

DEPARTMENT OF THE NAVY
FISCAL YEAR (FY) 2024
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES
MARCH 2023

MILITARY PERSONNEL, MARINE CORPS (MPMC)

The estimated cost of this report for the Department of the Navy (DON) is \$33,243. The estimated total cost for supporting the DON budget justification material is approximately \$3,031,705 during the 2023 fiscal year. This includes \$197,379 in supplies and \$2,834,326 in labor.

**DEPARTMENT OF THE NAVY
JUSTIFICATION OF ESTIMATES FOR FY 2024 BUDGET SUBMISSION
MILITARY PERSONNEL, MARINE CORPS
FY 2024 BUDGET ESTIMATES**

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Section 1
MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)

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

The following is a funding summary:

	FY22 Actual	FY23 Enacted	FY24 Estimate
DIRECT BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	\$3,375,481	\$3,580,560	\$3,625,702
Pay and Allowances of Enlisted Personnel	\$9,843,132	\$10,132,804	\$10,576,232
Subsistence of Enlisted Program	\$775,043	\$803,530	\$880,636
Permanent Change of Station Travel	\$442,850	\$427,591	\$461,818
Other Military Personnel Cost	<u>\$31,537</u>	<u>\$52,792</u>	<u>\$35,241</u>
TOTAL DIRECT BASELINE PROGRAM	\$14,468,043	\$14,997,277	\$15,579,629
REIMBURSABLE BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	\$8,120	\$11,575	\$10,991
Pay and Allowances of Enlisted Personnel	\$2,796	\$4,604	\$4,761
Subsistence of Enlisted Program	<u>\$5,550</u>	<u>\$13,844</u>	<u>\$10,948</u>
TOTAL REIMBURSABLE BASELINE PROGRAM	\$16,466	\$30,023	\$26,700
TOTAL BASELINE PROGRAM FUNDING			
Pay and Allowances of Officers	\$3,383,601	\$3,592,135	\$3,636,693
Pay and Allowances of Enlisted Personnel	\$9,845,928	\$10,137,408	\$10,580,993
Subsistence of Enlisted Program	\$780,593	\$817,374	\$891,584
Permanent Change of Station Travel	\$442,850	\$427,591	\$461,818
Other Military Personnel Cost	<u>\$31,537</u>	<u>\$52,792</u>	<u>\$35,241</u>
TOTAL BASELINE PROGRAM	\$14,484,509	\$15,027,300	\$15,606,329
Additional Afghanistan Supplemental Appropriations Act, 2022 (P.L. 117-70)			
Pay and Allowances of Officers	\$4,000	\$0	\$0
Pay and Allowances of Enlisted Personnel	\$27,006	\$0	\$0
Subsistence of Enlisted Program	\$994	\$0	\$0
Permanent Change of Station Travel	\$0	\$0	\$0
Other Military Personnel Cost	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
TOTAL AFGHANISTAN SUPPLEMENTAL FUNDING	\$32,000	\$0	\$0
Red Hill: Further Additional Continuing Appropriations Act, 2022 (P.L. 117-86)			
Pay and Allowances of Officers	\$805	\$0	\$0
Pay and Allowances of Enlisted Personnel	\$2,416	\$0	\$0
Subsistence of Enlisted Program	\$0	\$0	\$0
Other Military Personnel Cost	\$0	\$0	\$0
OMNIBUS Reprogramming	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
TOTAL RED HILL FUNDING	\$3,221	\$0	\$0

Section 1
MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(\$ in Thousands)

	FY22 Actual	FY23 Enacted	FY24 Estimate
Ukraine Supplemental: Additional Ukraine Supplemental Appropriation Act, 2022 (P.L. 117-128); Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-180); Additional Ukraine Supplemental Appropriations Act, 2023 (P.L. 117-328)			
Pay and Allowances of Officers	\$103	\$220	\$0
Pay and Allowances of Enlisted Personnel	\$923	\$1,780	\$0
Subsistence of Enlisted Program	\$0	\$0	\$0
Permanent Change of Station Travel	\$0	\$0	\$0
Other Military Personnel Cost	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>
TOTAL UKRAINE FUNDING	\$1,026	\$2,000	\$0
Total Program			
Pay and Allowances of Officers	\$3,388,509	\$3,592,355	\$3,636,693
Pay and Allowances of Enlisted Personnel	\$9,876,273	\$10,139,188	\$10,580,993
Subsistence of Enlisted Program	\$781,587	\$817,374	\$891,584
Permanent Change of Station Travel	\$442,850	\$427,591	\$461,818
Other Military Personnel Cost	<u>\$31,537</u>	<u>\$52,792</u>	<u>\$35,241</u>
TOTAL PROGRAM	\$14,520,756	\$15,029,300	\$15,606,329
Medicare-Eligible Retiree Health Care Fund (MERHCF) Contribution	\$993,398	\$1,027,372	\$1,102,935
TOTAL MILPERS PROGRAM COST	\$15,514,154	\$16,056,672	\$16,709,264
Memo Entry: Overseas Operating Costs			
Pay and Allowances of Officers	Actual FY 2022 \$1,803	Enacted FY 2023 \$8,526	Estimate FY 2024 \$2,458
Pay and Allowances of Enlisted	\$6,408	\$19,211	\$9,377
Subsistence of Enlisted Program	\$178	\$231	\$275
Permanent Change of Station Travel	\$0	\$0	\$0
Other Military Personnel Cost	<u>\$39</u>	<u>\$1,929</u>	<u>\$523</u>
Total Overseas Operating Costs	\$8,428	\$29,897	\$12,633
Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct Baseline totals \$12,633 thousands.			

SECTION 2
MILITARY PERSONNEL, MARINE CORPS
INTRODUCTION AND SUMMARY OF ECONOMIC ASSUMPTIONS

INTRODUCTORY STATEMENT

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

The budget provides for a Marine Corps Active Forces FY 2024 end strength of 172,300. This force structure permits the Marine Corps to fulfill its charter as a versatile expeditionary force-in readiness, capable of rapidly responding to global contingencies. The FY 2024 budget includes funding for a 5.2 percent base pay increase for all military personnel.

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

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2024 Budget Review, the Department budgeted for an end strength that is achievable in the current recruiting and retention environment to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Marine Corps has continued to analyze the sources of variation in budget execution which lead to the unexpended and unobligated balances, and is implementing specific actions to reduce this variation and resultant balances.

Overseas Operations Costs. This justification material includes Overseas Operations Costs (OOC) actuals in FY 2022, enacted amounts in FY 2023, and budget requests for FY 2024. OOC funding is included in the base budget. OOC requirements support to the following missions:

- Operating Enduring Sentinel (OES) - denies terrorist safe-havens in Afghanistan by using over-the-horizon capabilities instead of in-country military presence.
- Operation Inherent Resolve (OIR) - supports the lasting defeat of the Islamic State of Iraq and Syria by, with, and through our partner forces in the region.
- European Deterrence Initiative (EDI) – supports assurance to NATO alliances and bolsters the security and capacity of partners.
- Enduring Theater Requirements and Related Missions – includes security cooperation, counterterrorism, and other related activities to protect U.S interests and allow flexibility to achieve U.S. national security objectives.

In this justification material, FY 2022 includes \$8,428 thousands in OOC Actuals. FY 2023 includes \$29,897 thousands in OOC Enacted. FY 2024 includes \$12,633 thousands for the OOC Budget Estimate.

**MILITARY PERSONNEL, MARINE CORPS
END STRENGTH**

Enduring Force (172.3K End Strength)

The Military Personnel, Marine Corps (MPMC) appropriation provides financial resources to compensate military personnel required to support the approved force structure. The appropriation includes funds for Retired Pay Accrual (RPA), unemployment compensation and Social Security benefits for widows and orphans of military personnel. These entitlements were approved by Congress and enacted via public law (P.L.).

The Marine Corps remains on track executing the planned Force Design reductions across the Future Years Defense Program (FYDP). The FY 2024 request supports an active force of 172,300 that reflects the realities of the current recruiting and retention environment. The request invests in bonus and incentive programs to continue meeting retention goals and targeted maturation of small unit leaders and technically skilled personnel.

End Strength	Actual FY 2022	Enacted End Strength FY 2023	Projected End Strength FY 2023	Requested FY 2024
Base Budget	174,577	177,000	172,147	172,300
Total	174,577	177,000	172,147	172,300

**MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF ECONOMIC ASSUMPTIONS**

Fiscal Year 2022 Actual

- a. The executed baseline amount of \$14,520,756K supported an end strength of 174,577 with the average strength of 177,991.
- b. The calendar year pay raise was 2.7 percent.
- c. Retired pay accrual percentage was 35.1 percent of the basic pay for full-time active duty and 25.7 percent for part-time members.
- d. The Basic Allowance for Housing (BAH) calendar year rate increase was 5.6 percent.
- e. The Basic Allowance for Subsistence (BAS) calendar year rate increase was 5.3 percent.
- f. The economic assumption for budget non-pay inflation was 6.7 percent.

Fiscal Year 2023 Estimate

- a. The revised baseline amount 15,128,706K supports an end strength of 172,147 with the average strength of 171,395.
- b. The calendar year pay raise is 4.6 percent.
- c. Retired pay accrual percentage is 36.9 percent of the basic pay for full-time active duty and 24.5 percent for part-time members.
- d. The Basic Allowance for Housing (BAH) calendar year rate increase is 15.3 percent.
- e. The Basic Allowance for Subsistence (BAS) calendar year rate increase is 11.2 percent.
- f. The economic assumption for budget non-pay inflation is 4.5 percent.

Fiscal Year 2024 Estimate

- a. The requested baseline amount of \$15,606,329 supports an end strength of 172,300 with the average strength of 173,230.
- b. The calendar year pay raise is 5.2 percent.
- c. Retired pay accrual percentage is 30.0 percent of the basic pay for full-time active duty and 23.1 percent for part-time members.
- d. The Basic Allowance for Housing (BAH) calendar year rate increase is 4.7 percent.
- e. The Basic Allowance for Subsistence (BAS) calendar year rate increase is 3.4 percent.^{/1}
- f. The economic assumption for budget non-pay inflation is 2.4 percent.

**SECTION 3
MILITARY PERSONNEL, MARINE CORPS
PERFORMANCE MEASURES AND EVALUATION SUMMARY**

Activity: Active Military Personnel

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

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

PERFORMANCE MEASURES

	Performance Measure	FY 2022 Actual	FY 2023 Estimate	FY 2024 Estimate
1. Recruiting Goals	Average Strength	177,991	171,395	173,230
	End Strength	174,577	172,147	172,300
	Authorized End Strength	178,500	177,000	
	Numeric Goals	28,600	28,900	29,605
2. Quality Goals*	Actual	28,608		
	Tier 1 HSDG ¹	98.9%	95.0%	95.0%
	Cat I-III ²	66.5%	63.0%	63.0%

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

¹High School Diploma Graduates (HSDG): Percentages of HSDG; Department of Defense Benchmark \geq 90 percent.

²Armed Forces Qualification Test (AFQT) Cat I-III: Percent scoring at or above the 50th Percentile on the AFQT; Department of Defense Benchmark \geq 60 percent. Cat IV percentages are not shown as the Services historically have no difficulty meeting the 4 percent limitation.

**SECTION 4
MILITARY PERSONNEL, MARINE CORPS
SUMMARY OF MILITARY PERSONNEL STRENGTH**

	FY22 Actual		FY23 Estimate		FY24 Estimate	
	Avg Strength	End Strength	Avg Strength	End Strength	Avg Strength	End Strength
DIRECT PROGRAM						
Officers	21,824	21,437	21,577	21,362	21,576	21,494
Enlisted	154,722	153,026	148,877	150,679	150,500	150,682
Total Direct without ADOS & RC Mobilization (Base)	176,546	174,463	170,454	172,041	172,076	172,176
Active Duty Operational Support (ADOS) ¹						
Administrative ADOS Officers	198	0	179	0	200	0
Administrative ADOS Enlisted	640	0	180	0	273	0
12304b Mobilization (Base)						
12304b Mobilization Officers	35	0	42	0	50	0
12304b Mobilization Enlisted	415	0	354	0	452	0
Overseas Operation Costs Program						
OCO Officers	5	0	10	0	7	0
OCO Enlisted	35	0	70	0	48	0
Total ADOS and RC Mobilization (BASE)	1,328	0	835	0	1,030	0
TOTAL DIRECT PROGRAM	177,874	174,463	171,289	172,041	173,106	172,176
REIMBURSABLE PROGRAM						
Reimb Officers	56	54	50	50	66	66
Reimb Enlisted	61	60	56	56	58	58
TOTAL REIMBURSABLE PROGRAM	117	114	106	106	124	124
TOTAL PROGRAM (Direct and Reimbursable)						
Total Officers	22,118	21,491	21,858	21,412	21,899	21,560
Total Enlisted	155,873	153,086	149,537	150,735	151,331	150,740
TOTAL PROGRAM	177,991	174,577	171,395	172,147	173,230	172,300
¹ Includes Counterdrug/Narcotic (CD/CN) in FY 2022 and FY 2023.						
The Marine Corps is required to document the number of Reserve members who have performed operational support duty for the Marine Corps for 1) a period greater than 1,825 consecutive days, or 2) cumulatively for 1,825 days out of the previous 2,190 days (and thereby exceed the threshold).						
	FY 2022		FY 2023		FY 2024	
RC Members Performing Operational Support Duty & Exceeding Threshold*	7		15		15	

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

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

	FY22 Total	FY22 Reimb	FY23 Total	FY23 Reimb	FY24 Total	FY24 Reimb
Commissioned Officers						
O-10 General	3	0	3	0	3	0
O-9 Lieutenant General	17	0	19	0	17	0
O-8 Major General	29	0	29	0	29	0
O-7 Brigadier General	36	0	35	0	37	0
O-6 Colonel	655	6	661	6	674	5
O-5 Lieutenant Colonel	1,950	18	1,948	15	1,949	21
O-4 Major	4,011	15	3,985	18	3,974	22
O-3 Captain	4,816	12	4,971	8	4,965	11
O-2 First Lieutenant	3,466	0	3,459	0	3,337	0
O-1 Second Lieutenant	2,520	0	2,433	0	2,633	0
O-3E Captain	1,010	0	821	0	994	0
O-2E First Lieutenant	395	0	412	0	351	0
O-1E Lieutenant	366	0	400	0	329	0
Subtotal, Commissioned Officers	19,274	51	19,176	47	19,292	59
Warrant Officers						
W-5 Chief Warrant Officer	110	0	110	0	110	1
W-4 Chief Warrant Officer	301	1	344	2	339	0
W-3 Chief Warrant Officer	652	2	738	1	726	5
W-2 Chief Warrant Officer	950	0	798	0	839	1
W-1 Warrant Officer	204	0	246	0	254	0
Subtotal, Warrant Officers	2,217	3	2,236	3	2,268	7
Total Officers	21,491	54	21,412	50	21,560	66
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	1,598	1	1,508	1	1,590	1
E-8 First Sergeant/Master Sergeant	3,946	10	3,961	11	3,937	10
E-7 Gunnery Sergeant	8,361	21	8,112	18	8,567	23
E-6 Staff Sergeant	13,361	8	13,074	8	13,040	14
E-5 Sergeant	22,314	11	21,349	11	21,670	6
E-4 Corporal	32,654	5	31,383	3	30,478	3
E-3 Lance Corporal	42,271	3	43,827	4	44,070	1
E-2 Private First Class	17,434	1	18,351	0	19,561	0
E-1 Private	11,147	0	9,170	0	7,827	0
Total Enlisted Personnel	153,086	60	150,735	56	150,740	58
Total End Strength	174,577	114	172,147	106	172,300	124

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

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

	FY22 Total	FY22 Reimb Included	FY22 ADOS Included ¹	FY22 12304B Included	FY23 Total	FY23 Reimb Included	FY23 ADOS Included ¹	FY23 12304B Included	FY24 Total	FY24 Reimb Included	FY24 ADOS Included ¹	FY24 12304B Included
Commissioned Officers												
O-10 General	3	0	0	0	3	0	0	0	3	0	0	0
O-9 Lieutenant General	18	0	0	0	18	0	0	0	17	0	0	0
O-8 Major General	31	0	1	0	31	0	1	0	29	0	1	0
O-7 Brigadier General	37	0	2	0	37	0	3	0	40	0	2	0
O-6 Colonel	668	6	19	0	665	6	13	0	688	5	17	0
O-5 Lieutenant Colonel	1,999	17	38	6	1,993	15	42	3	2,001	21	41	4
O-4 Major	4,084	16	71	10	4,012	18	69	15	4,059	22	74	16
O-3 Captain	5,048	12	43	8	5,003	8	35	15	5,146	11	44	17
O-2 First Lieutenant	3,504	1	18	8	3,470	0	14	7	3,347	0	18	10
O-1 Second Lieutenant	2,650	0	3	0	2,603	0	2	0	2,590	0	3	0
O-3E Captain	1,044	0	4	0	954	0	3	0	910	0	3	0
O-2E First Lieutenant	409	0	1	0	421	0	1	0	383	0	0	0
O-1E Lieutenant	352	0	0	0	381	0	0	0	381	0	0	0
Subtotal, Commissioned Officers	19,847	52	200	32	19,591	47	183	40	19,594	59	203	47
Warrant Officers												
W-5 Chief Warrant Officer	110	1	1	0	110	0	0	0	110	1	0	0
W-4 Chief Warrant Officer	306	0	1	2	298	2	2	1	348	0	2	1
W-3 Chief Warrant Officer	584	2	1	0	626	1	2	1	731	5	1	1
W-2 Chief Warrant Officer	914	1	0	1	889	0	2	0	755	1	1	1
W-1 Warrant Officer	357	0	0	0	344	0	0	0	361	0	0	0
Subtotal Warrant Officers	2,271	4	3	3	2,267	3	6	2	2,305	7	4	3
Total Officers	22,118	56	203	35	21,858	50	189	42	21,899	66	207	50
Enlisted Personnel												
E-9 Sergeant Major/Master Gunnery Sergeant	1,592	2	3	1	1,571	1	2	0	1,589	1	1	1
E-8 First Sergeant/Master Sergeant	3,972	11	14	3	3,990	11	12	4	4,017	10	9	4
E-7 Gunnery Sergeant	8,543	23	42	11	8,403	18	40	9	8,371	23	36	11
E-6 Staff Sergeant	14,326	8	67	24	13,811	8	56	23	13,672	14	47	27
E-5 Sergeant	22,221	11	122	65	21,705	11	82	68	21,691	6	74	77
E-4 Corporal	33,584	4	178	100	33,306	3	42	104	32,754	3	66	120
E-3 Lance Corporal	44,401	2	237	196	42,845	4	16	145	45,389	1	83	208
E-2 Private First Class	18,341	0	10	14	16,847	0	0	1	18,891	0	5	4
E-1 Private	8,893	0	2	1	7,059	0	0	0	4,957	0	0	0
Total Enlisted Personnel	155,873	61	675	415	149,537	56	250	354	151,331	58	321	452
Total Average Strength	177,991	117	878	450	171,395	106	439	396	173,230	124	528	502

¹ ADOS includes Active Duty Operational Support (ADOS-AC), Overseas Contingency Operations, and Counterdrug/Narcotic (FY 2022/2023).

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

	FY22 Actual			FY23 Estimate ¹			FY24 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
Previous September	21,701	157,977	179,678	21,491	153,086	174,577	21,412	150,735	172,147
October	21,792	157,631	179,423	21,541	151,882	173,423	21,417	150,260	171,677
November	21,898	157,036	178,934	21,578	150,410	171,988	21,532	150,896	172,428
December	21,858	156,672	178,530	21,513	150,020	171,533	21,499	150,885	172,384
January	21,766	156,561	178,327	21,410	149,149	170,559	21,450	151,063	172,513
February	21,891	155,733	177,624	21,606	148,004	169,610	21,638	150,642	172,280
March	22,062	154,197	176,259	21,780	146,891	168,671	21,804	150,315	172,119
April	21,998	153,011	175,009	21,704	146,646	168,350	21,736	150,278	172,014
May	22,213	152,437	174,650	21,948	147,425	169,373	21,916	150,018	171,934
June	21,997	152,487	174,484	21,811	148,082	169,893	21,877	150,677	172,554
July	21,809	153,231	175,040	21,616	148,489	170,105	21,690	150,309	171,999
August	21,675	152,865	174,540	21,572	148,290	169,862	21,680	150,612	172,292
September	21,491	153,086	174,577	21,412	150,735	172,147	21,560	150,740	172,300
Average Strength²	21,880	154,783	176,663	21,627	148,933	170,560	21,642	150,558	172,200
<u>Active Duty Operational Support</u>									
# of Man Years	198	640	838	179	180	359	200	273	473
Dollars in Millions	\$35.5	\$50.2	\$85.7	\$36.5	\$20.2	\$56.7	\$37.7	\$23.4	\$61.1
	\$0.179	\$0.078	\$0.102	\$0.204	\$0.112	\$0.158	\$0.189	\$0.086	\$0.129
<u>Selected Reserve 12304b Authority</u>									
# of Man Years	35	415	450	42	354	396	50	452	502
Dollars in Millions	\$5.6	\$28.7	\$34.2	\$7.0	\$27.1	\$34.1	\$8.3	\$35.1	\$43.5
<u>Overseas Operations Costs</u>									
# of Man Years	5	35	40	10	70	80	7	48	55
Dollars in Millions	\$0.8	\$3.3	\$4.1	\$1.7	\$7.1	\$8.8	\$1.3	\$5.4	\$6.7
Average Strength w/ADOS, 12304b & Contingency Operations	22,118	155,873	177,991	21,858	149,537	171,395	21,899	151,331	173,230
<u>12301d Counter Drug/Narcotic</u>									
Dollars in Millions	\$2.39	\$0.11	\$2.50	\$2.98	\$0.13	\$3.12	-	-	-
Strength in the FY 2022 Base Budget Request:									
End Strength	21,491	153,086	174,577	21,412	150,735	172,147	21,560	150,740	172,300
Average Strength	22,118	155,873	177,991	21,858	149,537	171,395	21,899	151,331	173,230

¹FY23 based on actuals through December 2022.

²Average Strength is calculated using by-grade totals presented in PB-30Z exhibits.

MILITARY PERSONNEL, MARINE CORPS

FY 2024 12304b Requested Levels: 502 Work-Years

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

Introduction: The National Defense Authorization Act (NDAA) 2012, authorizes the use of 10 U.S.C. § 12304b, which provides the Secretary of the Navy the authority to involuntarily activate members of the Selected Reserves for not more than 365 consecutive days. In FY2024, the Marine Corps plans to utilize 12304b in support of (ISO) pre-planned and base funded missions identified by the Combatant Commanders (CCDR). The Marine Corps may use authority granted in 10 U.S.C. § 12301d for Marines volunteering to support any of these missions.

MARINE EXPEDITIONARY UNIT 23.2 | 24 | 25.1 (47 work-years)

Reserve Component Marines forward-deployed in support of Marine Expeditionary Unit and are embarked aboard Amphibious Ready Groups (ARG) operating continuously in the areas of responsibility of various unified combatant commanders. Reserve Marines augment the Active Component and provide the President and the unified combatant commanders a forward-deployed, flexible sea-based Marine Air Ground Task Force, capable of conducting amphibious operations, crisis response, limited contingency operations, the introductions of follow-on forces, and designated special operations forces. In effect they provide an afloat "on-station" force capable of responding to any situation that may arise. Activated Marines will be placed on orders for a period no longer than 365 days.

UNIT DEPLOYMENT PROGRAM (UDP) 23.2 | 24 | 25.1 (189 work-years)

Selected Reserve Component (RC) Marines provide additive capabilities across a broad range of military operations. Their capabilities are optimized to integrate across the Marine Air Ground Task Force (MAGTF) operations; creating an integrated system through the air, land, maritime and cyberspace domains as well as the information environment. Reserve Components augment III Marine Expeditionary Force (MEF) to enable execution of key operations, distributed operations and theater security cooperation (TSC) initiatives in support of United States Indo-Pacific Command (INDOPACOM). RC support to the Unit Deployment Program affords multiple Active Component (AC) Marine Corps units & capabilities time/space to execute readiness recovery in Core Mission Essential Tasks and modernization efforts, enhancing overall readiness of the total force. Deployment and employment within the Indo Pacific Command Area of Operations enables Global Force Management Allocation Plan (GFMALP) Ordered Reserve Component Units to exercise their expeditionary capabilities, gaining Military Occupational Specialty (MOS) proficiency while concurrently enabling Active Component forces to execute other Global Force Management (GFM) requirements. Activated Marines will be placed on orders for a period no longer than 365 days.

MARINE AIR GROUND TASK FORCE/THEATER SECURITY COOPERATION and SECURITY FORCES SUPPORT 23.2 | 24 | 25.1 (251 work-years)

Reserves bring essential capabilities across a broad range of military operations. Their capabilities integrate across the Marine Air Ground Task Force (MAGTF). The Reserve Component (RC) provides dedicated airlift capacity to the Marine Air Ground Task Force-Crisis Response (MAGTF-CR) as well as other expeditionary capabilities to meet all objectives. The MAGTF provides a continuum force to support naval operations, combatant commanders, national requirements and can be joined by other special and unique forces to cover the full range of: conventional, unconventional, and irregular/hybrid threats and assignments. The RC are integrated to strategically create and maximize a total force concept, through augmentation of air, land, logistics, command and control in all domains of warfare. RC Marines conduct theater security cooperation to build partner nation capacity and support civil authorities. RC capabilities provide Security Forces in support of high-value Naval Installation facilities and personnel and other Theater Operations, Activities and Investments (OAI). Reserve Component pre-planned mobilizations provide relief and affords the active component time/space for readiness recovery, assist in modernization efforts, and overall enhance readiness and integration of the total force. Activated Marines will be placed on orders for a period no longer than 365 days.

