

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



JUSTIFICATION OF ESTIMATES  
MARCH 2023

Reserve Personnel, Marine Corps

The estimated cost of this report for the Department of the Navy (DON) is \$10,600.

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 Defense Appropriations Act, 2024

---

### **Reserve Personnel, Marine Corps**

For pay, allowances, clothing, subsistence, gratuities, travel, and related expenses for personnel of the Navy Reserve on active duty under section 10211 of title 10, United States Code, or while serving on active duty under section 12301(d) of title 10, United States Code, in connection with performing duty specified in section 12310(a) of title 10, United States Code, or while undergoing reserve training, or while performing drills or equivalent duty, and expenses authorized by section 16131 of title 10, United States Code; and for payments to the Department of Defense Military Retirement Fund, \$903,928,000.

**INTENTIONALLY  
BLANK**

## Table of Contents

Section 1 - Summary of Requirements	
Summary of Requirements by Budget Program	4
Total Reserve Pay and Benefits Funded from Military Personnel Accounts	5
Section 2 - Introduction and Performance Measures	
Introduction	7
Rate Assumptions	8
Performance Measures	9
Section 3 - Summary Tables	
Summary of Personnel in Paid Status	11
Reserve Component Personnel on Tours of Full-Time Active Duty	12
Personnel Strength Plans (by month)	13
Schedule of Gains and Losses to Selected Reserve Strength	16
Summary of Entitlements by Activity and Sub-Activity	18
Analysis of Appropriation Changes and Supplemental Requirements	21
Summary of Basic Pay and Retired Pay Accrual (RPA) Costs	24
Summary of Basic Allowance for Housing (BAH) Costs	25
Summary of Travel Costs	26
Summary of Basic Allowance for Subsistence / Subsistence-in-Kind (BAS/SIK)	27
Schedule of Increases and Decreases	28
Section 4 - Detail of Military Personnel Entitlements	
Pay Group A Training	30
Pay Group B Training	37
Pay Group F Training	43
Mobilization Training	49
School Training	52
Special Training	56
Administration and Support	61
Thrift Savings Plan (TSP) Matching	81
Education Benefits	83
Platoon Leaders Class (PLC)	86
Section 5 - Special Analyses	
Full Time Support (FTS) Personnel Detail	91

**INTENTIONALLY  
BLANK**

## **Section 1**

# **Summary of Requirements by Budget Program**

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

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

<u>Reserve Component Training and Support</u>	FY2022 (Actual)	FY2023 (Enacted)	FY2024 (Requested)
<b>DIRECT PROGRAM</b>			
Reserve Component Training and Support	\$807,206	\$826,712	\$903,928
<b>Total Direct Program<sup>1/</sup></b>	<b>\$807,206</b>	<b>\$826,712</b>	<b>\$903,928</b>
<b>REIMBURSABLE PROGRAM</b>			
Reserve Component Training and Support	\$9,510	\$16,478	\$12,207
<b>Total Reimbursable Program</b>	<b>\$9,510</b>	<b>\$16,478</b>	<b>\$12,207</b>
<b>TOTAL BASELINE PROGRAM</b>			
Reserve Component Training and Support	\$816,716	\$843,190	\$916,135
<b>Total Baseline Program</b>	<b>\$816,716</b>	<b>\$843,190</b>	<b>\$916,135</b>
Medicare-Eligible Retiree Health Fund Contribution, Marine Corps	\$85,714	\$82,870	\$94,316
<b>Total Reserve Personnel Program Cost</b>	<b>\$902,430</b>	<b>\$926,060</b>	<b>\$1,010,451</b>
<b>Memo Entry: Overseas Operations Costs (OOC)</b>			
Reserve Component Training and Support	\$65	\$53	\$284
<b>TOTAL Overseas Operations Costs</b>	<b>\$65</b>	<b>\$53</b>	<b>\$284</b>

<sup>1/</sup> Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$284 thousands.



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

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

	FY2022 <u>Actual</u>	FY2023 <u>Enacted</u>	FY2024 <u>Requested</u>
<b><u>RESERVE PERSONNEL, MARINE CORPS (RPMC)</u></b>			
DIRECT PROGRAM <sup>1</sup>	\$807,206	\$826,712	\$903,928
REIMBURSABLE PROGRAM	\$9,510	\$16,478	\$12,207
<b>TOTAL RESERVE PERSONNEL, MARINE CORPS (RPMC)</b>	<b>\$816,716</b>	<b>\$843,190</b>	<b>\$916,135</b>
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION (MERHCF)	\$85,714	\$82,870	\$94,316
<b>TOTAL RESERVE PERSONNEL, MARINE CORPS PROGRAM COST</b>	<b>\$902,430</b>	<b>\$926,060</b>	<b>\$1,010,451</b>
<b><u>Memo Entry: Overseas Operations Costs</u></b>	<b>\$65</b>	<b>\$53</b>	<b>\$284</b>
<b><u>MILITARY PERSONNEL, MARINE CORPS (MPMC)</u></b>			
MOBILIZATION PAY AND ALLOWANCES (MPMC)	\$4,081	\$8,834	\$6,679
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES (MPMC)	\$85,675	\$56,618	\$61,160
12304B MOBILIZATION (MPMC)	\$34,230	\$34,133	\$43,462
<b>TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, MARINE CORPS</b>	<b>\$123,986</b>	<b>\$99,585</b>	<b>\$111,301</b>
<b>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</b>	<b>\$1,026,416</b>	<b>\$1,025,645</b>	<b>\$1,121,752</b>

<sup>1/</sup> Fiscal Year (FY) 2024 Overseas Operations Costs (OOC) funding accounted for in the Direct budget total \$284 thousands.

## **Section 2**

# **Introduction and Performance Measures**

## Introduction

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

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

Total force manpower requirements are continually being reviewed so that the force structure is consistent with the threat while supporting the national military strategy. The FY 2024 budget of \$903.928 million will support a Selected Reserve end strength requirement of 33,600.

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

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

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

The Marine Corps is focused on reducing unexpended/unobligated balances in the military personnel appropriations. As part of the FY 2024 Budget Review, the Marine Corps continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Marine Corps has actively pursued higher quality obligations via continuous process improvement. Specific focus areas include housing allowance estimates and Selected Reserve participation rate adjustments.

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 (ISIS) 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 \$65 thousands in OOC Actuals. FY 2023 includes \$53 thousands in OOC Enacted. FY 2024 includes \$284 thousands for the OOC Budget Estimate.

**Summary of Economic Assumptions**

**FISCAL YEAR 2022**

- a. The executed direct amount of \$807.206 million supports an end strength of 32,599 with an average strength at 33,818.
- b. The pay raise effective 1 January 2022 was 2.7 percent.
- c. The full-time retired pay accrual percentage was 35.1 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage was 25.7 percent for all other Reserve Personnel, Marine Corps programs.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2022 average inflation rate was 5.1 percent.
- e. The 1 January 2022 BAS inflation rate increase was 5.3 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2022 was 6.7 percent.

**FISCAL YEAR 2023**

- a. The revised direct amount of \$872.081 million supports an end strength of 33,070 with an average strength at 32,661.
- b. The pay raise effective 1 January 2023 is 4.6 percent.
- c. The full-time retired pay accrual percentage is 36.9 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 24.5 percent for all other Reserve Personnel, Marine Corps programs.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2023 average inflation rate is 12.9 percent.
- e. The 1 January 2023 BAS inflation rate increase is 11.2 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2023 is 4.5 percent.

**FISCAL YEAR 2024**

- a. The requested direct amount of \$903.928 million supports an end strength of 33,600 with an average strength at 33,384.
- b. The pay raise effective 1 January 2024 is assumed to be 5.2 percent.
- c. The full-time retired pay accrual percentage is 30.0 percent of the basic pay for FTS Marines and the part-time retired pay accrual percentage is 23.1 percent for all other Reserve Personnel, Marine Corps programs.
- d. The Basic Allowance for Housing (BAH) Fiscal Year 2024 average inflation rate is 7.4 percent.
- e. The 1 January 2024 BAS inflation rate increase is 3.4 percent.
- f. The economic rate increase assumption for non-pay inflation in Fiscal Year 2024 is 2.4 percent.

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

Activity: Reserve Personnel, Marine Corps

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

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

**PERFORMANCE MEASURES:**

	FY2022 (Actual)	FY2023 (Planned)	FY2024 (Planned)
<b>Average Strength</b>	33,818	32,661	33,384

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

<b>End Strength</b>	32,599	33,070	33,600
---------------------	--------	--------	--------

End Strength is the a measure of the total number of personnel in a given category on 30 September of a given fiscal year. This measure allows the Marine Corps to have an accurate accounting for the number of personnel at the end of the fiscal year.

<b>Authorized End Strength</b>	36,800	33,000
--------------------------------	--------	--------

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

## **Section 3**

### **Summary Tables**

Exhibit PB-30G Summary of Personnel (Reserves)

**Reserve Personnel, Marine Corps  
Summary of Personnel**

	<u>No. of Drills</u>	<u>Avg No. A/D Days Training</u>	FY2022 (Actual)			FY2023 (Estimate)			FY2024 (Estimate)		
			<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<b><u>Paid Drill/Individual Training</u></b>											
Pay Group A - Officers	48	15	2,295	2,283	2,345	2,345	2,254	2,211	2,211	2,104	2,117
Pay Group A - Enlisted	48	15	24,946	23,885	22,823	22,823	22,897	22,359	22,359	23,206	23,056
Subtotal Pay Group A			27,241	26,168	25,168	25,168	25,151	24,570	24,570	25,310	25,173
Pay Group B - Officers	48	13	1,633	1,605	1,585	1,585	1,583	1,523	1,523	1,703	1,905
Pay Group B - Enlisted	48	13	803	753	704	704	679	659	659	1,059	1,127
Subtotal Pay Group B			2,436	2,358	2,289	2,289	2,262	2,182	2,182	2,762	3,032
Pay Group F - Officers			121	117	87	87	126	128	128	124	145
Pay Group F - Enlisted			3,053	2,800	2,678	2,678	2,750	3,802	3,802	2,829	2,895
Subtotal Pay Group F			3,174	2,917	2,765	2,765	2,876	3,930	3,930	2,953	3,040
Subtotal Paid Drill/Ind Tng			32,851	31,442	30,222	30,222	30,289	30,682	30,682	31,025	31,245
<b><u>Full-time Active Duty</u></b>											
Full-time Active Duty - Officer			372	363	366	366	365	370	370	362	364
Full-time Active Duty - Enlisted			2,017	2,012	2,011	2,011	2,006	2,018	2,018	1,997	1,991
Subtotal Full-Time			2,389	2,375	2,377	2,377	2,371	2,388	2,388	2,359	2,355
<b><u>Total Selected Reserve</u></b>											
TOTAL Selected Reserve - Officer			4,421	4,367	4,383	4,383	4,328	4,232	4,232	4,293	4,531
TOTAL Selected Reserve - Enlisted			30,819	29,450	28,216	28,216	28,333	28,838	28,838	29,092	29,069
TOTAL Selected Reserve			35,240	33,818	32,599	32,599	32,661	33,070	33,070	33,384	33,600
<b><u>Individual Ready Reserve (IRR)</u></b>											
Individual Ready Reserve (IRR) - Officers			2,888	3,040	3,269	3,269	3,004	2,982	2,982	3,101	3,169
Individual Ready Reserve (IRR) - Enlisted			59,293	60,619	61,233	61,233	62,096	61,646	61,646	61,000	60,612
Total IRR			62,181	63,659	64,502	64,502	65,100	64,628	64,628	64,101	63,781
<b>GRAND TOTAL</b>			97,421	97,477	97,101	97,101	97,761	97,698	97,698	97,485	97,381

