\$19	\$0	\$19	\$191	\$0	\$191	\$196	\$0	\$196
Individual/Unit Conversion Training	\$1,102	\$2,058	\$3,159	\$682	\$2,220	\$2,902	\$700	\$2,275	\$2,974
TOTAL DIRECT OBLIGATIONS	\$9,601	\$12,046	\$21,647	\$11,710	\$12,829	\$24,539	\$12,011	\$13,143	\$25,154
SPECIAL TRAINING									
Command/Staff Supervision & Conf.	\$670	\$231	\$901	\$792	\$273	\$1,065	\$839	\$289	\$1,128
Exercises	\$2,519	\$2,473	\$4,991	\$2,976	\$2,920	\$5,896	\$3,157	\$3,089	\$6,246
Management Support	\$2,445	\$1,420	\$3,866	\$2,889	\$1,677	\$4,566	\$3,070	\$1,779	\$4,849
Operational Training	\$3,694	\$13,646	\$17,340	\$4,365	\$16,114	\$20,479	\$4,633	\$17,068	\$21,701
Service Mission/Mission Support	\$1,190	\$1,488	\$2,677	\$1,406	\$1,757	\$3,162	\$1,493	\$1,863	\$3,356
Recruitment and Retention	\$690	\$1,306	\$1,996	\$815	\$1,542	\$2,357	\$865	\$1,636	\$2,501
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$0	\$6,140	\$6,140	\$2	\$7,248	\$7,250	\$2	\$7,687	\$7,689
Active Duty for Special Training (ADST)	\$7,253	\$0	\$7,253	\$8,569	\$0	\$8,569	\$9,115	\$0	\$9,115
OCO	\$186	\$716	\$902	\$0	\$0	\$0	\$0	\$0	\$0
IRT	\$98	\$140	\$238	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon Reintegration Program (OCO) ^{1/}	\$15	\$105	\$120	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$18,759	\$27,665	\$46,424	\$21,813	\$31,531	\$53,344	\$23,173	\$33,411	\$56,584
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	\$59,621	\$160,787	\$220,408	\$61,706	\$171,424	\$233,130	\$67,664	\$181,820	\$249,484
Individual Clothing Enlisted	\$0	\$0	\$0	\$0	\$17	\$17	\$0	\$18	\$18
Basic Allowance for Subsistence	\$1,088	\$8,514	\$9,603	\$1,093	\$8,826	\$9,919	\$1,162	\$9,168	\$10,330
Travel/PCS	\$2,497	\$6,282	\$8,780	\$2,547	\$6,592	\$9,139	\$2,697	\$6,845	\$9,543
Death/Disability	\$760	\$3,366	\$4,127	\$766	\$3,435	\$4,201	\$781	\$3,502	\$4,283
Transportation Subsidy	\$119	\$23	\$143	\$120	\$22	\$143	\$125	\$23	\$148
Reserve Incentive Programs	\$4,035	\$3,565	\$7,600	\$4,035	\$3,565	\$7,600	\$4,035	\$6,130	\$10,165
Continuation Pay	\$4	\$58	\$62	\$96	\$70	\$166	\$107	\$131	\$238
Temporary Early Retirement Authority (TERA)	\$0	\$212	\$212	\$0	\$218	\$218	\$0	\$224	\$224
TOTAL DIRECT OBLIGATIONS	\$68,125	\$182,808	\$250,934	\$70,365	\$194,170	\$264,535	\$76,572	\$207,860	\$284,433

* Totals and Subtotals might not add due to rounding.

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

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	\$5,483	\$5,483	\$0	\$5,507	\$5,507	\$0	\$3,875	\$3,875
Kicker Program	\$0	\$921	\$921	\$0	\$933	\$933	\$0	\$933	\$933
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	\$6,405	\$6,405	\$0	\$6,440	\$6,440	\$0	\$4,808	\$4,808
PLATOON LEADERS CLASS									
Subsistence Allowance (Stipend)	\$0	\$1,021	\$1,021	\$0	\$1,035	\$1,035	\$0	\$980	\$980
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Summer Training Pay and Allowances	\$0	\$4,568	\$4,568	\$0	\$4,759	\$4,759	\$0	\$4,719	\$4,719
Subsistence-in-Kind	\$0	\$461	\$461	\$0	\$469	\$469	\$0	\$455	\$455
Travel - PLC	\$0	\$1,001	\$1,001	\$0	\$1,036	\$1,036	\$0	\$1,001	\$1,001
Tuition Assistance Program	\$0	\$463	\$463	\$0	\$470	\$470	\$0	\$446	\$446
TOTAL DIRECT OBLIGATIONS	\$0	\$7,515	\$7,515	\$0	\$7,769	\$7,769	\$0	\$7,601	\$7,601
TSP MATCHING									
TOTAL DIRECT OBLIGATIONS	\$317	\$2,048	\$2,364	\$492	\$2,752	\$3,244	\$1,018	\$4,951	\$5,969
TOTAL DIRECT PROGRAM^{1/}	\$189,098	\$593,394	\$782,492	\$199,118	\$616,438	\$815,556	\$212,209	\$656,485	\$868,694
Total Available Appropriation			\$782,492			\$833,604			\$868,694
Estimated Asset / (Shortfall)			\$0			\$18,049			\$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 2020
(\$ in Thousands)**

	FY 2020 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2020 Column of the FY 2021 President's Budget
<u>PAY GROUP A</u>							
Annual Training	\$56,763	(\$2,250)	\$54,513	\$0	\$54,513	(\$1,776)	\$52,737
Inactive Duty Training	\$164,806	(\$1,000)	\$163,806	\$0	\$163,806	(\$5,149)	\$158,657
Unit Training Assemblies	\$155,374	\$0	\$155,374	\$0	\$155,374	(\$6,209)	\$149,164
Flight Training	\$3,351	\$0	\$3,351	\$0	\$3,351	\$43	\$3,394
Military Funeral Honors	\$363	\$0	\$363	\$0	\$363	(\$1)	\$362
Training Preparation	\$5,718	\$0	\$5,718	\$0	\$5,718	\$19	\$5,736
Clothing	\$505	\$0	\$505	\$0	\$505	\$214	\$719
Subsistence of Enlisted Personnel	\$22,722	(\$1,000)	\$21,722	\$0	\$21,722	\$1,145	\$22,867
Travel	\$46,141	\$0	\$46,141	\$0	\$46,141	(\$1,335)	\$44,806
TOTAL DIRECT OBLIGATIONS	\$290,938	(\$4,250)	\$286,688	\$0	\$286,688	(\$6,901)	\$279,786
<u>PAY GROUP B</u>							
Annual Training	\$9,982	\$0	\$9,982	(\$855)	\$9,128	\$0	\$9,128
Inactive Duty Training	\$30,758	\$0	\$30,758	\$0	\$30,758	(\$1,966)	\$28,792
Unit Training Assemblies	\$29,058	\$0	\$29,058	\$0	\$29,058	(\$1,956)	\$27,103
Flight Training	\$278	\$0	\$278	\$0	\$278	(\$2)	\$277
Military Funeral Honors	\$48	\$0	\$48	\$0	\$48	(\$0)	\$48
Training Preparation	\$1,374	\$0	\$1,374	\$0	\$1,374	(\$8)	\$1,365
Clothing	\$2	\$0	\$2	\$0	\$2	(\$0)	\$2
Travel	\$5,972	\$0	\$5,972	(\$295)	\$5,677	\$0	\$5,677
TOTAL DIRECT OBLIGATIONS	\$46,716	\$0	\$46,716	(\$1,150)	\$45,565	(\$1,966)	\$43,599
<u>PAY GROUP F</u>							
Annual Training	\$118,238	\$0	\$118,238	\$0	\$118,238	(\$10,046)	\$108,192
Clothing	\$12,411	\$0	\$12,411	\$0	\$12,411	\$11	\$12,421
Subsistence-In-Kind - F	\$2,197	\$0	\$2,197	\$0	\$2,197	\$1,555	\$3,751
Travel	\$6,393	\$0	\$6,393	\$0	\$6,393	(\$127)	\$6,266
TOTAL DIRECT OBLIGATIONS	\$139,238	\$0	\$139,238	\$0	\$139,238	(\$8,608)	\$130,630

*Totals and Subtotals might not add due to rounding.