MEDICAL HOLD 24 (1 work-years)

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

SPECIAL OPERATIONS COMMAND (SOC) ENABLERS 23.2 | 24 | 25.1 (14 work-years)

RC forces provide dedicated Intelligence (Intel)/ Signals Intelligence (SIGINT)/Communications support to Special Operations Forces (SOF), in execution of partner nation engagement, Theater Security Cooperation and named operations in order to execute strategic objectives throughout supported Geographic Combatant Command Area Of Responsibility. Reserve Component relief affords multiple Active Component units & capabilities time/space to execute readiness recovery in Core Mission Essential Tasks and modernization efforts, enhancing overall readiness of the total force. Activated Marines will be placed on orders for a period no longer than 365 days.

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

	FY22 Actual	FY23 Estimate	FY24 Estimate
BEGINNING STRENGTH	21,701	21,491	21,412
Service Academies	283	251	264
Reserve Officer Training Corps (ROTC)	281	236	265
Health Professions Scholarships (HPSP)	0	0	0
Platoon Leaders Class (PLC)	395	278	397
Reserve Officer Candidate	485	601	664
Other Enlisted Commissioning Programs ^{/1}	144	192	91
Voluntary Active Duty	0	0	0
Direct Appointments	0	0	0
Warrant Officer Program	204	294	241
Other Gain	73	47	25
TOTAL GAINS	1,865	1,899	1,947
Expiration of Contract/Obligation Release	531	401	412
Normal Early Release	0	0	0
Retirement	910	970	807
Disability Retirement	71	80	82
Non-Disability Retirement	816	867	714
Temporary Early Retirement Authority (TERA)	23	23	11
Voluntary Separation Pay (VSP)	0	0	0
Voluntary Separation Incentive (VSI)	0	0	0
Special Separation Benefit (SSB)	0	0	0
Involuntary Separation - Reserve Officers	0	0	0
Involuntary Separation - Regular Officers	0	0	0
Attrition	564	511	516
Other Loss	70	96	64
TOTAL LOSSES	2,075	1,978	1,799
END STRENGTH	21,491	21,412	21,560

^{/1} Unlike the "Warrant Officer Program" gain category, the "Other Enlisted Commissioning Programs" category is not specific to program and includes prior-enlisted officers who may serve in the *Service Academies, Reserve Officer Training Corps, Platoon Leaders Class, Other Enlisted Commissioning Programs or Other Gain categories depending on the program entered.

Differences may exist among member gains and losses displayed in this exhibit and the number of members receiving particular pays in exhibits that follow. A Marine is counted as a gain or loss for strength planning and calculations in the month of entry. Separation pay and/or retirement pay are normally determined and paid in a month following loss. The deltas with the largest impact usually occur when the loss or gain is registered at the beginning or end of a fiscal year.

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

	FY22 Actual	FY23 Estimate	FY24 Estimate
BEGINNING STRENGTH	157,977	153,086	150,735
Non-Prior Service Enlistment	28,549	28,835	29,605
Male	25,426	25,951	26,338
Female	3,123	2,884	3,267
Prior Service Enlistment	29	13	7
Reenlistment Gain	15,917	14,126	13,776
Reserves (EAD)	0	0	0
Officer Candidate Programs	740	808	705
Deserter Gain	112	71	90
Other Gain	279	213	250
TOTAL GAINS	45,626	44,066	44,433
End of Active Service (EAS)	18,476	18,775	17,916
Normal Early Release	95	92	92
Voluntary Separation Pay (VSP)	0	0	0
Special Separation Benefit (SSB)	0	0	0
To Commissioned Officer	759	673	748
To Warrant Officer	204	294	241
Reenlistment Loss	15,917	14,126	13,776
Retirement	2,946	2,649	2,347
Temporary Early Retirement Authority (TERA)	166	165	153
Dropped from Rolls (Deserter)	59	56	56
Attrition (Adverse Cause)	4,619	4,651	4,609
Attrition (Other)	6,940	3,979	4,127
Other Loss	336	957	363
TOTAL LOSSES	50,517	46,417	44,428
END STRENGTH	153,086	150,735	150,740

Differences may exist among member gains and losses displayed in this exhibit and the number of members receiving particular pays in exhibits that follow. A Marine is counted as a gain or loss for strength planning and calculations in the month of entry. Separation pay and/or retirement pay are normally determined and paid in a month following loss. The deltas with the largest impact usually occur when the loss or gain is registered at the beginning or end of a fiscal year.

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

	Officer	FY22 Actual Enlisted	TOTAL	Officer	FY23 Estimate Enlisted	TOTAL	Officer	FY24 Estimate Enlisted	TOTAL
1. BASIC PAY	\$1,813,858	\$5,329,819	\$7,143,677	\$1,873,497	\$5,354,216	\$7,227,713	\$1,974,868	\$5,683,202	\$7,658,070
2. RETIREMENT	\$669,708	\$1,977,903	\$2,647,611	\$718,235	\$2,107,062	\$2,825,297	\$625,104	\$1,885,973	\$2,511,077
a. Retired Pay Accrual	\$638,947	\$1,867,213	\$2,506,160	\$688,160	\$1,971,135	\$2,659,295	\$590,553	\$1,701,521	\$2,292,074
b. TSP Matching Contributions	\$30,761	\$110,690	\$141,451	\$30,075	\$135,927	\$166,002	\$34,551	\$184,452	\$219,003
3. BASIC ALLOWANCE FOR HOUSING	\$579,029	\$1,625,762	\$2,204,791	\$641,991	\$1,781,014	\$2,423,005	\$686,747	\$1,920,801	\$2,607,548
a. With Dependents - Domestic	\$392,805	\$1,295,374	\$1,688,179	\$436,842	\$1,428,424	\$1,865,265	\$471,461	\$1,542,313	\$2,013,774
b. Without Dependents - Domestic	\$153,927	\$283,112	\$437,039	\$171,432	\$305,034	\$476,466	\$183,042	\$329,879	\$512,921
c. Partial	\$237	\$9,364	\$9,601	\$234	\$8,989	\$9,223	\$231	\$9,098	\$9,329
d. With Dependents - Overseas	\$23,228	\$28,951	\$52,179	\$24,172	\$29,505	\$53,677	\$22,942	\$30,208	\$53,150
e. Without Dependents - Overseas	\$8,833	\$8,961	\$17,794	\$9,312	\$9,062	\$18,375	\$9,071	\$9,303	\$18,374
4. SUBSISTENCE	\$70,812	\$781,587	\$852,399	\$79,694	\$856,841	\$936,535	\$83,995	\$891,584	\$975,579
a. Basic Allowance for Subsistence	\$70,812	\$436,118	\$506,930	\$79,694	\$462,315	\$542,009	\$83,995	\$487,335	\$571,330
(1) Authorized to Mess Separately	\$70,812	\$751,659	\$822,471	\$79,694	\$791,646	\$871,340	\$83,995	\$842,797	\$926,792
(2) Rations-In-Kind Not Available	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(3) Augmentation of Commuted Ration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(4) Less Collections	\$0	\$315,542	\$315,542	\$0	\$329,331	\$329,331	\$0	\$355,462	\$355,462
b. Subsistence-in-Kind	\$0	\$345,469	\$345,469	\$0	\$394,516	\$394,516	\$0	\$404,239	\$404,239
(1) Subsistence in Messes	\$0	\$24,955	\$24,955	\$0	\$24,407	\$24,407	\$0	\$25,289	\$25,289
(2) Food Service Regionalization	\$0	\$236,940	\$236,940	\$0	\$245,913	\$245,913	\$0	\$251,815	\$251,815
(3) Operational Rations	\$0	\$82,331	\$82,331	\$0	\$122,895	\$122,895	\$0	\$125,803	\$125,803
(4) Augmentation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(5) Other Programs	\$0	\$1,244	\$1,244	\$0	\$1,300	\$1,300	\$0	\$1,331	\$1,331
(6) Sale of Meals	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
c. Family Subsistence Supplemental Allowance	\$0	\$0	\$0	\$0	\$10	\$10	\$0	\$10	\$10
5. INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER*	\$48,712	\$8,081	\$56,794	\$51,604	\$7,743	\$59,347	\$53,412	\$7,794	\$61,206
a. Flying Duty Pay	\$28,712	\$2,743	\$31,455	\$33,176	\$2,599	\$35,776	\$33,176	\$2,615	\$35,792
(1) ACIP, Officers	\$28,689	\$0	\$28,689	\$33,154	\$0	\$33,154	\$33,154	\$0	\$33,154
(2) Crew Members	\$5	\$2,198	\$2,203	\$5	\$2,073	\$2,078	\$5	\$2,086	\$2,091
(3) Non-Crew Member	\$18	\$545	\$563	\$18	\$526	\$544	\$18	\$529	\$547
b. Parachute Jumping Pay	\$65	\$463	\$527	\$70	\$446	\$517	\$70	\$448	\$518
c. Demolition Pay	\$85	\$999	\$1,084	\$92	\$963	\$1,055	\$92	\$968	\$1,060
d. Flight Deck Duty Pay	\$23	\$502	\$526	\$25	\$484	\$509	\$25	\$488	\$513
e. HALO Pay	\$400	\$3,351	\$3,750	\$427	\$3,227	\$3,653	\$427	\$3,251	\$3,678
f. Other Hazardous Duty Pays	\$0	\$23	\$23	\$2	\$23	\$25	\$2	\$23	\$25
g. Aviation Bonus - Business Case Analysis	\$19,428	\$0	\$19,428	\$17,812	\$0	\$17,812	\$19,620	\$0	\$19,620

*Numbers may not add due to rounding.

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

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
6. SPECIAL PAYS	\$6,783	\$163,703	\$170,486	\$14,324	\$221,044	\$235,368	\$15,873	\$298,736	\$314,609
a. Sea & Foreign Duty Pay	\$1,275	\$6,873	\$8,148	\$1,524	\$6,674	\$8,198	\$1,499	\$6,784	\$8,283
(1) Sea Duty	\$473	\$2,575	\$3,048	\$569	\$2,483	\$3,052	\$568	\$2,497	\$3,066
(2) Hardship Duty Pay	\$671	\$4,114	\$4,785	\$696	\$4,015	\$4,711	\$696	\$4,108	\$4,803
(3) Overseas Extension Pay	\$4	\$184	\$188	\$56	\$176	\$232	\$56	\$178	\$234
(4) High-Deployment Allowance	\$127	\$0	\$127	\$204	\$0	\$204	\$180	\$0	\$180
b. Diving Duty Pay	\$222	\$1,792	\$2,014	\$217	\$1,718	\$1,935	\$217	\$1,739	\$1,956
c. Imminent Danger Pay	\$504	\$3,299	\$3,803	\$410	\$3,167	\$3,578	\$410	\$3,202	\$3,613
d. Foreign Language Proficiency Pay	\$1,602	\$3,380	\$4,982	\$2,008	\$4,470	\$6,478	\$2,048	\$4,559	\$6,607
e. Special Duty Assignment Pay	\$0	\$8,573	\$8,573	\$0	\$8,935	\$8,935	\$0	\$8,935	\$8,935
f. Reenlistment Bonus	\$0	\$98,599	\$98,599	\$0	\$130,237	\$130,237	\$0	\$201,908	\$201,908
g. Enlistment Bonus	\$0	\$6,302	\$6,302	\$0	\$23,716	\$23,716	\$0	\$22,543	\$22,543
h. College Fund	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
i. Personal Money Allowance - General & Flag	\$0	\$2	\$2	\$0	\$2	\$2	\$0	\$2	\$2
j. Law School Education Debt Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
k. Critical Skills Retention Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
l. Assignment Incentive Pay	\$0	\$31,930	\$31,930	\$0	\$36,209	\$36,628	\$0	\$38,393	\$38,393
m. Continuation Pay	\$3,178	\$2,953	\$6,131	\$10,164	\$5,916	\$16,080	\$11,697	\$10,672	\$22,369
7. ALLOWANCES	\$31,148	\$257,790	\$288,938	\$29,997	\$236,134	\$266,131	\$31,326	\$244,792	\$276,118
a. Uniform/Clothing Allowance	\$1,083	\$150,903	\$151,986	\$1,161	\$156,722	\$157,883	\$1,164	\$161,852	\$163,016
(1) Initial Issue	\$833	\$63,517	\$64,350	\$903	\$68,060	\$68,963	\$907	\$71,109	\$72,016
a. Military	\$642	\$61,203	\$61,845	\$677	\$65,663	\$66,340	\$676	\$68,655	\$69,331
b. Civilian	\$190	\$2,314	\$2,504	\$226	\$2,397	\$2,623	\$231	\$2,454	\$2,685
(2) Additional	\$250	\$0	\$250	\$258	\$0	\$258	\$257	\$0	\$257
(3) Basic Maintenance	\$0	\$29,849	\$29,849	\$0	\$29,831	\$29,831	\$0	\$30,450	\$30,450
(4) Standard Maintenance	\$0	\$56,380	\$56,380	\$0	\$58,558	\$58,558	\$0	\$59,998	\$59,998
(5) Supplementary	\$0	\$1,157	\$1,157	\$0	\$275	\$275	\$0	\$294	\$294
b. Overseas Station Allowance	\$26,560	\$86,308	\$112,868	\$24,872	\$58,744	\$83,616	\$26,168	\$61,971	\$88,139
(1) Cost-of-Living Bachelor	\$58	\$27,274	\$27,331	\$53	\$17,381	\$17,434	\$56	\$18,403	\$18,459
(2) Cost-of-Living Regular	\$21,411	\$48,786	\$70,198	\$19,519	\$31,090	\$50,609	\$20,647	\$32,920	\$53,567
(3) Temporary Lodging	\$5,091	\$10,248	\$15,339	\$5,301	\$10,273	\$15,574	\$5,465	\$10,648	\$16,113
c. CONUS Cost of Living Allowance (COLA)	\$381	\$1,054	\$1,435	\$397	\$1,059	\$1,456	\$409	\$1,097	\$1,506
d. Family Separation Allowance	\$3,125	\$19,218	\$22,343	\$3,360	\$18,444	\$21,804	\$3,582	\$18,588	\$22,170
(1) On PCS, Dependents Not Authorized	\$635	\$8,238	\$8,873	\$610	\$7,905	\$8,515	\$456	\$7,989	\$8,445
(2) Afloat	\$75	\$360	\$435	\$84	\$345	\$429	\$84	\$351	\$435
(3) On TDY	\$2,415	\$10,620	\$13,035	\$2,100	\$10,194	\$12,294	\$2,100	\$10,248	\$12,348
e. Monthly Comp Catastrophically Injured	\$0	\$307	\$307	\$0	\$299	\$299	\$0	\$329	\$329
f. Basic Needs Allowance	\$0	\$0	\$0	\$207	\$866	\$1,073	\$3	\$955	\$958

*Numbers may not add due to rounding.

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

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
8. SEPARATION PAYMENTS	\$26,541	\$102,197	\$128,738	\$21,990	\$100,587	\$122,577	\$20,429	\$105,270	\$125,699
a. Accrued Leave Pay	\$10,206	\$51,060	\$61,266	\$8,498	\$48,686	\$57,184	\$7,293	\$51,375	\$58,668
b. Severance Pay, Disability	\$777	\$35,797	\$36,574	\$1,661	\$36,191	\$37,852	\$1,745	\$38,366	\$40,110
c. Involuntary - Half Pay (5%)	\$0	\$1,800	\$1,800	\$0	\$1,817	\$1,817	\$0	\$1,911	\$1,911
d. Involuntary - Full Pay (10%)	\$13,569	\$3,405	\$16,974	\$9,832	\$3,429	\$13,262	\$10,329	\$3,677	\$14,006
e. Trust Fund Payments	\$129	\$171	\$300	\$86	\$114	\$200	\$86	\$114	\$200
f. Temporary Early Retirement Authority	\$1,860	\$9,964	\$11,824	\$1,913	\$10,350	\$12,262	\$976	\$9,827	\$10,803
9. SOCIAL SECURITY TAX PAYMENTS	\$141,917	\$411,018	\$552,935	\$138,773	\$409,274	\$548,047	\$144,939	\$434,425	\$579,364
10. PERMANENT CHANGE OF STATION TRAVEL	\$133,296	\$309,554	\$442,850	\$139,902	\$315,208	\$455,109	\$142,262	\$319,555	\$461,818
a. Accession Travel	\$8,239	\$48,408	\$56,648	\$8,757	\$51,124	\$59,881	\$9,270	\$53,756	\$63,026
b. Training Travel	\$12,521	\$2,205	\$14,726	\$14,235	\$2,350	\$16,585	\$14,519	\$2,405	\$16,925
c. Operation Travel	\$66,408	\$111,209	\$177,617	\$68,489	\$114,483	\$182,972	\$70,099	\$115,877	\$185,976
d. Rotational Travel	\$27,768	\$59,920	\$87,688	\$28,715	\$61,966	\$90,681	\$29,449	\$63,580	\$93,030
e. Separation Travel	\$13,340	\$81,438	\$94,778	\$13,287	\$78,197	\$91,484	\$12,374	\$76,642	\$89,016
f. Travel of Organized Units	\$61	\$82	\$143	\$186	\$286	\$472	\$136	\$278	\$414
g. Non-Temporary Storage	\$3,205	\$3,690	\$6,895	\$3,316	\$3,797	\$7,113	\$3,384	\$3,888	\$7,272
h. Temporary Lodging Expense	\$1,416	\$2,081	\$3,497	\$2,567	\$2,470	\$5,037	\$2,674	\$2,581	\$5,255
i. IPCOT/OTEIP	\$339	\$519	\$858	\$350	\$535	\$884	\$357	\$548	\$904
11. OTHER MILITARY PERSONNEL COSTS	\$2,000	\$29,537	\$31,537	\$2,000	\$27,578	\$29,578	\$2,000	\$33,241	\$35,241
a. Apprehension of Deserters	\$0	\$180	\$180	\$0	\$250	\$250	\$0	\$256	\$256
b. Interest on Savings Deposit	\$0	\$47	\$47	\$0	\$68	\$68	\$0	\$73	\$73
c. Death Gratuities	\$2,000	\$11,150	\$13,150	\$2,000	\$10,700	\$12,700	\$2,000	\$11,600	\$13,600
d. Unemployment Compensation	\$0	\$13,090	\$13,090	\$0	\$11,300	\$11,300	\$0	\$16,262	\$16,262
g. Educational Benefits	\$0	\$0	\$0	\$0	\$1	\$1	\$0	\$0	\$0
h. Adoption Reimbursement Program	\$0	\$84	\$84	\$0	\$70	\$70	\$0	\$80	\$80
i. Traumatic Injury Service Group Life Ins.	\$0	\$796	\$796	\$0	\$630	\$630	\$0	\$308	\$308
j. Transportation Subsidy	\$0	\$340	\$340	\$0	\$557	\$557	\$0	\$558	\$558
k. Partial Dislocation Allowance	\$0	\$25	\$25	\$0	\$25	\$25	\$0	\$26	\$26
m. JROTC	\$0	\$3,825	\$3,825	\$0	\$3,977	\$3,977	\$0	\$4,079	\$4,079
12. TOTAL MILITARY PERSONNEL APPROPRIATION	\$3,523,804	\$10,996,952	\$14,520,756	\$3,712,007	\$11,416,700	\$15,128,706	\$3,780,955	\$11,825,373	\$15,606,329
13. LESS REIMBURSABLES	\$8,120	\$8,346	\$16,466	\$11,575	\$15,263	\$26,838	\$10,991	\$15,709	\$26,700
a. Retired Pay Accrual	\$1,868	\$633	\$2,501	\$2,709	\$1,003	\$3,712	\$2,224	\$897	\$3,121
b. Other Pay and Allowances	\$6,252	\$7,713	\$13,965	\$8,866	\$14,260	\$23,126	\$8,767	\$14,812	\$23,579
TOTAL, DIRECT MILITARY PERSONNEL APPROPRIATIONS	\$3,515,684	\$10,988,606	\$14,504,289	\$3,700,431	\$11,401,437	\$15,101,868	\$3,769,965	\$11,809,664	\$15,579,629

*Numbers may not add due to rounding.

**ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2023**
(\$ in Thousands)

	FY23 Presidential Budget	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY23 COLUMN OF THE FY24 PRESIDENT'S BUDGET
Basic Pay (Off)	1,891,628	-	1,891,628	(1,283)	1,890,345	(16,848)	1,873,497
Retired Pay Accrual (Off)	696,947	-	696,947	(2,586)	694,361	(6,201)	688,160
Thrift Savings Plan AC Matching Contributions	30,075	-	30,075	-	30,075	-	30,075
Basic Allowance for Housing (Off)	584,405	23,120	607,525	982	608,507	-	608,507
BAH Overseas (Off)	34,703	(11,787)	22,916	10,568	33,484	-	33,484
Basic Allowance for Subsistence (Off)	75,580	6,180	81,760	(2,066)	79,694	-	79,694
Incentive Pay (Off)	53,336	-	53,336	(1,732)	51,604	-	51,604
Special Pay (Off)	5,223	120	5,343	(1,381)	3,962	-	3,962
Continuation Pay (Off)	8,853	-	8,853	1,509	10,362	-	10,362
Station Allowances, Overseas (Off)	35,483	(7,283)	28,200	(3,328)	24,872	-	24,872
Uniform Allowances (Off)	1,354	-	1,354	(193)	1,161	-	1,161
Family Separation Allowances (Off)	2,694	100	2,794	566	3,360	-	3,360
CONUS COLA (Off)	963	-	963	(566)	397	-	397
Basic Needs Allowance (Off)	3	204	207	-	207	-	207
Separation Payments (Off)	20,244	-	20,244	1,746	21,990	-	21,990
SS Tax - Employer Contribution (Off)	140,210	-	140,210	(148)	140,062	(1,289)	138,773
TOTAL OBLIGATIONS (BA1)	3,581,701	10,654	3,592,355	2,087	3,594,442	(24,337)	3,570,105
Less Reimbursable (BA1)	11,575	-	11,575	-	11,575	-	11,575
TOTAL DIRECT PROGRAM (BA1)	3,570,126	10,654	3,580,780	2,087	3,582,867	(24,337)	3,558,530

*Numbers may not add due to rounding.

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2022
(\$ in Thousands)

	FY23 Presidential Budget Submission	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY23 COLUMN OF THE FY24 PRESIDENT'S BUDGET
Basic Pay (Enl)	5,548,684	(263,390)	5,285,294	27,551	5,312,845	41,370	5,354,215
Retired Pay Accrual (Enl)	2,042,496	(97,191)	1,945,305	10,564	1,955,869	15,266	1,971,135
Thrift Savings Plan AC Matching Contributions (Enl)	150,520	-	150,520	(14,593)	135,927		135,927
Basic Allowance for Housing (Enl)	1,664,754	42,455	1,707,209	17,353	1,724,562	17,885	1,742,447
BAH Overseas (Enl)	47,201	(13,456)	33,745	4,822	38,567		38,567
Incentive Pay (Enl)	8,881	-	8,881	(1,138)	7,743		7,743
Special Pay (Enl)	61,203	1,000	62,203	(9,963)	52,240		52,240
Special Duty Pay (Enl)	8,935	-	8,935	-	8,935		8,935
Reenlistment Bonus (Enl)	124,876	-	124,876	5,361	130,237		130,237
Enlistment Bonus (Enl)	8,935	-	8,935	14,781	23,716		23,716
Continuation Pay	9,399	-	9,399	(3,483)	5,916		5,916
Station Allowances, Overseas (Enl)	119,112	(20,285)	98,827	(40,083)	58,744		58,744
Uniform Allowances (Enl)	165,304	-	165,304	(8,582)	156,722		156,722
Family Separation Allowances (Enl)	20,760	780	21,540	(3,096)	18,444		18,444
CONUS COLA (Enl)	1,936	-	1,936	(877)	1,059		1,059
Special Comp Combat-rel (Enl)	291	-	291	8	299		299
Basic Needs Allowance (Enl)	50	816	866	-	866		866
Separation Payments (Enl)	101,202	-	101,202	(616)	100,586		100,586
SS Tax - Employer Contribution (Enl)	424,068	(20,148)	403,920	2,189	406,109	3,165	409,274
TOTAL OBLIGATIONS (BA2)	10,508,607	(369,419)	10,139,188	198	10,139,386	77,686	10,217,072
Less Reimbursables (BA2)	4,604	-	4,604	(74)	4,530	-	4,530
TOTAL DIRECT PROGRAM (BA2)	10,504,003	(369,419)	10,134,584	272	10,134,856	77,686	10,212,542
Basic Allowance for Subsistence	453,167	19,874	473,041	(10,726)	462,315		462,315
Subsistence-in-Kind	344,323	-	344,323	10,726	355,049	39,467	394,516
Family Subsistence Supplemental Allowance	10	-	10	-	10		10
TOTAL OBLIGATIONS (BA4)	797,500	19,874	817,374	-	817,374	39,467	856,841
Less Reimbursables (BA4)	13,844	-	13,844	(3,111)	10,733	-	10,733
TOTAL DIRECT PROGRAM (BA4)	783,656	19,874	803,530	3,111	806,641	39,467	846,108

*Numbers may not add due to rounding.