\* Totals and Subtotals might not add due to rounding

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

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

	<u>FY2022 (Actual)</u>		<u>FY2023 (Estimate)</u>		<u>FY2024 (Estimate)</u>	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Commissioned Officers						
O-6 Colonel	30	34	33	34	33	34
O-5 Lieutenant Colonel	90	86	81	82	80	81
O-4 Major	154	153	161	164	156	156
O-3 Captain	25	27	28	29	28	28
O-2 First Lieutenant	1	1	0	0	0	0
O-1 Second Lieutenant	0	0	0	0	0	0
O-3E Captain	11	12	12	12	12	12
O-2E First Lieutenant	1	1	0	0	1	1
O-1E Second Lieutenant	0	0	0	0	0	0
Total Commissioned Officers	312	314	315	321	310	312
Warrant Officers						
W-5 Chief Warrant Officer	4	5	3	3	5	5
W-4 Chief Warrant Officer	9	9	9	9	9	9
W-3 Chief Warrant Officer	14	13	12	12	13	13
W-2 Chief Warrant Officer	16	20	21	20	20	20
W-1 Chief Warrant Officer	8	5	5	5	5	5
Total Warrant Officers	51	52	50	49	52	52
<b>Total Officers</b>	<b>363</b>	<b>366</b>	<b>365</b>	<b>370</b>	<b>362</b>	<b>364</b>
Enlisted Personnel						
E-9 Sergeant Major/Master Gunnery Sergeant	24	24	23	23	23	23
E-8 Master Sergeant/First Sergeant	100	105	105	106	104	103
E-7 Gunnery Sergeant	296	310	297	298	300	299
E-6 Staff Sergeant	435	424	441	446	428	426
E-5 Sergeant	717	716	689	689	710	710
E-4 Corporal	405	393	412	417	396	394
E-3 Lance Corporal	33	36	36	36	33	33
E-2 Private First Class	1	2	2	2	2	2
E-1 Private	1	1	1	1	1	1
<b>Total Enlisted Personnel</b>	<b>2,012</b>	<b>2,011</b>	<b>2,006</b>	<b>2,018</b>	<b>1,997</b>	<b>1,991</b>
<b>Total Personnel on Active Duty</b>	<b>2,375</b>	<b>2,377</b>	<b>2,371</b>	<b>2,388</b>	<b>2,359</b>	<b>2,355</b>

\* Totals and Subtotals might not add due to rounding



Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps  
FY2022 Strength (Actual)

	<u>Pay Group A (SMCR)<sup>1/</sup></u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,295	24,946	27,241	1,633	803	2,436	121	3,053	3,174	32,851	372	2,017	2,389	35,240
October	2,301	24,824	27,125	1,637	811	2,448	113	3,122	3,235	32,808	366	2,007	2,373	35,181
November	2,269	24,706	26,975	1,625	779	2,404	139	3,033	3,172	32,551	363	2,002	2,365	34,916
December	2,236	24,567	26,803	1,599	761	2,360	133	2,739	2,872	32,035	362	2,013	2,375	34,410
January	2,241	24,340	26,581	1,593	738	2,331	124	2,953	3,077	31,989	356	2,019	2,375	34,364
February	2,253	24,053	26,306	1,611	746	2,357	122	2,886	3,008	31,671	362	2,019	2,381	34,052
March	2,258	23,912	26,170	1,616	755	2,371	146	2,543	2,689	31,230	360	2,017	2,377	33,607
April	2,262	23,659	25,921	1,615	748	2,363	125	2,355	2,480	30,764	361	2,021	2,382	33,146
May	2,269	23,494	25,763	1,596	753	2,349	110	2,296	2,406	30,518	362	2,018	2,380	32,898
June	2,313	23,197	25,510	1,588	740	2,328	101	2,776	2,877	30,715	363	2,013	2,376	33,091
July	2,334	23,038	25,372	1,583	738	2,321	92	3,017	3,109	30,802	369	2,003	2,372	33,174
August	2,336	22,948	25,284	1,582	717	2,299	95	3,011	3,106	30,689	364	2,000	2,364	33,053
September	2,345	22,823	25,168	1,585	704	2,289	87	2,678	2,765	30,222	366	2,011	2,377	32,599
Average	2,283	23,885	26,168	1,605	753	2,358	117	2,800	2,917	31,442	363	2,012	2,375	33,818

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD  
(Actual, FY 2022)

AC FUNDED  
7

RC FUNDED  
0

TOTAL  
30

Primary Missions Being Performed  
1. Management Support

<sup>1/</sup> FY 2022 strength decrease is a result of COVID-19 Vaccine Mandate.  
\* Totals and Subtotals of averages may not appear correct due to rounding.

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps  
FY2023 Strength (Estimate)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,345	22,823	25,168	1,585	704	2,289	87	2,678	2,765	30,222	366	2,011	2,377	32,599
October	2,334	22,779	25,113	1,612	704	2,316	80	2,777	2,857	30,286	366	2,004	2,370	32,656
November	2,324	22,643	24,967	1,625	695	2,320	102	2,729	2,831	30,118	366	1,996	2,362	32,480
December	2,326	22,771	25,097	1,608	693	2,301	94	2,544	2,638	30,036	363	1,994	2,357	32,393
January	2,249	22,832	25,081	1,609	687	2,296	137	2,519	2,656	30,033	359	2,004	2,363	32,396
February	2,246	23,059	25,305	1,601	684	2,285	133	2,320	2,453	30,043	360	2,008	2,368	32,411
March	2,220	23,014	25,234	1,592	681	2,273	159	2,161	2,320	29,827	363	2,009	2,372	32,199
April	2,207	23,238	25,445	1,580	673	2,253	155	2,036	2,191	29,889	366	2,005	2,371	32,260
May	2,199	23,172	25,371	1,568	667	2,235	148	2,254	2,402	30,008	367	2,008	2,375	32,383
June	2,209	23,050	25,259	1,559	663	2,222	140	2,956	3,096	30,577	366	2,013	2,379	32,956
July	2,229	22,758	24,987	1,550	659	2,209	125	3,592	3,717	30,913	369	2,009	2,378	33,291
August	2,228	22,853	25,081	1,540	664	2,204	129	3,875	4,004	31,289	369	2,011	2,380	33,669
September	2,211	22,359	24,570	1,523	659	2,182	128	3,802	3,930	30,682	370	2,018	2,388	33,070
Average	2,254	22,897	25,151	1,583	679	2,262	126	2,750	2,876	30,289	365	2,006	2,371	32,661

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1.825 DAY THRESHOLD  
(Enacted, FY 2023)

<u>AC FUNDED</u>	<u>RC FUNDED</u>	<u>TOTAL</u>	<u>Primary Missions Being Performed</u>
15	0	30	1. Management Support

\* Totals and Subtotals of averages may not appear correct due to rounding.

Exhibit PB-30I Strength by Month (Reserves)

Reserve Personnel, Marine Corps  
FY2024 Strength (Estimate)

	<u>Pay Group A (SMCR)</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F (Accession)</u>			<u>Total Drill</u>	<u>Full-Time Support</u>			<u>Selected Reserve</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Subtotal</u>
Prior September	2,211	22,359	24,570	1,523	659	2,182	128	3,802	3,930	30,682	370	2,018	2,388	33,070
October	2,106	22,542	24,648	1,560	862	2,422	99	3,519	3,618	30,688	367	2,012	2,379	33,067
November	2,111	22,606	24,717	1,597	991	2,588	91	3,201	3,292	30,597	362	2,009	2,371	32,968
December	2,118	22,845	24,963	1,620	1,060	2,680	85	2,902	2,987	30,630	358	2,005	2,363	32,993
January	2,111	23,063	25,174	1,641	1,115	2,756	101	2,619	2,720	30,650	352	2,001	2,353	33,003
February	2,101	23,278	25,379	1,671	1,114	2,785	121	2,320	2,441	30,605	358	1,994	2,352	32,957
March	2,080	23,304	25,384	1,699	1,111	2,810	139	2,161	2,300	30,494	356	1,992	2,348	32,842
April	2,079	23,462	25,541	1,719	1,109	2,828	155	2,355	2,510	30,879	358	1,981	2,339	33,218
May	2,081	23,977	26,058	1,747	1,106	2,853	148	2,258	2,406	31,317	363	1,978	2,341	33,658
June	2,081	23,867	25,948	1,779	1,116	2,895	140	2,774	2,914	31,757	364	2,001	2,365	34,122
July	2,092	23,597	25,689	1,831	1,113	2,944	128	3,230	3,358	31,990	366	1,996	2,362	34,352
August	2,118	23,229	25,347	1,861	1,116	2,977	143	3,262	3,405	31,729	371	1,994	2,365	34,094
September	2,117	23,056	25,173	1,905	1,127	3,032	145	2,895	3,040	31,245	364	1,991	2,355	33,600
Average	2,104	23,206	25,310	1,703	1,059	2,762	124	2,829	2,953	31,025	362	1,997	2,359	33,384

RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1.825 DAY THRESHOLD  
(Estimate, FY 2024)

AC FUNDED  
15

RC FUNDED  
0

TOTAL  
30

Primary Missions Being Performed  
1. Management Support

\* Totals and Subtotals of averages may not appear correct due to rounding.