Reserve Personnel, Marine Corps
 Analysis of Appropriation Changes and Supplemental Requirements
FY 2020
 (\$ in Thousands)

	FY 2020 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 2020 Column of the FY 2021 President's <u>Budget</u>
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$1,201	\$0	\$1,201	\$0	\$1,201	\$252	\$1,453
IRR Readiness Training	\$220	\$0	\$220	\$0	\$220	(\$5)	\$216
TOTAL DIRECT OBLIGATIONS - Mobilization Training	\$1,422	\$0	\$1,422	\$0	\$1,422	\$247	\$1,669
<u>SCHOOL TRAINING</u>							
Career Development Training	\$9,527	\$0	\$9,527	\$0	\$9,527	\$2,972	\$12,499
Initial Skill Acquisition Training	\$4,018	\$0	\$4,018	\$0	\$4,018	(\$2,512)	\$1,506
Refresher and Proficiency Training	\$7,386	\$0	\$7,386	\$0	\$7,386	\$55	\$7,441
Training of IRR personnel	\$21	\$0	\$21	\$0	\$21	\$170	\$191
Individual/Unit Conversion Training	\$3,581	\$0	\$3,581	\$0	\$3,581	(\$679)	\$2,902
TOTAL DIRECT OBLIGATIONS - School Training	\$24,532	\$0	\$24,532	\$0	\$24,532	\$6	\$24,539
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf. Exercises	\$1,065	\$0	\$1,065	\$0	\$1,065	(\$1)	\$1,065
Management Support	\$4,569	\$0	\$4,569	\$0	\$4,569	(\$3)	\$4,566
Operational Training	\$20,498	\$0	\$20,498	\$0	\$20,498	(\$19)	\$20,479
Service Mission/Mission Support	\$3,165	\$0	\$3,165	\$0	\$3,165	(\$3)	\$3,162
Recruitment and Retention	\$2,360	\$0	\$2,360	\$0	\$2,360	(\$2)	\$2,357
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$7,258	\$0	\$7,258	\$0	\$7,258	(\$9)	\$7,250
Active Duty for Special Training (ADST) ^{1/}	\$8,573	\$0	\$8,573	\$0	\$8,573	(\$4)	\$8,569
TOTAL DIRECT OBLIGATIONS - Special Training	\$53,388	\$0	\$53,388	\$0	\$53,388	(\$44)	\$53,344

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 2020
(\$ in Thousands)

	FY 2020 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 2020 Column of the FY 2021 President's <u>Budget</u>
<u>ADMINISTRATION AND SUPPORT</u>							
Full Time Pay and Allowances	\$234,239	(\$1,000)	\$233,239	\$0	\$233,239	(\$108)	\$233,130
Individual Clothing Enlisted	\$17	\$0	\$17	\$0	\$17	(\$0)	\$17
Basic Allowance for Subsistence	\$10,072	\$0	\$10,072	\$0	\$10,072	(\$153)	\$9,919
Travel/PCS	\$9,747	\$0	\$9,747	\$0	\$9,747	(\$608)	\$9,139
Death/ Disability	\$2,283	\$0	\$2,283	\$1,665	\$3,948	\$253	\$4,201
Transportation Subsidy	\$251	\$0	\$251	\$0	\$251	(\$108)	\$143
Reserve Incentive Programs	\$7,600	\$0	\$7,600	\$0	\$7,600	\$0	\$7,600
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$150	\$0	\$150	\$0	\$150	\$16	\$166
Temporary Early Retirement Authority (TERA)	\$0	\$0	\$0	\$0	\$0	\$218	\$218
TOTAL DIRECT OBLIGATIONS - Admin and Support	\$264,360	(\$1,000)	\$263,360	\$1,665	\$265,025	(\$490)	\$264,535
<u>EDUCATION BENEFITS</u>							
Basic Benefit	\$5,358	\$0	\$5,358	\$0	\$5,358	\$149	\$5,507
Kicker Program	\$861	\$0	\$861	\$0	\$861	\$73	\$933
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	\$6,218	\$0	\$6,218	\$0	\$6,218	\$222	\$6,440
<u>PLATOON LEADERS CLASS</u>							
Subsistence Allowance (Stipend)	\$1,417	\$0	\$1,417	\$0	\$1,417	(\$382)	\$1,035
Uniforms, Issue-in-Kind	\$47	\$0	\$47	\$0	\$47	(\$47)	\$0
Summer Training Pay and Allowances	\$5,170	\$0	\$5,170	\$0	\$5,170	(\$411)	\$4,759
Subsistence-in-Kind	\$150	\$0	\$150	\$0	\$150	\$319	\$469
Travel - PLC	\$1,107	\$0	\$1,107	\$0	\$1,107	(\$71)	\$1,036
Tuition Assistance Program	\$392	\$0	\$392	\$0	\$392	\$78	\$470
TOTAL DIRECT OBLIGATIONS - Platoon Leaders Class	\$8,283	\$0	\$8,283	\$0	\$8,283	(\$514)	\$7,769
<u>TSP MATCHING</u>							
TOTAL DIRECT OBLIGATIONS - TSP Matching	\$3,759	\$0	\$3,759	(\$515)	\$3,244	\$0	\$3,244
Less: OCO/Title IX Supplemental Funding					\$0		\$0
TOTAL DIRECT PROGRAM ^{1/}	\$838,854	(\$5,250)	\$833,604	(\$0)	\$833,604	(\$18,048)	\$815,556

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>FY2019 (Actual)</u>		<u>FY2020</u>		<u>FY2021</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	\$28,618	\$7,069	\$29,633	\$7,231	\$30,543	\$8,247
Pay Group A	Enlisted	\$114,862	\$28,371	\$123,087	\$30,033	\$131,274	\$35,444
Pay Group A	Subtotal	\$143,480	\$35,440	\$152,721	\$37,264	\$161,817	\$43,690
Pay Group B	Officer	\$20,340	\$5,024	\$20,861	\$5,090	\$21,648	\$5,845
Pay Group B	Enlisted	\$5,595	\$1,382	\$5,594	\$1,365	\$5,923	\$1,599
Pay Group B	Subtotal	\$25,934	\$6,406	\$26,455	\$6,455	\$27,571	\$7,444
Pay Group F	Officer	\$7,257	\$1,792	\$7,292	\$1,779	\$7,541	\$2,036
Pay Group F	Enlisted	\$71,708	\$17,712	\$65,720	\$16,036	\$67,692	\$18,277
Pay Group F	Subtotal	\$78,965	\$19,504	\$73,012	\$17,815	\$75,233	\$20,313
Mobilization Training	Officer	\$39	\$10	\$40	\$10	\$41	\$11
Mobilization Training	Enlisted	\$52	\$13	\$54	\$13	\$56	\$15
Mobilization Training	Subtotal	\$91	\$23	\$94	\$23	\$97	\$26
School Training	Officer	\$4,472	\$1,105	\$5,532	\$1,350	\$5,616	\$1,516
School Training	Enlisted	\$4,532	\$1,119	\$4,678	\$1,141	\$4,759	\$1,285
School Training	Subtotal	\$9,004	\$2,224	\$10,210	\$2,491	\$10,375	\$2,801
Special Training	Officer	\$9,567	\$2,363	\$11,168	\$2,725	\$11,721	\$3,165
Special Training	Enlisted	\$12,405	\$3,064	\$14,199	\$3,465	\$14,883	\$4,018
Special Training	Subtotal	\$21,972	\$5,427	\$25,367	\$6,190	\$26,604	\$7,183
Administration & Support	Officer	\$34,486	\$10,484	\$35,524	\$11,012	\$38,101	\$13,297
Administration & Support	Enlisted	\$82,456	\$25,067	\$87,698	\$27,187	\$91,496	\$31,932
Administration & Support	Subtotal	\$116,942	\$35,550	\$123,222	\$38,199	\$129,596	\$45,229
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$3,034	\$749	\$3,173	\$774	\$3,097	\$836
Platoon Leader Class	Subtotal	\$3,034	\$749	\$3,173	\$774	\$3,097	\$836
TOTAL DIRECT PROGRAM	Officer	\$104,778	\$27,846	\$110,051	\$29,197	\$115,211	\$34,117
TOTAL DIRECT PROGRAM	Enlisted	\$294,644	\$77,477	\$304,204	\$80,014	\$319,179	\$93,406
TOTAL DIRECT PROGRAM	Subtotal	\$399,422	\$105,323	\$414,255	\$109,211	\$434,390	\$127,523
TOTAL REIMBURSABLE PROGRAM	Officer	\$3,281	\$810	\$4,952	\$1,208	\$5,102	\$1,378
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$620	\$153	\$935	\$228	\$961	\$260
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$3,900	\$963	\$5,887	\$1,436	\$6,064	\$1,637
TOTAL PROGRAM	Officer	\$108,059	\$28,656	\$115,003	\$30,405	\$120,314	\$35,495
TOTAL PROGRAM	Enlisted	\$295,264	\$77,630	\$305,138	\$80,242	\$320,140	\$93,666
TOTAL PROGRAM	Subtotal	\$403,322	\$106,286	\$420,142	\$110,647	\$440,454	\$129,161