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES
MILITARY PERSONNEL, MARINE CORPS
FY 2023
(\$ in Thousands)

	FY23 Presidential Budget Submission	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	Proposed DD 1415 Actions	FY23 COLUMN OF THE FY24 PRESIDENT'S BUDGET
Accession Travel	49,648	71	49,719	-	49,719	10,162	59,881
Training Travel	18,820	159	18,979	(2,394)	16,585	-	16,585
Operational Travel	161,027	1,467	162,494	8,464	170,958	12,014	182,972
Rotational Travel	89,215	503	89,718	-	89,718	963	90,681
Separation Travel	87,105	-	87,105	-	87,105	4,379	91,484
Travel of Organized Units	1,116	-	1,116	(644)	472	-	472
Non-Temporary Storage	10,380	-	10,380	(3,267)	7,113	-	7,113
Temporary Lodging Expense	2,180	5,900	8,080	(3,043)	5,037	-	5,037
IPCOT/OTEIP	-	-	-	884	884	-	884
TOTAL OBLIGATIONS (BA5)	419,491	8,100	427,591	-	427,591	27,518	455,109
Less Reimbursable (BA5)	-	-	-	-	-	-	-
TOTAL DIRECT PROGRAM (BA5)	419,491	8,100	427,591	-	427,591	27,518	455,109
Apprehension of Military Deserters	250	-	250	-	250	-	250
Interest on Uniformed Services Savings	126	-	126	-	126	(58)	68
Death Gratuities	13,400	-	13,400	-	13,400	(700)	12,700
Unemployment Benefits	31,089	-	31,089	-	31,089	(19,789)	11,300
Educational Benefits	1	-	1	-	1	-	1
Adoption Expenses	70	-	70	-	70	-	70
Traumatic Injury Servicemembers' Group Life Insurance.	2,319	-	2,319	(16)	2,303	(1,673)	630
NCR Travel Subsidy	1,529	-	1,529	-	1,529	(972)	558
Partial Dislocation Allowance	9	-	9	16	25	-	25
Junior R.O.T.C.	3,999	-	3,999	-	3,999	(21)	3,978
TOTAL OBLIGATIONS (BA6)	52,792	-	52,792	-	52,792	(23,213)	29,579
Less Reimbursables (BA6)	-	-	-	-	-	-	-
TOTAL DIRECT PROGRAM (BA6)	52,792	-	52,792	-	52,792	(23,213)	29,579
TOTAL MPMC OBLIGATIONS	15,360,091	(330,791)	15,029,300	2,285	15,031,585	97,121	15,128,706
LESS REIMBURSABLES	30,023	-	30,023	(3,185)	26,838	-	26,838
TOTAL MPMC DIRECT PROGRAM	15,330,068	(330,791)	14,999,277	5,470	15,004,747	97,121	15,101,868

*Numbers may not add due to rounding.

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>TOTAL</u>
FY 2023 DIRECT PROGRAM	\$3,558,530	\$10,212,542	\$846,108	\$455,109	\$29,579	\$15,101,868
PRICING INCREASE	\$181,101	\$597,623	\$50,912	\$11,932	\$5,069	\$846,637
Annualization Pricing Increase:	\$30,320	\$90,116	\$10,360	\$0	\$0	\$130,796
- Annualization 1 Jan FY 2023 pay raise of 4.6% on Basic Pay	\$20,745	\$59,490				\$80,235
- Annualization 1 Jan FY 2023 pay raise of 4.6% on Retired Pay Accrual (RPA)	\$7,620	\$21,901				\$29,521
- Annualization 1 Jan FY 2023 inflation rate of 11.2% on BAS			\$10,360			\$10,360
- Annualization 1 Jan FY 2023 pay raise of 4.6% on Federal Insurance Contribution Act (FICA)	\$1,536	\$4,547				\$6,084
- Annualization 1 Jan FY 2023 inflation rate of 4.6% and Foreign Currency Fluctuation (FCF) on Overseas Station Allowance	\$281	\$693				\$974
- Annualization 1 Jan FY 2023 pay raise of 4.6% on Separations Pay		\$2,871				\$2,871
- Annualization 1 Jan FY 2023 inflation rate of 4.6% on Lump Sum Leave	\$138	\$614				\$752
Pay Raise Pricing Increase:	\$107,324	\$308,770	\$0	\$2,348	\$1	\$418,443
- 1 Jan 2024 pay raise of 5.2% effect on Basic Pay	\$73,589	\$211,028				\$284,618
- 1 Jan 2024 pay raise of 5.2% effect on RPA	\$27,030	\$77,689				\$104,719
- 1 Jan 2024 pay raise of 5.2% effect on FICA	\$5,450	\$16,131				\$21,581
- 1 Jan 2024 pay raise of 5.2% and FCF effect on Overseas Station Allowance	\$842	\$2,079				\$2,921
- 1 Jan 2024 pay raise of 5.2% on Lump Sum Leave	\$413	\$1,843				\$2,256
- 1 Jan 2024 inflation rate of 5.2% on Partial Dislocation Allowance					\$1	\$1
- 1 Jan 2024 inflation rate of 5.2% on PCS Dislocation Allowance and taking care of people increase				\$2,348		\$2,348
Inflation Rate Pricing Increase:	\$15	\$4,388	\$0	\$9,584	\$0	\$13,987
- Increase in CONUS COLA due to non-pay inflation of 2.4%	\$10	\$26				\$36
- Increase in Clothing due to non-pay inflation of 2.4%	\$5	\$4,362				\$4,367
- Increase in PCS Travel due to non-pay inflation of 2.4%				\$3,920		\$3,920
- Increase in PCS Transportation & Storage due to non-pay inflation of 2.4%				\$5,664		\$5,664
BAH Rates Pricing Increase:	\$36,085	\$123,762	\$0	\$0	\$0	\$159,847
- Increase in Housing Allowance due to the rate increase of 7.4%	\$35,261	\$122,844				\$158,105
- Increase in Overseas Housing Allowance due to non-pay inflation of 2.4%	\$823	\$918				\$1,741
Other Pricing Increase:	\$7,357	\$70,587	\$40,552	\$0	\$5,068	\$123,564
- Increase in Basic Allowance for Subsistence due to rate increase of 3.4%	\$4,151		\$31,080			\$35,231
- Increase in Apprehension of Military deserters due to takers					\$6	\$6
- Increase in Basic Needs Allowance due to average rate		\$89				\$89
- Increase in Basic Pay due to longevity						\$0
- Increase in Enlistment Bonus due to rate increase		\$2,318				\$2,318
- Increase in Incentive Pay due to average rates	\$1,308	\$1				\$1,309
- Increase in Junior Reserve Officer Training Corps (JROTC) due to price increase					\$100	\$100
- Increase in Members Taking in Mess due to rate						\$593
- Increase in Moving-In Housing Allowance (MIHA) increase due to average rate	\$10		\$593			\$10
- Increase in MREs increase due to the increase in expected usage			\$2,104			\$2,104
- Increase in Other Messing			\$31			\$31
- Increase in Other Package Operational Rations increase due to workyears			\$38			\$38
- Increase in Other Regionalization			\$5,902			\$5,902
- Increase in Selective Reenlistment Bonus due to average rate		\$39,353				\$39,353
- Increase in Separation Pay due to average rates	\$1,856					\$1,856
- Increase in Special Compensation for Assistance with Activities of Daily Living due to average rate		\$8				\$8
- Increase in Special Pay Continuation Pay		\$4,756				\$4,756
- Increase in Special Pay due to average rate	\$32	\$2,221				\$2,253
- Increase in Thrift Savings Plan (TSP) Matching Contribution due to average rate		\$21,841				\$21,841
- Increase in Unemployment due to rate increase					\$4,962	\$4,962
- Increase in Uninitiated Rations due to inflation rate			\$804			\$804

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

	<u>BA 1</u>	<u>BA 2</u>	<u>BA 4</u>	<u>BA 5</u>	<u>BA 6</u>	<u>TOTAL</u>
PROGRAM INCREASE	\$1,490	\$138,849	\$9,788	\$1,402	\$916	\$152,445
Strength Program Increase:	\$446	\$81,834	\$9,788	\$0	\$0	\$92,067
- Increase in Basic Allowance for Housing due to work years	\$444	\$6,500				\$6,943
- Increase in Basic Pay due to grade structure and work years		\$53,894				\$53,894
- Increase in FICA due to grade structure and work years		\$4,123				\$4,123
- Increase in Members Taking Meals in Mess due to strength			\$289			\$289
- Increase in MRE's due to strength			\$2			\$2
- Increase in RPA due to grade structure and work years		\$17,098				\$17,098
- Increase in Special Pay due to work years	\$2	\$219				\$221
- Increase in When authorize to Mess separately due to strength			\$9,497			\$9,497
Other Program Increase:	\$1,045	\$57,015	\$0	\$1,402	\$916	\$60,378
- Increase in Adoption Reimbursement due to work years					\$10	\$10
- Increase in Basic Allowance for Subsistence due to work years	\$149					\$149
- Increase in Clothing Allowance due to work years		\$768				\$768
- Increase in CONUS COLA due to work years	\$2	\$13				\$15
- Increase in Death Gratuities					\$900	\$900
- Increase in Family Separation Allowance due to work years	\$222	\$144				\$366
- Increase in Incentive Pay due to work years	\$500	\$51				\$550
- Increase in Interest in Uniform Deposit due to work years					\$5	\$5
- Increase in Lump Sum Leave due work years		\$232				\$232
- Increase in Mass Transportation Subsidies due to work years					\$1	\$1
- Increase in Overseas Housing Allowance due to taker		\$24				\$24
- Increase in Overseas Station Allowance due to work years	\$172	\$455				\$627
- Increase in PCS Moves: Accession, In Place Consecutive Tours and Global Shipping				\$1,402		\$1,402
- Increase in Selective Reenlistment Bonus due to work years		\$32,318				\$32,318
- Increase in Special Pay Compensation for Assistance with Activities of Daily Living due to work years		\$21				\$21
- Increase in Thrift Savings Plan (TSP) contributions for Blended Retirement System due to work years		\$22,990				\$22,990
INCREASES TOTAL	\$182,592	\$736,472	\$60,700	\$13,334	\$5,985	\$999,082
PRICING DECREASE	(\$103,622)	(\$292,266)	(\$17,572)	\$0	\$0	(\$413,460)
Strength Pricing Decrease:	(\$103,622)	(\$292,266)	\$0	\$0	\$0	(\$395,888)
- Decrease in Retired Pay Accrual due to rate and longevity	(\$103,622)	(\$292,266)				(\$395,888)
Other Pricing Decrease:	\$0	\$0	(\$17,572)	\$0	\$0	(\$17,572)
- Less Collections			(\$17,572)			(\$17,572)
PROGRAM DECREASE	(\$11,798)	(\$80,517)	(\$8,600)	(\$6,625)	(\$323)	(\$107,863)
Strength Program Decrease:	(\$4,596)	(\$4,368)	(\$8,560)	\$0	(\$322)	(\$17,846)
- Decrease in Uniform Allowances due to work years	(\$7)					(\$7)
- Decrease in Traumatic Service Group Life Insurance due to takers					(\$322)	(\$322)
- Decrease in Separation Pay due to work years	(\$2,834)	(\$876)				(\$3,710)
- Decrease in Lump Sum Leave due to the number of work years	(\$1,755)					(\$1,755)
- Decrease in Collection due to work years			(\$8,560)			(\$8,560)
- Decrease in Enlisted Bonuses due to work years		(\$3,491)				(\$3,491)
Other Program Decrease:	(\$7,202)	(\$76,149)	(\$40)	(\$6,625)	(\$1)	(\$90,017)
- Decrease in Basic Pay due to longevity	(\$6,690)	(\$55,671)				(\$62,361)
- Decrease in Retired Pay Accrual due to longevity		(\$16,499)				(\$16,499)
- Decrease in FICA due to longevity	(\$512)	(\$3,979)				(\$4,491)
- Decrease in Other Package Rations			(\$40)			(\$40)
- Decrease in PCS Moves: Accession, Training, Operational, Rotational, Separations, DLA and OTEIP				(\$2,800)		(\$2,800)
- Decrease in PCS Transportation & Storage				(\$3,825)		(\$3,825)
- Decrease in Education Benefits					(\$1)	(\$1)
DECREASES TOTAL	(\$115,420)	(\$372,783)	(\$26,172)	(\$6,625)	(\$323)	(\$521,323)
FY 2024 DIRECT PROGRAM	\$3,625,702	\$10,576,232	\$880,636	\$461,818	\$35,241	\$15,579,629

* Totals may not add due to rounding.

SECTION 5
MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - (Budget Activity 1)
(\$ in Thousands)

PAY AND ALLOWANCE OF OFFICERS	AMOUNT
FY 2023 Direct Program	\$3,558,530
Increases:	
PRICING INCREASES:	
Increase in Basic Pay due to longevity and the 5.2% pay raise, effective 1 January 2024	\$73,589
Increase in Basic Allowance for Housing due to the 7.4% BAH inflation rate	\$35,261
Increase in Retired Pay Accrual due to 5.2% pay raise, effective 1 January 2024	\$27,030
Increase in Basic Pay due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$20,745
Increase in Retired Pay Accrual due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$7,620
Increase in FICA due to the 5.2% pay raise, effective 1 January 2024	\$5,450
Increase in Basic Allowance for Subsistence due to the 5.2% BAS inflation rate	\$4,151
Increase in Separation Pay due to average rates	\$1,856
Increase in FICA due to longevity and the annualization of the 4.6% pay raise, effective 1 January 2023	\$1,536
Increase in Incentive Pay due to average rates	\$1,308
Increase in Overseas Station Allowance due to 5.2% pay raise, effective 1 January 2024	\$842
Increase in Overseas Housing Allowance due to the non-pay inflation of 2.4%	\$823
Increase in Lump Sum Leave due to the 5.2% pay raise, effective 1 January 2024	\$413
Increase in Overseas Station Allowance due to 4.6% pay raise, effective 1 January 2023	\$281
Increase in Lump Sum Leave due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$138
Increase in Special Pay due to average rates	\$32
Increase in CONUS COLA due to non-pay inflation rate increase of 2.4%	\$10
Increase in Overseas Move In Housing Allowance (MIHA) due to average rate	\$10
Increase in Uniform Allowance due to non-pay inflation rate increase of 2.4%	\$5
TOTAL PRICING INCREASES	\$181,101
PROGRAM INCREASES:	
Increase in Incentive due to work years	\$500
Increase in Basic Allowance for Housing due to work years	\$444
Increase Family Separation Allowance due to work years	\$222
Increase in Overseas Station Allowance due to work years	\$172
Increase in Basic Allowance for Subsistence due to work years	\$149
Increase in CONUS COLA due to work years	\$2
Increase in Special Pay due to work years	\$2
TOTAL PROGRAM INCREASES	\$1,491
TOTAL INCREASES	\$182,592
Decreases:	
PRICING DECREASES:	
Decrease in Retired Pay Accrual due to average rate and longevity	(\$103,622)
TOTAL PRICING DECREASES	(\$103,622)
PROGRAM DECREASES:	
Decrease in Basic Pay due to longevity	(\$6,690)
Decrease in Separation Pay due to work years	(\$2,834)
Decrease in Lump Sum Leave due to work years	(\$1,755)
Decrease in FICA due to longevity	(\$512)
Decreases in Uniform Allowances due to work years	(\$7)
TOTAL PROGRAM DECREASES	(\$11,798)
TOTAL DECREASES	(\$115,420)
FY 2024 Direct Program	\$3,625,702
*Totals and Subtotal's might not add due to rounding.	

PROJECT: A. Basic Pay

FY 2024 Estimate \$1,974,868
 FY 2023 Estimate \$1,873,497
 FY 2022 Actual \$1,813,858

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The basic pay budget estimate is a product of the projected average number of Officer personnel and the average annual basic pay rate for each grade. The FY 2024 rates were built by applying inflation assumptions to FY 2022 average basic pay rates. The basic pay rates reflect a 4.6% pay raise, effective 1 January 2023 and a 5.2% pay raise, effective 1 January 2024.

The FY 2024 program is based on a beginning Officer strength of 21,412, an end strength of 21,560 and an average strength of 21,899.

FY 2022 includes \$0.299 million in OOC Actuals; FY 2023 includes \$3.465 million in OOC Enacted, and FY 2024 includes \$0.427 million for the OOC Budget Estimate.

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate ¹		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CMC	1	\$202,599.00	\$203	1	\$204,318.45	\$204	1	\$207,806.31	\$208
O-10 General	2	\$202,599.00	\$405	2	\$204,318.45	\$409	2	\$207,806.31	\$416
O-9 Lieutenant General	18	\$202,599.00	\$3,647	19	\$204,318.45	\$3,882	17	\$207,806.31	\$3,533
O-8 Major General	31	\$197,453.44	\$6,121	31	\$203,721.84	\$6,315	29	\$207,806.31	\$6,026
O-7 Brigadier General	37	\$171,477.11	\$6,345	47	\$178,072.27	\$8,369	40	\$187,560.81	\$7,502
O-6 Colonel	668	\$150,368.38	\$100,446	684	\$156,186.70	\$106,832	688	\$164,678.69	\$113,299
O-5 Lieutenant Colonel	1,998	\$117,481.66	\$234,777	2,011	\$124,557.74	\$250,486	2,001	\$131,197.08	\$262,525
O-4 Major	4,084	\$100,606.68	\$410,844	3,984	\$105,224.74	\$419,215	4,059	\$110,542.19	\$448,691
O-3 Captain	5,048	\$79,075.78	\$399,178	4,991	\$82,044.70	\$409,485	5,146	\$84,261.91	\$433,612
O-2 First Lieutenant	3,504	\$61,529.90	\$215,616	3,464	\$64,067.92	\$221,931	3,347	\$68,319.94	\$228,667
O-1 Second Lieutenant	2,650	\$43,176.04	\$114,416	2,603	\$44,991.55	\$117,113	2,590	\$47,793.16	\$123,784
O-3E Captain	1,044	\$93,211.28	\$97,313	953	\$96,975.64	\$92,418	910	\$104,644.85	\$95,227
O-2E First Lieutenant	409	\$72,212.14	\$29,550	420	\$75,634.57	\$31,767	383	\$71,189.04	\$27,265
O-1E Lieutenant	352	\$59,552.96	\$20,963	381	\$62,063.82	\$23,646	381	\$70,737.54	\$26,951
W-5 Chief Warrant	110	\$112,807.01	\$12,409	111	\$118,388.09	\$13,141	110	\$124,380.38	\$13,682
W-4 Chief Warrant	306	\$96,593.49	\$29,578	297	\$100,461.28	\$29,837	348	\$103,907.86	\$36,160
W-3 Chief Warrant	584	\$81,055.33	\$47,353	627	\$84,481.18	\$52,970	731	\$87,589.78	\$64,028
W-2 Chief Warrant	914	\$68,796.91	\$62,880	888	\$71,623.81	\$63,602	755	\$77,837.54	\$58,767
W-1 Warrant Officer	357	\$61,103.25	\$21,814	344	\$63,590.69	\$21,875	361	\$67,934.18	\$24,524
Total Officers	22,118		\$1,813,858	21,858		\$1,873,497	21,899		\$1,974,868

*Totals may not add due to rounding.

¹ Manpower plans and the various longevity of the prior-enlisted officers have affected the variance in the rates shown in this exhibit.

PROJECT: B. Retired Pay Accrual-Officer

FY 2024 Estimate \$590,553
 FY 2023 Estimate \$688,160
 FY 2022 Actual \$638,947

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA NCP is 35.1% for FY 2022, 36.9% for FY 2023 and 30.0% for FY2024. The part-time RPA NCP is 25.7% for FY 2022, 24.5% for FY 2023, and 23.1% for FY 2024.

FY 2022 includes \$0.077 million in OOC Actuals; FY 2023 includes \$0.849 million in OOC Enacted, and FY 2024 includes \$0.104 million for the OOC Budget Estimate.

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Full-Time Retired Pay Accrual	21,880	\$28,933.78	\$633,071	21,627	\$31,530.69	\$681,914	21,642	\$26,992.31	\$584,167
Part-Time Retired Pay Accrual	238	\$24,690.51	\$5,876	231	\$27,036.02	\$6,245	257	\$24,846.18	\$6,385
Total Retired Pay Accrual - Officer	22,118		\$638,947	21,858		\$688,160	21,899		\$590,553

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

FY 2024 Estimate \$34,551
 FY 2023 Estimate \$30,075
 FY 2022 Actual \$30,761

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.

FY 2022 includes \$0.007 million in OOC Actuals; FY 2023 includes \$0.027 million in OOC Enacted, and FY 2024 includes \$0.013 million for the OOC Budget

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TSP Matching Contributions - Officer	10,423	\$2,951.26	\$30,761	11,016	\$2,730.12	\$30,075	11,763	\$2,937.26	\$34,551
TOTAL TSP MATCHING CONTRIBUTIONS - OFFICER	10,423	\$2,951.26	\$30,761	11,016	\$2,730.12	\$30,075	11,763	\$2,937.26	\$34,551

PROJECT: D. Incentive Pay

FY 2024 Estimate	\$53,412
FY 2023 Estimate	\$51,604
FY 2022 Actual	\$48,712

PART I - PURPOSE AND SCOPE

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

- Aviation Incentive Pay (AVIP): To provide additional pay and aviation service to increase the ability of the Marine Corps to attract and retain Officer volunteers in an aviation career.
- Flight Pay (Crew Members): To provide additional pay to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties. Amount paid is based on the member's Years of Service (YOS), not to exceed \$250 a month.
- Flight Pay (Non-crew Members): To provide additional pay at \$150 per month to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties.
- Parachute Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain volunteers for parachute duty and in recognition of the more than normal hazard of such duty.
- Demolition Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain personnel for duty involving the demolition or neutralization of explosives.
- Flight Deck Duty Pay: To provide additional pay for personnel assigned aboard an air capable ship/aircraft carrier and in recognition of more-than-normal hazard of such duty
- High Altitude Low Opening (HALO) Pay: To provide additional pay for personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.
- Acceleration and Deceleration Duty Pay: To provide additional pay for personnel who participate as human test subject inside a high or low pressure chamber, human acceleration or deceleration, or experimental subject and test subject in thermal stress experiments.

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2022 includes \$0.00 million in OOC Actuals; FY 2023 includes \$0.058 million in OOC Enacted, and FY 2024 includes \$0.00 million for the OOC Budget Estimate.

Incentive pay is computed by multiplying the number of eligible Officers programmed by the average rates. The computation of fund requirements is provided in the following tables:

PROJECT: D. Incentive Pay

(\$ in Thousands)

Incentive Pay - Officer Aviation Incentive Pay	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
2 or less	639	\$1,500.00	\$959	722	\$1,500.00	\$1,083	722	\$1,500.00	\$1,083
Over 2	370	\$1,872.00	\$693	363	\$1,872.00	\$680	363	\$1,872.00	\$680
Over 3	349	\$2,256.00	\$787	349	\$2,256.00	\$787	349	\$2,256.00	\$787
Over 4	590	\$2,472.00	\$1,458	622	\$2,472.00	\$1,538	622	\$2,472.00	\$1,538
Over 6	545	\$7,800.00	\$4,251	598	\$7,800.00	\$4,664	598	\$7,800.00	\$4,664
Over 8	497	\$9,600.00	\$4,771	510	\$9,600.00	\$4,896	510	\$9,600.00	\$4,896
Over 10	914	\$12,000.00	\$10,968	1,189	\$12,000.00	\$14,268	1,189	\$12,000.00	\$14,268
Over 17	402	\$10,080.00	\$4,052	445	\$10,080.00	\$4,486	445	\$10,080.00	\$4,486
Over 22	51	\$7,020.00	\$358	51	\$7,020.00	\$358	51	\$7,020.00	\$358
Over 23	34	\$5,940.00	\$202	34	\$5,940.00	\$202	34	\$5,940.00	\$202
Over 24	28	\$4,620.00	\$129	28	\$4,620.00	\$129	28	\$4,620.00	\$129
Over 25	20	\$3,000.00	\$60	21	\$3,000.00	\$63	21	\$3,000.00	\$63
TOTAL ACIP PAYMENTS	4,439	\$6,462.87	\$28,689	4,932	\$6,722.18	\$33,154	4,932	\$6,722.18	\$33,154

Incentive Pay - Hazard Pay	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Flying Duty Crewmembers	2	\$2,250.00	\$5	2	\$2,250.00	\$5	2	\$2,250.00	\$5
Flying Duty Non-Crewmembers	10	\$1,800.00	\$18	10	\$1,800.00	\$18	10	\$1,800.00	\$18
Parachute Jumping Duty	36	\$1,800.00	\$65	39	\$1,800.00	\$70	39	\$1,800.00	\$70
Demolition Duty	47	\$1,800.00	\$85	51	\$1,800.00	\$92	51	\$1,800.00	\$92
Flight Deck Duty Pay	13	\$1,800.00	\$23	14	\$1,800.00	\$25	14	\$1,800.00	\$25
HALO Pay	148	\$2,700.00	\$400	158	\$2,700.00	\$427	158	\$2,700.00	\$427
Acceleration and Deceleration Duty Pay	0	\$0.00	\$0	1	\$1,800.00	\$2	1	\$1,800.00	\$2
TOTAL HAZARD PAY	256	\$2,323.83	\$595	275	\$2,324.00	\$639	275	\$2,324.00	\$639

*Numbers may not add due to rounding.

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

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, section 616(b)(2)(B), directs the Secretary concerned to provide the Business Case Analysis (BCA) 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 title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Service requirements and increased demand.

Business Case Analysis (BCA)

Overview: For the FY23 and FY24 AvB, the Marine Corps is pursuing increased inventory stability across the aviation officer population. A stable inventory is critical while materiel readiness improvements continue to positively influence the flight hours and readiness rates of both operational and training squadrons.

Targeted Communities: The aviation specialties targeted for the higher monetary amount (\$35,000/\$25,000) are captains and majors who are aviators in the F-35 Joint Strike Fighter, F/A-18 Hornet, AV-8 Harrier, and C-130 Hercules communities. The aviation specialties targeted for the other monetary amount (\$25,000/\$20,000) are captains and majors who are aviators in the MV-22 Osprey, AH-1 Cobra, UH-1 Huey, and CH-53 Stallion communities.

While the inventory health of the rotary wing community is extremely healthy, the Marine Corps is incentivizing those pilots and using them to offset gaps in the fixed wing (jet) community billets.