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

**Officers**

	FY2022 (Actual)	FY2023 (Estimate)	FY2024 (Estimate)
<b>Beginning Strength</b>	<b>4,421</b>	<b>4,383</b>	<b>4,232</b>
<u><b>Gains</b></u>			
Non-prior Service Personnel:			
Male	82	82	100
Female	9	9	10
Prior Service Personnel:			
Active Duty	148	150	148
Other Component	7	8	7
Individual Ready Reserve	537	540	538
Enlisted to Officer	29	30	29
Civilian Life	32	33	32
All Other	29	30	29
<b>Total Gains</b>	<b>873</b>	<b>882</b>	<b>893</b>
<u><b>Losses</b></u>			
Active Component	7	9	5
Other Component	15	23	8
Individual Ready Reserve	750	816	481
Standby Reserve other	12	18	9
Retired Reserve	105	131	78
Civilian Life	22	36	13
Other	0	0	0
<b>Total Losses</b>	<b>911</b>	<b>1,033</b>	<b>594</b>
Accounting Adjustment			
<b>End Strength</b>	<b>4,383</b>	<b>4,232</b>	<b>4,531</b>

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

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

**Enlisted**

	FY2022 (Actual)	FY2023 (Estimate)	FY2024 (Estimate)
<b>Beginning Strength</b>	<b>30,819</b>	<b>28,216</b>	<b>28,838</b>
<b><u>Gains</u></b>			
Non-prior Service Personnel:			
Male	4,463	4,851	5,287
Female	139	151	215
Prior Service Personnel:			
Civilian Life	932	964	943
Active Component	592	624	598
Other Reserve Status/Component	1,825	1,988	1,842
All Other	13	20	13
<b>Total Gains</b>	<b>7,964</b>	<b>8,598</b>	<b>8,898</b>
<b><u>Losses</u></b>			
Expiration of Reserve Service			
Active Component	0	0	0
To Officer Status	31	25	31
Retired Reserve	401	278	401
Attrition (Civilian Life/Death) <sup>1/</sup>	7,353	5,412	5,845
Other Reserve Status/Component	2,701	2,209	2,321
All Other	81	52	69
<b>Total Losses</b>	<b>10,567</b>	<b>7,976</b>	<b>8,667</b>
<b>End Strength</b>	<b>28,216</b>	<b>28,838</b>	<b>29,069</b>

<sup>1/</sup> FY22 Strength decrease is a result of COVID-19 Vaccine Mandate.

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>FY22</u>	<u>FY22</u>	<u>FY22</u>	<u>FY23</u>	<u>FY23</u>	<u>FY23</u>	<u>FY24</u>	<u>FY24</u>	<u>FY24</u>
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
<b><u>RESERVE COMPONENT TRAINING AND SUPPORT</u></b>									
PAY GROUP A									
Annual Training - A	\$9,783	\$38,617	\$48,401	\$9,912	\$39,526	\$49,438	\$9,802	\$43,125	\$52,928
Inactive Duty Training - A	\$34,426	\$109,925	\$144,350	\$35,905	\$110,535	\$146,439	\$35,894	\$118,584	\$154,478
Unit Training Assemblies - A	\$29,693	\$106,544	\$136,237	\$30,395	\$106,182	\$136,577	\$30,165	\$114,054	\$144,219
Flight Training - A	\$2,617	\$42	\$2,659	\$3,284	\$57	\$3,341	\$3,415	\$59	\$3,474
Military Funeral Honors - A	\$38	\$385	\$424	\$18	\$486	\$505	\$19	\$506	\$525
Training Preparation - A	\$2,077	\$2,953	\$5,031	\$2,208	\$3,809	\$6,017	\$2,295	\$3,965	\$6,260
Clothing - A	\$0	\$628	\$628	\$0	\$649	\$649	\$0	\$689	\$689
Subsistence of Enlisted Personnel - A	\$0	\$14,303	\$14,303	\$0	\$18,883	\$18,883	\$0	\$20,350	\$20,350
Travel - A	\$8,249	\$25,514	\$33,763	\$9,133	\$26,948	\$36,080	\$9,045	\$28,530	\$37,575
TOTAL DIRECT OBLIGATIONS	\$52,458	\$188,987	\$241,445	\$54,949	\$196,540	\$251,489	\$54,741	\$211,278	\$266,019
PAY GROUP B									
Annual Training B	\$7,832	\$1,853	\$9,686	\$8,242	\$1,740	\$9,982	\$9,437	\$2,842	\$12,279
Inactive Duty Training - B	\$23,330	\$4,978	\$28,307	\$24,483	\$4,730	\$29,213	\$28,186	\$7,472	\$35,658
Unit Training Assemblies - B	\$22,071	\$4,781	\$26,853	\$22,906	\$4,416	\$27,322	\$26,544	\$7,145	\$33,690
Flight Training - B	\$208	\$0	\$208	\$302	\$0	\$302	\$314	\$0	\$314
Military Funeral Honors - B	\$17	\$0	\$17	\$27	\$26	\$54	\$29	\$27	\$56
Training Preparation - B	\$1,034	\$196	\$1,230	\$1,248	\$288	\$1,535	\$1,299	\$299	\$1,598
Clothing - B	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel - B	\$4,032	\$1,025	\$5,057	\$4,249	\$970	\$5,219	\$4,784	\$1,555	\$6,339
TOTAL DIRECT OBLIGATIONS	\$35,194	\$7,856	\$43,050	\$36,975	\$7,440	\$44,415	\$42,407	\$11,869	\$54,276
PAY GROUP F									
Initial Active Duty for Training - F	\$11,195	\$101,040	\$112,235	\$13,244	\$101,532	\$114,776	\$13,629	\$105,215	\$118,844
Clothing - F	\$51	\$9,614	\$9,666	\$55	\$10,047	\$10,102	\$54	\$10,582	\$10,637
Subsistence-In-Kind - F	\$0	\$1,668	\$1,668	\$0	\$1,807	\$1,807	\$0	\$1,953	\$1,953
Travel - F	\$102	\$5,352	\$5,454	\$115	\$5,493	\$5,608	\$116	\$5,787	\$5,903
TOTAL DIRECT OBLIGATIONS	\$11,348	\$117,675	\$129,023	\$13,414	\$118,879	\$132,293	\$13,800	\$123,536	\$137,336

\* Totals and Subtotals might not add due to rounding

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
<b>MOBILIZATION TRAINING</b>									
IRR Muster/Screening	\$59	\$976	\$1,035	\$70	\$1,193	\$1,263	\$72	\$1,222	\$1,293
IRR Readiness Training	\$42	\$57	\$98	\$54	\$74	\$129	\$56	\$77	\$133
TOTAL DIRECT OBLIGATIONS	\$101	\$1,033	\$1,134	\$124	\$1,267	\$1,391	\$128	\$1,299	\$1,426
<b>SCHOOL TRAINING</b>									
Career Development Training	\$7,682	\$3,162	\$10,844	\$8,343	\$3,325	\$11,668	\$8,693	\$3,459	\$12,151
Initial Skill Acquisition Training	\$946	\$1,639	\$2,584	\$982	\$2,498	\$3,481	\$1,021	\$2,608	\$3,629
Refresher and Proficiency Training	\$2,600	\$5,486	\$8,086	\$2,767	\$5,723	\$8,489	\$2,875	\$5,944	\$8,820
Training of IRR Personnel	\$171	\$0	\$171	\$184	\$0	\$184	\$191	\$0	\$191
Individual/Unit Conversion Training	\$387	\$1,777	\$2,165	\$406	\$1,871	\$2,277	\$424	\$1,955	\$2,378
TOTAL DIRECT OBLIGATIONS	\$11,786	\$12,064	\$23,850	\$12,682	\$13,417	\$26,099	\$13,204	\$13,966	\$27,169
<b>SPECIAL TRAINING</b>									
Command/Staff Supervision & Conf.	\$1,050	\$174	\$1,224	\$1,107	\$184	\$1,291	\$1,155	\$192	\$1,347
Exercises	\$3,513	\$1,493	\$5,006	\$3,702	\$1,584	\$5,287	\$3,864	\$1,654	\$5,518
Management Support	\$2,074	\$725	\$2,799	\$2,187	\$771	\$2,958	\$2,285	\$808	\$3,093
Operational Training	\$5,701	\$17,471	\$23,173	\$6,011	\$18,550	\$24,561	\$6,277	\$19,399	\$25,676
Service Mission/Mission Support	\$2,885	\$4,578	\$7,463	\$3,042	\$4,864	\$7,906	\$3,178	\$5,090	\$8,268
Recruitment and Retention	\$162	\$952	\$1,114	\$171	\$1,013	\$1,184	\$179	\$1,062	\$1,240
Military Funeral Honors	\$58	\$6,101	\$6,159	\$61	\$6,481	\$6,542	\$63	\$6,782	\$6,845
Active Duty for Special Training (ADST)	\$11,191	\$415	\$11,606	\$11,807	\$441	\$12,248	\$12,351	\$462	\$12,813
Innovative Readiness Training (IRT)	\$243	\$332	\$575	\$256	\$352	\$609	\$0	\$0	\$0
Yellow Ribbon Reintegration Program (OOC)	\$6	\$59	\$65	\$61	\$211	\$272	\$64	\$220	\$284
TOTAL DIRECT OBLIGATIONS	\$26,883	\$32,301	\$59,184	\$28,406	\$34,451	\$62,857	\$29,416	\$35,669	\$65,086
<b>ADMINISTRATION AND SUPPORT</b>									
Full Time Pay and Allowances	\$68,269	\$186,011	\$254,280	\$72,809	\$198,992	\$271,801	\$73,110	\$202,298	\$275,409
Basic Needs Allowance	\$0	\$0	\$0	\$0	\$2	\$2	\$0	\$3	\$3
Individual Clothing Enlisted	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Basic Allowance for Subsistence	\$1,206	\$9,703	\$10,909	\$1,330	\$10,621	\$11,952	\$1,388	\$11,123	\$12,511
Travel/PCS	\$3,761	\$8,132	\$11,893	\$3,942	\$8,490	\$12,433	\$4,029	\$8,682	\$12,712
Death/Disability	\$1,332	\$4,740	\$6,072	\$1,376	\$4,963	\$6,339	\$1,450	\$5,215	\$6,665
Transportation Subsidy	\$93	\$46	\$139	\$93	\$48	\$141	\$92	\$48	\$140
Reserve Incentive Programs	\$2,245	\$6,911	\$9,156	\$4,875	\$24,907	\$29,782	\$4,875	\$17,240	\$22,115
Continuation Pay	\$112	\$353	\$465	\$178	\$370	\$548	\$185	\$328	\$513
Temporary Early Retirement Authority (TERA)	\$0	\$1,137	\$1,137	\$0	\$1,189	\$1,189	\$0	\$1,251	\$1,251
TOTAL DIRECT OBLIGATIONS	\$77,018	\$217,033	\$294,050	\$84,604	\$249,583	\$334,187	\$85,130	\$246,188	\$331,318