*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>FY2019 (Actual)</u>	<u>FY2020</u>	<u>FY2021</u>
		<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
Pay Group A	Officer	\$1,102	\$1,177	\$1,223
Pay Group A	Enlisted	\$6,757	\$7,431	\$7,951
Pay Group A	Subtotal	\$7,859	\$8,608	\$9,174
Pay Group B	Officer	\$783	\$833	\$898
Pay Group B	Enlisted	\$291	\$302	\$330
Pay Group B	Subtotal	\$1,074	\$1,135	\$1,228
Pay Group F	Officer	\$1,695	\$1,709	\$1,783
Pay Group F	Enlisted	\$3,876	\$3,052	\$3,158
Pay Group F	Subtotal	\$5,572	\$4,761	\$4,941
Mobilization Training	Officer	\$8	\$9	\$9
Mobilization Training	Enlisted	\$14	\$14	\$15
Mobilization Training	Subtotal	\$22	\$23	\$24
School Training	Officer	\$1,266	\$1,578	\$1,613
School Training	Enlisted	\$1,833	\$1,907	\$1,953
School Training	Subtotal	\$3,099	\$3,486	\$3,567
Special Training	Officer	\$2,959	\$3,481	\$3,678
Special Training	Enlisted	\$5,400	\$6,229	\$6,573
Special Training	Subtotal	\$8,359	\$9,710	\$10,251
Administration & Support ^{1/}	Officer	\$10,904	\$11,344	\$12,199
Administration & Support ^{1/}	Enlisted	\$43,169	\$46,545	\$48,622
Administration & Support ^{1/}	Subtotal	\$54,073	\$57,889	\$60,821
Platoon Leader Class	Enlisted	\$191	\$202	\$198
Platoon Leader Class	Subtotal	\$191	\$202	\$198
TOTAL DIRECT PROGRAM	Officer	\$18,718	\$20,132	\$21,404
TOTAL DIRECT PROGRAM	Enlisted	\$61,532	\$65,681	\$68,800
TOTAL DIRECT PROGRAM	Subtotal	\$80,250	\$85,813	\$90,204
TOTAL REIMBURSABLE PROGRAM	Officer	\$1,009	\$1,535	\$1,592
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$268	\$408	\$422
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$1,277	\$1,942	\$2,014
TOTAL PROGRAM	Officer	\$19,727	\$21,666	\$22,996
TOTAL PROGRAM	Enlisted	\$61,800	\$66,089	\$69,222
TOTAL PROGRAM	Subtotal	\$81,527	\$87,755	\$92,218

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

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

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

		<u>FY2019 (Actual)</u>	<u>FY2020</u>	<u>FY2021</u>
		<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
Pay Group A	Officer	\$7,293	\$7,561	\$7,714
Pay Group A	Enlisted	\$34,894	\$37,245	\$39,231
Pay Group A	Subtotal	\$42,187	\$44,806	\$46,945
Pay Group B	Officer	\$3,624	\$3,751	\$3,940
Pay Group B	Enlisted	\$1,878	\$1,926	\$2,056
Pay Group B	Subtotal	\$5,502	\$5,677	\$5,996
Pay Group F	Officer	\$115	\$114	\$117
Pay Group F	Enlisted	\$6,092	\$6,152	\$6,273
Pay Group F	Subtotal	\$6,207	\$6,266	\$6,390
Mobilization Training	Officer	\$15	\$16	\$16
Mobilization Training	Enlisted	\$45	\$46	\$47
Mobilization Training	Subtotal	\$60	\$62	\$63
School Training	Officer	\$1,987	\$2,308	\$2,321
School Training	Enlisted	\$3,533	\$4,058	\$4,090
School Training	Subtotal	\$5,520	\$6,366	\$6,411
Special Training	Officer	\$2,077	\$2,379	\$2,473
Special Training	Enlisted	\$3,685	\$4,136	\$4,295
Special Training	Subtotal	\$5,762	\$6,515	\$6,768
Administration & Support	Officer	\$2,497	\$2,547	\$2,697
Administration & Support	Enlisted	\$6,282	\$6,592	\$6,845
Administration & Support ^{1/}	Subtotal	\$8,780	\$9,139	\$9,543
Platoon Leader Class	Enlisted	\$1,001	\$1,036	\$1,001
Platoon Leader Class	Subtotal	\$1,001	\$1,036	\$1,001
TOTAL DIRECT PROGRAM	Officer	\$17,608	\$18,675	\$19,278
TOTAL DIRECT PROGRAM	Enlisted	\$57,412	\$61,191	\$63,839
TOTAL DIRECT PROGRAM	Subtotal	\$75,020	\$79,866	\$83,117
TOTAL REIMBURSABLE PROGRAM	Officer	\$276	\$412	\$420
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$40	\$60	\$61
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$316	\$472	\$482
TOTAL PROGRAM	Officer	\$17,884	\$19,087	\$19,699
TOTAL PROGRAM	Enlisted	\$57,452	\$61,251	\$63,900
TOTAL PROGRAM	Subtotal	\$75,336	\$80,338	\$83,599

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

Exhibit PB-30U Summer 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>FY2019 (Actual)</u>		<u>FY2020</u>		<u>FY2021</u>	
		<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A	Officer	\$206	\$0	\$209	\$0	\$214	\$0
Pay Group A	Enlisted	\$3,716	\$21,894	\$3,890	\$22,867	\$4,092	\$23,947
Pay Group A	Subtotal	\$3,922	\$21,894	\$4,100	\$22,867	\$4,306	\$23,947
Pay Group B	Officer	\$125	\$0	\$127	\$0	\$135	\$0
Pay Group B	Enlisted	\$104	\$0	\$105	\$0	\$113	\$0
Pay Group B	Subtotal	\$228	\$0	\$232	\$0	\$248	\$0
Pay Group F	Officer	\$556	\$0	\$543	\$0	\$556	\$0
Pay Group F	Enlisted	\$9,198	\$3,764	\$8,305	\$3,751	\$8,456	\$3,801
Pay Group F	Subtotal	\$9,753	\$3,764	\$8,848	\$3,751	\$9,011	\$3,801
Mobilization Training	Officer	\$1	\$0	\$1	\$0	\$2	\$0
Mobilization Training	Enlisted	\$5	\$0	\$5	\$0	\$6	\$0
Mobilization Training	Subtotal	\$7	\$0	\$7	\$0	\$7	\$0
School Training	Officer	\$156	\$0	\$189	\$0	\$190	\$0
School Training	Enlisted	\$558	\$0	\$563	\$0	\$569	\$0
School Training	Subtotal	\$714	\$0	\$752	\$0	\$760	\$0
Special Training	Officer	\$390	\$0	\$446	\$0	\$465	\$0
Special Training	Enlisted	\$1,692	\$0	\$1,896	\$0	\$1,973	\$0
Special Training	Subtotal	\$2,082	\$0	\$2,341	\$0	\$2,438	\$0
Administration & Support	Officer	\$1,088	\$0	\$1,093	\$0	\$1,162	\$0
Administration & Support	Enlisted	\$8,514	\$0	\$8,826	\$0	\$9,168	\$0
Administration & Support	Subtotal	\$9,603	\$0	\$9,919	\$0	\$10,330	\$0
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$109	\$461	\$112	\$469	\$109	\$455
Platoon Leader Class	Subtotal	\$109	\$461	\$112	\$469	\$109	\$455
TOTAL DIRECT PROGRAM	Officer	\$2,522	\$0	\$2,609	\$0	\$2,723	\$0
TOTAL DIRECT PROGRAM	Enlisted	\$23,896	\$26,120	\$23,702	\$27,087	\$24,484	\$28,203
TOTAL DIRECT PROGRAM	Subtotal	\$26,419	\$26,120	\$26,312	\$27,087	\$27,208	\$28,203
TOTAL REIMBURSABLE PROGRAM	Officer	\$138	\$0	\$204	\$0	\$209	\$0
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$87	\$0	\$129	\$0	\$132	\$0
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$226	\$0	\$333	\$0	\$341	\$0
TOTAL PROGRAM	Officer	\$2,661	\$0	\$2,814	\$0	\$2,932	\$0
TOTAL PROGRAM	Enlisted	\$23,984	\$26,120	\$23,832	\$27,087	\$24,616	\$28,203
TOTAL PROGRAM	Subtotal	\$26,645	\$26,120	\$26,645	\$27,087	\$27,549	\$28,203