Aircraft Personnel Manning Levels

<u>Aircraft Type category:</u>	FY22 Actual	FY23 Estimate	FY24 Estimate
Jet	58.0%	56.8%	59.8%
Prop	85.6%	80.2%	81.7%
Helo	95.4%	104.9%	104.8%
Tilt Rotor	86.6%	92.6%	98.0%

Criteria Used to Designate Targeted Communities & Project Impacts: Our criteria focuses on 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 seven years.

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

(\$ in Thousands)

PROJECT: D. Incentive Pay - Aviation Bonus	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Aircraft Type category:									
Jet	156	\$34,000.00	\$5,304	151	\$34,000.00	\$5,134	180	\$34,000.00	\$6,120
Prop	61	\$34,000.00	\$2,074	82	\$34,000.00	\$2,788	95	\$34,000.00	\$3,230
Helo	361	\$20,000.00	\$7,220	355	\$20,000.00	\$7,100	362	\$20,000.00	\$7,240
Tilt Rotor	161	\$30,000.00	\$4,830	93	\$30,000.00	\$2,790	101	\$30,000.00	\$3,030
TOTAL AVIATION BONUS - BCA	739	\$26,289.58	\$19,428	681	\$26,155.65	\$17,812	738	\$26,585.37	\$19,620
TOTAL ACIP PAYMENTS	4,439	\$6,462.87	\$28,689	4,932	\$6,722.18	\$33,154	4,932	\$6,722.18	\$33,154
TOTAL HAZARD PAY	256	\$2,323.83	\$595	275	\$2,324.00	\$639	275	\$2,324.00	\$639
TOTAL INCENTIVE PAY	5,434	\$8,964.22	\$48,712	5,888	\$8,764.25	\$51,604	5,945	\$8,984.34	\$53,412

* Numbers may not add due to rounding.

PROJECT: E. Special Pay

FY 2024 Estimate	\$15,873
FY 2023 Estimate	\$14,324
FY 2022 Actual	\$6,783

PART I - PURPOSE AND SCOPE

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

- Career Sea Pay
To provide additional payment for Officers assigned to sea duty.
- Hardship Duty Pay (HDP)
To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Member may qualify for HDP based on performance of a hardship mission or duty in a designated hardship location.
- Hardship Duty Pay - Location (HDP-L)
To provide payment for service at locations where living conditions are substantially below those normally found within the continental United States.
- Hardship Duty Pay - Mission (HDP-M)
To provide payment for permanent or temporary assignment of Service members when conditions are deemed particularly arduous or require Service members to perform duties outside of normal military operations.
- Hardship Duty Pay-Tempo (HDP-T)
To provide payment for a mobilization or deployment tempo that requires the member to perform duties in an operational environment for periods that exceed rotation norms may be designated as hardship duty for the purposes of paying HDP-T.
- High-Deployment Allowance
To provide additional payment for Officers who perform lengthy (191 or more consecutive days) or numerous deployments (401 or more days out of the preceding 730 days) or frequent mobilizations. A member may be paid a monthly rate not to exceed \$1,000 per month.
- Diving Duty Pay
To provide additional payment for Officers performing duties involving scuba diving.
- Overseas Extension Pay
To provide additional pay for Officer personnel in designated specialties who have completed their tour of duty at an overseas location and execute an agreement to extend that tour for a period of not less than one year.
- Imminent Danger Pay
To provide additional payment for Officers performing duties in designated hostile areas.
- Foreign Language Proficiency Pay
To provide additional payment to Officers who are proficient in specific foreign languages in accordance with Title 37 USC 353.
- Continuation Pay
To provide an incentive for continued Active Duty service for mid-career Officer and Enlisted Marines. This is part of the Blended Retirement System.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Beginning in Calendar Year 2023, Active Component Marines (Officers and Enlisted) who are Blended Retirement System participants and who complete 12 years of service will be offered Continuation Pay (CP) at an amount equal to 5.0 times their monthly basic pay at the over 12 year pay rate in exchange for an agreement to serve four more years. The new pay rate is intended to increase the acceptance rates of CP and improve mid-career retention of such Marines. Retaining Marines at their mid-career point is important to sustain our force end-strength in the Active Component. CP is offered in addition to any other pay, allowance, or retention bonus that may be offered or paid to Marines within their Primary Military Occupational Specialty (PMOS).

FY 2022 includes \$0.520 million in OOC Actuals; FY 2023 includes \$1.685 million in OOC Enacted, and FY 2024 includes \$0.726 million for the OOC Budget Estimate.

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

PROJECT: E. Special Pay (Continued)

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY									
O-6 Colonel	3	\$1,588.08	\$5	4	\$1,908.00	\$8	4	\$1,908.00	\$8
O-5 Lieutenant Colonel	12	\$1,200.00	\$14	12	\$1,200.00	\$14	12	\$1,200.00	\$14
O-4 Major	48	\$1,323.92	\$64	57	\$1,260.00	\$72	57	\$1,260.00	\$72
O-3 Captain	123	\$1,200.00	\$148	146	\$1,200.00	\$175	146	\$1,200.00	\$175
O-2 First Lieutenant	82	\$1,200.00	\$98	94	\$1,200.00	\$113	94	\$1,200.00	\$113
O-1 Second Lieutenant	5	\$1,200.00	\$6	20	\$1,200.00	\$24	20	\$1,200.00	\$24
O-3E Captain	14	\$1,434.36	\$20	21	\$1,596.00	\$34	21	\$1,596.00	\$34
O-2E First Lieutenant	9	\$1,200.00	\$11	8	\$1,200.00	\$10	8	\$1,200.00	\$10
O-1E Second Lieutenant	0	\$0.00	\$0	1	\$1,200.00	\$1	1	\$1,200.00	\$1
W-4 Chief Warrant Officer	4	\$3,556.20	\$14	2	\$4,188.38	\$8	2	\$4,188.38	\$8
W-3 Chief Warrant Officer	10	\$2,535.72	\$25	8	\$2,580.00	\$21	8	\$2,580.00	\$21
W-2 Chief Warrant Officer	22	\$2,673.72	\$59	32	\$2,568.00	\$82	32	\$2,568.00	\$82
W-1 Warrant Officer	4	\$2,189.16	\$9	3	\$2,256.00	\$7	3	\$2,256.00	\$7
SUBTOTAL CAREER SEA PAY	336	\$1,407.01	\$473	408	\$1,392.47	\$569	408	\$1,392.47	\$569
Hardship Duty - Location	527	\$1,200.00	\$632	552	\$1,200.00	\$662	552	\$1,200.00	\$662
Hardship - Mission Pay	2	\$1,800.00	\$4	2	\$1,800.00	\$4	2	\$1,800.00	\$4
Hardship Duty Pay - TEMPO	6	\$5,940.00	\$36	5	\$5,940.00	\$30	5	\$5,940.00	\$30
SUBTOTAL HARDSHIP/LOCATION	535	\$1,200.62	\$671	559	\$1,244.54	\$696	559	\$1,244.54	\$696
High-Deployment Allowance	135	\$942.49	\$127	154	\$1,320.97	\$204	150	\$1,200.00	\$180
Diving Duty Pay	86	\$2,580.00	\$222	84	\$2,580.00	\$217	84	\$2,580.00	\$217
Overseas Extension Pay	2	\$2,223.84	\$4	25	\$2,223.84	\$56	25	\$2,223.84	\$56
Imminent Danger Pay	187	\$2,700.00	\$504	152	\$2,700.00	\$410	152	\$2,700.00	\$410
Foreign Lang Proficiency Pay	386	\$4,146.36	\$1,602	532	\$3,774.77	\$2,008	535	\$3,828.36	\$2,048
Continuation Pay	182	\$17,462.93	\$3,178	296	\$34,338.47	\$10,164	288	\$40,614.48	\$11,697
TOTAL SPECIAL PAY	1,849	\$2,130.37	\$6,783	2,210	\$6,481.41	\$14,324	2,201	\$7,211.58	\$15,873

* Totals may not add up due to rounding.

PROJECT: F. Basic Allowance for Housing

FY 2024 Estimate	\$686,747
FY 2023 Estimate	\$641,991
FY 2022 Actual	\$579,029

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The BAH budget estimate is a product of the average number of Officers projected to receive BAH and estimated average annual rate for each grade and BAH category. The FY 2024 rates were built by applying inflation assumptions to the FY 2022 average BAH rates. The BAH rates reflect a 15.3% housing rate increase, effective 1 January 2023, and a 4.7% increase, effective 1 January 2024. Detailed cost computations are provided in the following table:

BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing marketing survey process and will be implemented by grade and dependency status.

FY 2022 includes \$0.80 million in OOC Actuals; FY 2023 includes \$1.149 million in OOC Enacted, and FY 2024 includes \$0.122 million for the OOC Budget Estimate.

PROJECT: F. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC		FY22 Actual			FY23 Estimate			FY24 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH With Dependents	O-10 General	3	\$34,970.05	\$105	3	\$39,481.19	\$118	3	\$42,402.79	\$127
	O-9 Lieutenant General	17	\$40,561.91	\$690	17	\$45,794.40	\$779	16	\$49,183.18	\$787
	O-8 Major General	29	\$35,966.76	\$1,043	29	\$40,606.47	\$1,178	27	\$43,611.35	\$1,178
	O-7 Brigadier General	33	\$39,261.21	\$1,296	38	\$43,351.25	\$1,647	36	\$47,623.19	\$1,714
	O-6 Colonel	607	\$35,859.94	\$21,767	621	\$40,617.88	\$25,224	625	\$43,623.10	\$27,264
	O-5 Lieutenant Colonel	1,710	\$34,946.06	\$59,758	1,716	\$39,543.81	\$67,857	1,711	\$42,414.99	\$72,572
	O-4 Major	3,291	\$31,647.16	\$104,151	3,215	\$35,715.29	\$114,825	3,272	\$38,366.45	\$125,535
	O-3 Captain	2,651	\$29,141.17	\$77,253	2,629	\$32,088.12	\$84,360	2,702	\$33,692.23	\$91,051
	O-2 First Lieutenant	1,014	\$25,406.54	\$25,762	1,004	\$28,703.05	\$28,818	971	\$31,279.46	\$30,372
	O-1 Second Lieutenant	381	\$22,350.47	\$8,516	374	\$25,233.68	\$9,437	373	\$27,471.02	\$10,247
	O-3E Captain	886	\$29,592.13	\$26,219	809	\$33,403.38	\$27,023	772	\$36,866.97	\$28,461
	O-2E First Lieutenant	310	\$26,441.90	\$8,197	319	\$29,852.91	\$9,523	291	\$28,866.84	\$8,400
	O-1E Lieutenant	265	\$25,674.31	\$6,804	286	\$28,986.30	\$8,290	286	\$33,961.40	\$9,713
	W-5 Chief Warrant Officer	94	\$32,081.31	\$3,016	95	\$36,219.80	\$3,441	95	\$38,900.06	\$3,696
	W-4 Chief Warrant Officer	264	\$29,731.54	\$7,849	256	\$33,506.73	\$8,578	302	\$35,276.09	\$10,653
	W-3 Chief Warrant Officer	475	\$28,728.81	\$13,646	508	\$32,434.22	\$16,477	596	\$34,378.14	\$20,489
	W-2 Chief Warrant Officer	705	\$27,553.62	\$19,425	685	\$31,116.50	\$21,315	582	\$34,559.62	\$20,114
	W-1 Warrant Officer	277	\$26,193.15	\$7,256	267	\$29,572.07	\$7,896	280	\$32,327.55	\$9,052
Total BAH with Dependents Officer		13,012	\$30,183.73	\$392,751	12,871	\$33,935.56	\$436,785	12,940	\$36,430.45	\$471,426
Total BAH Diff Officer		21	\$2,601.92	\$55	23	\$2,479.81	\$57	11	\$3,151.79	\$35
Total BAH with Dependents		13,033	\$30,139.29	\$392,805	12,894	\$33,879.45	\$436,842	12,951	\$36,402.19	\$471,461
BAH Without Dependents	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	1	\$27,390.34	\$27	1	\$30,923.69	\$31	1	\$33,212.05	\$33
	O-8 Major General	1	\$34,961.36	\$35	1	\$39,471.38	\$39	1	\$42,392.26	\$42
	O-7 Brigadier General	1	\$25,996.11	\$26	1	\$29,349.61	\$29	1	\$31,521.48	\$32
	O-6 Colonel	31	\$30,146.04	\$935	32	\$33,989.52	\$1,088	32	\$36,556.82	\$1,170
	O-5 Lieutenant Colonel	146	\$29,716.08	\$4,339	149	\$33,778.42	\$5,033	143	\$36,211.54	\$5,178
	O-4 Major	492	\$27,322.82	\$13,443	483	\$30,898.37	\$14,924	485	\$33,192.92	\$16,099
	O-3 Captain	2,081	\$26,104.53	\$54,324	2,047	\$29,459.94	\$60,305	2,110	\$30,945.30	\$65,295
	O-2 First Lieutenant	2,150	\$22,454.43	\$48,277	2,124	\$25,361.73	\$53,868	2,044	\$27,645.01	\$56,506
	O-1 Second Lieutenant	1,233	\$18,861.00	\$23,256	1,210	\$21,290.73	\$25,762	1,204	\$23,132.08	\$27,851
	O-3E Captain	100	\$26,545.41	\$2,655	91	\$29,970.36	\$2,727	86	\$32,937.53	\$2,833
	O-2E First Lieutenant	74	\$22,796.17	\$1,687	76	\$25,736.88	\$1,956	69	\$25,237.80	\$1,741
	O-1E Lieutenant	44	\$22,427.70	\$987	48	\$25,320.87	\$1,215	48	\$29,460.84	\$1,414
	W-5 Chief Warrant Officer	5	\$28,210.86	\$141	5	\$31,850.06	\$159	5	\$34,206.97	\$171
	W-4 Chief Warrant Officer	12	\$25,636.65	\$308	12	\$28,943.78	\$347	14	\$31,085.62	\$435
	W-3 Chief Warrant Officer	39	\$27,092.70	\$1,057	42	\$30,587.66	\$1,285	49	\$32,180.71	\$1,577
	W-2 Chief Warrant Officer	69	\$25,729.62	\$1,775	67	\$29,048.74	\$1,946	57	\$32,293.03	\$1,841
	W-1 Warrant Officer	29	\$22,666.60	\$657	28	\$25,590.59	\$717	29	\$28,432.03	\$825
Total BAH without Dependents		6,508	\$23,651.91	\$153,927	6,417	\$26,715.24	\$171,432	6,378	\$28,699.00	\$183,042

*Totals may not add due to rounding.

PROJECT: F. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCES FOR HOUSING - DOMESTIC		FY22 Actual			FY23 Estimate			FY24 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
BAH Partial	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	2	\$475.20	\$1	2	\$475.20	\$1	2	\$475.20	\$1
	O-5 Lieutenant Colonel	8	\$390.37	\$3	7	\$391.71	\$3	7	\$391.71	\$3
	O-4 Major	17	\$321.01	\$5	20	\$320.90	\$6	15	\$321.15	\$5
	O-3 Captain	73	\$266.07	\$19	73	\$266.07	\$19	71	\$258.63	\$18
	O-2 First Lieutenant	159	\$212.39	\$34	159	\$212.40	\$34	149	\$216.66	\$32
	O-1 Second Lieutenant	1,021	\$158.43	\$162	1,003	\$158.43	\$159	998	\$160.33	\$160
	O-3E Captain	5	\$266.24	\$1	4	\$266.30	\$1	3	\$266.40	\$1
	O-2E First Lieutenant	9	\$212.40	\$2	9	\$212.40	\$2	8	\$212.40	\$2
	O-1E Lieutenant	40	\$158.46	\$6	43	\$158.46	\$7	43	\$173.20	\$7
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-3 Chief Warrant Officer	1	\$248.40	\$0	1	\$248.40	\$0	2	\$248.40	\$0
	W-2 Chief Warrant Officer	6	\$190.80	\$1	6	\$190.80	\$1	5	\$190.80	\$1
W-1 Warrant Officer	4	\$165.60	\$1	4	\$165.60	\$1	5	\$165.60	\$1	
Total BAH Partial		1,345	\$175.92	\$237	1,331	\$175.85	\$234	1,308	\$176.91	\$231

BASIC ALLOWANCES FOR HOUSING - OVERSEAS		FY22 Actual			FY23 Estimate			FY24 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH With Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	2	\$47,527.30	\$95	2	\$49,666.03	\$99	2	\$50,858.01	\$102
	O-6 Colonel	26	\$39,159.91	\$1,018	26	\$40,922.11	\$1,064	25	\$41,904.24	\$1,048
	O-5 Lieutenant Colonel	121	\$37,902.30	\$4,586	121	\$39,694.26	\$4,803	117	\$40,646.92	\$4,756
	O-4 Major	228	\$32,885.65	\$7,498	230	\$34,382.92	\$7,908	220	\$35,146.37	\$7,732
	O-3 Captain	118	\$30,543.88	\$3,603	117	\$31,920.97	\$3,735	104	\$31,421.34	\$3,268
	O-2 First Lieutenant	50	\$26,216.06	\$1,311	51	\$27,729.85	\$1,414	33	\$27,697.22	\$914
	O-1 Second Lieutenant	9	\$27,429.16	\$247	9	\$28,663.47	\$258	4	\$29,351.40	\$117
	O-3E Captain	48	\$31,637.73	\$1,519	43	\$32,978.35	\$1,418	37	\$34,572.18	\$1,279
	O-2E First Lieutenant	10	\$28,574.33	\$286	10	\$29,860.17	\$299	8	\$26,754.72	\$214
	O-1E Lieutenant	1	\$31,854.96	\$32	1	\$33,288.43	\$33	1	\$34,087.36	\$34
	W-5 Chief Warrant Officer	3	\$34,858.02	\$105	4	\$36,426.63	\$146	4	\$37,300.87	\$149
	W-4 Chief Warrant Officer	13	\$31,863.92	\$414	12	\$33,297.80	\$400	14	\$34,096.94	\$477
	W-3 Chief Warrant Officer	26	\$30,258.00	\$787	28	\$31,619.61	\$885	36	\$31,479.08	\$1,133
	W-2 Chief Warrant Officer	36	\$27,884.93	\$1,004	35	\$29,139.75	\$1,020	31	\$30,801.66	\$955
W-1 Warrant Officer	10	\$26,184.10	\$262	10	\$27,362.38	\$274	11	\$30,566.27	\$336	
Total Overseas BAH with Dependents Officer		701	\$32,477.43	\$22,766	699	\$33,984.89	\$23,755	647	\$34,798.50	\$22,515

*Totals may not add due to rounding.

PROJECT: F. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCES FOR HOUSING - OVERSEAS		FY22 Actual			FY23 Estimate			FY24 Estimate		
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Overseas BAH Without Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	1	\$35,668.02	\$36	1	\$37,273.08	\$37	1	\$38,167.63	\$38
	O-5 Lieutenant Colonel	12	\$28,165.30	\$338	11	\$29,432.74	\$324	10	\$30,139.12	\$301
	O-4 Major	53	\$26,700.78	\$1,415	52	\$27,900.44	\$1,451	47	\$28,428.25	\$1,336
	O-3 Captain	131	\$24,593.61	\$3,210	138	\$25,673.50	\$3,543	138	\$25,523.02	\$3,522
	O-2 First Lieutenant	140	\$21,448.45	\$3,003	141	\$22,512.04	\$3,174	136	\$23,185.35	\$3,153
	O-1 Second Lieutenant	6	\$21,350.09	\$128	6	\$22,310.84	\$134	4	\$22,846.30	\$91
	O-3E Captain	11	\$28,041.37	\$308	9	\$29,160.42	\$262	8	\$29,630.46	\$237
	O-2E First Lieutenant	6	\$22,972.52	\$138	6	\$24,006.28	\$144	5	\$19,665.95	\$98
	O-1E Lieutenant	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-5 Chief Warrant Officer	1	\$27,737.18	\$28	1	\$28,985.35	\$29	1	\$29,681.00	\$30
	W-4 Chief Warrant Officer	1	\$20,150.09	\$20	1	\$21,056.84	\$21	2	\$21,562.21	\$43
	W-3 Chief Warrant Officer	2	\$21,712.55	\$43	2	\$22,689.61	\$45	3	\$23,234.17	\$70
	W-2 Chief Warrant Officer	5	\$24,917.90	\$125	4	\$26,039.21	\$104	4	\$26,664.15	\$107
W-1 Warrant Officer	2	\$20,723.94	\$41	2	\$21,656.52	\$43	2	\$22,176.27	\$44	
Total Overseas BAH without Dependents Officer		371	\$23,840.19	\$8,833	374	\$24,899.02	\$9,312	361	\$25,128.38	\$9,071
Moving-In Housing Allowance		56	\$8,252.06	\$462	46	\$9,059.85	\$417	46	\$9,277.29	\$427
Total BAH - Overseas		1,127	\$32,061	\$32,061	1,119	\$33,484	\$33,484	1,054	\$32,013	\$32,013
Total BAH - Domestic		20,886	\$546,968	\$546,968	20,642	\$608,507	\$608,507	20,637	\$654,734	\$654,734
TOTAL BAH		22,013	\$579,029	\$579,029	21,761	\$641,991	\$641,991	21,691	\$686,747	\$686,747

*Totals may not add due to rounding.

PROJECT: G. Basic Allowance for Subsistence

FY 2024 Estimate	\$83,995
FY 2023 Estimate	\$79,694
FY 2022 Actual	\$70,812

PART I - PURPOSE AND SCOPE

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

PART 1 - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the Officer man years programmed. The BAS inflation rate is 11.2%, effective 1 January 2023 and 3.4%, effective 1 January 2024.

FY 2022 includes \$0.11 million in OOC Actuals; FY 2023 includes \$.109 million in OOC Enacted, and FY 2024 includes \$0.16 million for the OOC Budget Estimate.

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate ¹		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
OFFICER BAS	22,118	\$3,201.55	\$70,812	21,858	\$3,645.99	\$79,694	21,899	\$3,835.56	\$83,995

¹Due to timing the request does not match the line item on the M1 (\$+5,910K).

PROJECT: H. Overseas Station Allowance

FY 2024 Estimate \$26,168
 FY 2023 Estimate \$24,872
 FY 2022 Actual \$26,560

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

FY 2022 includes \$0.001 million in OOC Actuals; FY 2023 includes \$.039 million in OOC Enacted, and FY 2024 includes \$0.0 million for the OOC

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate ¹		
	# of	Avg Annual	Amount	# of	Avg Annual	Amount	# of	Avg Annual	Amount
Barracks Cost of Living	25	\$2,303.64	\$58	25	\$2,107.83	\$53	25	\$2,214.28	\$56
Cost of Living Regular with Dependents	1,918	\$7,778.48	\$14,921	1,911	\$7,117.31	\$13,602	1,924	\$7,476.74	\$14,388
Cost of Living Regular without Dependents	1,215	\$5,342.06	\$6,491	1,211	\$4,887.99	\$5,917	1,219	\$5,134.83	\$6,259
TOTAL COST OF LIVING REGULAR	3,133	\$6,833.68	\$21,411	3,122	\$6,252.82	\$19,519	3,143	\$6,568.59	\$20,647
Temporary Lodging Allowance with Dependents	390	\$10,481.88	\$4,088	389	\$10,953.56	\$4,256	391	\$11,216.45	\$4,388
Temporary Lodging Allowance without Dependents	160	\$6,269.13	\$1,003	159	\$6,551.24	\$1,044	161	\$6,708.47	\$1,077
TOTAL TEMPORARY LODGING ALLOWANCE	550	\$9,256.35	\$5,091	548	\$9,672.89	\$5,301	552	\$9,905.04	\$5,465
TOTAL STATION ALLOWANCES	3,708	\$7,162.47	\$26,560	3,695	\$6,732.14	\$24,872	3,720	\$7,034.09	\$26,168

¹Due to timing the request does not match the total line item on the M1 (\$-5,910K).

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

FY 2024 Estimate \$409
 FY 2023 Estimate \$397
 FY 2022 Actual \$381

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Conus COLA with Dependents	302	\$1,024.35	\$309	301	\$1,070.45	\$322	303	\$1,096.14	\$332
Conus COLA without Dependents	73	\$980.15	\$72	73	\$1,024.26	\$74	73	\$1,048.84	\$77
TOTAL CONUS COLA	375	\$1,015.75	\$381	374	\$1,061.46	\$397	376	\$1,086.93	\$409

PROJECT: J. Uniform Allowances

FY 2024 Estimate \$1,164
 FY 2023 Estimate \$1,161
 FY 2022 Actual \$1,083

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2022 includes \$0.00 million in OOC Actuals; FY 2023 includes \$0.001 million in OOC Enacted, and FY 2024 includes \$0.00 million for the OOC Budget Estimate.

Fund computations are provided on the following table:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Uniform - Initial	1,606	\$400.00	\$642	1,693	\$400.00	\$677	1,691	\$400.00	\$676
Uniform - Additional	1,165	\$200.00	\$233	1,190	\$200.00	\$238	1,187	\$200.00	\$237
Civilian - Initial	166	\$1,146.24	\$190	189	\$1,197.82	\$226	188	\$1,226.57	\$231
Civilian - Additional	44	\$382.68	\$17	48	\$399.90	\$19	47	\$409.50	\$19
TOTAL OFFICER CLOTHING	2,981	\$363.14	\$1,083	3,120	\$372.05	\$1,161	3,113	\$373.80	\$1,164

*Numbers may not add due to rounding.

PROJECT: K. Family Separation Allowance (FSA)

FY 2024 Estimate \$3,582
 FY 2023 Estimate \$3,360
 FY 2022 Actual \$3,125

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2022 includes \$0.495 million in OOC Actuals; FY 2023 includes \$0.792 million in OOC Enacted, and FY 2024 includes \$0.497 million for the OOC Budget Estimate.