\* Totals and Subtotals might not add due to rounding

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>	<u>Officer</u>	<u>Enlisted</u>	<u>Subtotal</u>
EDUCATION BENEFITS									
Basic Benefit	\$0	\$2,673	\$2,673	\$0	\$5,193	\$5,193	\$0	\$5,731	\$5,731
Kicker Program	\$0	\$658	\$658	\$0	\$272	\$272	\$0	\$351	\$351
Amortization Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Benefits/Contingency Ops	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS	\$0	\$3,331	\$3,331	\$0	\$5,465	\$5,465	\$0	\$6,082	\$6,082
PLATOON LEADERS CLASS									
Subsistence Allowance (Stipend)	\$0	\$947	\$947	\$0	\$947	\$947	\$0	\$947	\$947
Summer Training Pay and Allowances	\$0	\$4,447	\$4,447	\$0	\$4,626	\$4,626	\$0	\$4,814	\$4,814
Subsistence-in-Kind	\$0	\$242	\$242	\$0	\$243	\$243	\$0	\$244	\$244
Travel - PLC	\$0	\$1,181	\$1,181	\$0	\$1,234	\$1,234	\$0	\$1,264	\$1,264
Tuition Assistance Program	\$0	\$201	\$201	\$0	\$201	\$201	\$0	\$201	\$201
TOTAL DIRECT OBLIGATIONS	\$0	\$7,017	\$7,017	\$0	\$7,251	\$7,251	\$0	\$7,469	\$7,469
TSP MATCHING									
TOTAL DIRECT OBLIGATIONS	\$1,038	\$4,084	\$5,122	\$1,086	\$5,548	\$6,634	\$1,250	\$6,497	\$7,747
<b>TOTAL DIRECT PROGRAM<sup>1/</sup></b>	\$215,825	\$591,381	\$807,206	\$232,239	\$639,842	\$872,081	\$240,076	\$663,852	\$903,928
Total Available Appropriation <sup>2/</sup>						\$827,287			
Estimated Asset / (Shortfall)						(\$44,794)			

<sup>1/</sup> Summary totals might not add due to rounding.

<sup>2/</sup> Includes IRT reprogrammings.



PB-30K Analysis of Appropriation Changes (Reserves)

**Reserve Personnel, Marine Corps  
Analysis of Appropriation Changes and Supplemental Requirements  
FY 2023  
(\$ in Thousands)**

	FY 2023 President's Budget	Congressional Action	Appropriation	Internal Realignment/ Reprogramming	Subtotal	Proposed DD 1415 Actions	FY 2023 Column of the FY 2024 President's Budget
<u>PAY GROUP A</u>							
Annual Training	\$47,508	\$760	\$48,268	\$0	\$48,268	\$1,170	\$49,438
Inactive Duty Training	\$146,068	\$0	\$146,068	\$371	\$146,439	\$0	\$146,439
Unit Training Assemblies	\$135,433	\$0	\$135,433	\$1,144	\$136,577	\$0	\$136,577
Flight Training	\$3,750	\$0	\$3,750	(\$409)	\$3,341	\$0	\$3,341
Military Funeral Honors	\$473	\$0	\$473	\$32	\$505	\$0	\$505
Training Preparation	\$6,412	\$0	\$6,412	(\$396)	\$6,017	\$0	\$6,017
Clothing	\$559	\$0	\$559	\$90	\$649	\$0	\$649
Subsistence of Enlisted Personnel	\$13,079	\$0	\$13,079	\$0	\$13,079	\$5,804	\$18,883
Travel	\$27,444	\$0	\$27,444	\$0	\$27,444	\$8,636	\$36,080
TOTAL DIRECT OBLIGATIONS	\$234,658	\$760	\$235,418	\$461	\$235,879	\$15,610	\$251,489
<u>PAY GROUP B</u>							
Annual Training	\$10,024	\$98	\$10,122	(\$140)	\$9,982	\$0	\$9,982
Inactive Duty Training	\$31,701	\$0	\$31,701	(\$2,488)	\$29,213	\$0	\$29,213
Unit Training Assemblies	\$29,812	\$0	\$29,812	(\$2,490)	\$27,322	\$0	\$27,322
Flight Training	\$309	\$0	\$309	(\$7)	\$302	\$0	\$302
Military Funeral Honors	\$54	\$0	\$54	\$0	\$54	\$0	\$54
Training Preparation	\$1,527	\$0	\$1,527	\$9	\$1,535	\$0	\$1,535
Clothing	\$2	\$0	\$2	(\$2)	\$0	\$0	\$0
Travel	\$4,696	\$0	\$4,696	\$0	\$4,696	\$523	\$5,219
TOTAL DIRECT OBLIGATIONS	\$46,424	\$98	\$46,522	(\$2,631)	\$43,891	\$523	\$44,415
<u>PAY GROUP F</u>							
Annual Training	\$131,054	(\$18,753)	\$112,301	\$2,475	\$114,776	\$0	\$114,776
Clothing	\$14,026	\$0	\$14,026	(\$3,924)	\$10,102	\$0	\$10,102
Subsistence-In-Kind - F	\$1,982	\$0	\$1,982	(\$174)	\$1,807	\$0	\$1,807
Travel	\$5,587	\$0	\$5,587	\$3	\$5,590	\$18	\$5,608
TOTAL DIRECT OBLIGATIONS	\$152,649	(\$18,753)	\$133,896	(\$1,620)	\$132,275	\$18	\$132,293

\* Totals and Subtotals might not add due to rounding

**Reserve Personnel, Marine Corps**  
**Analysis of Appropriation Changes and Supplemental Requirements**  
**FY 2023**  
**(\$ in Thousands)**

	FY 2023 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2023 Column of the FY 2024 President's <u>Budget</u>
<u>MOBILIZATION TRAINING</u>							
IRR Muster/Screening	\$1,320	\$1	\$1,321	(\$58)	\$1,263	\$0	\$1,263
IRR Readiness Training	\$142	\$0	\$142	(\$13)	\$129	\$0	\$129
TOTAL DIRECT OBLIGATIONS - Mobilization Training	\$1,461	\$1	\$1,462	(\$71)	\$1,391	\$0	\$1,391
<u>SCHOOL TRAINING</u>							
Career Development Training	\$10,156	\$266	\$10,422	\$575	\$10,997	\$671	\$11,668
Initial Skill Acquisition Training	\$2,847	\$0	\$2,847	\$0	\$2,847	\$634	\$3,481
Refresher and Proficiency Training	\$8,762	\$0	\$8,762	(\$273)	\$8,489	\$0	\$8,489
Training of IRR personnel	\$315	\$0	\$315	(\$131)	\$184	\$0	\$184
Individual/Unit Conversion Training	\$2,233	\$0	\$2,233	\$44	\$2,277	\$0	\$2,277
TOTAL DIRECT OBLIGATIONS - School Training	\$24,312	\$266	\$24,578	\$216	\$24,794	\$1,305	\$26,099
<u>SPECIAL TRAINING</u>							
Command/Staff Supervision & Conf.	\$651	\$949	\$1,600	(\$309)	\$1,291	\$0	\$1,291
Exercises	\$5,738	\$0	\$5,738	(\$451)	\$5,287	\$0	\$5,287
Management Support	\$5,698	\$0	\$5,698	(\$2,740)	\$2,958	\$0	\$2,958
Operational Training	\$27,563	\$0	\$27,563	(\$3,001)	\$24,561	\$0	\$24,561
Service Mission/Mission Support	\$4,412	\$0	\$4,412	\$3,493	\$7,906	\$0	\$7,906
Recruitment and Retention	\$1,697	\$0	\$1,697	(\$513)	\$1,184	\$0	\$1,184
Competitive Events	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Military Funeral Honors	\$6,515	\$0	\$6,515	\$27	\$6,542	\$0	\$6,542
Active Duty for Special Training (ADST)	\$12,090	\$0	\$12,090	\$158	\$12,248	\$0	\$12,248
Innovative Readiness Training (IRT)	\$0	\$0	\$0	\$575	\$575	\$34	\$609
Yellow Ribbon Reintegration Program (OOC)	\$53	\$0	\$53	\$219	\$272	\$0	\$272
TOTAL DIRECT OBLIGATIONS - Special Training	\$64,417	\$949	\$65,366	(\$2,543)	\$62,823	\$34	\$62,857

\* Totals and Subtotals might not add due to rounding

**Reserve Personnel, Marine Corps**  
**Analysis of Appropriation Changes and Supplemental Requirements**  
**FY 2023**  
(\$ in Thousands)