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

Reserve Personnel, Marine Corps Schedule of Increases and Decreases (\$ in Thousands)		Total
FY 2020 Direct Program		\$815,556
Pricing Increases		
	Increase for anticipated Pay Raise of 3.0% effective 1 January 2021	\$12,586
	Increase in other Pay & Allowance rates due to grade structure and longevity	\$12,369
	Increase for annualization of 3.1% Pay Raise effective 1 January 2020	\$4,205
	Increase for anticipated BAH Fiscal Year (FY) rate increase of 3.7%	\$2,730
	Increase in Pay Group A Travel rate increase of 2.0%	\$1,566
	Increase in Reserve Incentive Program rate increase due to SMCR retention bonus amounts	\$734
	Increase in Pay Group A Subsistence rate increase of 2.3%	\$498
	Increase for anticipated BAS Calendar Year (CY) rate increase of 2.3%	\$329
	Increase in Pay Group F Clothing rate increase of 2.0%	\$248
	Increase in anticipated FTS BAS rate increase of 2.3%	\$198
	Increase in Permanent Change of Station rate increase of 2.0%	\$190
	Increase in TSP Matching rate increase associated with pay raise	\$174
	Increase in Pay Group B Travel rate increase of 2.0%	\$140
	Increase in Pay Group F Travel rate increase of 2.0%	\$125
	Increase in Disability and Hospitalization Benefits Rate	\$78
	Increase in Pay Group F Subsistence-In-Kind Rate	\$72
	Increase in Muster Payment Rates	\$29
	Increase in Platoon Leaders Course Travel Rate	\$20
	Increase in Continuation Pay Rates	\$16
	Increase in Pay Group A Clothing Replacement Rate	\$15
	Increase in Platoon Leaders Course (PLC) Subsistence-In-Kind Rate	\$13
	Increase in Temporary Early Retirement Authority (TERA) rate associated with pay raise	\$6
	Total Pricing Increases	\$36,341
Program Increases		
	Increase in FTS Pay and Allowances due to Strength	\$5,538
	Increase in Pay Group A Travel due to Paid Participants	\$4,523
	Increase in TSP Matching Program	\$2,551
	Increase in Selected Reserve Incentive Program Paid Participants	\$1,831
	Increase in Pay Group A Annual Training Paid Participants	\$1,400
	Increase in Special Training Pay and Allowances Program Requirements	\$972
	Increase in Pay Group A Inactive Duty Training Paid Participants	\$583
	Increase in Pay Group A Subsistence Participants	\$574
	Increase in Pay Group B Annual Training Paid Participants	\$397
	Increase in PCS Travel due to Strength	\$214
	Increase in FTS BAS Requirements due to Strength	\$213
	Increase in Pay Group B Travel due to Paid Participants	\$179
	Increase in Pay Group B Inactive Duty Training Paid Participants	\$93
	Increase in Continuation Pay Program	\$55
	Increase in Pay Group F Pay and Allowances due to Strength	\$36
	Increase in Pay Group A Clothing Takers	\$23
	Increase in Disability/Hospitalization Benefits due to strength	\$5
	Increase in Transportation Subsidy Participants	\$5
	Total Program Increases	\$19,294
Total Increases		\$55,635
Pricing Decreases		
	Decrease in Montgomery GI Bill (MGIB) Basic Benefit Rate	(\$1,632)
Total Pricing Decreases		(\$1,735)
Program Decreases		
	Decrease in School Training Pay and Allowances Program Requirements	(\$324)
	Decrease in Platoon Leaders Course (PLC) Pay and Allowances due to Strength	(\$249)
	Decrease in Marine Corps Financial Assistance Program (MCFAP) Program	(\$55)
	Decrease in Platoon Leaders Course (PLC) Travel due to Strength	(\$55)
	Decrease in Subsistence-In-Kind due to greater strength	(\$27)
	Decrease in Marine Corps Tuition Assistance Program (MCTAP) Program	(\$24)
	Decrease in Pay Group F Subsistence-In-Kind Requirements due to Strength	(\$22)
	Decrease in Pay Group F Clothing Requirements due to Strength	(\$4)
	Decrease in Pay Group F Travel Requirements due to Strength	(\$1)
	Total Program Decreases	(\$761)
Total Decreases		(\$2,497)
FY 2021 Direct Program		\$868,694

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

Section 4

Detail of Military Personnel Entitlements

Exhibit PB-30X Subactivity Detailed justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$299,914
Reserve Component Training and Support	FY2020 Enacted	\$279,786
Training, Pay Group A	FY2019 Actual	\$263,586

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 73.63% of the average officer strength and 76.94% 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 79.80% attendance at training assemblies for officers and 85.34% 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 2020 Direct Program		\$279,786
Increases		
Pricing Increases		
Increase in Rates for IDT Training	\$8,316	
Increase in Rates for Annual Training	\$2,631	
Increase in Travel Rates	\$1,566	
Increase in Subsistence Rates	\$498	
Increase in Clothing Replacement Rate	\$15	
Total Pricing Increases	\$13,025	
Program Increases		
Increase in IDT Training Paid Participants	\$4,523	
Increase in Annual Training Paid Participants	\$1,400	
Increase in Travel due to paid participants	\$574	
Increase in Subsistence due to higher paid participants	\$583	
Increase in Clothing due to paid participants	\$23	
Total Program Increases	\$7,103	
Total Increases		\$20,128
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2021 Direct Program		\$299,914

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

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

Pay and Allowances, Annual Training, Officers: These funds are requested to provide Pay and Allowances 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	2,224			2,225			2,224		
Participation Rate	72.22%			73.51%			73.63%		
Paid Participants	1,606	\$5,282.47	\$8,484	1,636	\$5,379.30	\$8,798	1,638	\$5,644.84	\$9,244

Pay and Allowances, Annual Training, Enlisted: These funds are requested to provide Pay and Allowances 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	27,947			28,050			28,053		
Participation Rate	71.46%			74.59%			76.94%		
Paid Participants	19,970	\$2,050.49	\$40,949	20,922	\$2,100.08	\$43,939	21,584	\$2,201.83	\$47,524
Total Annual Training			\$49,433			\$52,737			\$56,768

Reserve Personnel, Marine Corps

Pay Group A

Detail of Requirements

(\$ in Thousands)

Pay, Inactive Duty Training, Officers: These funds are requested to provide Pay and Allowances 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>FY2019 (Actual)</u>			<u>Strength</u>	<u>FY2020</u>			<u>Strength</u>	<u>FY2021</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	2,224			2,225			2,224			
Participation Rate	78.51%			79.80%			79.80%			
Paid Participants	1,746	\$15,162.46	\$26,473	1,775	\$15,063.85	\$26,746	1,775	\$15,818.82	\$28,074	
Additional Training Periods										
Flight Training	8,890	\$320.36	\$2,848	10,023	\$329.28	\$3,300	10,023	\$345.39	\$3,462	
Training Prep	6,014	\$320.36	\$1,927	6,850	\$329.28	\$2,256	6,850	\$345.39	\$2,366	
Military Funeral Honors	49	\$320.36	\$16	15	\$329.28	\$5	15	\$345.39	\$5	
SUBTOTAL	14,953		\$4,790	16,888		\$5,561	16,888		\$5,833	
TOTAL			\$31,263			\$32,307			\$33,907	

Pay, Inactive Duty Training, Enlisted: These funds are requested to provide Pay and Allowances 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>FY2019 (Actual)</u>			<u>Strength</u>	<u>FY2020</u>			<u>Strength</u>	<u>FY2021</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	27,947			28,050			28,053			
Participation Rate	79.05%			82.30%			85.34%			
Paid Participants	22,091	\$5,186.36	\$114,573	23,085	\$5,302.91	\$122,418	23,940	\$5,574.67	\$133,460	
Additional Training Periods										
Flight Training	413	\$109.31	\$45	834	\$112.44	\$94	834	\$118.09	\$98	
Training Prep	27,709	\$109.31	\$3,029	30,956	\$112.44	\$3,481	30,956	\$118.09	\$3,656	
Military Funeral Honors	4,454	\$109.31	\$487	3,179	\$112.44	\$357	3,179	\$118.09	\$375	
SUBTOTAL	32,576		\$3,561	34,969		\$3,932	34,969		\$4,129	
TOTAL			\$118,134			\$126,350			\$137,590	
Total Inactive Duty Training			\$149,398			\$158,657			\$171,496	

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Replacement Issues	3,164	\$212.93	\$674	3,310	\$217.19	\$719	3,418	\$221.53	\$757

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	1,489	\$1,452.31	\$2,162	1,516	\$1,481.36	\$2,246	1,518	\$1,510.98	\$2,294
Off-Site IDT Travel	892	\$1,011.08	\$902	907	\$1,031.30	\$935	907	\$1,051.93	\$954
Critical Billet / Key Unit Leader Travel	5,933	\$373.59	\$2,217	6,033	\$381.06	\$2,299	6,030	\$388.68	\$2,344
Group Travel	2,224	\$904.61	\$2,012	2,225	\$935.12	\$2,081	2,224	\$954.25	\$2,122
Total Officer Travel			\$7,293			\$7,561			\$7,714

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	18,150	\$501.91	\$9,110	19,015	\$511.95	\$9,735	19,660	\$522.19	\$10,266
Off-Site IDT Travel	1,315	\$727.66	\$957	1,374	\$742.21	\$1,020	1,417	\$757.06	\$1,073
Critical Billet / Key Unit Leader Travel	3,428	\$307.07	\$1,053	3,582	\$313.21	\$1,122	3,694	\$319.47	\$1,180
Group Travel	27,947	\$850.73	\$23,775	28,050	\$904.41	\$25,369	28,053	\$952.21	\$26,712
Total Enlisted Travel			\$34,894			\$37,245			\$39,231
Total Travel			\$42,187			\$44,806			\$46,945
Total Pay Group A			\$263,586			\$279,786			\$299,914
Total Available Appropriation						\$286,688			
Estimated Asset / (Shortfall)						\$6,901			

Exhibit PB-30X Subactivity Detailed justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$46,242
Reserve Component Training and Support	FY2020 Enacted	\$43,599
Training, Pay Group B - IMA	FY2019 Actual	\$42,755

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 71.21% of the average officer strength and 74.86% 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 66.99% attendance at training assemblies for officers and 66.77% for enlisted personnel.