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
On PCS with Dependents not authorized	212	\$3,000.00	\$635	233	\$3,000.00	\$699	275	\$3,000.00	\$825
On Board Ship for More Than Thirty Days	25	\$3,000.00	\$75	25	\$3,000.00	\$75	28	\$3,000.00	\$84
On TDY for More Than Thirty Days	805	\$3,000.00	\$2,415	862	\$3,000.00	\$2,586	891	\$3,000.00	\$2,673
TOTAL FAMILY SEPARATION ALLOWANCE	1,042	\$3,000.00	\$3,125	1,120	\$3,000.00	\$3,360	1,194	\$3,000.00	\$3,582

PROJECT: L. Basic Needs Allowance

FY 2024 Estimate	\$3
FY 2023 Estimate	\$207
FY 2022 Actual	\$0

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

PART II - JUSTIFICATION OF FUNDS REQUIRED

The Budget provides increases to pay and allowances, which should make less members eligible. The Marine Corps estimate for the Basic Needs Allowance was calculated using the relative populations of O1 to O3.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

Detailed cost computations are provided by the following table:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Basic Needs Allowance - Officer			\$0			\$207			\$3
TOTAL BASIC NEEDS ALLOWANCE - Officer			\$0			\$207			\$3

PROJECT: M. Separation Payments

FY 2024 Estimate	\$20,429
FY 2023 Estimate	\$21,990
FY 2022 Actual	\$26,541

PART I - PURPOSE AND SCOPE

The funds requested will provide payments for:

- Unused Accrued Leave: To provide Officers who are separated or released from Active Duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowance of the Uniformed Services, Chapter 9, Leave.
- Severance Pay: To provide Officers who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination severance pay to Officers not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.
- Involuntary Separation Pay: To provide a lump-sum payment to eligible active and reserve Service members who have completed at least six, but fewer than twenty, years of active service immediately before being involuntarily discharged or denied continuation of service for which they volunteered, short of retirement eligibility.
- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB): To provide personnel who are encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).
- Temporary Early Retirement Authority: A force management tool that can be used for force shaping through calendar year 2025 per the FY 2017 National Defense Authorization Act and DoDI 1332.46 Temporary Early Retirement Authority (TERA) for Service Members. Early retirement is used to retire service members with more than 15 but less than 20 years who are excess to service short-term and long-term needs and who, absent the availability of TERA, would have been expected to pursue and qualify for a 20-year retirement. Pay grade, MOS/occupational field health, years of service, remaining obligated service, potential for future service and advancement, and future force structure requirements are all considerations in the approval process. For members who left under the early retirement program, the Marine Corps was required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which covered the entire initial period. This period was defined as that period equal to the difference between 20 years and the number of years completed by the member. Members approved for early retirement received the same benefits as individuals with 20 or more years of service. However, their retired pay is reduced for each month short of 20 years of Active Duty. The early retirement program is authorized until December 31, 2025.

PART II - JUSTIFICATION OF FUNDS REQUIRED

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

FY 2022 includes \$0.291 million in OOC Actuals; FY 2023 includes \$0.87 million in OOC Enacted, and FY 2024 includes \$0.520 million for the OOC Budget Estimate.

PROJECT: O. Separation Payments

PART II - JUSTIFICATION OF FUNDS REQUESTED

(\$ in Thousands)

Unused Accrued Leave

	FY22 Actual				FY23 Estimate				FY24 Estimate			
	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount
O-10 General	3	27	\$562.78	\$46	4	20	\$567.55	\$45	0	0	\$0.00	\$0
O-9 Lieutenant General	5	36	\$562.78	\$101	4	19	\$567.55	\$43	0	0	\$0.00	\$0
O-8 Major General	3	21	\$652.25	\$41	2	19	\$561.52	\$21	0	0	\$0.00	\$0
O-7 Brigadier General	3	37	\$558.07	\$62	1	43	\$496.12	\$21	6	43	\$520.88	\$134
O-6 Colonel	76	26	\$353.67	\$692	117	19	\$451.77	\$1,025	68	18	\$457.46	\$560
O-5 Lieutenant Colonel	262	65	\$136.61	\$2,312	245	17	\$324.93	\$1,321	194	18	\$364.40	\$1,272
O-4 Major	349	14	\$378.97	\$1,901	452	13	\$436.86	\$2,488	286	16	\$307.03	\$1,404
O-3 Captain	476	16	\$352.26	\$2,599	287	11	\$452.13	\$1,375	481	19	\$233.94	\$2,138
O-2 First Lieutenant	231	30	\$169.43	\$1,155	261	12	\$364.01	\$1,121	147	20	\$189.81	\$558
O-1 Second Lieutenant	13	28	\$119.94	\$43	15	15	\$218.36	\$48	20	20	\$132.75	\$53
O-3E Captain	112	14	\$370.79	\$565	67	17	\$379.79	\$433	74	20	\$290.70	\$430
O-2E First Lieutenant	24	13	\$198.80	\$60	13	18	\$172.39	\$40	12	11	\$197.75	\$26
O-1E Lieutenant	17	27	\$38.35	\$17	2	29	\$187.52	\$11	1	36	\$196.49	\$7
W-5 Chief Warrant Officer	26	11	\$463.53	\$127	21	41	\$154.02	\$132	26	15	\$345.50	\$135
W-4 Chief Warrant Officer	39	23	\$239.62	\$210	24	13	\$396.00	\$127	45	13	\$288.60	\$169
W-3 Chief Warrant Officer	41	21	\$214.20	\$184	32	25	\$189.17	\$152	96	13	\$243.33	\$304
W-2 Chief Warrant Officer	23	28	\$131.33	\$83	22	26	\$124.12	\$71	31	15	\$216.22	\$101
W-1 Warrant Officer	3	14	\$169.73	\$7	8	16	\$172.40	\$22	1	11	\$188.71	\$2
Officer	1,706	26	\$233.12	\$10,206	1,577	19	\$288.76	\$8,498	1,488	19	\$255.31	\$7,293

Separation Payments

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	7	\$110,957.01	\$777	15	\$110,711.65	\$1,661	15	\$116,308.13	\$1,745
SEVERANCE, NON-DISABILITY									
Involuntary - Full Pay	36	\$376,922.02	\$13,569	25	\$393,296.25	\$9,832	25	\$413,177.39	\$10,329
VSI Trust Fund Payment	1	\$129,000.00	\$129	1	\$86,000.00	\$86	1	\$86,000.00	\$86
Temporary Early Retirement Authority	23	\$80,869.61	\$1,860	23	\$84,209.52	\$1,913	11	\$88,462.10	\$976
TOTAL SEPARATION PAY (LESS LSL)	67		\$16,335	64		\$13,492	52		\$13,136
TOTAL SEPARATION PAY	1,773		\$26,541	1,641		\$21,990	1,540		\$20,429

*Numbers may not add due to rounding.

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

FY 2024 Estimate	\$144,939
FY 2023 Estimate	\$138,773
FY 2022 Actual	\$141,917

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983, established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

<u>Calendar Year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2022	\$147,000	No upper limit
2023	\$160,200	No upper limit
2024	\$165,300	No upper limit

FY 2022 includes \$0.022 million in OOC Actuals; FY 2023 includes \$0.265 million in OOC Enacted, and FY 2024 includes \$0.033 million for the OOC Budget Estimate.

Details of the computations are shown in the following table:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Officer FICA	22,118	\$6,416.36	\$141,917	21,858	\$6,348.85	\$138,773	21,899	\$6,618.54	\$144,939

SECTION 5
MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - (Budget Activity 2)
(\$ in Thousands)

PAY AND ALLOWANCE OF ENLISTED FY 2023 Direct Program	AMOUNT
Increases:	\$10,212,542
PRICING INCREASES:	
Increase in Basic Pay due to the 5.2% pay raise, effective 1 January 2024	\$211,028
Increase in Basic Allowance for Housing due to the 7.4% BAH inflation rate	\$122,844
Increase in Retired Pay Accrual due to the 5.2% pay raise, effective 1 January 2024	\$77,689
Increase in Basic Pay due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$59,490
Increase in Selective Reenlistment Bonus due to average rate	\$39,353
Increase in Retired Pay Accrual due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$21,901
Increase in Thrift Savings Plan (TSP) Matching Contribution due to average rate	\$21,841
Increase in FICA due to the 5.2% pay raise, effective 1 January 2024	\$16,131
Increase in Special Pay 'Continuation Pay' due to average rate	\$4,756
Increase in FICA due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$4,547
Increase in Clothing Allowance due to non-pay inflation rate increase of 2.4%	\$4,362
Increase in Separation Pay due to average rates	\$2,871
Increase in Enlistment Bonus due to average rate	\$2,318
Increase in Special Pay due to average rates	\$2,221
Increase in Overseas Station Allowance due to the 5.2% pay raise, effective 1 January 2024	\$2,079
Increase in Lump Sum Leave due to the 5.2% pay raise, effective 1 January 2024	\$1,843
Increase in Overseas Housing Allowance due to non-pay inflation rate of 2.4%	\$918
Increase in Overseas Station Allowance due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$693
Increase in Lump Sum Leave due to the annualization of the 4.6% pay raise, effective 1 January 2023	\$614
Increase in Basic Needs Allowance due to average rate	\$89
Increase in CONUS COLA due to non-pay inflation rate increase of 2.4%	\$26
Increase in Special Compensation for Assistance with Activities of Daily Living due to average rate	\$8
Increase in Incentive Pay due to average rate	\$1
TOTAL PRICING INCREASES	\$597,623
PROGRAM INCREASES:	
Increase in Basic Pay due to grade structure and work years	\$53,894
Increase in Selective Reenlistment Bonus due to work years	\$32,318
Increase in Thrift Savings Plan (TSP) Matching Contribution for Blended Retirement System due to work years	\$22,990
Increase in Retired Pay Accrual due to grade structure and work years	\$17,098
Increase in Basic Allowance for Housing due to work years	\$6,500
Increase in FICA due to longevity grade structure and work years	\$4,123
Increase in Clothing Allowance due to work years	\$768
Increase in Overseas Station Allowance due to work years	\$455
Increase in Lump Sum Leave due work years	\$232
Increase in Special Pay due to work years	\$219
Increase in Family Separation Allowance due to work years	\$144
Increase in Incentive Pay due to work years	\$51
Increase in Overseas Housing Allowance due to work years	\$24
Increase in Special Compensation for Assistance with Activities of Daily Living due to work years	\$21
Increase in CONUS COLA due to work years	\$13
TOTAL PROGRAM INCREASES	\$138,849
TOTAL INCREASES	\$736,472
Decreases:	
PRICING DECREASES:	
Decrease in Retired Pay Accrual due to average rate	(\$292,266)
TOTAL PRICING DECREASES	(\$292,266)
PROGRAM DECREASES:	
Decrease in Basic Pay due to longevity	(\$55,671)
Decrease in Retired Pay Accrual due to longevity	(\$16,499)
Decrease in FICA due to longevity	(\$3,979)
Decrease in Enlisted Bonuses due to work years	(\$3,491)
Decrease in Separation Pay due to work years	(\$876)
TOTAL PROGRAM DECREASES	(\$80,516)
TOTAL DECREASES	(\$372,782)
FY 2024 Direct Program	\$10,576,232

PROJECT: A. Basic Pay

FY 2024 Estimate \$5,683,202
 FY 2023 Estimate \$5,354,216
 FY 2022 Actual \$5,329,819

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUIRED

The basic pay budget estimate is a product of the projected average number of enlisted personnel and the average annual basic pay rate for each grade. The FY 2024 rates were built by applying inflation assumptions to FY 2023 average basic pay rates. The basic pay rates reflect a 4.6 percent pay raise, effective 1 January 2023 and a 5.2 percent pay raise, effective 1 January 2024.

The FY 2024 program is based on a beginning Enlisted strength of 150,735, an end strength of 150,740 and an average strength of 151,331.

FY 22 includes \$1.420 million in OOC Actuals; FY 2023 includes \$2.281 million in OOC Enacted, and FY 24 includes \$2.403 million for the OOC Budget Estimate.

(\$ in thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Sergeant Major of the Marine Corps (SMMC)	1	\$111,528.00	\$112	1	\$116,139.12	\$116	1	\$121,946.06	\$122
E-9 Sergeant Major/Master Gunnery Sergeant	1,591	\$88,028.56	\$140,053	1,570	\$91,641.88	\$143,878	1,588	\$96,315.62	\$152,949
E-8 First Sergeant/Master Sergeant	3,972	\$69,060.11	\$274,307	3,990	\$71,898.10	\$286,873	4,017	\$75,564.91	\$303,544
E-7 Gunnery Sergeant	8,543	\$58,863.80	\$502,873	8,403	\$61,291.86	\$515,035	8,371	\$64,417.74	\$539,241
E-6 Staff Sergeant	14,326	\$47,605.67	\$681,999	13,811	\$49,554.46	\$684,397	13,672	\$52,032.19	\$711,384
E-5 Sergeant	22,221	\$38,367.37	\$852,561	21,705	\$39,552.79	\$858,493	21,691	\$41,569.98	\$901,694
E-4 Corporal	33,584	\$31,265.66	\$1,050,026	33,306	\$32,551.44	\$1,084,158	32,754	\$34,211.57	\$1,120,566
E-3 Lance Corporal	44,401	\$26,888.24	\$1,193,865	42,845	\$27,975.84	\$1,198,625	45,389	\$29,402.60	\$1,334,555
E-2 Private First Class	18,341	\$24,494.40	\$449,252	16,847	\$25,507.08	\$429,718	18,891	\$26,805.90	\$506,390
E-1>4 Private	3,081	\$21,854.76	\$67,335	2,556	\$22,758.60	\$58,171	1,739	\$23,919.29	\$41,596
E-1<4 Private	5,812	\$20,205.96	\$117,437	4,503	\$21,041.76	\$94,751	3,218	\$22,113.42	\$71,161
TOTAL ENLISTED BASIC PAY	155,873	\$34,193.34	\$5,329,819	149,537	\$35,805.29	\$5,354,216	151,331	\$37,554.78	\$5,683,202
Forfeitures			\$5,569			\$4,228			\$4,447
TOTAL ENLISTED BASIC PAY SUBJECT TO RPA/FICA			\$5,324,250			\$5,349,988			\$5,678,755
TOTAL ENLISTED BASIC PAY REQUIREMENT	155,873		\$5,329,819	149,537		\$5,354,216	151,331		\$5,683,202

*Numbers may not add due to rounding.

PROJECT: B. Retired Pay Accrual - Enlisted

FY 2024 Estimate	\$1,701,521
FY 2023 Estimate	\$1,971,135
FY 2022 Actual	\$1,867,213

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.
- (b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Board of Actuaries. The full-time RPA NCP is 35.1 percent for FY 2022, 36.9 percent for FY 2023 and 30.0 percent for FY 2024. The part-time RPA NCP is 25.7 percent for FY 2022, 24.5 percent for FY 2023 and 23.1 percent for FY 2024.

FY 22 includes \$0.365 million in OOC Actuals; FY 2023 includes \$0.559 million in OOC Enacted, and FY 24 includes \$0.584 million for the OOC Budget Estimate.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Full-Time Retired Pay Accrual - Enlisted	154,783	\$11,999.72	\$1,857,353	148,933	\$13,195.09	\$1,965,185	150,558	\$11,254.82	\$1,694,504
Part-Time Retired Pay Accrual - Enlisted	1,090	\$9,045.67	\$9,860	604	\$9,850.19	\$5,950	773	\$9,077.47	\$7,017
TOTAL RETIRED PAY ACCRUAL - ENLISTED	155,873	\$11,979.07	\$1,867,213	149,537	\$13,181.58	\$1,971,135	151,331	\$11,243.70	\$1,701,521

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

FY 2024 Estimate \$184,452
 FY 2023 Estimate \$135,927
 FY 2022 Actual \$110,690

Part I - Purpose and Scope

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

Part II - Justification of Funds Requested

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

FY 2022 includes \$0.058 million in OOC Actuals; FY 2023 includes \$0.019 million in OOC Enacted, and FY 2024 includes \$0.099 million for the OOC Budget Estimate.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TSP Matching Contributions - Enlisted	120,415	\$919.24	\$110,690	128,113	\$1,061.00	\$135,927	149,781	\$1,231.48	\$184,452
TOTAL TSP MATCHING CONTRIBUTIONS - ENL	120,415	\$919.24	\$110,690	128,113	\$1,061.00	\$135,927	149,781	\$1,231.48	\$184,452

PROJECT: D. Incentive Pay

FY 2024 Estimate	\$7,794
FY 2023 Estimate	\$7,743
FY 2022 Actual	\$8,081

PART I - PURPOSE AND SCOPE

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

- Flying Duty (Crew member)
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a non-crew member. Amount paid is based on the member's Years of Service (YOS), not to exceed \$250 a month.
- Flying Duty (Non-crew member)
To provide additional pay at \$150 per month to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties.
- Flight Deck Duty Pay
To provide additional pay for personnel assigned aboard an air capable ship/aircraft carrier and in recognition of more-than-normal hazard of such duty.
- Parachute Duty
To provide additional payment for enlisted personnel who perform parachute jumping as an essential part of military duty.
- Demolition Duty
To provide additional payment for enlisted personnel who perform duty involving the demolition of explosives as a primary duty, including training for such duty.
- High Altitude/Low Opening (HALO)
To provide additional payment for enlisted personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.
- High/Low Pressure Chamber
To provide additional payment of enlisted personnel who performed duty within a high-pressure (hyperbaric or recompression) chamber or performed within a low pressure (altitude) chamber.

PROJECT: D. Incentive Pay (Continued)

PART II - JUSTIFICATION OF FUNDS REQUESTED

Hazardous duty pay is computed on the basis of the average number of enlisted personnel in each grade who are eligible for payment. The computation for fund requirements is provided in the table below.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount*	# of Members	Avg Annual Rate	Amount*
Flying Duty Crew Members	989	\$2,222.51	\$2,198	954	\$2,173.46	\$2,073	960	\$2,173.00	\$2,086
Flying Duty Non-Crew Members	303	\$1,800.00	\$545	292	\$1,800.00	\$526	294	\$1,800.00	\$529
Flight Deck Duty Pay	279	\$1,800.00	\$502	269	\$1,800.00	\$484	271	\$1,800.00	\$488
Parachute Jumping Duty	257	\$1,800.00	\$463	248	\$1,800.00	\$446	249	\$1,800.00	\$448
Demolition Duty	555	\$1,800.00	\$999	535	\$1,800.00	\$963	538	\$1,800.00	\$968
HALO Pay	1,241	\$2,700.00	\$3,351	1,195	\$2,700.00	\$3,227	1,204	\$2,700.00	\$3,251
HILO Pressure	13	\$1,800.00	\$23	13	\$1,800.00	\$23	13	\$1,800.00	\$23
TOTAL INCENTIVE/HAZARD PAY	3,637	\$2,221.99	\$8,081	3,506	\$2,208.38	\$7,743	3,529	\$2,208.52	\$7,794

*Totals might not add due to rounding.

PROJECT: E. Special Pay

FY 2024 Estimate	\$74,285
FY 2023 Estimate	\$67,091
FY 2022 Actual	\$58,800

PART I - PURPOSE AND SCOPE

The funds requested will provide for Special Pay in accordance with Title 37 United States Code (37 U.S.C.) Pay and Allowances of the Uniformed Services; Chapter 5, Special and Incentive Pays; and Chapter 7, Allowances Other than Travel and Transportation Allowances. Included in this request for Special Pay and allowances are the following:

- Career Sea Pay
To provide additional payment for enlisted personnel in the grades of Corporal (E-4) and above who are assigned to sea duty.
- Hardship Duty Pay Location (HDP-L)
To provide payment for members performing duty at locations where living conditions are substantially below those normally found within the continental United States.
- Hardship Duty Pay Mission (HDP-M)
To provide payment for members performing duty at permanent or temporary assignments when conditions are deemed particularly arduous or require member to perform duties outside of normal military operations.
- Hardship Duty Pay - Tempo
To provide payment for a mobilization or deployment tempo that requires the member to perform duties in an operational environment for periods that exceed rotation norms may be designated as hardship duty for the purposes of paying HDP-T.
- Hardship Duty Pay - Restriction of Movement (HDP-ROM)
To provide payment to service members who are not currently in a travel status \$100 per day, not to exceed \$1,500 per month who are ordered to self-isolate. HDP-ROM is intended to defray the cost of additional lodging and for the hardship associated with being ordered to self-monitor in isolation (i.e., restriction of movement) somewhere
- Overseas Extension Pay
To provide additional pay for enlisted personnel in designated specialties who have completed their tours of duty at an overseas location and have executed an agreement to extend those tours for a period of not less than one year.
- Diving Duty Pay
To provide additional payment for enlisted personnel performing duties involving scuba diving.
- Diving Duty Student Pay
To provide additional payment for enlisted personnel assigned to diving duties under instruction at an approved Armed Service diving school.
- Imminent Danger Pay (IDP)
To provide additional payment for enlisted personnel performing duties in designated hostile areas.
- Foreign Language Proficiency Pay (FLPP)
To provide additional payment to enlisted members who are proficient in a specific foreign language designated in accordance with 37 U.S.C. § 353.
- Personal Money Allowance
To provide additional payment intended to partially reimburse the Sergeant Major of the Marine Corps for the many unusual expenses incurred in the performance of official duties.
- Assignment Incentive Pay (AIP)
To provide a flexible, market-based incentive to encourage enlisted members to volunteer for difficult-to-fill positions or less desirable geographic locations.
- Continuation Pay (CP)
To provide an incentive for continued active duty service for mid-career officer and enlisted Marines. This is part of the Blended Retirement System (BRS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Special Pay funding requirement is computed by applying statutory rates to the average number of personnel who are eligible for payment.

Beginning in Calendar Year 2023, Active Component Marines (Officer and Enlisted) who are Blended Retirement System participants and who complete 12 years of service will be offered Continuation Pay (CP) at an amount equal to 5.0 times their monthly basic pay at the over 12 year pay rate in exchange for an agreement to serve four more years. The new pay rate is intended to increase the acceptance rate of CP and improve mid-career retention of such Marines. Retaining Marines at their mid-career point is important to sustain our force end-strength in the Active Component. CP is offered in addition to any other pay, allowance, or retention bonus that may be offered or paid to Marines within their Primary Military Occupational Specialist (PMOSs).

FY 2022 includes \$1.906 million in OOC Actuals; FY 2023 includes \$11.771 million in OOC Enacted, and FY 2024 includes \$3.205 million for the OOC Budget Estimate.

PROJECT: E. Special Pay (Continued)

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CAREER SEA PAY	2,408	\$1,069.14	\$2,575	2,326	\$1,067.28	\$2,483	2,340	\$1,067.28	\$2,497
E-9	9	\$2,400.00	\$22	9	\$2,400.00	\$22	9	\$2,400.00	\$22
E-8	36	\$2,400.00	\$86	31	\$2,400.00	\$74	31	\$2,400.00	\$74
E-7	88	\$2,400.00	\$211	85	\$2,400.00	\$204	86	\$2,400.00	\$206
E-6	150	\$2,025.00	\$304	146	\$2,025.00	\$296	147	\$2,025.00	\$297
E-5	371	\$1,050.00	\$390	359	\$1,050.00	\$377	361	\$1,050.00	\$379
E-4	819	\$1,050.00	\$860	792	\$1,050.00	\$832	797	\$1,050.00	\$837
E-3	905	\$750.00	\$679	875	\$750.00	\$656	880	\$750.00	\$660
E-2	29	\$750.00	\$22	28	\$750.00	\$21	28	\$750.00	\$21
E-1	1	\$750.00	\$1	1	\$750.00	\$1	1	\$750.00	\$1
Hardship Duty - Location	3,337	\$1,200.00	\$4,004	3,259	\$1,200.00	\$3,911	3,332	\$1,200.00	\$3,998
Hardship Duty - Mission Pay	4	\$1,800.00	\$7	4	\$1,800.00	\$7	4	\$1,800.00	\$7
Hardship Duty - ROM	1	\$1,500.00	\$2	1	\$1,500.00	\$2	1	\$1,500.00	\$2
Hardship Duty - TEMPO	17	\$5,940.00	\$101	16	\$5,940.00	\$95	17	\$5,940.00	\$101
Overseas Extension Pay	92	\$2,000.00	\$184	88	\$2,000.00	\$176	89	\$2,000.00	\$178
Diving Duty Pay	689	\$2,580.00	\$1,778	661	\$2,580.00	\$1,705	669	\$2,580.00	\$1,726
Diving Student Pay	7	\$1,800.00	\$13	7	\$1,800.00	\$13	7	\$1,800.00	\$13
Imminent Danger Pay	1,222	\$2,700.00	\$3,299	1,173	\$2,700.00	\$3,167	1,186	\$2,700.00	\$3,202
Foreign Language Proficiency Pay	983	\$3,438.89	\$3,380	1,569	\$2,848.83	\$4,470	1,574	\$2,896.33	\$4,559
Personal Money Allowance (SMMC)	1	\$2,000.00	\$2	1	\$2,000.00	\$2	1	\$2,000.00	\$2
Assignment Incentive Pay	13,695	\$2,331.53	\$31,930	14,003	\$2,585.80	\$36,209	14,003	\$2,741.77	\$38,393
Continuation Pay - Enlisted	297	\$ 9,942.75	\$2,953	307	\$ 19,269.60	\$5,916	469	\$ 22,754.80	\$10,672
SUBTOTAL SPECIAL PAY	22,753		\$50,227	23,415		\$58,156	23,692		\$65,350

PROJECT: E. Special Pay (Continued): Special Duty Assignment Pay

PART I - PURPOSE AND SCOPE

These funds provide an additional monthly payment of \$150 for performing duties which have been designated as extremely difficult or as involving an unusual degree of responsibility in a military skill, as authorized in U.S. Code Title 37, Section 307.