	FY 2023 President's <u>Budget</u>	Congressional <u>Action</u>	<u>Appropriation</u>	Internal Realignment/ <u>Reprogramming</u> <sup>1/</sup>	<u>Subtotal</u>	Proposed DD 1415 <u>Actions</u>	FY 2023 Column of the FY 2024 President's <u>Budget</u>
<b><u>ADMINISTRATION AND SUPPORT</u></b>							
Full Time Pay and Allowances	\$267,818	(\$9,240)	\$258,577	\$5,535	\$264,116	\$7,685	\$271,801
Individual Clothing Enlisted	\$7	\$0	\$7	(\$7)	\$0	\$0	\$0
Basic Allowance for Subsistence	\$11,344	\$1,175	\$12,519	(\$567)	\$11,952	\$0	\$11,952
Travel/PCS	\$10,239	\$1,500	\$11,739	\$693	\$12,433	\$0	\$12,433
Death/ Disability	\$5,068	\$0	\$5,068	\$1,271	\$6,339	\$0	\$6,339
Basic Needs Allowance	\$2	\$0	\$2	\$0	\$2	\$0	\$2
Transportation Subsidy	\$105	\$0	\$105	\$36	\$141	\$0	\$141
Reserve Incentive Programs	\$10,165	\$0	\$10,165	\$0	\$10,165	\$19,617	\$29,782
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$494	\$0	\$494	\$54	\$548	\$0	\$548
Temporary Early Retirement Authority (TERA)	\$1,482	\$0	\$1,482	(\$293)	\$1,189	\$0	\$1,189
TOTAL DIRECT OBLIGATIONS - Admin and Support	\$306,725	(\$6,565)	\$300,159	\$6,723	\$306,883	\$27,302	\$334,187
<b><u>EDUCATION BENEFITS</u></b>							
Basic Benefit	\$5,330	\$0	\$5,330	(\$137)	\$5,193	\$0	\$5,193
Kicker Program	\$444	\$0	\$444	(\$172)	\$272	\$0	\$272
Amortization Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Education Benefits/Contingency Ops	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL DIRECT OBLIGATIONS - Education Benefits	\$5,774	\$0	\$5,774	(\$309)	\$5,465	\$0	\$5,465
<b><u>PLATOON LEADERS CLASS</u></b>							
Subsistence Allowance (Stipend)	\$792	\$0	\$792	\$154	\$947	\$0	\$947
Uniforms, Issue-in-Kind	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Summer Training Pay and Allowances	\$4,734	\$14	\$4,748	(\$122)	\$4,626	\$0	\$4,626
Subsistence-in-Kind	\$239	\$0	\$239	\$4	\$243	\$0	\$243
Travel - PLC	\$909	\$0	\$909	\$325	\$1,234	\$0	\$1,234
Tuition Assistance Program	\$232	\$0	\$232	(\$32)	\$201	\$0	\$201
TOTAL DIRECT OBLIGATIONS - Platoon Leaders Class	\$6,907	\$14	\$6,921	\$330	\$7,251	\$0	\$7,251
<b><u>TSP MATCHING</u></b>							
TOTAL DIRECT OBLIGATIONS - TSP Matching	\$6,615	\$0	\$6,615	\$19	\$6,634	\$0	\$6,634
TOTAL DIRECT PROGRAM <sup>2/</sup>	\$849,942	(\$23,230)	\$826,712	\$575	\$827,287	\$44,794	\$872,081

<sup>1/</sup> Includes IRT reprogrammings.

<sup>2/</sup> Summary totals might not add due to rounding.

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

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

		<u>FY2022 (Actual)</u>		<u>FY2023 (Estimate)</u>		<u>FY2024 (Estimate)</u>	
		<u>Basic Pay</u>	<u>RPA</u>	<u>Basic Pay</u>	<u>RPA</u>	<u>Basic Pay</u>	<u>RPA</u>
Pay Group A	Officer	\$30,832	\$7,924	\$32,570	\$7,980	\$32,843	\$7,587
Pay Group A	Enlisted	\$103,628	\$26,632	\$106,205	\$26,020	\$115,376	\$26,652
Pay Group A	Subtotal	\$134,460	\$34,556	\$138,775	\$34,000	\$148,220	\$34,239
Pay Group B	Officer	\$21,644	\$5,562	\$23,675	\$5,800	\$27,485	\$6,349
Pay Group B	Enlisted	\$4,683	\$1,203	\$4,616	\$1,131	\$7,415	\$1,713
Pay Group B	Subtotal	\$26,326	\$6,766	\$28,291	\$6,931	\$34,901	\$8,062
Pay Group F	Officer	\$6,785	\$1,744	\$8,336	\$2,042	\$8,632	\$1,994
Pay Group F	Enlisted	\$69,143	\$17,770	\$69,062	\$16,920	\$71,974	\$16,626
Pay Group F	Subtotal	\$75,928	\$19,514	\$77,398	\$18,962	\$80,606	\$18,620
Mobilization Training	Officer	\$17	\$4	\$22	\$5	\$23	\$5
Mobilization Training	Enlisted	\$21	\$5	\$27	\$7	\$29	\$7
Mobilization Training	Subtotal	\$38	\$10	\$49	\$12	\$52	\$12
School Training	Officer	\$5,619	\$1,444	\$6,100	\$1,494	\$6,417	\$1,482
School Training	Enlisted	\$4,762	\$1,224	\$5,377	\$1,317	\$5,657	\$1,307
School Training	Subtotal	\$10,381	\$2,668	\$11,477	\$2,812	\$12,074	\$2,789
Special Training	Officer	\$16,360	\$4,204	\$14,802	\$3,626	\$15,436	\$3,566
Special Training	Enlisted	\$17,010	\$4,372	\$15,426	\$3,779	\$16,064	\$3,711
Special Training	Subtotal	\$33,370	\$8,576	\$30,228	\$7,406	\$31,500	\$7,277
Administration & Support	Officer	\$38,806	\$13,621	\$39,817	\$14,693	\$41,423	\$12,427
Administration & Support	Enlisted	\$94,074	\$33,020	\$96,435	\$35,585	\$100,933	\$30,280
Administration & Support	Subtotal	\$132,880	\$46,641	\$136,252	\$50,277	\$142,355	\$42,707
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$2,961	\$761	\$3,061	\$750	\$3,222	\$744
Platoon Leader Class	Subtotal	\$2,961	\$761	\$3,061	\$750	\$3,222	\$744
TOTAL DIRECT PROGRAM	Officer	\$120,063	\$34,504	\$125,322	\$35,641	\$132,260	\$33,410
TOTAL DIRECT PROGRAM	Enlisted	\$296,282	\$84,987	\$300,209	\$85,509	\$320,670	\$81,039
TOTAL DIRECT PROGRAM	Subtotal	\$416,345	\$119,491	\$425,531	\$121,150	\$452,929	\$114,450
TOTAL REIMBURSABLE PROGRAM	Officer	\$3,346	\$860	\$3,546	\$869	\$3,731	\$862
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$1,942	\$499	\$2,539	\$622	\$2,671	\$617
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$5,288	\$1,359	\$6,086	\$1,491	\$6,402	\$1,479
TOTAL PROGRAM	Officer	\$123,409	\$35,364	\$128,868	\$36,510	\$135,990	\$34,272
TOTAL PROGRAM	Enlisted	\$298,224	\$85,486	\$302,749	\$86,131	\$323,341	\$81,656
TOTAL PROGRAM	Subtotal	\$421,633	\$120,850	\$431,617	\$122,641	\$459,332	\$115,929

\* Totals and Subtotals might not add due to rounding

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

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

		<u>FY2022 (Actual)</u>	<u>FY2023 (Estimate)</u>	<u>FY2024 (Estimate)</u>
		<u>BAH</u>	<u>BAH</u>	<u>BAH</u>
Pay Group A	Officer	\$1,239	\$1,395	\$1,419
Pay Group A	Enlisted	\$6,150	\$7,045	\$7,891
Pay Group A	Subtotal	\$7,390	\$8,440	\$9,310
Pay Group B	Officer	\$928	\$1,122	\$1,321
Pay Group B	Enlisted	\$257	\$276	\$464
Pay Group B	Subtotal	\$1,185	\$1,398	\$1,785
Pay Group F	Officer	\$1,536	\$1,397	\$1,479
Pay Group F	Enlisted	\$3,452	\$3,224	\$3,578
Pay Group F	Subtotal	\$4,988	\$4,621	\$5,057
Mobilization Training	Officer	\$3	\$4	\$5
Mobilization Training	Enlisted	\$5	\$7	\$7
Mobilization Training	Subtotal	\$8	\$11	\$12
School Training	Officer	\$1,614	\$1,868	\$2,006
School Training	Enlisted	\$1,727	\$2,080	\$2,233
School Training	Subtotal	\$3,341	\$3,948	\$4,239
Special Training	Officer	\$4,896	\$5,538	\$5,896
Special Training	Enlisted	\$7,157	\$8,114	\$8,626
Special Training	Subtotal	\$12,052	\$13,651	\$14,522
Administration & Support	Officer	\$11,028	\$13,398	\$14,252
Administration & Support	Enlisted	\$45,553	\$53,449	\$57,246
Administration & Support	Subtotal	\$56,581	\$66,847	\$71,497
Platoon Leader Class	Enlisted	\$192	\$217	\$233
Platoon Leader Class	Subtotal	\$192	\$217	\$233
TOTAL DIRECT PROGRAM	Officer	\$21,244	\$24,721	\$26,377
TOTAL DIRECT PROGRAM	Enlisted	\$64,494	\$74,412	\$80,279
TOTAL DIRECT PROGRAM	Subtotal	\$85,738	\$99,134	\$106,656
TOTAL REIMBURSABLE PROGRAM	Officer	\$1,074	\$1,327	\$1,425
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$946	\$1,336	\$1,435
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$2,021	\$2,662	\$2,859
TOTAL PROGRAM	Officer	\$22,319	\$26,048	\$27,802
TOTAL PROGRAM	Enlisted	\$65,440	\$75,748	\$81,714
TOTAL PROGRAM	Subtotal	\$87,759	\$101,796	\$109,515