Additional IDT periods are used for the following purposes:

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

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

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

	<u>Total</u>
FY 2020 Direct Program	\$43,599
Increases	
Pricing Increases	
Increase in Rates for IDT Training	\$1,402
Increase in Rates for Annual Training	\$432
Increase in Travel Rates	\$140
Total Pricing Increases	\$1,974
Program Increases	
Increase in Annual Training Paid Participants	\$397
Increase in Travel due to Paid Participants	\$179
Increase in IDT Drill Paid Participants	\$93
Total Program Increases	\$669
Total Increases	\$2,643
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2021 Direct Program	\$46,242

*Totals and Subtotal's 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 Pay and Allowances 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	1,705			1,676			1,674		
Participation Rate	65.59%			68.40%			71.21%		
Paid Participants	1,118	\$6,014.83	\$6,727	1,146	\$6,104.20	\$6,998	1,192	\$6,382.53	\$7,608

Pay and Allowances, Annual Training, Enlisted: These funds are requested to provide Pay and Allowances 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	957			917			917		
Participation Rate	66.97%			70.92%			74.86%		
Paid Participants	641	\$3,280.84	\$2,103	650	\$3,275.08	\$2,130	686	\$3,421.33	\$2,349
Total Annual Training			\$8,830			\$9,128			\$9,957

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 Pay and Allowances 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>FY2019 (Actual)</u>			<u>Strength</u>	<u>FY2020</u>			<u>Strength</u>	<u>FY2021</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	1,705			1,676			1,674			
Participation Rate	66.99%			66.99%			66.99%			
Paid Participants	1,142	\$18,772.26	\$21,440	1,123	\$19,072.04	\$21,412	1,121	\$19,992.92	\$22,420	
Additional Training Periods										
Flight Training	555	\$375.96	\$209	694	\$386.69	\$268	694	\$406.04	\$282	
Training Prep	2,018	\$375.96	\$759	2,870	\$386.69	\$1,110	2,870	\$406.04	\$1,165	
Military Funeral Honors	8	\$375.96	\$3	63	\$386.69	\$24	63	\$406.04	\$26	
SUBTOTAL			\$970			\$1,403			\$1,473	
TOTAL			\$22,411			\$22,815			\$23,893	

Pay and Allowances, Inactive Duty Training, Enlisted: These funds are requested to provide for Pay and Allowances 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>FY2019 (Actual)</u>			<u>Strength</u>	<u>FY2020</u>			<u>Strength</u>	<u>FY2021</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	957			917			917			
Participation Rate	64.07%			65.42%			66.77%			
Paid Participants	613	\$9,398.92	\$5,763	600	\$9,485.50	\$5,690	612	\$9,950.11	\$6,092	
Additional Training Periods										
Flight Training	0	\$0.00	\$0	42	\$195.39	\$8	42	\$205.18	\$9	
Training Prep	1,231	\$189.97	\$234	1,307	\$195.39	\$255	1,307	\$205.18	\$268	
Military Funeral Honors	82	\$189.97	\$16	120	\$195.39	\$23	120	\$205.18	\$25	
SUBTOTAL	1,313		\$249	1,469		\$287	1,469		\$301	
TOTAL			\$6,013			\$5,977			\$6,394	
Total Inactive Duty Training			\$28,423			\$28,792			\$30,287	

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>FY2019 (Actual)</u>				<u>FY2020</u>				<u>FY2021</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	\$320.23	\$0	7	\$326.63	\$2	7	\$333.17	\$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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	1,307	\$2,080.65	\$2,719	1,340	\$2,122.27	\$2,844	1,393	\$2,164.71	\$3,015
Off-Site IDT Travel	729	\$1,240.88	\$905	717	\$1,265.69	\$908	716	\$1,291.01	\$924
Total Officer Travel			\$3,624			\$3,751			\$3,940

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

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	763	\$1,844.53	\$1,407	774	\$1,881.42	\$1,456	817	\$1,919.04	\$1,568
Off-Site IDT Travel	405	\$1,162.43	\$471	396	\$1,185.68	\$470	404	\$1,209.39	\$489
Total Enlisted Travel			\$1,878			\$1,926			\$2,056
Total Travel			\$5,502			\$5,677			\$5,996

Total			\$42,755			\$43,599			\$46,242
Total Available Appropriation						\$46,716			
Estimated Asset / (Shortfall)						\$3,116			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$136,283
Reserve Component Training and Support	FY2020 Enacted	\$130,630
Training, Pay Group F	FY2019 Actual	\$139,228

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 Pay and Allowances 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 2020 Direct Program	\$130,630
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$5,199
Increase in Clothing Rates	\$248
Increase in Travel Rates	\$125
Increase in Subsistence Rates	\$72
Total Pricing Increases	\$5,645
Program Increases:	
Increase in Pay and Allowances due to higher Strength	\$36
Total Program Increases	\$36
Total Increases	\$5,680
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in Subsistence due to lower Strength	(\$22)
Decrease in Clothing due to lower enlisted Average Strength	(\$4)
Decrease in Travel due to lower Strength	(\$1)
Total Program Decreases	(\$28)
Total Decreases	(\$28)
FY 2021 Direct Program	\$136,283
*Totals and Subtotal's might not add due to rounding	

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 Pay and Allowances 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	188	\$65,095.60	\$12,238	182	\$67,317.54	\$12,252	183	\$70,299.27	\$12,865

Pay and Allowances, Initial Active Duty for Training, Enlisted Personnel: Funding provides for Pay and Allowances 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	3,046	\$34,720.74	\$105,759	3,016	\$31,810.38	\$95,940	3,015	\$33,353.80	\$100,562
Total			\$117,997			\$108,192			\$113,426

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue									
Male	5,298	\$1,986.76	\$10,526	5,246	\$2,215.29	\$11,621	5,244	\$2,259.60	\$11,849
Female	356	\$2,060.61	\$734	352	\$2,272.91	\$800	352	\$2,318.34	\$816
TOTAL	5,654		\$11,259	5,598		\$12,421	5,596		\$12,665
Total Clothing			\$11,259			\$12,421			\$12,665

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	270,819	\$13.90	\$3,764	268,152	\$13.99	\$3,751	266,559	\$14.26	\$3,801

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	118	\$977.07	\$115	114	\$996.61	\$114	115	\$1,016.55	\$117

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	6,186	\$984.73	\$6,092	6,125	\$1,004.43	\$6,152	6,123	\$1,024.52	\$6,273
Total Travel			\$6,207			\$6,266			\$6,390
Total Pay Group F			\$139,228			\$130,630			\$136,283
Total Available Appropriation						\$139,238			
Estimated Asset / (Shortfall)						\$8,608			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$1,706
Reserve Component Training and Support	FY2020 Enacted	\$1,669
Mobilization Training	FY2019 Actual	\$1,635

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 2020 Direct Program		\$1,669
Increases		
Pricing Increases		
Increase in Physical Muster Payment Rates	\$29	
Increase in Readiness Training Pay and Allowances Rates	\$8	
Total Pricing Increases	\$38	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$38
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2021 Direct Program		\$1,706
*Totals and Subtotal's might not add due to rounding		

**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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	17	\$3,618.31	\$62	17	\$3,725.14	\$63	17	\$3,902.99	\$66
Travel and Per Diem	17	\$901.70	\$15	17	\$919.73	\$16	17	\$938.13	\$16
Subtotal			\$77			\$79			\$82
IRR Muster									
Physical Muster	270	\$235.89	\$64	270	\$240.61	\$65	270	\$245.42	\$66
Electronic Muster	0	\$0.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$64			\$65			\$66
Officer Total			\$141			\$144			\$149
Enlisted Readiness Training									
Pay and Allowances	44	\$2,006.86	\$88	44	\$2,065.21	\$91	44	\$2,161.38	\$95
Travel and Per Diem	44	\$1,023.68	\$45	44	\$1,044.16	\$46	44	\$1,065.04	\$47
Subtotal			\$133			\$137			\$142
IRR Muster									
Physical Muster	5,640	\$241.25	\$1,361	5,640	\$246.08	\$1,388	5,640	\$251.00	\$1,416
Electronic Muster	0	\$0.00	\$0	0	\$50.00	\$0	0	\$50.00	\$0
Subtotal			\$1,361			\$1,388			\$1,416
Enlisted Total			\$1,494			\$1,525			\$1,558
Total Mobilizaion Training			\$1,635			\$1,669			\$1,706
Total Available Appropriation						\$1,422			
Estimated Asset / (Shortfall)						(\$247)			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$25,154
Reserve Component Training and Support	FY2020 Enacted	\$24,539
School Training	FY2019 Actual	\$21,647