The following billets are identified as Special Duty Assignment (SDA) per Marine Corps Order (MCO) 1326.6:

- (a) Drill Instructor Duty
- (b) Recruiter Duty
- (c) Detachment Commanders of Marine Corps Embassy Security

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
SDA - \$150	4,763	\$1,800.00	\$8,573	4,964	\$1,800.00	\$8,935	4,964	\$1,800.00	\$8,935
TOTAL SDA	4,763	\$1,800.00	\$8,573	4,964	\$1,800.00	\$8,935	4,964	\$1,800.00	\$8,935
TOTAL SPECIAL PAY	27,219		\$58,800	28,072		\$67,091	28,187		\$74,285

PROJECT: F. Reenlistment Bonus

FY 2024 Estimate \$201,908
 FY 2023 Estimate \$130,237
 FY 2022 Actual \$98,599

PART I - PURPOSE AND SCOPE

The Selective Reenlistment Bonus (SRB) (authorized by 37, U.S. Code, Section 331) provides a bonus to enlisted personnel who retain in a skill characterized by inadequate manning, low retention, and high replacement costs. It is payable to an individual eligible and recommended for reenlistment or extension before 20 years of service. Per DoD Instruction 1304.31, the SRB may not exceed \$25,000 for each year of obligated service with a maximum of \$100,000 per contract in the Active Component. All SRB contracts are paid in one lump-sum. Kicker Bonuses are offered for Early Reenlistment, Fleet Marine Forces (FMF) incentive Kicker to Infantry Corporals and Sergeants to remain in the FMF, Aircraft Maintenance Kicker for advanced qualifications, Air Traffic Controller Kicker for advanced certification, and a 72-month lateral move Kicker for Marines who accept an extended contract with a lateral move package.

The 10 most critical career force skill shortage occupations are:

- 0211 Counterintelligence/Human Intelligence Marine
- 0321 Reconnaissance Marine
- 0372 Critical Skill Operator
- 1721 Cyberspace Defensive Operator
- 2336 Explosive Ordnance Disposal Technician
- 1751 Influence Specialist
- 2629 Signals Intelligence/Electronic Warfare Technician
- 2651 Intelligence Surveillance Reconnaissance Systems Engineer
- 0241 Imagery Analysis Specialist
- 7316 Small Unmanned Aircraft Systems Operator

PART II - JUSTIFICATION OF FUNDS REQUESTED

The primary objective of the SRB is to maintain an adequate level of experienced and qualified enlisted personnel in the peacetime forces. The current Center for Naval Analysis report on predicted reenlistment rates by zone to assist in SRB planning concludes that offering greater monetary incentives will increase retention by MOS and zone. The FY 2024 budget increased in order to align with the current Force Design requirements, creating a more experienced and technical force that requires a higher level of compensation to compete with the civilian market.

(\$ in Thousands)

Selective Reenlistment Bonus	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TOTAL SRB	3,591	\$27,457.18	\$98,599	4,719	\$27,598.43	\$130,237	5,890	\$34,279.75	\$201,908

(\$ in Thousands)

Total SRB	FY 2022 Act.		FY 2023 Est.		FY 2024 Est.		FY 2025 Est.		FY 2026 Est.		FY 2027 Est.		FY 2028 Est.	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Lump Sum Payments	3,363	\$98,599	4,719	\$130,237	5,890	\$201,908	4,740	\$130,000	4,740	\$130,000	4,740	\$130,000	4,740	\$130,000

PROJECT: G. Enlistment Bonus

FY 2024 Estimate \$22,543
 FY 2023 Estimate \$23,716
 FY 2022 Actual \$6,302

PART I - PURPOSE AND SCOPE

The funds requested will provide a monetary incentive to encourage highly qualified individuals to enlist for and serve in military skills that are classified as critical skill shortage occupations. The Enlistment Bonus Program (authorized by 37 U.S.C Section 331) allows Marine Corps Recruiting Command (MCRC) to remain competitive in the market for high quality recruits into skill programs and meet monthly shipping goals throughout the fiscal year. Applicants who enlist in the armed force for a period of at least 2 years in the Regular Component may be paid a bonus not to exceed \$50,000 to serve for a specified period in a designated career field, skill, unit, or grade.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The enlistment bonus program allows Marine Corps Recruiting Command (MCRC) to remain competitive in the market for high quality recruits into critical skill programs and meet monthly shipping missions throughout the fiscal year. The Marine Corps objective is to maximize the number of fully-trained, qualified, experienced, and deployable Marines in the Fleet Marine Force, over time, and for any given personnel budget. As we pivot towards an "invest and retain" model, it is ever more critical that we channel applicants into the right occupational fields to maximize our return on investment and increase Marines' propensity to serve more than one contract. The Enlistment Incentive Program provide recruiters with different options of enlistment programs available to entry-level applicants, supporting the recruiting effort in acquiring the talent necessary to support Force Design 2030 and the Fleet Marine Force. The various programs ensure qualified applicants are aligned to a program that best fits their desires and talents.

The current recruiting environment has created hurdles to attract skills necessary to meet Force Design initiatives. With the increased demand for critical skills across the Future Years Defense Program, more enlistment bonuses are necessary to achieve manpower requirements.

(\$ in Thousands)

Enlisted Bonus	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Lump Sum - \$ 1,000	628	\$1,000.00	\$628	172	\$1,000.00	\$172	150	\$1,000.00	\$150
Lump Sum - \$ 2,000	168	\$2,000.00	\$336	270	\$2,000.00	\$540	51	\$2,000.00	\$102
Lump Sum - \$ 3,000	105	\$3,000.00	\$315	58	\$3,000.00	\$174	85	\$3,000.00	\$255
Lump Sum - \$ 4,000	201	\$4,000.00	\$804	72	\$4,000.00	\$288	90	\$4,000.00	\$360
Lump Sum - \$ 5,000	444	\$5,000.00	\$2,220	3,869	\$5,000.00	\$19,345	2,878	\$5,000.00	\$14,390
Lump Sum - \$ 6,000	7	\$6,000.00	\$42	6	\$6,000.00	\$36	12	\$6,000.00	\$72
Lump Sum - \$ 7,000	51	\$7,000.00	\$357	57	\$7,000.00	\$399	82	\$7,000.00	\$574
Lump Sum - \$ 8,000	200	\$8,000.00	\$1,600	109	\$8,000.00	\$872	245	\$8,000.00	\$1,960
Lump Sum - \$ 9,000	0	\$0.00	\$0	210	\$9,000.00	\$1,890	520	\$9,000.00	\$4,680
TOTAL ENLISTMENT BONUS	1,804	\$3,493.35	\$6,302	4,823	\$4,917.27	\$23,716	4,113	\$5,480.91	\$22,543

(\$ in Thousands)

Total EB	FY 2022 Act.		FY 2023 Est.		FY 2024 Est.		FY 2025 Est.		FY 2026 Est.		FY 2027 Est.		FY 2028 Est.	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Lump Sum Pmnts	1,804	\$6,302	4,823	\$23,716	4,113	\$22,543	3,895	\$21,370	3,777	\$20,783	3,876	\$21,275	4,071	\$22,246

PROJECT: H. Basic Allowance for Housing

FY 2024 Estimate	\$1,920,801
FY 2023 Estimate	\$1,781,014
FY 2022 Actual	\$1,625,762

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1998 Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The BAH combines housing payments formerly provided by Basic Allowance for Quarter (BAQ) and Variable Housing Allowance (VHA). In addition, the Overseas Housing Allowance (OHA) payment, formerly budgeted in Overseas Station Allowance, was also realigned into this allowance section by the change in law. Payment to service members is authorized by revisions to 37 U.S.C. 403. The FY 2000 National Defense Authorization Act directed the BAH transition to market-based housing rates be accelerated and completed during FY 2005.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The BAH budget estimate is a product of the average number of enlisted members projected to receive BAH and estimated average annual rate for each grade and BAH category. The FY 2024 rates were built by applying inflation assumptions to the FY 2023 average BAH rates. The BAH rates reflect a 15.3% housing rate increase, effective 1 January 2023 and 4.7% increase, effective 1 January 2024.

BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing marketing survey process and will be implemented by grade and dependency status.

FY 2022 includes \$0.984 million in OOC Actuals; FY 2023 includes \$1.327 million in OOC Enacted, and FY 2024 includes \$1.736 million for the OOC Budget Estimate.

Detailed cost computations are provided in the following table on the next:

PROJECT: H. Basic Allowance for Housing (Continued)

(\$ in Thousands)

BASIC ALLOWANCE FOR HOUSING - DOMESTIC		FY22 Actual			FY23 Estimate			FY24 Estimate			
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	
BAH With Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	1,331	\$30,779.43	\$40,967	1,313	\$34,758.15	\$45,637	1,331	\$37,322.55	\$49,676	
	E-8 First Sergeant/Master Sergeant	3,291	\$28,541.11	\$93,929	3,304	\$32,230.22	\$106,489	3,332	\$34,614.44	\$115,335	
	E-7 Gunnery Sergeant	6,860	\$27,629.91	\$189,541	6,741	\$31,189.94	\$210,251	6,729	\$33,500.15	\$225,422	
	E-6 Staff Sergeant	10,197	\$26,665.93	\$271,912	9,828	\$30,095.61	\$295,780	9,730	\$32,337.08	\$314,640	
	E-5 Sergeant	10,958	\$24,999.02	\$273,939	10,712	\$28,221.65	\$302,310	10,706	\$30,309.59	\$324,494	
	E-4 Corporal	8,810	\$24,013.22	\$211,556	8,750	\$27,114.06	\$237,248	8,604	\$29,116.37	\$250,517	
	E-3 Lance Corporal	7,889	\$23,255.06	\$183,459	7,624	\$26,266.79	\$200,258	8,075	\$28,204.78	\$227,754	
	E-2 Private First Class	1,069	\$22,460.30	\$24,010	982	\$25,363.35	\$24,907	1,101	\$27,240.23	\$29,991	
	E-1 Private	236	\$21,401.28	\$5,051	187	\$24,162.04	\$4,518	131	\$25,950.04	\$3,399	
		Total BAH with Dependents ENLISTED	50,641	\$25,559.64	\$1,294,366	49,441	\$28,870.75	\$1,427,399	49,739	\$30,986.35	\$1,541,230
BAH Differential	BAH Differential ENLISTED	302	\$3,336.48	\$1,008	294	\$3,485.13	\$1,025	297	\$3,645.67	\$1,083	
BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	81	\$27,622.99	\$2,237	80	\$31,187.98	\$2,495	81	\$33,494.15	\$2,713	
	E-8 First Sergeant/Master Sergeant	241	\$26,719.30	\$6,439	241	\$30,206.42	\$7,280	244	\$32,398.91	\$7,905	
	E-7 Gunnery Sergeant	788	\$23,386.58	\$18,429	773	\$26,369.47	\$20,384	770	\$28,403.41	\$21,871	
	E-6 Staff Sergeant	2,917	\$22,445.19	\$65,473	2,808	\$25,350.57	\$71,184	2,780	\$27,206.99	\$75,635	
	E-5 Sergeant	3,821	\$21,713.01	\$82,965	3,743	\$24,655.54	\$92,286	3,730	\$26,431.35	\$98,589	
	E-4 Corporal	3,002	\$19,522.52	\$58,607	2,889	\$22,115.47	\$63,892	2,883	\$23,721.65	\$68,390	
	E-3 Lance Corporal	1,867	\$19,966.56	\$37,278	1,567	\$23,197.73	\$36,351	1,742	\$24,859.94	\$43,306	
	E-2 Private First Class	740	\$9,157.05	\$6,776	664	\$10,182.00	\$6,761	745	\$10,941.47	\$8,151	
	E-1 Private	642	\$7,645.47	\$4,908	510	\$8,631.73	\$4,402	358	\$9,270.48	\$3,319	
		Total BAH without Dependents ENLISTED	14,099	\$20,080.31	\$283,112	13,275	\$22,978.07	\$305,034	13,333	\$24,741.55	\$329,879
BAH Part	E-9 Sergeant Major/Master Gunnery Sergeant	4	\$223.20	\$1	4	\$223.20	\$1	4	\$223.20	\$1	
	E-8 First Sergeant/Master Sergeant	11	\$183.60	\$2	12	\$183.60	\$2	12	\$183.60	\$2	
	E-7 Gunnery Sergeant	48	\$143.96	\$7	47	\$143.96	\$7	47	\$143.96	\$7	
	E-6 Staff Sergeant	326	\$118.97	\$39	314	\$118.97	\$37	311	\$118.97	\$37	
	E-5 Sergeant	6,405	\$104.43	\$669	6,272	\$104.43	\$655	6,282	\$104.44	\$656	
	E-4 Corporal	34,642	\$97.67	\$3,383	34,488	\$97.67	\$3,368	33,873	\$97.67	\$3,308	
	E-3 Lance Corporal	34,160	\$93.64	\$3,199	33,160	\$93.64	\$3,105	35,036	\$93.64	\$3,281	
	E-2 Private First Class	15,974	\$86.61	\$1,384	14,691	\$86.61	\$1,272	16,467	\$86.61	\$1,426	
	E-1 Private	8,215	\$82.92	\$681	6,523	\$82.92	\$541	4,578	\$82.92	\$380	
		BAH Part ENLISTED	99,785	\$93.85	\$9,364	95,511	\$94.12	\$8,989	96,610	\$94.17	\$9,098
TOTAL BAH DOMESTIC		164,827		\$1,587,850	158,521		\$1,742,447	159,979		\$1,881,290	
BASIC ALLOWANCE FOR HOUSING - OVERSEAS		FY22 Actual			FY23 Estimate			FY24 Estimate			
		# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	
Overseas BAH With Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	58	\$33,269.58	\$1,930	57	\$34,766.71	\$1,982	58	\$35,601.11	\$2,065	
	E-8 First Sergeant/Master Sergeant	148	\$31,158.42	\$4,611	149	\$32,560.55	\$4,852	150	\$33,342.00	\$5,001	
	E-7 Gunnery Sergeant	237	\$30,539.63	\$7,238	233	\$31,913.91	\$7,436	232	\$32,679.85	\$7,582	
	E-6 Staff Sergeant	220	\$29,319.58	\$6,450	212	\$30,638.14	\$6,495	210	\$31,373.24	\$6,588	
	E-5 Sergeant	223	\$25,649.65	\$5,720	218	\$26,803.88	\$5,843	218	\$27,447.18	\$5,983	
	E-4 Corporal	77	\$23,896.94	\$1,840	76	\$24,972.30	\$1,898	75	\$25,571.64	\$1,918	
	E-3 Lance Corporal	31	\$21,789.30	\$675	30	\$22,769.82	\$683	32	\$23,316.29	\$746	
		Overseas BAH Without Dependents ENLISTED	994	\$28,636.50	\$28,465	975	\$29,937.12	\$29,189	975	\$30,650.00	\$29,884
	Overseas BAH Without Dependents	E-9 Sergeant Major/Master Gunnery Sergeant	7	\$28,129.36	\$197	6	\$29,395.18	\$176	7	\$30,100.67	\$211
		E-8 First Sergeant/Master Sergeant	25	\$25,967.54	\$649	25	\$27,136.08	\$678	25	\$27,787.35	\$695
E-7 Gunnery Sergeant		37	\$26,153.87	\$968	36	\$27,330.79	\$984	36	\$27,986.73	\$1,008	
E-6 Staff Sergeant		90	\$24,926.56	\$2,243	87	\$26,048.26	\$2,266	86	\$26,673.41	\$2,294	
E-5 Sergeant		133	\$23,575.95	\$3,136	130	\$24,637.87	\$3,203	130	\$25,229.18	\$3,280	
E-4 Corporal		78	\$17,453.76	\$1,361	76	\$18,110.34	\$1,376	75	\$18,544.99	\$1,391	
E-3 Lance Corporal		23	\$17,669.39	\$406	21	\$18,056.31	\$379	23	\$18,489.67	\$425	
	Overseas BAH Without Dependents ENLISTED	393	\$22,800.43	\$8,961	381	\$23,788.38	\$9,062	382	\$24,352.76	\$9,303	
Moving-In Housing Allowance	ENLISTED	63	\$7,720.47	\$486	40	\$7,910.39	\$316	40	\$8,100.24	\$324	
TOTAL BAH OVERSEAS		1,450	\$26,145.96	\$37,912	1,396	\$27,627.13	\$38,567	1,397	\$28,282.40	\$39,511	
TOTAL BAH		166,277		\$1,625,762	159,917		\$1,781,014	161,376		\$1,920,801	

*Totals might not add due to rounding.

PROJECT: I. Station Allowance, Overseas

FY 2024 Estimate \$61,971
 FY 2023 Estimate \$58,744
 FY 2022 Actual \$86,308

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

FY 2022 includes \$0.00 million in OOC Actuals; FY 2023 includes \$0.007 million in OOC Enacted, and FY 2024 includes \$0.00 million for the OOC Budget Estimate.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Barracks Cost of Living	14,038	\$1,942.85	\$27,274	13,567	\$1,281.11	\$17,381	13,655	\$1,347.73	\$18,403
Cost of Living Regular with Dependents	5,000	\$5,429.90	\$27,149	4,832	\$3,580.45	\$17,301	4,864	\$3,766.63	\$18,321
Cost of Living Regular without Dependents	4,356	\$4,967.11	\$21,637	4,210	\$3,275.29	\$13,789	4,237	\$3,445.61	\$14,599
TOTAL COST OF LIVING REGULAR	9,356	\$5,214.43	\$48,786	9,042	\$3,438.37	\$31,090	9,101	\$3,617.18	\$32,920
Temporary Lodging Allowance with Dependents	5,477	\$1,609.22	\$8,814	5,254	\$1,681.63	\$8,835	5,318	\$1,721.99	\$9,158
Temporary Lodging Allowance without Dependents	1,204	\$1,191.30	\$1,434	1,155	\$1,244.93	\$1,438	1,169	\$1,274.80	\$1,490
TOTAL TEMPORARY LODGING ALLOWANCE	6,681	\$1,533.91	\$10,248	6,409	\$1,602.93	\$10,273	6,487	\$1,641.40	\$10,648
TOTAL STATION ALLOWANCES	30,075	\$2,869.76	\$86,308	29,018	\$2,024.39	\$58,744	29,243	\$2,119.17	\$61,971

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

FY 2024 Estimate \$1,097
 FY 2023 Estimate \$1,059
 FY 2022 Actual \$1,054

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2022 includes \$0.031 million in OOC Actuals; FY 2023 includes \$0.00 million in OOC Enacted, and FY 2024 includes \$0.00 million for the OOC Budget Estimate.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CONUS COLA with Dependents	535	\$1,317.18	\$705	514	\$1,376.70	\$708	520	\$1,409.67	\$733
CONUS COLA without Dependents	436	\$802.04	\$350	419	\$837.75	\$351	424	\$859.55	\$364
TOTAL CONUS COLA	971	\$1,085.87	\$1,054	933	\$1,134.67	\$1,059	944	\$1,162.58	\$1,097

PROJECT: K. Clothing Allowance

FY 2024 Estimate \$161,852
 FY 2023 Estimate \$156,722
 FY 2022 Actual \$150,903

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2022 includes \$0.019 million in OOC Actuals; FY 2023 includes \$0.003 million in OOC Enacted, and FY 2024 includes \$0.00 million for the OOC Budget Estimate.

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Initial Clothing - Male Full	22,456	\$2,248.56	\$50,494	22,824	\$2,395.10	\$54,666	23,257	\$2,452.58	\$57,040
Initial Clothing - Male Full (Less Athletic Footwear)	22,456	\$2,133.88	\$47,918	22,824	\$2,277.89	\$51,991	23,257	\$2,333.03	\$54,260
Athletic Footwear	22,456	\$114.68	\$2,575	22,824	\$117.21	\$2,675	23,257	\$119.55	\$2,780
Initial Clothing - Male Part	2,970	\$696.91	\$2,070	2,680	\$728.27	\$1,952	3,076	\$745.75	\$2,294
Initial Clothing - Female Full	2,695	\$2,275.39	\$6,132	2,689	\$2,326.09	\$6,255	2,820	\$2,381.92	\$6,717
Initial Clothing - Female Full (Less Athletic Footwear)	2,695	\$2,160.71	\$5,823	2,689	\$2,208.88	\$5,940	2,820	\$2,262.37	\$6,380
Athletic Footwear	2,695	\$114.68	\$309	2,689	\$117.21	\$315	2,820	\$119.55	\$337
Initial Clothing - Female Cash Allowance	2,695	\$175.00	\$472	2,689	\$175.00	\$471	2,820	\$175.00	\$494
Initial Clothing - Female Part	428	\$839.06	\$359	467	\$876.82	\$409	447	\$897.86	\$401
Broken Time - Non-Obligor	7	\$2,083.65	\$15	7	\$2,177.41	\$15	7	\$2,229.67	\$16
Broken Time - Obligor	22	\$324.11	\$7	22	\$338.69	\$7	22	\$346.82	\$8
Officer Candidate	740	\$2,235.91	\$1,655	808	\$2,336.53	\$1,888	705	\$2,392.60	\$1,687
SUBTOTAL INITIAL MILITARY CLOTHING	29,318	\$2,087.55	\$61,203	29,497	\$2,226.09	\$65,663	30,334	\$2,263.32	\$68,656
Civilian Clothing Allow	525	\$1,146.24	\$602	525	\$1,171.80	\$615	525	\$1,199.92	\$630
Replace Civilian Cloth	300	\$382.68	\$115	300	\$391.32	\$117	300	\$400.71	\$120
Temporary Duty	300	\$764.28	\$229	300	\$781.20	\$234	300	\$799.95	\$240
State Department	700	\$1,954.46	\$1,368	700	\$2,042.41	\$1,430	700	\$2,091.43	\$1,464
SUBTOTAL INITIAL CIVILIAN CLOTHING	1,825	\$1,267.94	\$2,314	1,825	\$1,313.23	\$2,397	1,825	\$1,344.74	\$2,454
TOTAL INITIAL	31,143	\$2,039.52	\$63,517	31,322	\$2,172.90	\$68,060	32,159	\$2,211.19	\$71,110
Basic Replacement Allowance - Male	55,470	\$488.64	\$27,105	52,386	\$517.32	\$27,100	52,222	\$529.74	\$27,664
Standard Replacement Allowance - Male	73,622	\$695.76	\$51,223	72,007	\$738.84	\$53,202	72,050	\$756.57	\$54,511
Basic Replacement Allowance - Female	5,636	\$486.84	\$2,744	5,316	\$513.48	\$2,730	5,299	\$525.80	\$2,786
Standard Replacement Allowance - Female	7,444	\$692.76	\$5,157	7,300	\$733.68	\$5,356	7,304	\$751.29	\$5,487
Supplementary	2,319	\$450.51	\$1,045	354	\$470.78	\$167	363	\$482.08	\$175
Miscellaneous and Replacement Issues	341	\$330.04	\$113	313	\$344.89	\$108	336	\$353.17	\$119
TOTAL MAINTENANCE	144,832	\$603.36	\$87,386	137,714	\$643.82	\$88,662	137,574	\$659.59	\$90,742
TOTAL ENLISTED CLOTHING	175,975	\$857.52	\$150,903	169,036	\$927.15	\$156,722	169,733	\$953.57	\$161,852

*Totals might not add due to rounding.

PROJECT: L. Family Separation Allowance

FY 2024 Estimate \$18,588
 FY 2023 Estimate \$18,444
 FY 2022 Actual \$19,218

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of allowance by the statutory rate applicable. The computation of fund requirements is provided in the table below.

FY 2022 includes \$1.503 million in OOC Actuals; FY 2023 includes \$2.968 million in OOC Enacted, and FY 2024 includes \$1.138 million for the OOC Budget Estimate.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
On PCS with Dependents not authorized	2,746	\$3,000.00	\$8,238	2,635	\$3,000.00	\$7,905	2,663	\$3,000.00	\$7,989
On Board Ship for More Than Thirty Days	120	\$3,000.00	\$360	115	\$3,000.00	\$345	117	\$3,000.00	\$351
On TDY for More Than Thirty Days	3,540	\$3,000.00	\$10,620	3,398	\$3,000.00	\$10,194	3,416	\$3,000.00	\$10,248
TOTAL SEPARATION ALLOWANCE	6,406	\$3,000.00	\$19,218	6,148	\$3,000.00	\$18,444	6,196	\$3,000.00	\$18,588

PROJECT: L. Basic Needs Allowance

FY 2024 Estimate	\$955
FY 2023 Estimate	\$866
FY 2022 Actual	\$0

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2023 and FY 2024 estimates.

PART II - JUSTIFICATION OF FUNDS REQUIRED

Although the Budget provides increases to pay and allowance which should make less members eligible, the Marine Corps estimate for the Basic Needs Allowance was calculated using the relative populations of E1 to E4 which are anticipated to increase.

Members not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

Detailed cost computations are provided by the following table:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Basic Needs Allowance - Enlisted			\$0			\$866			\$955
TOTAL BASIC NEEDS ALLOWANCE - Enlisted			\$0			\$866			\$955

PROJECT: M. Separation Payments

FY 2024 Estimate	\$105,270
FY 2023 Estimate	\$100,586
FY 2022 Actual	\$102,197

PART I - PURPOSE AND SCOPE

The funds requested will provide payments for:

- Unused accrued leave to enlisted personnel discharged from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 9. Effective FY06 members may execute leave buy back.
- Discharge gratuity (not to exceed \$25) to each Marine prisoner upon his release from confinement under court martial sentence involving other than honorable discharge and to each person discharged from the Marine Corps for fraudulent enlistment.
- Severance pay to enlisted personnel who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination of severance pay to enlisted not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.
- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) payments to enlisted personnel who were encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).
- Temporary Early Retirement Authority - A force management tool that can be used for force shaping through calendar year 2025 per the FY 2017 National Defense Authorization Act and DoDI 1332.46 Temporary Early Retirement Authority (TERA) for Service Members. Early retirement is used to retire Service members with more than 15 but less than 20 years who are excess to Service short-term and long-term needs and who, absent the availability of TERA, would have been expected to pursue and qualify for a 20-year retirement. Pay grade, MOS/occupational field health, years of service, remaining obligated service, potential for future service and advancement, and future force structure requirements are all considerations in the approval process. For members who left under the early retirement program, the Marine Corps was required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which covered the entire initial period. This period was defined as that period equal to the difference between 20 years and the number of years completed by the member. Members approved for early retirement received the same benefits as individuals with 20 or more years of service. However, their retired pay is reduced for each month short of 20 years of active duty. The early Retirement program is authorized until December 31, 2025.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2022 includes \$0.015 million in OOC Actuals; FY 2023 includes \$0.101 million in OOC Enacted, and FY 2024 includes \$0.028 million for the OOC Budget Estimate.