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

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

		<u>FY2022 (Actual)</u>	<u>FY2023 (Estimate)</u>	<u>FY2024 (Estimate)</u>
		<u>Travel</u>	<u>Travel</u>	<u>Travel</u>
Pay Group A	Officer	\$8,249	\$9,133	\$9,045
Pay Group A	Enlisted	\$25,514	\$26,948	\$28,530
Pay Group A	Subtotal	\$33,763	\$36,080	\$37,575
Pay Group B	Officer	\$4,032	\$4,249	\$4,784
Pay Group B	Enlisted	\$1,025	\$970	\$1,555
Pay Group B	Subtotal	\$5,057	\$5,219	\$6,339
Pay Group F	Officer	\$102	\$115	\$116
Pay Group F	Enlisted	\$5,352	\$5,493	\$5,787
Pay Group F	Subtotal	\$5,454	\$5,608	\$5,903
Mobilization Training	Officer	\$16	\$20	\$21
Mobilization Training	Enlisted	\$22	\$28	\$28
Mobilization Training	Subtotal	\$37	\$48	\$49
School Training	Officer	\$1,834	\$1,957	\$2,004
School Training	Enlisted	\$3,163	\$3,368	\$3,449
School Training	Subtotal	\$4,997	\$5,325	\$5,453
Special Training	Officer	\$1,898	\$1,989	\$2,009
Special Training	Enlisted	\$3,058	\$3,211	\$3,250
Special Training	Subtotal	\$4,955	\$5,199	\$5,259
Administration & Support	Officer	\$3,761	\$3,942	\$4,029
Administration & Support	Enlisted	\$8,132	\$8,490	\$8,682
Administration & Support	Subtotal	\$11,893	\$12,433	\$12,712
Platoon Leader Class	Enlisted	\$1,181	\$1,234	\$1,264
Platoon Leader Class	Subtotal	\$1,181	\$1,234	\$1,264
TOTAL DIRECT PROGRAM	Officer	\$19,891	\$21,406	\$22,009
TOTAL DIRECT PROGRAM	Enlisted	\$47,446	\$49,742	\$52,545
TOTAL DIRECT PROGRAM	Subtotal	\$67,338	\$71,148	\$74,554
TOTAL REIMBURSABLE PROGRAM	Officer	\$128	\$146	\$150
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$32	\$41	\$42
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$159	\$187	\$192
TOTAL PROGRAM	Officer	\$20,019	\$21,552	\$22,158
TOTAL PROGRAM	Enlisted	\$47,478	\$49,783	\$52,587
TOTAL PROGRAM	Subtotal	\$67,497	\$71,335	\$74,745

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

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

		<u>FY2022 (Actual)</u>		<u>FY2023 (Estimate)</u>		<u>FY2024 (Estimate)</u>	
		<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
Pay Group A	Officer	\$227	\$0	\$243	\$0	\$242	\$0
Pay Group A	Enlisted	\$3,305	\$14,303	\$3,541	\$18,883	\$3,877	\$20,350
Pay Group A	Subtotal	\$3,532	\$14,303	\$3,785	\$18,883	\$4,119	\$20,350
Pay Group B	Officer	\$144	\$0	\$168	\$0	\$194	\$0
Pay Group B	Enlisted	\$91	\$0	\$95	\$0	\$156	\$0
Pay Group B	Subtotal	\$235	\$0	\$263	\$0	\$350	\$0
Pay Group F	Officer	\$506	\$0	\$606	\$0	\$628	\$0
Pay Group F	Enlisted	\$9,067	\$1,668	\$9,597	\$1,807	\$10,537	\$1,953
Pay Group F	Subtotal	\$9,572	\$1,668	\$10,203	\$1,807	\$11,165	\$1,953
Mobilization Training	Officer	\$1	\$0	\$1	\$0	\$1	\$0
Mobilization Training	Enlisted	\$2	\$0	\$3	\$0	\$3	\$0
Mobilization Training	Subtotal	\$3	\$0	\$4	\$0	\$4	\$0
School Training	Officer	\$200	\$0	\$228	\$0	\$236	\$0
School Training	Enlisted	\$572	\$0	\$678	\$0	\$701	\$0
School Training	Subtotal	\$772	\$0	\$906	\$0	\$937	\$0
Special Training	Officer	\$573	\$0	\$639	\$0	\$655	\$0
Special Training	Enlisted	\$2,008	\$0	\$2,242	\$0	\$2,295	\$0
Special Training	Subtotal	\$2,582	\$0	\$2,881	\$0	\$2,950	\$0
Administration & Support	Officer	\$1,206	\$0	\$1,330	\$0	\$1,388	\$0
Administration & Support	Enlisted	\$9,703	\$0	\$10,621	\$0	\$11,123	\$0
Administration & Support	Subtotal	\$10,909	\$0	\$11,952	\$0	\$12,511	\$0
Platoon Leader Class	Officer	\$0	\$0	\$0	\$0	\$0	\$0
Platoon Leader Class	Enlisted	\$108	\$242	\$120	\$243	\$124	\$244
Platoon Leader Class	Subtotal	\$108	\$242	\$120	\$243	\$124	\$244
TOTAL DIRECT PROGRAM	Officer	\$2,857	\$0	\$3,216	\$0	\$3,344	\$0
TOTAL DIRECT PROGRAM	Enlisted	\$24,856	\$16,214	\$26,897	\$20,934	\$28,817	\$22,546
TOTAL DIRECT PROGRAM	Subtotal	\$27,712	\$16,214	\$30,113	\$20,934	\$32,161	\$22,546
TOTAL REIMBURSABLE PROGRAM	Officer	\$126	\$0	\$153	\$0	\$158	\$0
TOTAL REIMBURSABLE PROGRAM	Enlisted	\$266	\$0	\$369	\$0	\$382	\$0
TOTAL REIMBURSABLE PROGRAM	Subtotal	\$391	\$0	\$522	\$0	\$540	\$0
TOTAL PROGRAM	Officer	\$2,983	\$0	\$3,369	\$0	\$3,502	\$0
TOTAL PROGRAM	Enlisted	\$25,121	\$16,214	\$27,267	\$20,934	\$29,199	\$22,546
TOTAL PROGRAM	Subtotal	\$28,104	\$16,214	\$30,636	\$20,934	\$32,701	\$22,546

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

Reserve Personnel, Marine Corps Schedule of Increases and Decreases (\$ in Thousands)		<u>Total</u>
<b>FY 2023 Direct Program</b>		<b>\$872,081</b>
Pricing Increases		
	Increase for anticipated Pay Raise of 5.2% effective 1 January 2024	\$13,082
	Increase for annualization of 4.6% Pay Raise effective 1 January 2023	\$3,563
	Increase for anticipated BAH Fiscal Year (FY) 2024 rate increase to 7.4%	\$4,023
	Increase in Pay Group A Travel Rate of 2.4% for non-pay inflation	\$1,102
	Increase in Pay Group A Subsistence-In-Kind (SIK) Rate	\$921
	Increase for anticipated Basic Allowance for Subsistence Calendar Year (CY) rate increase to 5.2%	\$618
	Increase in Montgomery GI Bill (MGIB) Basic Benefit Rate	\$388
	Increase in Permanent Change of Station Rate of 2.4% for non-pay inflation	\$337
	Increase in Pay Group F Clothing Rate of 2.4% for non-pay inflation	\$248
	Increase in TSP Matching Rates	\$197
	Increase in Disability and Hospitalization Benefits Rate	\$146
	Increase in Pay Group B Travel Rate of 2.4% for non-pay inflation	\$142
	Increase in Pay Group F Travel Rate of 2.4% for non-pay inflation	\$138
	Increase in Pay Group F Subsistence-In-Kind (SIK) Rate	\$97
	Increase in Montgomery GI Bill (MGIB) Kicker Rate	\$75
	Increase in Temporary Early Retirement Authority (TERA)	\$62
	Increase in Muster Payment Rates	\$30
	Increase in Platoon Leaders Course Travel Rate of 2.4% for non-pay inflation	\$30
	Increase in Pay Group A Clothing Replacement Rate of 2.4% for non-pay inflation	\$16
	Increase in Continuation Pay Rates	\$7
	<b>Total Pricing Increases</b>	<b>\$25,222</b>
Program Increases		
	Increase in Pay Group B Inactive Duty Training Paid Participants	\$5,126
	Increase in Pay Group F Pay and Allowances due to Accessions	\$2,707
	Increase in Pay Group A Travel due to Paid Participants	\$2,173
	Increase in Pay Group B Annual Training Paid Participants	\$1,784
	Increase in Pay Group A Annual Training Paid Participants	\$1,078
	Increase in Pay Group B Travel due to Paid Participants	\$977
	Increase in TSP Matching Program	\$916
	Increase in Pay Group A Subsistence Participants	\$546
	Increase in Pay Group A Inactive Duty Training Paid Participants	\$393
	Increase in Pay Group F Clothing Requirements due to Accessions	\$287
	Increase in Disability/Hospitalization Benefits due to strength	\$180
	Increase in Pay Group F Travel Requirements due to Accessions	\$157
	Increase in Montgomery GI Bill (MGIB) Basic Benefit Takers	\$150
	Increase in Pay Group F Subsistence-In-Kind (SIK) Requirements due to Accessions	\$48
	Increase in Pay Group A Clothing Takers	\$24
	Increase in Montgomery GI Bill (MGIB) Kicker Takers	\$4
	Increase in Platoon Leaders Course (PLC) Pay and Allowances due to Strength	\$2
	<b>Total Program Increases</b>	<b>\$16,552</b>
<b>Total Increases</b>		<b>\$41,773</b>
Pricing Decreases		
	Decrease in Selected Reserve Incentives Rates	(\$783)
	<b>Total Pricing Decreases</b>	<b>(\$783)</b>
Program Decreases		
	Decrease in Selected Reserve Incentive Program	(\$6,884)
	Decrease in FTS Pay and Allowances due to Strength	(\$1,491)
	Decrease in Special Training Pay and Allowances Program Requirements	(\$609)
	Decrease in FTS BAS Requirements due to Strength	(\$59)
	Decrease in PCS Travel due to Strength	(\$58)
	Decrease in Continuation Pay Program	(\$42)
	Decrease in Transportation Subsidy Program Participants	(\$1)
	<b>Total Program Decreases</b>	<b>(\$9,144)</b>
<b>Total Decreases</b>		<b>(\$9,926)</b>
<b>FY 2024 Direct Program</b>		<b>\$903,928</b>

\* Totals and Subtotals might not add due to rounding



## Section 4

# Detail of Military Personnel Entitlements

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$266,019</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$251,489</b>
<b>Training, Pay Group A</b>	<b>FY2022 Actual</b>	<b>\$241,445</b>

**Part I - Purpose and Scope**

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

Personnel in the Selected Marine Corps Reserve (SMCR) are authorized 15 days annual training, inclusive of travel time. Reservists normally accomplish this training with the units to which they are assigned for mobilization. Funds requested are based on an average tour length of 15 days for 72.00% of the average officer strength and 72.00% of the average enlisted strength. IDT periods are no less than four hours duration with no more than two IDT periods per day. A typical drill weekend consists of four IDT periods. Scheduling of multiple drills provides a greater opportunity for field training. Funds requested are based on 80.98% attendance at training assemblies for officers and 78.94% for enlisted personnel.