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 2020 Direct Program	\$24,539
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$939
Total Pricing Increases	\$939
Program Increases	
Total Program Increases	\$0
Total Increases	\$939
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Decrease in School Training Takers	(\$324)
Total Program Decreases	(\$324)
Total Decreases	(\$324)
FY 2021 Direct Program	\$25,154
*Totals and Subtotal's might not add due to rounding	

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

Participants Tour Length Mandays Rate (Avg) Amount Participants Tour Length Mandays Rate (Avg) Amount Participants Tour Length Mandays Rate (Avg) Amount
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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	18	56	1,008	\$514.87	\$519	11	54	597	\$528.19	\$315	11	54	590	\$547.69	\$323
Enlisted	212	70	14,742	\$204.83	\$3,020	80	71	5,655	\$210.51	\$1,191	79	70	5,567	\$219.14	\$1,220
Subtotal	230		15,750		\$3,539	91		6,252		\$1,506	90		6,157		\$1,543

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	213	13	2,716	\$764.13	\$2,076	229	13	3,029	\$784.30	\$2,376	226	13	2,991	\$814.45	\$2,436
Enlisted	989	14	14,192	\$314.30	\$4,460	826	19	15,715	\$322.34	\$5,066	817	19	15,549	\$333.70	\$5,189
Subtotal	1,202		16,908		\$6,536	1,055		18,744		\$7,441	1,043		18,540		\$7,625

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	997	14	13,746	\$428.21	\$5,886	1,201	15	18,515	\$439.97	\$8,146	1,183	15	18,236	\$458.26	\$8,357
Enlisted	742	12	8,769	\$286.00	\$2,508	1,497	10	14,828	\$293.55	\$4,353	1,479	10	14,644	\$304.52	\$4,459
Subtotal	1,739		22,516		\$8,394	2,698		33,343		\$12,499	2,662		32,879		\$12,816

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

Participants Tour LengMandays Rate (AvgAmount Participants Tour LengMandays Rate (AvgAmount Participants Tour LengMandays Rate (AvgAmount
Individual/Unit Conversion Training: Provides Reservists with that training required when a unit undergoes a change or redesignation to its primary mission.

	<u>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	40	44	1,746	\$631.11	\$1,102	17	62	1,052	\$648.11	\$682	17	61	1,038	\$674.05	\$700
Enlisted	123	69	8,468	\$242.98	\$2,058	123	72	8,899	\$249.49	\$2,220	121	73	8,780	\$259.06	\$2,275
Subtotal	163		10,214		\$3,159	140		9,951		\$2,902	138		9,818		\$2,974

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	23	23	\$795.08	\$19	64	4	234	\$816.22	\$191	63	4	231	\$848.06	\$196
Enlisted	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0
Subtotal	1		23		\$19	64		234		\$191	63		231		\$196

Total School Training:

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	1,269	19,240	\$9,601	1,522	23,426	\$11,710	1,500	23,085	\$12,011
Enlisted	2,066	46,172	\$12,046	2,526	45,098	\$12,829	2,496	44,540	\$13,143
Total	3,335	65,412	\$21,647	4,048	68,524	\$24,539	3,996	67,625	\$25,154

Total Available Appropriation \$24,532
Estimated Asset / (Shortfall) (\$6)

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$56,584
Reserve Component Training and Support	FY2020 Enacted	\$53,344
Special Training	FY2019 Actual	\$46,424

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. FY19 actuals include OCO, whereas FY20 and FY21 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 2020 Direct Program		\$53,344
Increases		
Pricing Increases		
Increase in Pay and Allowances Rates	\$2,268	
Total Pricing Increases	\$2,268	
Program Increases		
Increase in Pay and Allowances due to program	\$972	
Total Program Increases	\$972	
Total Increases		\$3,240
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2021 Direct Program		\$56,584
*Totals and Subtotal's might not add due to rounding		

**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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	46	11	515	\$1,301.57	\$670	53	11	593	\$1,336.03	\$792	55	11	605	\$1,387.47	\$839
Enlisted	30	9	257	\$899.99	\$231	34	9	296	\$923.47	\$273	35	9	302	\$957.16	\$289
Subtotal	76		772		\$901	87		888		\$1,065	90		906		\$1,128

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	181	15	2,717	\$927.01	\$2,519	209	15	3,126	\$952.06	\$2,976	213	15	3,188	\$990.17	\$3,157
Enlisted	491	17	8,169	\$302.69	\$2,473	565	17	9,396	\$310.78	\$2,920	576	17	9,575	\$322.66	\$3,089
Subtotal	672		10,886		\$4,991	774		12,522		\$5,896	789		12,763		\$6,246

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	88	63	5,579	\$438.30	\$2,445	101	63	6,411	\$450.61	\$2,889	103	63	6,532	\$470.01	\$3,070
Enlisted	87	131	11,401	\$124.58	\$1,420	100	131	13,089	\$128.14	\$1,677	102	130	13,310	\$133.65	\$1,779
Subtotal	175		16,980		\$3,866	201		19,500		\$4,566	205		19,842		\$4,849

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	188	29	5,460	\$676.65	\$3,694	216	29	6,279	\$695.19	\$4,365	220	29	6,401	\$723.80	\$4,633
Enlisted	3,170	19	61,684	\$221.22	\$13,646	3,643	19	70,886	\$227.32	\$16,114	3,709	19	72,163	\$236.52	\$17,068
Subtotal	3,358		67,143		\$17,340	3,859		77,164		\$20,479	3,929		78,564		\$21,701

**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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	129	1,940	\$613.14	\$1,190	17	131	2,231	\$630.09	\$1,406	17	134	2,274	\$656.45	\$1,493
Enlisted	49	218	10,685	\$139.24	\$1,488	56	219	12,265	\$143.22	\$1,757	57	219	12,471	\$149.41	\$1,863
Subtotal	64		12,625		\$2,677	73		14,496		\$3,162	74		14,745		\$3,356

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>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	57	19	1,064	\$648.14	\$690	66	19	1,224	\$665.73	\$815	67	19	1,248	\$692.58	\$865
Enlisted	135	46	6,192	\$210.97	\$1,306	155	46	7,109	\$216.98	\$1,542	158	46	7,229	\$226.30	\$1,636
Subtotal	192		7,256		\$1,996	221		8,333		\$2,357	225		8,477		\$2,501

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

	<u>FY2019 (Actual)</u>					<u>FY2020</u>					<u>FY2021</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	0	0	0	\$1,800.33	\$0	1	1	1	\$1,848.05	\$2	1	1	1	\$1,919.36	\$2
Enlisted	1,768	22	38,937	\$157.69	\$6,140	2,029	22	44,688	\$162.19	\$7,248	2,064	22	45,443	\$169.16	\$7,687
Subtotal	1,768		38,937		\$6,140	2,030		44,689		\$7,250	2,065		45,444		\$7,689

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.

	FY2019 (Actual)					FY2020					FY2021				
	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount
Officer	91	343	31,170	\$232.68	\$7,253	104	344	35,801	\$239.35	\$8,569	106	344	36,454	\$250.04	\$9,115
Enlisted	0	0	0	\$2.99	\$0	0	0	0	\$0.00	\$0	0	0	0	\$0.00	\$0
Subtotal	91		31,170		\$7,253	104		35,801		\$8,569	106		36,454		\$9,115

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.

	FY2019 (Actual)				
	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount
Officer	5	41	203	\$912.50	\$186
Enlisted	49	58	2,864	\$250.04	\$716
Subtotal	54		3,068		\$902

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.

	FY2019 (Actual)				
	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount
Officer	1	137	137	\$716.56	\$98
Enlisted	11	37	405	\$344.72	\$140
Subtotal	12	45	542	439	\$238

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.