PROJECT: M. Separation Payments (Continued)

Unused Accrued Leave
(\$ in Thousands)

	FY22 Actual				FY23 Estimate				FY24 Estimate			
	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount	# of Members	Avg Days Sold	Avg Daily Pay	Amount
E-9 Sergeant Major/Master Gunnery Sergeant	187	22	\$250.25	\$1,006	181	19	\$253.20	\$871	182	19	\$265.98	\$920
E-8 First Sergeant/Master Sergeant	495	13	\$274.79	\$1,795	479	17	\$238.39	\$1,941	480	17	\$251.45	\$2,052
E-7 Gunnery Sergeant	626	12	\$311.35	\$2,388	606	14	\$301.19	\$2,494	610	14	\$321.10	\$2,742
E-6 Staff Sergeant	1,283	13	\$256.53	\$4,410	1,240	22	\$175.88	\$4,711	1,233	18	\$223.48	\$4,891
E-5 Sergeant	5,266	9	\$222.23	\$10,766	5,088	13	\$166.89	\$10,756	5,075	13	\$180.70	\$11,922
E-4 Corporal	10,446	11	\$146.48	\$16,067	10,096	9	\$154.80	\$14,456	9,550	10	\$167.88	\$15,231
E-3 Lance Corporal	7,099	13	\$136.57	\$12,361	6,861	13	\$131.57	\$11,434	6,295	13	\$140.29	\$11,480
E-2 Private First Class	1,203	15	\$104.19	\$1,880	1,163	21	\$70.67	\$1,726	1,170	21	\$74.24	\$1,824
E-1 Private	364	18	\$57.71	\$387	352	14	\$60.18	\$297	354	14	\$63.16	\$313
TOTAL ENLISTED LUMP SUM ACCRUED LEAVE (LSL)	26,969	14	\$135.00	\$51,060	26,066	16	\$119.35	\$48,686	24,949	15	\$134.05	\$51,375

Separation Payments
(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Severance Pay, Disability	269	\$133,075.87	\$35,797	260	\$139,195.82	\$36,191	262	\$146,434.10	\$38,366
SEVERANCE, NON-DISABILITY	111	\$46,885.54	\$5,204	107	\$49,025.64	\$5,246	108	\$51,739.80	\$5,588
Involuntary - Half Pay	57	\$31,575.04	\$1,800	55	\$33,027.49	\$1,817	55	\$34,744.92	\$1,911
Involuntary - Full Pay	54	\$63,046.62	\$3,405	52	\$65,946.76	\$3,429	53	\$69,376.00	\$3,677
VSI Trust Fund Payment	1	\$171,000.00	\$171	1	\$114,000.00	\$114	1	\$114,000.00	\$114
Temporary Early Retirement Authority (TERA)	166	\$60,024.09	\$9,964	165	\$62,725.17	\$10,350	153	\$64,230.58	\$9,827
TOTAL SEPARATION PAY (LESS LSL)	547		\$51,137	533		\$51,900	524		\$53,895
TOTAL SEPARATION PAY	27,516		\$102,197	26,599		\$100,586	26,695		\$105,270

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

FY 2024 Estimate \$329
 FY 2023 Estimate \$299
 FY 2022 Actual \$307

PART I - PURPOSE AND SCOPE

Special Compensation for Assistance with Activities of Daily Living provides payment to injured service members who require aid and attendance during and after hospitalization as a result of injuries sustained in combat or in a combat-related event. The allowance is intended to be used to compensate designated caregivers for the dedicated time and assistance they provide to catastrophically injured service members. The allowance will be paid by the Secretary until the injured service member is medically retired through the expedited disability evaluation system and transitioned to veteran status. At that time, the allowance will cease for that member. Payments are authorized for all Soldiers who incur catastrophic injury or illness in the line of duty. The Payment is up to \$2,643 per month starting December 1, 2022. This allowance is authorized under provisions of 37 U.S.C. 439, (Section 603 of FY 2010 NDAA, P.L. 111-87).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Entitlement for special monthly compensation is based on a physician's certification that the injured service member requires the aid and assistance of another person to perform personal functions required in everyday living. There is no change in the aid and attendance for catastrophically injured allowance between FY 2021 and FY 2022. The detailed computations are provided in the following table:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Total Special Compensation for Assistance with Activities of Daily Living - Enlisted	15	\$20,466.67	\$307	14	\$21,387.67	\$299	15	\$21,900.97	\$329

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

FY 2024 Estimate \$434,425
 FY 2023 Estimate \$409,274
 FY 2022 Actual \$411,018

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 7.65 percent and the Hospital Insurance (HI) rate is 1.45 percent. The maximum amounts of earnings per individual on which tax is payable are:

<u>Calendar year</u>	<u>OASDI Base</u>	<u>Medicare Base</u>
2022	\$147,000	No upper limit
2023	\$160,200	No upper limit
2024	\$165,300	No upper limit

FY 2022 includes \$0.107 million in OOC Actuals; FY 2023 includes \$0.175 million in OOC Enacted, and FY 2024 includes \$0.184 million for the OOC Budget Estimate.

Details of the computations are shown in the following table:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
TOTAL FICA - Enlisted	155,873	\$2,636.88	\$411,018	149,537	\$2,736.94	\$409,274	151,331	\$2,870.69	\$434,425

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES
SUBSISTENCE OF ENLISTED PERSONNEL - BUDGET ACTIVITY 4
(\$ in Thousands)

BUDGET ACTIVITY 4	AMOUNT
FY 2023 Direct Program	\$846,108
INCREASES	
PRICING INCREASES:	
Increase in Basic Allowance for Subsistence due to the 11.2% inflation rate, effective 1 January 2024	\$31,080
Increase in Basic Allowance for Subsistence due to the annualization of the 3.4% inflation rate, effective 1 January 2023	\$10,360
Increase Other - Regionalization	\$5,902
Increase in MREs due to rate	\$2,104
Increase in Unitized Rations due to inflation rate	\$804
Increase in Members Taking Meals in Mess due to rate	\$593
Increase in Other Package Operational Rations rate	\$38
Increase Other Messing rate	\$31
TOTAL PRICING INCREASE:	\$50,912
PROGRAM INCREASE	
Increase When authorize to Mess separately due to strength	\$9,497
Increase in Members Taking Meals in Mess due to strength	\$289
Increase in MRE's due to strength	\$2
TOTAL PROGRAM INCREASES	\$9,788
TOTAL INCREASES	\$60,700
DECREASES	
PRICING DECREASES:	
Increase Less Collection due to rates	(\$17,572)
TOTAL PRICING DECREASES	(\$17,572)
PROGRAM DECREASES:	
Decrease in Collection due to more takers	(\$8,560)
Decrease in Other Package Operational Rations due to requirement	(\$40)
TOTAL PROGRAM DECREASES	(\$8,600)
TOTAL DECREASES	(\$26,172)
FY 2024 Direct Program	\$880,636

*Totals might not add due to rounding.

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

PROJECT: A. Basic Allowance for Subsistence
B. Subsistence -in-Kind
C. Family Subsistence Supplemental Allowance

FY 2024 Estimate \$880,636
FY 2023 Estimate \$846,108
FY 2022 Actual \$776,037

PART I - PURPOSE AND SCOPE

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

A. Basic Allowance for Subsistence

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

B. Subsistence-in-Kind

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

C. Family Subsistence Supplemental Allowance

Pursuant to Title 37, Section 402a of the United States Code, the program, which began on May 1, 2001, is designed to provide members who are eligible for food stamps a supplemental allowance. As of August 2009, this allowance is not to exceed \$1,100 per month (ref P.L. 106-398 sec 603 of the FY10 NDAA). The FY 2016 NDAA eliminated eligibility for in-CONUS members effective September 2016. The FSSA is voluntary and the member must reapply whenever there is a significant change in household income or number of people living in the household.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The projected SIK price changes are from Defense Logistics Agency (DLA) price data. The higher than usual rate increases are a result of on-going supply chain challenges and rising food costs due to inflation. The FY23 SIK projection and FY24 request are based on this data.

FY 2022 includes \$0.178 million in OOC Actuals; FY 2023 includes \$0.231 million in OOC Enacted, and FY 2024 includes \$0.275 million for the OOC Budget Estimate.

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members (Cases)	Rate	Amount	# of Members (Cases)	Rate	Amount	# of Members (Cases)	Rate	Amount
A. Basic Allowance for Subsistence									
1. When Authorized to Mess Separately	155,873	\$4,822.26	\$751,659	149,537	\$5,293.98	\$791,646	151,331	\$5,569.23	\$842,797
3. Augmentation of Commuted Rations Allowed									
4. Less Collections	75,561	\$4,176.00	\$315,542	72,748	\$4,527.00	\$329,331	74,639	\$4,762.42	\$355,462
TOTAL ENLISTED BAS	80,312	\$5,430.28	\$436,118	76,789	\$6,020.60	\$462,315	76,692	\$6,354.44	\$487,335
B. Subsistence-in-Kind									
1. SUBSISTENCE-IN-MESS									
a. Trainee/Non-Pay Status	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
b. Members Taking Meals in Mess	5,495	\$4,541.36	\$24,955	5,143	\$4,745.72	\$24,407	5,204	\$4,859.62	\$25,289
2. OPERATIONAL RATIONS									
a. MRE's	552,840	\$124.95	\$69,077	584,502	\$150.16	\$87,769	584,513	\$153.76	\$89,875
b. Unitized Rations	36,684	\$330.05	\$12,108	75,243	\$445.45	\$33,517	75,243	\$456.14	\$34,321
c. Other Package Operational Rations	21,978	\$52.15	\$1,146	30,630	\$52.55	\$1,610	29,870	\$53.81	\$1,607
3. AUGMENTATION RATIONS/OTHER PROG									
a. Augmentation Rations			\$0			\$0			\$0
b. Other - Regionalization			\$236,940			\$245,913			\$251,815
c. Other - Messing			\$1,244			\$1,300			\$1,331
TOTAL SUBSISTENCE-IN-KIND (SIK)			\$345,469			\$394,516			\$404,239
C. Family Subsistence Supplemental Allowance (FSSA)			\$0			\$10			\$10
TOTAL FSSA			\$0			\$10			\$10
TOTAL SUBSISTENCE PROGRAM GROSS	697,311	\$1,120.86	\$781,587	772,311	\$1,109.45	\$856,841	771,525	\$1,155.61	\$891,584
Less Reimbursable			\$5,550			\$10,733			\$10,948
TOTAL DIRECT SUBSISTENCE	697,310	\$1,112.90	\$776,037	772,310	\$1,095.55	\$846,108	771,525	\$1,141.42	\$880,636

*Totals might not add due to rounding

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

		AMOUNT
FY 2023 Direct Program		\$455,109
Increases:		
Pricing Increases:		
Increase due to 5.2% pay raise inflation rate on PCS Dislocation Allowance and Taking Care of People directed price increase	\$2,348	
Non-pay inflation 2.4%:		
Transportation of Household Goods	\$5,233	
Accession Travel	\$1,201	
Rotational Travel	\$923	
Separation Travel	\$882	
Operational Travel	\$820	
Non-Temporary Storage	\$170	
Global Shipping & Storage	\$261	
Training Travel	\$71	
In-Place Consecutive Overseas Tour (IPCOT)	\$21	
Travel of Organized Units	\$2	
Total Pricing Increases	\$11,932	
Program Increases:		
Increase due to an increase in PCS Moves:		
Accession Travel	\$1,296	
In-Place Consecutive Overseas Tour (IPCOT)	\$106	
Total Program Increases	\$1,402	
Total Increases:		\$13,334
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	\$0	
Program Decreases:		
Decrease in Permanent Change of Station (PCS) Travel due to decrease in number of moves:		
Dislocation Allowance	(\$371)	
Training Travel	(\$29)	
Operational Travel	(\$441)	
Rotational Travel	(\$24)	
Separation Travel	(\$1,811)	
Non-Temporary Storage	(\$10)	
Travel of Organized Units	(\$10)	
Transportation of Household Goods	(\$3,815)	
Overseas Tour Extension Incentives Program (OTEIP)	(\$114)	
Total Program Decreases	(\$6,625)	
Total Decreases:		(\$6,625)
*Totals might not add due to rounding.		
FY 2024 Direct Program		\$461,818

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

	FY22 Actual		FY23 Estimate		FY24 Estimate*	
	Number of Moves	Amount	Number of Moves	Amount	Number of Moves	Amount
Accession Travel ^{1/}	24,719	\$56,739	24,974	\$60,016	25,640	\$63,168
Training Travel ^{1/}	1,774	\$14,908	1,899	\$16,844	1,881	\$17,196
Operational Travel ^{1/}	17,623	\$180,148	17,246	\$186,615	17,031	\$189,796
Rotational Travel ^{1/ 2/}	7,667	\$96,127	7,557	\$99,671	7,552	\$102,220
Separation Travel ^{1/}	30,877	\$94,784	28,442	\$91,492	27,129	\$89,025
Travel of Organized Units ^{1/}	14	\$143	42	\$472	34	\$414
TOTAL PCS Travel	82,674	\$442,850	80,160	\$455,109	79,267	\$461,818

*Due to timing the line item detail does not match the M1, but matches in the aggregate for the budget activity.

SUMMARY OF REQUIREMENTS
(\$ in Thousands)

	FY22 Actual		FY23 Estimate		FY24 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Military Member Travel	82,674	\$113,728	80,160	\$116,528	79,267	\$119,020
Military Member Mileage and Per Diem	40,512	\$48,902	38,842	\$50,106	38,842	\$51,178
Military Member GTRs	23,149	\$10,236	22,445	\$10,488	22,195	\$10,712
Military Member AMC	4,133	\$25,020	4,007	\$25,636	3,963	\$26,184
Military Member Commercial Air	14,880	\$29,570	14,428	\$30,298	14,267	\$30,946
Dependents Travel	28,616	\$46,357	27,705	\$46,952	27,251	\$47,364
Dependents Mileage and Per Diem	20,322	\$27,350	19,675	\$27,701	19,353	\$27,944
Dependents GTRs	1,714	\$930	1,659	\$942	1,632	\$950
Dependents AMC	3,432	\$10,196	3,323	\$10,327	3,268	\$10,418
Dependents Commercial Air	3,147	\$7,881	3,047	\$7,982	2,997	\$8,052
Transportation of Household Goods	53,039	\$218,695	50,806	\$222,404	49,657	\$223,593
Land Shipments	27,581	\$137,559	26,420	\$139,892	25,822	\$140,640
ITGBL Shipments	18,032	\$76,543	17,273	\$77,841	16,882	\$78,258
MSC (M. Tons)	4,774	\$219	4,573	\$222	4,470	\$224
AMC (S. Tons)	2,652	\$4,374	2,540	\$4,449	2,483	\$4,472
Spousal Licensure Reimbursement	4	\$4	4	\$4	4	\$4
Dislocation Allowance	13,924	\$43,314	13,897	\$46,426	13,807	\$48,479
Global POV Shipping	2,046	\$5,936	2,007	\$6,083	1,986	\$6,165
Global POV Storage	1,035	\$3,567	1,021	\$3,677	1,020	\$3,761
Non-Temporary Storage	3,540	\$6,895	3,489	\$7,113	3,487	\$7,272
Temporary Lodging Expenses	3,190	\$3,497	4,159	\$5,037	4,163	\$5,255
IPCOT/OTEIP	139	\$858	137	\$884	137	\$904
TOTAL OBLIGATIONS	188,205	\$442,850	183,386	\$455,109	180,780	\$461,818

*Totals might not add due to rounding.

^{1/} Totals include TLE amounts

^{2/} Total includes TLE, NTS, and IPCOT/OTEIP

PROJECT: A. Accession Travel

FY 2024 Estimate \$63,168
 FY 2023 Estimate \$60,016
 FY 2022 Actual \$56,739

PART I - PURPOSE AND SCOPE

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

Funds requested are to provide for PCS Movements of (1) Enlistees, Reenlistees, and Prior Service Personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more in duration and (2) Recalled Enlisted Reservists from home to first permanent duty station or training school of twenty weeks or more in duration.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: A. Accession Travel, Officer	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	906	\$2,343.95	\$2,124	923	\$2,449.43	\$2,260	946	\$2,508.22	\$2,372
Dependent Travel	767	\$1,602.02	\$1,229	781	\$1,674.11	\$1,307	801	\$1,714.29	\$1,373
Transportation of Household Goods	642	\$3,470.84	\$2,228	654	\$3,627.03	\$2,371	670	\$3,714.08	\$2,489
Dislocation Allowance	906	\$2,934.36	\$2,659	923	\$3,055.55	\$2,819	946	\$3,209.85	\$3,036
Temporary Lodging Expense	70	\$493.25	\$35	71	\$721.63	\$51	73	\$738.94	\$54
Total Officer Accession Travel	906	\$10,844.43	\$8,274	923		\$8,808	946		\$9,324

PROJECT: A. Accession Travel, Enlisted	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	23,813	\$1,604.11	\$38,199	24,052	\$1,676.30	\$40,318	24,694	\$1,716.53	\$42,388
Dependent Travel	4,425	\$1,037.13	\$4,589	4,469	\$1,083.80	\$4,844	4,589	\$1,109.81	\$5,093
Transportation of Household Goods	3,773	\$1,435.11	\$5,415	3,811	\$1,499.69	\$5,715	3,913	\$1,535.69	\$6,008
Dislocation Allowance	62	\$3,317.60	\$206	63	\$3,954.62	\$248	64	\$4,154.33	\$267
Temporary Lodging Expense	54	\$1,047.86	\$57	55	\$1,533.01	\$84	56	\$1,569.80	\$88
Total Enlisted Accession Travel	23,813		\$48,465	24,052		\$51,208	24,694		\$53,844
Total Accession Travel	24,719		\$56,739	24,974		\$60,016	25,640		\$63,168
Less Temporary Lodging Expense			(\$91)			(\$135)			(\$142)
Baseline Funded Accession Travel			\$56,648			\$59,881			\$63,026

PROJECT: B. Training Travel

FY 2024 Estimate \$17,196
 FY 2023 Estimate \$16,844
 FY 2022 Actual \$14,908

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: B. Training Travel, Officer	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,380	\$1,019.83	\$1,407	1,503	\$1,065.72	\$1,602	1,487	\$1,091.30	\$1,623
Dependent Travel	587	\$1,207.24	\$709	639	\$1,261.57	\$807	633	\$1,291.85	\$817
Transportation of Household Goods	1,065	\$6,665.89	\$7,099	1,160	\$6,965.86	\$8,078	1,147	\$7,133.04	\$8,184
Dislocation Allowance	1,380	\$2,394.77	\$3,305	1,503	\$2,493.68	\$3,748	1,487	\$2,619.61	\$3,895
Temporary Lodging Expense	244	\$587.52	\$143	240	\$859.54	\$206	247	\$880.17	\$217
Total Officer Training Travel	1,380		\$12,663	1,503		\$14,441	1,487		\$14,737

PROJECT: B. Training Travel, Enlisted	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	394	\$820.16	\$323	396	\$857.06	\$339	394	\$877.63	\$346
Dependent Travel	273	\$846.67	\$231	275	\$884.77	\$243	273	\$906.00	\$247
Transportation of Household Goods	326	\$3,959.40	\$1,291	328	\$4,137.57	\$1,356	326	\$4,236.88	\$1,381
Dislocation Allowance	144	\$2,503.81	\$361	144	\$2,857.22	\$412	144	\$3,001.51	\$431
Temporary Lodging Expense	56	\$698.64	\$39	52	\$1,022.12	\$53	52	\$1,046.65	\$54
Total Enlisted Training Travel	394		\$2,245	396		\$2,403	394		\$2,460
Total Training Travel	1,774		\$14,908	1,899		\$16,844	1,881		\$17,196
Less Temporary Lodging Expense			(\$182)			(\$259)			(\$272)
Baseline Funded Training Travel			\$14,726			\$16,585			\$16,925

PROJECT: C. Operational Travel Between Duty Stations

FY 2024 Estimate \$189,796
 FY 2023 Estimate \$186,615
 FY 2022 Actual \$180,148

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: C. Operational Travel, Officer	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	4,077	\$1,246.96	\$5,084	4,027	\$1,303.07	\$5,247	4,007	\$1,334.35	\$5,347
Dependent Travel	2,879	\$1,474.82	\$4,246	2,844	\$1,541.19	\$4,383	2,830	\$1,578.18	\$4,466
Transportation of Household Goods	3,961	\$10,514.38	\$41,647	3,912	\$10,987.53	\$42,983	3,887	\$11,251.23	\$43,734
Dislocation Allowance	4,077	\$3,407.93	\$13,894	4,027	\$3,548.67	\$14,291	4,007	\$3,727.88	\$14,938
Global POV Shipping	535	\$2,867.09	\$1,534	528	\$2,996.11	\$1,583	526	\$3,068.01	\$1,613
Spousal Licensure Reimbursement	2	\$1,000.00	\$2	2	\$1,000.00	\$2	2	\$1,000.00	\$2
Temporary Lodging Expense	1,509	\$816.82	\$1,233	1,494	\$1,190.78	\$1,779	1,489	\$1,250.50	\$1,862
Total Officer Operational Travel	4,077		\$67,640	4,027		\$70,268	4,007		\$71,961

PROJECT: C. Operational Travel, Enlisted	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	13,546	1,128.04	\$15,280	13,219	\$1,178.80	\$15,582	13,024	\$1,207.09	\$15,721
Dependent Travel	6,822	1,352.56	\$9,227	6,657	\$1,413.42	\$9,409	6,559	\$1,447.35	\$9,493
Transportation of Household Goods	11,158	6,295.05	\$70,240	10,888	\$6,578.33	\$71,628	10,728	\$6,736.21	\$72,267
Dislocation Allowance	4,605	2,813.63	\$12,957	4,494	\$3,179.83	\$14,289	4,428	\$3,340.42	\$14,790
Global POV Shipping	1,228	2,852.30	\$3,503	1,198	\$2,980.65	\$3,572	1,181	\$3,052.19	\$3,604
Spousal Licensure Reimbursement	2	1,000.00	\$2	2	\$1,000.00	\$2	2	\$1,000.00	\$2
Temporary Lodging Expense	1,680	772.99	\$1,299	1,654	\$1,126.88	\$1,864	1,654	\$1,183.79	\$1,958
Total Enlisted Operational Travel	13,546		\$112,508	13,219		\$116,347	13,024		\$117,835
Total Operational Travel	17,623		\$180,148	17,246		\$186,615	17,031		\$189,796
Less Temporary Lodging Expense			(\$2,531)			(\$3,643)			(\$3,820)
Baseline Funded Operational Travel			\$177,617			\$182,972			\$185,976

PROJECT: D. Rotational Travel to and from Overseas

FY 2024 Estimate \$102,218
 FY 2023 Estimate \$99,669
 FY 2022 Actual \$96,125

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: D. Rotational Travel, Officer	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	1,413	\$3,748.86	\$5,297	1,399	\$3,917.56	\$5,482	1,394	\$4,011.58	\$5,593
Dependent Travel	403	\$4,060.86	\$1,637	399	\$4,243.60	\$1,694	398	\$4,345.44	\$1,728
Transportation of Household Goods	1,216	\$11,169.80	\$13,582	1,204	\$11,672.44	\$14,056	1,200	\$11,952.58	\$14,341
Dislocation Allowance	1,413	\$3,984.37	\$5,630	1,399	\$4,148.92	\$5,806	1,394	\$4,358.45	\$6,076
Global POV Shipping	156	\$3,112.00	\$485	154	\$3,252.04	\$502	154	\$3,330.09	\$513
Global POV Storage	338	\$3,358.47	\$1,135	335	\$3,509.60	\$1,175	333	\$3,593.83	\$1,199
Non-Temporary Storage	675	\$4,747.56	\$3,205	668	\$4,961.20	\$3,316	666	\$5,080.27	\$3,384
IPCOT/OTEIP	45	\$7,513.52	\$338	45	\$7,851.63	\$350	44	\$8,040.07	\$357
Temporary Lodging Expense	315	\$1,153.75	\$363	312	\$1,687.93	\$527	311	\$1,728.44	\$537
Total Officer Rotational Travel	1,413		\$31,673	1,399		\$32,908	1,394		\$33,727

PROJECT: D. Rotational Travel, Enlisted	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	6,254	\$3,311.17	\$20,708	6,158	\$3,460.17	\$21,308	6,158	\$3,543.21	\$21,820
Dependent Travel	1,919	\$5,073.87	\$9,737	1,890	\$5,302.20	\$10,019	1,890	\$5,429.45	\$10,259
Transportation of Household Goods	5,775	\$3,870.31	\$22,351	5,686	\$4,044.47	\$22,998	5,686	\$4,141.54	\$23,551
Dislocation Allowance	1,325	\$3,230.00	\$4,280	1,305	\$3,613.39	\$4,714	1,305	\$3,795.87	\$4,952
Global POV Shipping	128	\$3,231.86	\$414	126	\$3,377.30	\$426	126	\$3,458.35	\$436
Global POV Storage	697	\$3,488.68	\$2,432	686	\$3,645.68	\$2,502	686	\$3,733.17	\$2,562
Non-Temporary Storage	2,865	\$1,287.95	\$3,690	2,821	\$1,345.91	\$3,797	2,821	\$1,378.21	\$3,888
IPCOT/OTEIP	94	\$5,525.23	\$519	93	\$5,773.87	\$534	93	\$5,912.44	\$547
Temporary Lodging Expense	281	\$1,146.67	\$322	277	\$1,677.58	\$464	277	\$1,717.84	\$475
Total Enlisted Rotational Travel	6,254		\$64,452	6,158		\$66,762	6,158		\$68,491
Total Rotational Travel	7,667		\$96,125	7,557		\$99,669	7,552		\$102,218
Less: Temporary Lodging Expense			(\$686)			(\$991)			(\$1,013)
Less: Non-Temporary Storage			(\$6,895)			(\$7,113)			(\$7,272)
Less: IPCOT/OTEIP			(\$857)			(\$884)			(\$904)
Baseline Funded Rotational Travel			\$87,688			\$90,681			\$93,030