Additional IDT periods are used for the following purposes:

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

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

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

		<u>Total</u>
<b>FY 2023 Direct Program</b>		<b>\$251,489</b>
Increases		
Pricing Increases		
Increase in Rates for IDT Training	\$5,866	
Increase in Rates for Annual Training	\$2,412	
Increase in Travel Rates	\$1,102	
Increase in Subsistence Rates	\$921	
Increase in Clothing Replacement Rate	\$16	
Total Pricing Increases	\$10,316	
Program Increases		
Increase in IDT Training Paid Participants	\$2,173	
Increase in Annual Training Paid Participants	\$1,078	
Increase in Subsistence due to higher in person participants	\$546	
Increase in Travel due to paid participants	\$393	
Increase in Clothing due to increase takers	\$24	
Total Program Increases	\$4,213	
Total Increases		\$14,530
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
<b>FY 2024 Direct Program</b>		<b>\$266,019</b>
* Totals and Subtotals might not add due to rounding		

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

**Pay and Allowances, Annual Training, Officers:** These funds are requested to provide Pay and Allowances for officers attending annual training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	2,283			2,254			2,104		
Participation Rate	70.39%			71.00%			72.00%		
Paid Participants	1,607	\$6,087.98	\$9,783	1,600	\$6,193.41	\$9,912	1,515	\$6,470.71	\$9,802

**Pay and Allowances, Annual Training, Enlisted:** These funds are requested to provide Pay and Allowances for enlisted personnel attending annual training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government's social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u> <sup>1/</sup>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	23,885			22,897			23,206		
Participation Rate	67.12%			70.12%			72.00%		
Paid Participants	16,033	\$2,408.67	\$38,617	16,055	\$2,461.86	\$39,526	16,708	\$2,581.06	\$43,125
<b>Total Annual Training</b>			<b>\$48,401</b>			<b>\$49,438</b>			<b>\$52,928</b>

1/ Average strength includes non-participating Marines due to Vaccine Mandate refusals, driving a lower participation rate.

**Reserve Personnel, Marine Corps**

**Pay Group A**

**Detail of Requirements**

(\$ in Thousands)

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	2,283			2,254			2,104		
Participation Rate	77.19%			79.09%			80.98%		
Paid Participants	1,762	\$16,849.61	\$29,693	1,783	\$17,049.89	\$30,395	1,704	\$17,704.13	\$30,165
Additional Training Periods									
Flight Training	7,428	\$352.35	\$2,617	9,000	\$364.89	\$3,284	9,000	\$379.41	\$3,415
Training Prep	5,896	\$352.35	\$2,077	6,050	\$364.89	\$2,208	6,050	\$379.41	\$2,295
Military Funeral Honors	109	\$352.35	\$38	50	\$364.89	\$18	50	\$379.41	\$19
SUBTOTAL	13,433		\$4,733	15,100		\$5,510	15,100		\$5,729
TOTAL			\$34,426			\$35,905			\$35,894

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	23,885			22,897			23,206		
Participation Rate	75.80%			77.44%			78.94%		
Paid Participants	18,106	\$5,884.62	\$106,544	17,731	\$5,988.35	\$106,182	18,319	\$6,226.05	\$114,054
Additional Training Periods									
Flight Training	342	\$122.50	\$42	450	\$126.97	\$57	450	\$132.15	\$59
Training Prep	24,109	\$122.50	\$2,953	30,000	\$126.97	\$3,809	30,000	\$132.15	\$3,965
Military Funeral Honors	3,146	\$122.50	\$385	3,830	\$126.97	\$486	3,830	\$132.15	\$506
SUBTOTAL	27,597		\$3,381	34,280		\$4,353	34,280		\$4,530
TOTAL			\$109,925			\$110,535			\$118,584
<b>Total Inactive Duty Training</b>			<b>\$144,350</b>			<b>\$146,439</b>			<b>\$154,478</b>



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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Replacement Issues	2,776	\$226.06	\$628	2,747	\$236.23	\$649	2,848	\$241.90	\$689

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT Individual Travel	2,788	\$1,008.22	\$2,811	2,777	\$1,053.59	\$2,926	2,629	\$1,078.88	\$2,836
Off-Site IDT Travel	1,506	\$567.39	\$854	1,524	\$592.92	\$904	1,457	\$607.15	\$885
Critical Billet / Key Unit Leader Travel	6,265	\$397.83	\$2,492	7,500	\$415.73	\$3,118	7,500	\$425.71	\$3,193
Group Travel	2,283	\$916.00	\$2,091	2,254	\$969.53	\$2,185	2,104	\$1,012.93	\$2,131
Total Officer Travel			\$8,249			\$9,133			\$9,045

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT/IDT Individual Travel	19,597	\$188.60	\$3,696	19,625	\$197.09	\$3,868	20,423	\$201.82	\$4,122
Off-Site IDT Travel	2,155	\$219.50	\$473	2,110	\$229.38	\$484	2,180	\$234.88	\$512
Critical Billet / Key Unit Leader Travel	4,649	\$352.81	\$1,640	6,000	\$368.69	\$2,212	6,000	\$377.53	\$2,265
Group Travel	23,885	\$824.99	\$19,705	22,897	\$890.23	\$20,384	23,206	\$932.13	\$21,631
Total Enlisted Travel			\$25,514			\$26,948			\$28,530
Total Travel			\$33,763			\$36,080			\$37,575
<b>Total Pay Group A</b>			<b>\$241,445</b>			<b>\$251,489</b>			<b>\$266,019</b>
Total Available Appropriation						\$235,418			
Estimated Asset / (Shortfall)						(\$16,071)			



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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$54,276</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$44,415</b>
<b>Training, Pay Group B - IMA</b>	<b>FY2022 Actual</b>	<b>\$43,050</b>

**Part I - Purpose and Scope**

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

Personnel assigned to the IMA Program are authorized 13 days annual training, inclusive of travel time. Reservists normally accomplish this training with the units to which they are assigned. Funds requested are based on an average tour length of 13 days for 82.30% of the average officer strength and 73.20% of the average enlisted strength. IDT periods are no less than four hours duration with no more than two IDT periods per day. A typical drill weekend consists of four IDT periods. Scheduling of multiple drills provides a greater opportunity for field training. Funds requested are based on 74.58% attendance at training assemblies for officers and 63.69% for enlisted personnel.

Additional IDT periods are used for the following purposes:

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

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

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

	<u>Total</u>
<b>FY 2023 Direct Program</b>	<b>\$44,415</b>
Increases	
Pricing Increases	
Increase in Rates for IDT Training	\$1,319
Increase in Rates for Annual Training	\$513
Increase in Travel Rates	\$142
Total Pricing Increases	\$1,973
Program Increases	
Increase in IDT Drill Paid Participants	\$5,126
Increase in Annual Training Paid Participants	\$1,784
Increase in Travel due to Paid Participants	\$977
Total Program Increases	\$7,888
Total Increases	\$9,861
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
<b>FY 2024 Direct Program</b>	<b>\$54,276</b>

\* Totals and Subtotals might not add due to rounding

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

**Pay and Allowance, Annual Training, Officers:** These funds are requested to provide Pay and Allowances for officers attending annual training. The rates used in computing requirements including Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	1,605			1,583			1,703		
Participation Rate	79.17%			80.73%			82.30%		
Paid Participants	1,271	\$6,163.85	\$7,832	1,278	\$6,449.38	\$8,242	1,402	\$6,733.47	\$9,437

**Pay and Allowances, Annual Training, Enlisted:** These funds are requested to provide Pay and Allowances for enlisted personnel attending annual training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Average Strength	753			679			1,059		
Participation Rate	72.47%			72.85%			73.20%		
Paid Participants	546	\$3,396.18	\$1,853	495	\$3,518.27	\$1,740	775	\$3,666.08	\$2,842
<b>Total Annual Training</b>			<b>\$9,686</b>			<b>\$9,982</b>			<b>\$12,279</b>

**Reserve Personnel, Marine Corps**

**Pay Group B**

**Detail of Requirements**

(\$ in Thousands)

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	1,605			1,583			1,703		
Participation Rate	69.30%			71.94%			74.58%		
Paid Participants	1,112	\$19,842.26	\$22,071	1,139	\$20,114.24	\$22,906	1,270	\$20,899.58	\$26,544
Additional Training Periods									
Flight Training	496	\$419.52	\$208	694	\$434.79	\$302	694	\$452.47	\$314
Training Prep	2,464	\$419.52	\$1,034	2,870	\$434.79	\$1,248	2,870	\$452.47	\$1,299
Military Funeral Honors	40	\$419.52	\$17	63	\$434.79	\$27	63	\$452.47	\$29
SUBTOTAL	3,000		\$1,259	3,627		\$1,577	3,627		\$1,641
TOTAL			\$23,330			\$24,483			\$28,186

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
Unit Training									
Average Strength	753			679			1,059		
Participation Rate	63.44%			63.56%			63.69%		
Paid Participants	478	\$10,009.78	\$4,781	432	\$10,231.22	\$4,416	674	\$10,593.78	\$7,145
Additional Training Periods									
Flight Training	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Training Prep	923	\$212.31	\$196	1,307	\$220.06	\$288	1,307	\$229.04	\$299
Military Funeral Honors	1	\$212.31	\$0	120	\$220.06	\$26	120	\$229.04	\$27
SUBTOTAL	924		\$196	1,427		\$314	1,427		\$327
TOTAL			\$4,978			\$4,730			\$7,472
<b>Total Inactive Duty Training</b>			<b>\$28,307</b>			<b>\$29,213</b>			<b>\$35,658</b>

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Replacement Issues <sup>1/</sup>	0	\$344.83	\$0	0	\$360.34	\$0	0	\$368.99	\$0

<sup>1/</sup> Program has not executed in recent years however it is a valid program and may execute in the future.