	FY2019 (Actual)				
	Participants	Tour Length (Avg)	Mandays	Rate (Avg)	Amount
Officer	8	3	20	\$749.35	\$15
Enlisted	114	3	311	\$336.60	\$105
Subtotal	122		331		\$120

Total Special Training:

	FY2019 (Actual)			Number	FY2020			Number	FY2021		
	Number	Mandays	Amount		Mandays	Amount	Mandays		Amount		
Officer	680	48,805	\$18,759	767	55,665	\$21,813	782	56,702	\$23,173		
Enlisted	5,904	140,906	\$27,665	6,582	157,728	\$31,531	6,701	160,492	\$33,411		
Total	6,584	189,710	\$46,424	7,349	213,393	\$53,344	7,483	217,194	\$56,584		

Total Available Appropriation \$53,388
Estimated Asset / (Shortfall) \$44

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$284,433
Reserve Component Training and Support	FY2020 Enacted	\$264,535
Administration and Support	FY2019 Actual	\$250,934

Part I - Purpose and Scope

The funds in this program will provide Pay and Allowances, 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 2020 Direct Program	\$264,535
Increases	
Pricing Increases	
Increase in FTS Pay and Allowances Rates	\$10,815
Increase in Selected Reserve Incentives Rates	\$734
Increase in FTS BAS Rate	\$198
Increase in Permanent Change of Station Rates	\$190
Increase in Disability and Hospitalization Benefits Rates	\$78
Increase in Continuation Pay Rates	\$16
Increase in Temporary Early Retirement Authority (TERA)	\$6
Total Pricing Increases	\$12,037
Program Increases	
Increase in Pay and Allowances due to Paid Participants	\$5,538
Increase in Selected Reserve Incentive Program	\$1,831
Increase in Permanent Change of Station due to Strength	\$214
Increase in BAS due to Strength	\$213
Increase in Continuation Pay due to takers	\$55
Increase in Disability and Hospitalization Participants	\$5
Increase in Transportation Subsidy Participants	\$5
Total Program Increases	\$7,861
Total Increases	\$19,898
Decreases	
Pricing Decreases	
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2021 Direct Program	\$284,433
*Totals and Subtotal's might not add due to rounding	

**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 Pay and Allowances, 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	357	\$167,004.46	\$59,621	357	\$172,846.61	\$61,706	371	\$182,383.00	\$67,664

Pay and Allowances of Enlisted: Funding provides Pay and Allowances, 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	1,925	\$83,525.88	\$160,787	1,979	\$86,621.64	\$171,424	2,015	\$90,233.00	\$181,820
Total FTS Pay and Allowances			\$220,408			\$233,130			\$249,484

**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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	357	\$3,052.69	\$1,088	356	\$3,073.29	\$1,093	371	\$3,133.26	\$1,162
Enlisted	1,925	\$4,422.17	\$8,514	1,978	\$4,462.56	\$8,826	2,015	\$4,549.65	\$9,168
Total	2,283		\$9,603	2,333		\$9,919	2,386		\$10,330

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	\$100,000.00	\$300	3	\$100,000.00	\$300	3	\$100,000.00	\$300
Total	3		\$300	3		\$300	3		\$300

Disability and Hospital Benefits

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	81	\$9,386.46	\$760	80	\$9,574.19	\$766	80	\$9,765.67	\$781
Enlisted	1,345	\$2,279.82	\$3,066	1,348	\$2,325.42	\$3,135	1,350	\$2,371.93	\$3,202
Total	1,426		\$3,827	1,428		\$3,901	1,430		\$3,983

Death Gratuities and Benefits Total			\$4,127			\$4,201			\$4,283
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**Reserve Personnel, Marine Corps
Administration and Support
Detail of Requirements
(\$ in Thousands)**

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	988	\$120.75	\$119	988	\$121.93	\$120	1,027	\$121.93	\$125
Enlisted	195	\$119.06	\$23	200	\$112.41	\$22	204	\$112.41	\$23
Total	1,183		\$143	1,188		\$143	1,231		\$148
Page Total			\$143			\$143			\$148

**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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	\$134.66	\$0	124	\$137.36	\$17	126	\$140.10	\$18

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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	164	\$15,227.29	\$2,497	164	\$15,531.83	\$2,547	170	\$15,866.72	\$2,697
Enlisted	746	\$8,421.44	\$6,282	767	\$8,594.54	\$6,592	781	\$8,764.98	\$6,845
Total	910		\$8,780	931		\$9,139	951		\$9,543

Temporary Early Retirement Authority: Funding is requested to help shape current force structure as part of an ongoing effort to balance FTS inventory with the new force structure. The TERA program serves as an effective mechanism to support force shaping initiatives that optimize Reserve Component (RC) structure and enhance the RC's ability to augment and reinforce the Active Component as part of the total force.

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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>
TERA	2	\$105,952.00	\$212	2	\$109,236.52	\$218	2	\$112,076.66	\$224

Page Total **\$8,992** **\$9,375** **\$9,785**

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

**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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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)	130	\$3,000.00	\$390	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
Payments	130		\$390	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 \$10,000, \$15,000, or \$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 \$10,000, \$15,000, or \$20,000 bonus depending on the MOS.

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	90	\$17,000.00	\$1,530	90	\$17,000.00	\$1,530	90	\$17,000.00	\$1,530
Enlisted	101	\$14,455.45	\$1,460	101	\$14,455.45	\$1,460	186	\$14,704.30	\$2,735
Total	191		\$2,990	191		\$2,990	276		\$4,265

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$1,955
Reserve Component Training and Support	FY2020 Enacted	\$1,955
Aviation Bonus - Business Case Analysis	FY2019 Actual	\$1,955

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

Overview: The FY 2021 AvB plan is responsive to inventory states, which are below target inventory levels in four specialties, while remaining fiscally responsible in targeting only those specialties experiencing inventory challenges. Each of these specialties, MV-22, F/A-18, and F-35 are experiencing or projected to experience a shortage of qualified pilots. The Marine Corps FY 2021 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 FY 2021 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 (may vary by component):	<u>FY2019 (Actual)</u>	<u>FY2020 (Enacted)</u>	<u>FY2021 (Estimate)</u>
VMFA-112 (FA-18)	80%	80%	80%
MATSG-42 SAU (F-35)	80%	80%	80%
VMGR-452 (KC-130)	74%	74%	74%
VMGR-234 (KC-130)	81%	81%	81%
HMLA-775 (UH-1/AH-1)	83%	83%	83%
HMLA-773 (UH-1/AH-1)	90%	90%	90%
HMM-772 (CH-53)	94%	94%	94%
VMM-774 (MV-22)	60%	60%	60%
VMM-764 (MV-22)	80%	80%	80%
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 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 (may vary by component):	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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>
VMFA-112 (FA-18)	4	\$10,000.00	\$40	4	\$10,000.00	\$40	4	\$10,000.00	\$40
MATSG-42 SAU (F-35)	3	\$25,000.00	\$75	3	\$25,000.00	\$75	3	\$25,000.00	\$75
VMGR-452 (KC-130)	7	\$25,000.00	\$175	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMGR-234 (KC-130)	4	\$10,000.00	\$40	4	\$10,000.00	\$40	4	\$10,000.00	\$40
HMLA-775 (UH-1/AH-1)	12	\$20,000.00	\$240	12	\$20,000.00	\$240	12	\$20,000.00	\$240
HMLA-773 (UH-1/AH-1)	31	\$15,000.00	\$465	31	\$15,000.00	\$465	31	\$15,000.00	\$465
HMM-772 (CH-53)	33	\$15,000.00	\$495	33	\$15,000.00	\$495	33	\$15,000.00	\$495
VMM-774 (MV-22)	7	\$25,000.00	\$175	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMM-764 (MV-22)	11	\$20,000.00	\$220	11	\$20,000.00	\$220	11	\$20,000.00	\$220
Vacant O5-level operational squadron	3	\$10,000.00	\$30	3	\$10,000.00	\$30	3	\$10,000.00	\$30
AvB Total	115		\$1,955	115		\$1,955	115		\$1,955

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

SMCR Officer Accession 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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 Accession Bonus	35	\$15,714.29	\$550	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 FY19 through FY21 bonus amounts are specifically targeting unit shortages in specific Military Occupational Specialties that are below 80% of manning levels.

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	72	\$17,430.56	\$1,255	72	\$17,430.56	\$1,255	158	\$16,107.59	\$2,545
Subtotal SMCR Affiliation Bonus			\$1,805			\$1,805			\$3,095

**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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	30	\$15,333.33	\$460	30	\$15,333.33	\$460	30	\$15,333.33	\$460
FTS Affiliation Bonus Total	30		\$460	30		\$460	30		\$460

Reserve Incentive Totals

Officer Reserve Incentives	\$4,035	\$4,035	\$4,035
Enlisted Reserve Incentives	\$3,565	\$3,565	\$6,130
Total Reserve Incentive Programs	\$7,600	\$7,600	\$10,165

**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 began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY2019 (Actual)</u>				<u>FY2020</u>				<u>FY2021</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	\$4,494.22	\$4	21	\$4,590.48	\$96	22	\$4,863.64	\$107		
Enlisted	9	\$6,413.58	\$58	11	\$6,363.64	\$70	19	\$6,894.74	\$131		
Total	10		\$62	32		\$166	41		\$238		
Total Administration and Support (FTS)			\$250,934			\$264,535			\$284,433		
Total Available Appropriation						\$263,360					
Estimated Asset / (Shortfall)						(\$1,175)					