PROJECT: E. Separation Travel

FY 2024 Estimate \$89,025
 FY 2023 Estimate \$91,492
 FY 2022 Actual \$94,784

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Numbers of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: E. Separation Travel, Officer	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	2,074	\$911.28	\$1,890	1,977	\$952.29	\$1,883	1,798	\$975.15	\$1,753
Dependent Travel	1,045	\$1,405.95	\$1,469	996	\$1,469.22	\$1,464	906	\$1,504.48	\$1,363
Transportation of Household Goods	1,421	\$7,022.75	\$9,979	1,355	\$7,338.77	\$9,941	1,232	\$7,514.90	\$9,258
Temporary Lodging Expense	3	\$966.67	\$3	3	\$1,414.23	\$4	3	\$1,448.17	\$4
Total Officer Separation Travel	2,074		\$13,341	1,977		\$13,291	1,798		\$12,378

PROJECT: E. Separation Travel, Enlisted	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	28,803	\$812.58	\$23,405	26,465	\$849.14	\$22,473	25,331	\$869.52	\$22,026
Dependent Travel	9,483	\$1,399.20	\$13,269	8,713	\$1,462.16	\$12,740	8,340	\$1,497.25	\$12,487
Transportation of Household Goods	23,689	\$1,889.73	\$44,766	21,766	\$1,974.77	\$42,984	20,834	\$2,022.16	\$42,129
Temporary Lodging Expense	2	\$1,795.76	\$4	2	\$2,627.19	\$5	2	\$2,690.24	\$5
Total Enlisted Separation Travel	28,803		\$81,443	26,465		\$78,202	25,331		\$76,647
Total Separation Travel	30,877		\$94,784	28,442		\$91,492	27,129		\$89,025
Less: Temporary Lodging Expense			(\$6)			(\$9)			(\$8)
Baseline Funded Rotational Travel			\$94,778			\$91,484			\$89,016

PROJECT: F. Unit Travel

FY2024 Estimate \$414
 FY2023 Estimate \$472
 FY2022 Actual \$143

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Number of moves and associated funding requirements are detailed by fiscal year in the following tables:

(\$ in Thousands)

PROJECT: F. Unit Travel, Officer	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	8	\$347.62	\$3	24	\$363.26	\$9	17	\$371.98	\$6
Dependent Travel	8	\$576.91	\$5	24	\$602.87	\$14	17	\$617.34	\$10
Transportation of Household Goods	8	\$5,439.00	\$44	24	\$5,683.76	\$136	17	\$5,820.17	\$99
Dislocation Allowance	8	\$1,167.92	\$9	22	\$1,216.15	\$27	16	\$1,277.57	\$20
Total Officer Unit Travel	8		\$60	24		\$186	17		\$136

PROJECT: F. Unit Travel, Enlisted	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount	Number of Moves	Rate	Amount
Member Travel	6	\$1,391.15	\$8	18	\$1,453.75	\$26	17	\$1,488.64	\$25
Dependent Travel	6	\$1,507.49	\$9	18	\$1,575.33	\$28	17	\$1,613.13	\$27
Transportation of Household Goods	6	\$8,383.41	\$50	18	\$8,760.66	\$158	17	\$8,970.92	\$153
Dislocation Allowance	4	\$3,673.01	\$15	18	\$4,074.70	\$73	17	\$4,280.47	\$73
Total Enlisted Unit Travel	6		\$82	18		\$286	17		\$278
Total Unit Travel	14		\$143	42		\$472	34		\$414

MILITARY PERSONNEL, MARINE CORPS
SCHEDULE OF INCREASES AND DECREASES - BUDGET ACTIVITY 6
(\$ in Thousands)

OTHER MILITARY PERSONNEL COSTS

FY 2023 Direct Program **\$29,579**

Increases

Pricing Increases:

Increase in Junior Reserve Officer Training Corps (JROTC) Clothing due to rate	\$100
Increase in Unemployment Benefits	\$4,962
Increase in Apprehension of Military Deserters	\$6
Increase in Partial Dislocation Allowance	\$1
Total Pricing Increases	\$5,069

Program Increases:

Increase in Death Gratuities	\$900
Increase in Adoption Expenses due to takers	\$10
Increase in Interest on Uniformed Deposit due to takers	\$5
Increase in Mass Transportation Subsidy	\$1
Total Program Increases	\$916

Total Increases

\$5,985

Decreases

Program Decreases:

Decrease in Traumatic Service Group Life Insurance due to takers	(\$322)
Decrease in Education Benefits	(\$1)
Total Pricing Decreases	(\$323)

Total Decreases

(\$323)

FY 2024 Direct Program **\$35,241**

*Totals and Subtotals might not add due to rounding.

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

FY 2024 Estimate	\$256
FY 2023 Estimate	\$250
FY 2022 Actual	\$180

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on actual experience which is projected into the current and budget years.

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual	FY23 Estimate	FY24 Estimate
	Amount	Amount	Amount
Apprehension of Military Deserters	\$180	\$250	\$256

PROJECT: B. Interest on Savings Deposits

FY 2024 Estimate \$73
 FY 2023 Estimate \$68
 FY 2022 Actual \$47

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

FY 2022 includes \$0.028 million in OOC Actuals; FY 2023 includes \$0.026 million in OOC Enacted, and FY 2024 includes \$0.015 million for the OOC Budget Estimate.

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Interest on Savings Deposits	47	\$1,000.00	\$47	68	\$1,000.00	\$68	73	\$1,000.00	\$73

PROJECT: C. Death Gratuities

FY 2024 Estimate \$13,600
 FY 2023 Estimate \$12,700
 FY 2022 Actual \$13,150

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

FY 2022 includes \$0.00 million in OOC Actuals; FY 2023 includes \$0.900 million in OOC Enacted, and FY 2024 includes \$0.200 million for the OOC Budget Estimate.

Details of the computations are provided in the following tables:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Death Gratuities - Officer	20	100,000	\$2,000	20	100,000	\$2,000	20	100,000	\$2,000
Death Gratuities - Enlisted	112	100,000	\$11,150	107	100,000	\$10,700	116	100,000	\$11,600
TOTAL DEATH GRATUITIES	132		\$13,150	127		\$12,700	136		\$13,600

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

FY 2024 Estimate	\$16,262
FY 2023 Estimate	\$11,300
FY 2022 Actual	\$13,090

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual	FY23 Estimate	FY24 Estimate
Unemployment Benefits	\$13,090	\$11,300	\$16,262

PROJECT: E. Education Benefits

FY 2024 Estimate	\$0
FY 2023 Estimate	\$1
FY 2022 Actual	\$0

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual	FY23 Estimate	FY24 Estimate
Amortization Payment	\$0	\$1	\$0
Post-Vietnam Era Voluntary and Involuntary Separatees	\$0	\$0	\$0
Education Benefits	\$0	\$1	\$0

Note: No requirement to pay Education Benefits during this submission.

PROJECT: F. Adoption Reimbursement Program

FY 2024 Estimate	\$80
FY 2023 Estimate	\$70
FY 2022 Actual	\$84

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Adoption Expenses	42	\$2,000.00	\$84	35	\$2,000.00	\$70	40	\$2,000.00	\$80

PROJECT: G. Mass Transportation Subsidies

FY 2024 Estimate	\$558
FY 2023 Estimate	\$558
FY 2022 Actual	\$340

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Components must budget for the costs of this program and work with WHS to establish procedures to facilitate the required reimbursable orders to procure this service. The maximum MTBP benefit increased from \$270 to \$280 per month in calendar year 2022.

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
National Capital Region	88	\$3,330.00	\$294	150	\$3,360.00	\$504	150	\$3,360.00	\$504
Outside National Capital Region	14	\$3,330.00	\$47	16	\$3,360.00	\$54	16	\$3,360.00	\$54
TOTAL TRAVEL SUBSIDY	102		\$340	166		\$558	166		\$558

PROJECT: H. Partial Dislocation Allowance

FY 2024 Estimate	\$26
FY 2023 Estimate	\$25
FY 2022 Actual	\$25

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

As directed by the Joint Federal Travel Regulation, effect January 1, 2023, the partial DLA rate is \$878.71. Rate increases are projected in accordance with approved pay raise rates.

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Partial Dislocation Allowance	30	\$835	\$25	29	\$869	\$25	28	\$912	\$26

PROJECT: I. SGLI Traumatic Injury Payments

FY 2024 Estimate	\$308
FY 2023 Estimate	\$630
FY 2022 Actual	\$796

PART I - PURPOSE AND SCOPE

The Casualty and Disability Benefit funds support the Service Members' Group Life Insurance (SGLI) program, Traumatic Service Members' Group Life Insurance (T-SGLI) and Death Gratuity payments. SGLI is a low cost group life insurance for service members on active duty. These payments are required to the Department of Veterans Affairs (VA), under Section 1969(b) of title 38, United States Code, when actual mortality rates exceed peacetime mortality rates.

The T-SGLI program provides automatic traumatic injury coverage to all service members covered under the Service Members' Group Life Insurance (SGLI) program. Every member who has SGLI also has T-SGLI, effective December 1, 2005 under Section 1032 of the FY 2005 DoD Emergency Supplemental Appropriations for the Global War on terror and Tsunami Relief (P.L. 109-13).

Marine Corps is responsible for the payment of its T-SGLI retroactive claims. The Marines have provided advance funding to the VA. When the fund balance is close to depletion, the VA requests additional funding. The VA is still receiving a few T-SGLI Retroactive claims and recommends for the Marine Corps to budget for potential retroactive claims.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Section 437 of title 37, United States Code, directs the Department to pay the full premium for coverage under Service members' Group Life Insurance program during service in an area that has been designated a combat zone or is in direct support of an area that has been designated a combat zone. The amount the Department pays for each member decreased from \$29 to \$25 per month due to an SGLI premium decrease from \$28 to \$24 effective July 1, 2019. The TSGLI premium remains at \$1 per month.

FY 2022 includes \$0.011 million in OOC Actuals; FY 2023 includes \$1.003 million in OOC Enacted, and FY 2024 includes \$0.308 million for the OOC Budget Estimate.

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Traumatic Svc Members Grp Life Ins Payment	2,654	300.00	\$796	2,100	300.00	\$630	1,025	300.00	\$308

PROJECT: K. Junior Reserve Officer Training Corps (JROTC)

FY 2024 Estimate	\$4,079
FY 2023 Estimate	\$3,978
FY 2022 Actual	\$3,825

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The following estimate is provided:

(\$ in Thousands)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Replacement Clothing	40,000	\$96	\$3,825	3,978	\$100	\$3,978	39,990	\$102	\$4,079
TOTAL JROTC CLOTHING	40,000		\$3,825	3,978		\$3,978	39,990		\$4,079

SECTION 6
MILITARY PERSONNEL. MARINE CORPS
MARINE CORPS MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (END STRENGTH)

	FY22 Actual			FY23 Estimate			FY24 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
NON-REIMBURSABLE DOD PERSONNEL									
Office of the President	0	6	6	1	2	3	1	2	3
State Department (UN Truce Supervision)	0	0	0	0	0	0	0	0	0
Transportation Department (FAA)	2	0	2	1	0	1	1	0	1
Commerce Department (Merchant Marine Academy)	1	1	2	1	1	2	1	1	2
National Geospatial-Intelligence Agency (formerly DMA)	5	0	5	4	0	4	4	0	4
SUBTOTAL NON-REIMBURSABLE DOD PERSONNEL	8	7	15	7	3	10	7	3	10
REIMBURSABLE DOD PERSONNEL									
National Aeronautics and Space Admin. (NASA)	2	0	2	4	0	4	4	0	4
SUBTOTAL REIMBURSABLE DOD PERSONNEL	2	0	2	4	0	4	4	0	4
TOTAL PERSONNEL ASSIGNED OUTSIDE DOD ACTIVITIES	10	7	17	11	3	14	11	3	14
NON-REIMBURSABLE PERSONNEL IN SUPPORT OF NON-DOD FUNCTIONS									
State Department (Embassy Security Guards)	62	2,132	2,194	60	2,089	2,149	60	2,167	2,227
SUBTOTAL NON-REIMBURSABLE PERSONNEL IN SUPPORT OF NON-DOD FUNCTIONS	62	2,132	2,194	60	2,089	2,149	60	2,167	2,227
TOTAL PERSONNEL ASSIGNED OUTSIDE DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS	62	2,132	2,194	60	2,089	2,149	60	2,167	2,227
ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS (REIMBURSABLE)									
Technical Assistance Field Team (TAFT)	1	0	1	1	0	1	1	0	1
Technical Assistance Group - Saudi MCTAG	0	0	0	0	0	0	0	0	0
Presidential Guard Advisor Team - UAE	13	18	31	14	19	33	0	0	0
Naval Air Depots	13	17	30	12	23	35	12	22	34
Industrial Funds Albany/Barstow	4	9	13	2	3	5	2	3	5
SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF NON-DOD FUNCTIONS (REIMBURSABLE)	31	44	75	29	45	74	15	25	40
ASSIGNED TO WORKING CAPITAL FUND ORGANIZATIONAL ELEMENTS OF DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS (REIMBURSABLE)									
Defense Finance and Accounting Service (DFAS) Finance/Info MGMT	3	4	7	4	6	10	4	6	10
Defense Information Systems Agency (DISA)	0	2	2	1	0	1	1	0	1
Defense Logistics Agency (DLA)	4	2	6	18	5	23	18	5	23
US Transportation Command (TRANSCOM)	10	4	14	10	2	12	10	2	12
SUBTOTAL ASSIGNED TO DOD ACTIVITIES IN SUPPORT OF DOD FUNCTIONS (REIMBURSABLE)	17	12	29	33	13	46	33	13	46
TOTAL NON-REIMBURSABLE PERSONNEL	70	2,139	2,209	67	2,092	2,159	67	2,170	2,237
TOTAL REIMBURSABLE PERSONNEL	50	56	106	66	58	124	52	38	90
GRAND TOTAL	120	2,195	2,315	133	2,150	2,283	119	2,208	2,327

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

	FY22 Actual	FY23 Estimate	FY24 Estimate
SUBSISTENCE	\$5,550	\$10,733	\$10,948
FEDERAL SOURCES	\$269	\$4,023	\$4,104
U. S. Army	\$0	\$0	\$0
U. S. Navy	\$0	\$0	\$0
U. S. Coast Guard	\$0	\$0	\$0
Reserve Personnel, Marine Corps	\$269	\$4,023	\$4,104
Flight Rations	\$0	\$0	\$0
NON-FEDERAL SOURCES	\$5,281	\$6,710	\$6,844
Commissary Stores and Messes	\$0	\$0	\$0
Sale of Meals	\$5,281	\$6,710	\$6,844
Foreign Military (for info purposes only)	\$0	\$0	\$0
Foreign Military Sales (for info purposes only)	\$0	\$0	\$0
OTHER NON-STRENGTH RELATED	\$0	\$0	\$0
Surcharge	\$0	\$0	\$0
Clothing	\$0	\$0	\$0
Other Military Costs (PCS Travel)	\$0	\$0	\$0
STRENGTH RELATED	\$10,916	\$16,105	\$15,752
OFFICER SUBTOTAL	\$8,120	\$11,575	\$10,991
Basic Pay (Off)	\$5,197	\$7,340	\$7,413
Retired Pay Accrual (Off)	\$1,868	\$2,709	\$2,224
Other (Off)	\$1,055	\$1,526	\$1,354
ENLISTED SUBTOTAL	\$2,796	\$4,530	\$4,761
Basic Pay (Enl)	\$1,804	\$2,719	\$2,991
Retired Pay Accrual (Enl)	\$633	\$1,003	\$897
Other (Enl)	\$359	\$807	\$873
TOTAL PROGRAM	\$16,466	\$26,838	\$26,700

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

FY 2022 Actual

End of Month Strengths

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	3	3	2	2	2	2	1	1	1	1	2	2
O-9	17	17	17	16	17	17	17	17	18	19	18	17
O-8	28	26	31	31	30	30	33	33	32	31	30	29
O-7	38	39	35	34	33	33	31	33	35	36	36	36
O-6	650	647	648	645	649	650	649	648	644	648	651	655
O-5	1,959	1,959	1,959	1,957	1,951	1,949	1,961	1,967	1,948	1,947	1,949	1,950
O-4	3,976	3,990	4,009	3,979	3,978	3,993	4,024	4,023	4,021	4,016	4,016	4,011
O-3	4,824	4,860	4,928	5,012	5,090	5,154	5,176	5,171	5,047	4,970	4,895	4,816
O-2	3,516	3,582	3,483	3,378	3,239	3,286	3,215	3,699	3,650	3,609	3,541	3,466
O-1	2,756	2,771	2,744	2,723	2,741	2,794	2,772	2,490	2,498	2,471	2,500	2,520
O3E	1,071	1,041	1,022	1,026	1,026	1,027	1,043	1,061	1,049	1,036	1,027	1,010
O2E	382	412	444	427	414	408	399	421	405	398	401	395
O1E	355	342	339	352	349	359	359	344	355	355	362	366
W-5	108	105	103	111	111	111	109	109	110	110	111	110
W-4	303	301	298	312	312	308	305	303	300	291	303	301
W-3	586	583	577	593	585	586	557	551	547	537	667	652
W-2	942	942	942	891	904	897	890	886	881	878	961	950
W-1	277	277	276	276	459	457	456	455	455	455	204	204
Officer	21,792	21,898	21,858	21,766	21,891	22,062	21,998	22,213	21,997	21,809	21,675	21,491
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,589	1,596	1,599	1,581	1,580	1,584	1,579	1,589	1,583	1,582	1,594	1,597
E-8	3,972	3,888	3,821	3,955	3,966	4,042	3,987	3,983	3,973	3,964	3,947	3,946
E-7	8,687	8,723	8,719	8,673	8,607	8,429	8,377	8,284	8,213	8,286	8,346	8,361
E-6	13,738	13,924	14,200	14,398	14,553	14,732	14,698	14,583	14,537	14,212	13,783	13,361
E-5	22,682	22,366	22,177	22,178	21,933	21,591	21,723	21,746	21,675	21,882	21,936	22,314
E-4	31,449	33,198	33,432	33,663	33,510	34,135	34,123	33,905	33,881	33,319	32,738	32,654
E-3	46,294	44,355	44,261	43,700	43,296	43,549	43,605	44,114	43,665	43,510	43,552	42,271
E-2	18,707	18,478	19,036	18,552	19,429	18,443	18,208	17,679	17,239	18,217	17,233	17,434
E-1	10,512	10,507	9,426	9,860	8,858	7,691	6,710	6,553	7,720	8,258	9,735	11,147
Enlisted	157,631	157,036	156,672	156,561	155,733	154,197	153,011	152,437	152,487	153,231	152,865	153,086
TOTAL	179,423	178,934	178,530	178,327	177,624	176,259	175,009	174,650	174,484	175,040	174,540	174,577

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

FY 2023 Estimate

End of Month Strengths*

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	2	2	2	2	2	2	2	2	2	2	2	2
O-9	17	17	18	17	18	18	18	18	19	19	19	19
O-8	27	27	31	31	31	31	31	31	30	30	30	29
O-7	35	35	31	32	32	32	32	33	35	35	36	35
O-6	645	647	641	645	645	649	654	659	658	662	666	661
O-5	1,941	1,941	1,954	1,957	1,954	1,950	1,941	1,943	1,946	1,947	1,948	1,948
O-4	3,967	3,958	3,891	3,863	3,860	3,888	3,914	3,943	3,936	3,931	3,989	3,985
O-3	4,784	4,810	4,880	4,946	5,010	5,042	5,077	5,060	5,016	4,955	4,959	4,971
O-2	3,402	3,530	3,459	3,375	3,261	3,287	3,194	3,661	3,610	3,559	3,583	3,459
O-1	2,782	2,682	2,683	2,660	2,652	2,778	2,765	2,450	2,456	2,423	2,404	2,433
O3E	986	957	985	980	978	976	972	962	940	921	842	821
O2E	392	420	445	436	423	418	409	432	424	415	426	412
O1E	378	381	367	358	360	340	339	420	426	425	399	400
W-5	110	109	109	110	111	111	111	111	111	111	111	110
W-4	294	292	289	297	294	289	282	280	277	273	351	344
W-3	631	627	594	609	613	613	609	594	586	576	734	738
W-2	943	939	930	888	888	882	880	875	865	859	825	798
W-1	204	203	203	203	473	473	473	473	473	472	247	246
Officer	21,541	21,578	21,513	21,410	21,606	21,780	21,704	21,948	21,811	21,616	21,572	21,412
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,589	1,585	1,584	1,583	1,583	1,571	1,568	1,570	1,571	1,545	1,518	1,507
E-8	3,983	3,943	3,899	3,996	3,997	3,974	4,010	4,009	4,017	3,999	3,913	3,961
E-7	8,342	8,452	8,612	8,616	8,557	8,482	8,328	8,235	8,151	8,151	8,085	8,112
E-6	13,443	13,516	13,597	13,697	13,751	14,232	14,167	14,100	13,975	13,644	13,443	13,074
E-5	22,329	22,239	22,122	21,719	21,640	21,298	21,141	21,023	21,200	21,260	20,852	21,349
E-4	32,986	32,278	32,781	33,525	33,397	34,206	34,258	34,070	33,729	32,673	31,999	31,383
E-3	41,934	42,427	41,772	42,119	42,080	42,637	42,857	43,557	43,246	43,099	43,430	43,827
E-2	16,060	15,345	16,019	17,055	18,033	16,543	16,025	15,729	17,074	18,325	18,054	18,351
E-1	11,215	10,624	9,633	6,838	4,965	3,947	4,291	5,131	5,118	5,792	6,995	9,170
Enlisted	151,882	150,410	150,020	149,149	148,004	146,891	146,646	147,425	148,082	148,489	148,290	150,735
TOTAL	173,423	171,988	171,533	170,559	169,610	168,671	168,350	169,373	169,893	170,105	169,862	172,147

*Actuals through December

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

FY 2024 Estimate

End of Month Strengths

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
CMC	1	1	1	1	1	1	1	1	1	1	1	1
O-10	2	2	2	2	2	2	2	2	2	2	2	2
O-9	17	17	16	16	16	16	16	16	16	17	18	17
O-8	27	27	28	28	27	28	28	31	31	32	31	29
O-7	37	38	39	39	40	39	39	37	37	35	36	37
O-6	667	667	667	668	670	672	673	674	673	674	677	674
O-5	1,960	1,959	1,957	1,957	1,957	1,958	1,956	1,956	1,956	1,957	1,956	1,949
O-4	3,979	3,957	3,945	3,923	3,922	3,956	3,978	4,008	4,000	3,995	3,991	3,974
O-3	4,941	5,006	5,087	5,142	5,193	5,195	5,209	5,171	5,115	5,026	4,968	4,965
O-2	3,376	3,364	3,286	3,213	3,127	3,163	3,091	3,500	3,450	3,413	3,451	3,337
O-1	2,573	2,646	2,609	2,606	2,605	2,691	2,683	2,444	2,554	2,538	2,562	2,633
O3E	821	832	854	876	895	916	926	947	958	970	979	994
O2E	392	391	394	398	392	383	381	383	374	366	361	351
O1E	403	415	421	403	379	389	366	380	366	341	347	329
W-5	109	108	108	110	111	111	111	111	111	110	112	110
W-4	340	337	339	349	353	352	351	349	346	343	343	339
W-3	731	726	728	742	748	740	737	723	714	704	723	726
W-2	795	793	772	731	727	719	715	710	700	694	867	839
W-1	246	246	246	246	473	473	473	473	473	472	255	254
Officer	21,417	21,532	21,499	21,450	21,638	21,804	21,736	21,916	21,877	21,690	21,680	21,560
SMMC	1	1	1	1	1	1	1	1	1	1	1	1
E-9	1,573	1,589	1,594	1,596	1,596	1,594	1,595	1,589	1,586	1,585	1,585	1,589
E-8	4,003	3,930	3,879	4,008	4,008	4,092	4,055	4,057	4,046	4,048	3,973	3,937
E-7	8,268	8,318	8,354	8,324	8,286	8,223	8,285	8,299	8,326	8,381	8,486	8,567
E-6	13,193	13,402	13,542	13,729	13,783	13,977	13,957	13,901	13,837	13,526	13,269	13,040
E-5	21,439	21,406	21,327	21,375	21,172	21,142	21,457	21,832	21,967	22,033	21,816	21,670
E-4	31,478	32,178	32,590	32,747	33,179	33,364	33,736	33,878	33,078	32,078	31,578	30,478
E-3	43,974	44,311	44,624	44,728	45,531	46,101	46,366	46,248	45,210	45,535	44,604	44,070
E-2	18,557	19,093	18,859	18,960	18,969	18,660	18,761	17,965	19,074	19,338	19,388	19,561
E-1	7,774	6,668	6,115	5,595	4,117	3,161	2,065	2,248	3,552	3,784	5,912	7,827
Enlisted	150,260	150,896	150,885	151,063	150,642	150,315	150,278	150,018	150,677	150,309	150,612	150,740
TOTAL	171,677	172,428	172,384	172,513	172,280	172,119	172,014	171,934	172,554	171,999	172,292	172,300