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

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

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2019														
Initial Payments	130	\$390												
FY 2020														
Initial Payments			130	\$390										
FY 2021														
Initial Payments					130	\$390								
FY 2022														
Initial Payments							130	\$390						
FY 2023														
Initial Payments									130	\$390				
FY 2024														
Initial Payments											130	\$390		
FY 2025														
Initial Payments													130	\$390
Total														
Initial Payments	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390
Total Drilling Reservist EB	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390	130	\$390

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

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2019														
Initial Payments	90	\$1,530												
FY 2020														
Initial Payments			90	\$1,530										
FY 2021														
Initial Payments					90	\$1,530								
FY 2022														
Initial Payments							90	\$1,530						
FY 2023														
Initial Payments									90	\$1,530				
FY 2024														
Initial Payments											90	\$1,530		
FY 2025														
Initial Payments													90	\$1,530
Total														
Payments	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530
Total Drilling Reservist ORB	90	\$1,530	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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2019														
Initial Payments	101	\$1,460												
FY 2020														
Initial Payments			101	\$1,460										
FY 2021														
Initial Payments					186	\$2,735								
FY 2022														
Initial Payments							186	\$2,735						
FY 2023														
Initial Payments									186	\$2,735				
FY 2024														
Initial Payments											186	\$2,735		
FY 2025														
Initial Payments													186	\$2,735
Total														
Payments	101	\$1,460	101	\$1,460	186	\$2,735	186	\$2,735	186	\$2,735	186	\$2,735	186	\$2,735
Total Drilling Reservist ERB	101	\$1,460	101	\$1,460	186	\$2,735	186	\$2,735	186	\$2,735	186	\$2,735	186	\$2,735

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

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2019														
Initial Payments	115	\$1,955												
FY 2020														
Initial Payments			115	\$1,955										
FY 2021														
Initial Payments					115	\$1,955								
FY 2022														
Initial Payments							115	\$1,955						
FY 2023														
Initial Payments									115	\$1,955				
FY 2024														
Initial Payments											115	\$1,955		
FY 2025														
Initial Payments													115	\$1,955
Total														
Payments	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955
Total Drilling Reservist AVB	115	\$1,955	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 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
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		
FY 2025														
Initial Payments													35	\$550
Total														
Initial Payments	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550
Total Drilling Reservist OAB	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550	35	\$550

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

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
FY 2019														
Initial Payments	72	\$1,255												
FY 2020														
Initial Payments			72	\$1,255										
FY 2021														
Initial Payments					158	\$2,545								
FY 2022														
Initial Payments							158	\$2,545						
FY 2023														
Initial Payments									158	\$2,545				
FY 2024														
Initial Payments											158	\$2,545		
FY 2025														
Initial Payments													158	\$2,545
Total														
Initial Payments	72	\$1,255	72	\$1,255	158	\$2,545	158	\$2,545	158	\$2,545	158	\$2,545	158	\$2,545
Total Drilling Reservist EAB	72	\$1,255	72	\$1,255	158	\$2,545	158	\$2,545	158	\$2,545	158	\$2,545	158	\$2,545

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

	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023		FY 2024		FY 2025	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
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		
FY 2025														
Initial Payments													30	\$460
Total														
Initial Payments	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460	30	\$460
Total FTS AB	30	\$460	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

FY2021 Estimate	\$5,969
FY2020 Enacted	\$3,244
FY2019 Actual	\$2,364

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 percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began 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>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	575	\$551.18	\$317	866	\$568.27	\$492	1,739	\$585.39	\$1,018
Enlisted	7,529	\$271.95	\$2,048	9,815	\$280.38	\$2,752	17,144	\$288.79	\$4,951
Total	8,104		\$2,364	10,681		\$3,244	18,883		\$5,969

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

Reserve Personnel, Marine Corps	FY2021 Estimate	\$4,808
Reserve Component Training and Support	FY2020 Enacted	\$6,440
Education Benefits	FY2019 Actual	\$6,405

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 2020 and FY 2021.

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 2020 Direct Program		\$6,440
Increases		
Pricing Increases		
Total Pricing Increases	\$0	
Program Increases		
Total Program Increases	\$103	
Total Increases		\$103
Decreases		
Pricing Decreases		
Decrease in Montgomery GI Bill Basic Benefit Rate	(\$1,632)	
Total Pricing Decreases	(\$1,735)	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		(\$1,735)
FY 2021 Direct Program		\$4,808

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

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

	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	5,168	\$1,061.00	\$5,483	5,085	\$1,083.00	\$5,507	5,085	\$762.00	\$3,875
Amortization Payment			\$0			\$0			\$0
Subtotal			\$5,483			\$5,507			\$3,875
	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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	232	\$3,971.00	\$921	244	\$3,825.00	\$933	271	\$3,445.00	\$933
Subtotal									
	<u>FY2019 (Actual)</u>			<u>FY2020</u>			<u>FY2021</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			\$6,405			\$6,440			\$4,808
Total Available Appropriation			\$6,405			\$6,218			\$4,808
Estimated Asset / Shortfall						(\$222)			

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	FY2021 Estimate	\$7,601
Platoon Leaders Class	FY2020 Enacted	\$7,769
	FY2019 Actual	\$7,515

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 2020 Direct Program		\$7,769
Increases		
Pricing Increases		
Increase in Summer Training Pay and Allowances Rates	\$209	
Increase in Travel Rates	\$20	
Increase in SIK Rates	\$13	
Total Pricing Increases	\$242	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$242
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Decrease in Summer Training Program	(\$249)	
Decrease in Travel due to Strength Decreases	(\$55)	
Decrease in Marine Corps Financial Assistance Program (MCFAP) students enrolled	(\$55)	
Decrease in SIK due to Strength Decreases	(\$27)	
Decrease in Marine Corps Tuition Assistance Program (MCTAP) qualified members	(\$24)	
Total Program Decreases	(\$410)	
Total Decreases		(\$410)
FY 2021 Direct Program		\$7,601

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

**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>FY2019 (Actual)</u>			<u>Number</u>	<u>FY2020</u>			<u>Number</u>	<u>FY2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>		
Sophomores	162	\$1,336.92	\$217	164	\$1,336.92	\$219	155	\$1,336.92	\$207		
Junior	212	\$1,338.82	\$284	215	\$1,338.82	\$288	204	\$1,338.82	\$273		
Senior	388	\$1,340.69	\$520	394	\$1,340.69	\$528	373	\$1,340.69	\$500		
Total	762		\$1,021	773		\$1,035	732		\$980		

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

	<u>FY2019 (Actual)</u>			<u>Number</u>	<u>FY2020</u>			<u>Number</u>	<u>FY2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>		
PLC	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0		

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>FY2019 (Actual)</u>			<u>Number</u>	<u>FY2020</u>			<u>Number</u>	<u>FY2021</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>		<u>Rate</u>	<u>Amount</u>	<u>Rate</u>		<u>Amount</u>		
Students	135	\$3,432.41	\$463	137	\$3,432.41	\$470	130	\$3,432.41	\$446		
TOTAL			\$1,484			\$1,506			\$1,427		

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

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

	<u>FY2019 (Actual)</u>				<u>FY2020</u>				<u>FY2021</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 and Allowances	37,878	\$120.60	\$4,568	38,425	\$123.86	\$4,759	36,413	\$129.61	\$4,719	

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>FY2019 (Actual)</u>				<u>FY2020</u>				<u>FY2021</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	28	\$4,222.07	\$118	28	\$4,222.07	\$118	28	\$4,222.07	\$118	
Subsistence-In-Kind	24,689	\$13.90	\$343	25,045	\$13.99	\$350	23,601	\$14.26	\$337	
Total Subsistence of PLCs			\$461			\$469			\$455	

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

	<u>FY2019 (Actual)</u>				<u>FY2020</u>				<u>FY2021</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	708	\$1,414.34	\$1,001	718	\$1,442.63	\$1,036	680	\$1,471.48	\$1,001	
Total			\$6,031			\$6,264			\$6,175	

Total PLC Program			\$7,515			\$7,769			\$7,601
Total Available Appropriation						\$8,283			
Estimated Asset / Shortfall						\$514			

Section 5

Special Analysis

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	174	5	131	310
Recruiting/Retention	141	0	0	141
SUBTOTAL - Assignment	315	5	131	451
Units				
Unit	1,668	3,110	80	4,858
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	1,735	3,770	80	5,585
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	100	1	1	102
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	18	0	0	18
SUBTOTAL - HQ	137	4	9	150
TOTAL	2,287	3,779	220	6,282

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	177	5	144	326
Recruiting/Retention	153	0	0	153
SUBTOTAL - Assignment	330	5	144	479
Units				
Unit	1,730	3,110	82	4,922
RC Unique Management HQs	51	660	0	711
Unit Support-Navy OSC ^{1/}	0	0	0	0
Maintenance Activity (Non-Unit)	21	0	0	21
SUBTOTAL - Units	1,802	3,770	82	5,654
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	122	0	0	122
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	17	0	0	17
SUBTOTAL - HQ	158	3	8	169
TOTAL	2,386	3,778	234	6,398

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 2021 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