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Pay Group B (IMA)									
AT Travel	2,399	\$1,421.37	\$3,410	2,413	\$1,485.33	\$3,584	2,646	\$1,520.98	\$4,025
Off-Site IDT Travel	765	\$813.10	\$622	783	\$849.69	\$665	873	\$870.08	\$760
Total Officer Travel			\$4,032			\$4,249			\$4,784

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
AT Travel	708	\$852.75	\$604	642	\$891.12	\$572	1,006	\$912.51	\$918
Off-Site IDT Travel	551	\$764.68	\$421	498	\$799.09	\$398	778	\$818.27	\$637
Total Enlisted Travel			\$1,025			\$970			\$1,555
Total Travel			\$5,057			\$5,219			\$6,339

<b>Total</b>			<b>\$43,050</b>			<b>\$44,415</b>			<b>\$54,276</b>
Total Available Appropriation						\$46,522			
Estimated Asset / (Shortfall)						\$2,108			

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$137,336</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$132,293</b>
<b>Training, Pay Group F</b>	<b>FY2022 Actual</b>	<b>\$129,023</b>

**Part I - Purpose and Scope**

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

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

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

	<u>Total</u>
<b>FY 2023 Direct Program</b>	<b>\$132,293</b>
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$1,361
Increase in Clothing Rates	\$248
Increase in Travel Rates	\$138
Increase in Subsistence Rates	\$97
Total Pricing Increases	\$1,844
Program Increases:	
Increase in Pay and Allowances due to higher Strength	\$2,707
Increase in Clothing due to higher enlisted Average Strength	\$287
Increase in Travel due to higher Strength	\$157
Increase in Subsistence due to higher Strength	\$48
Total Program Increases	\$3,198
 Total Increases	 \$5,043
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
 Total Decreases	 \$0
 <b>FY 2024 Direct Program</b>	 <b>\$137,336</b>

\* Totals and Subtotals might not add due to rounding



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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
IADT Trainees	117	\$95,680.71	\$11,195	126	\$105,107.81	\$13,244	124	\$109,910.57	\$13,629

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>	<u>Strength</u>	<u>Rate</u>	<u>Amount</u>
IADT Trainees	2,800	\$36,085.67	\$101,040	2,750	\$36,920.76	\$101,532	2,829	\$37,191.50	\$105,215
<b>Total</b>			<b>\$112,235</b>			<b>\$114,776</b>			<b>\$118,844</b>

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue									
Male	113	\$400.00	\$45	122	\$400.00	\$49	120	\$400.00	\$48
Female	15	\$400.00	\$6	16	\$400.00	\$6	16	\$400.00	\$6
TOTAL	128		\$51	138		\$55	136		\$54

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Initial Issue									
Male	4,181	\$2,248.56	\$9,401	4,106	\$2,395.10	\$9,834	4,224	\$2,452.58	\$10,360
Female	87	\$2,450.39	\$213	85	\$2,501.09	\$213	87	\$2,556.92	\$222
TOTAL	4,268		\$9,614	4,191		\$10,047	4,311		\$10,582
<b>Total Clothing</b>			<b>\$9,666</b>			<b>\$10,102</b>			<b>\$10,637</b>

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate<sup>1</sup></u>	<u>Amount</u>	<u>Number</u>	<u>Rate<sup>1</sup></u>	<u>Amount</u>
Subsistence-in-Kind - Dining Facilities	110,047	\$15.16	\$1,668	108,482	\$16.66	\$1,807	111,387	\$17.53	\$1,953

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

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
IADT Travel/Per Diem	75	\$1,360.59	\$102	81	\$1,421.82	\$115	80	\$1,455.94	\$116

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
IADT Travel/Per Diem	8,783	\$609.39	\$5,352	8,626	\$636.81	\$5,493	8,874	\$652.09	\$5,787
Total Travel			\$5,454			\$5,608			\$5,903
<b>Total Pay Group F</b>			<b>\$129,023</b>			<b>\$132,293</b>			<b>\$137,336</b>
Total Available Appropriation						\$133,896			
Estimated Asset / (Shortfall)						\$1,602			

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$1,426</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$1,391</b>
<b>Mobilization Training</b>	<b>FY2022 Actual</b>	<b>\$1,134</b>

**Part I - Purpose and Scope**

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

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

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

		<u>Total</u>
<b>FY 2023 Direct Program</b>		<b>\$1,391</b>
Increases		
Pricing Increases		
Increase in Physical Muster Payment Rates	\$30	
Increase in Readiness Training Pay and Allowances Rates	\$5	
Total Pricing Increases	\$35	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$35
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
<b>FY 2024 Direct Program</b>		<b>\$1,426</b>

\* Totals and Subtotals might not add due to rounding

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Readiness Training									
Pay and Allowances	8	\$3,243.38	\$26	10	\$3,403.29	\$34	10	\$3,556.39	\$36
Travel and Per Diem	8	\$1,946.49	\$16	10	\$2,034.08	\$20	10	\$2,082.90	\$21
Subtotal			\$42			\$54			\$56
IRR Muster									
Physical Muster	256	\$231.68	\$59	289	\$242.11	\$70	289	\$247.92	\$72
Subtotal			\$59			\$70			\$72
Officer Total			\$101			\$124			\$128
Enlisted Readiness Training									
Pay and Allowances	29	\$1,216.82	\$35	36	\$1,282.68	\$46	36	\$1,340.95	\$48
Travel and Per Diem	29	\$745.05	\$22	36	\$778.58	\$28	36	\$797.26	\$29
Subtotal			\$57			\$74			\$77
IRR Muster									
Physical Muster	4,176	\$233.69	\$976	4,885	\$244.20	\$1,193	4,885	\$250.06	\$1,222
Subtotal			\$976			\$1,193			\$1,222
Enlisted Total			\$1,033			\$1,267			\$1,299
<b>Total Mobilization Training</b>			<b>\$1,134</b>			<b>\$1,391</b>			<b>\$1,426</b>
Total Available Appropriation						\$1,462			
Estimated Asset / (Shortfall)						\$71			

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$27,169</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$26,099</b>
<b>School Training</b>	<b>FY2022 Actual</b>	<b>\$23,850</b>

**Part I - Purpose and Scope**

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



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

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

	Total
<b>FY 2023 Direct Program</b>	<b>\$26,099</b>
Increases	
Pricing Increases	
Increase in Pay and Allowances Rates	\$1,070
Total Pricing Increases	\$1,070
Program Increases	
Total Program Increases	\$0
Total Increases	\$1,070
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Program Decreases	\$0
Total Decreases	\$0
<b>FY 2024 Direct Program</b>	<b>\$27,169</b>

\* Totals and Subtotals might not add due to rounding

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

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	56	39	2,206	\$428.54	\$946	56	39	2,184	\$449.83	\$982	56	39	2,184	\$467.70	\$1,021
Enlisted	87	68	5,895	\$278.03	\$1,639	125	68	8,500	\$293.90	\$2,498	125	68	8,500	\$306.82	\$2,608
Subtotal	143		8,101		\$2,584	181		10,684		\$3,481	181		10,684		\$3,629

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	178	17	2,985	\$871.11	\$2,600	178	17	3,026	\$914.27	\$2,767	178	17	3,026	\$950.20	\$2,875
Enlisted	783	18	14,240	\$385.27	\$5,486	783	18	14,094	\$406.03	\$5,723	783	18	14,094	\$421.76	\$5,944
Subtotal	961		17,225		\$8,086	961		17,120		\$8,489	961		17,120		\$8,820

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>		<u>Participants</u>	<u>Tour Length</u>		<u>Rate</u>	
		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>		<u>(Avg)</u>	<u>Mandays</u>	<u>(Avg)</u>	<u>Amount</u>
Officer	1,059	15	15,363	\$500.05	\$7,682	1,059	15	15,885	\$525.22	\$8,343	1,059	15	15,885	\$547.22	\$8,693
Enlisted	660	14	9,267	\$341.18	\$3,162	660	14	9,240	\$359.87	\$3,325	660	14	9,240	\$374.32	\$3,459
Subtotal	1,719		24,630		\$10,844	1,719		25,125		\$11,668	1,719		25,125		\$12,151

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

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	12	147	1,768	\$218.96	\$387	12	147	1,764	\$230.09	\$406	12	147	1,764	\$240.10	\$424
Enlisted	154	97	15,001	\$118.49	\$1,777	154	97	14,938	\$125.28	\$1,871	154	97	14,938	\$130.85	\$1,955
Subtotal	166		16,769		\$2,165	166		16,702		\$2,277	166		16,702		\$2,378

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	21	7	143	\$1,191.97	\$171	21	7	147	\$1,251.23	\$184	21	7	147	\$1,301.11	\$191
Enlisted	0	0	0	\$89.43	\$0	0	0	0	\$93.34	\$0	0	0	0	\$95.53	\$0
Subtotal	21		143		\$171	21		147		\$184	21		147		\$191

**Total School Training:**

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>
Officer	1,326	22,466	\$11,786	1,326	23,006	\$12,682	1,326	23,006	\$13,204
Enlisted	1,684	44,403	\$12,064	1,722	46,772	\$13,417	1,722	46,772	\$13,966
<b>Total</b>	<b>3,010</b>	<b>66,869</b>	<b>\$23,850</b>	<b>3,048</b>	<b>69,778</b>	<b>\$26,099</b>	<b>3,048</b>	<b>69,778</b>	<b>\$27,169</b>

Total Available Appropriation \$24,578  
 Estimated Asset / (Shortfall) (\$1,521)

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$65,086</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$62,857</b>
<b>Special Training</b>	<b>FY2022 Actual</b>	<b>\$59,184</b>

**Part I - Purpose and Scope**

This program provides pay and allowances including employer's share of Social Security contribution, subsistence, travel, and per diem for officers and enlisted personnel who perform short tours of active duty other than those covered by Pay Group A, B, F, Mobilization Training and School Training. In FY 2022, the Marine Corps transitioned costs formerly associated with Overseas Contingency Operations (OCO) to baseline funding. These efforts are now referred to as Overseas Operations Costs (OOC). Special Training is programmed and budgeted in nine categories, which are:

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

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

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

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

		<u>Total</u>
<b>FY 2023 Direct Program</b>		<b>\$62,857</b>
Increases		
Pricing Increases		
Increase in Pay and Allowances Rates	\$2,837	
Total Pricing Increases	\$2,837	
Program Increases		
Total Program Increases	\$0	
Total Increases		\$2,837
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Decrease in Pay and Allowances due to program	(\$609)	
Total Program Decreases	(\$609)	
Total Decreases		(\$609)
<b>FY 2024 Direct Program</b>		<b>\$65,086</b>

\* Totals and Subtotals might not add due to rounding

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

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	80	10	807	\$1,301.73	\$1,050	80	10	807	\$1,372.09	\$1,107	80	10	807	\$1,431.93	\$1,155
Enlisted	20	7	140	\$1,240.70	\$174	20	7	140	\$1,314.76	\$184	20	7	140	\$1,371.45	\$192
Subtotal	100		947		\$1,224	100		947		\$1,291	100		947		\$1,347

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	208	36	7,481	\$469.54	\$3,513	208	36	7,481	\$494.90	\$3,702	208	36	7,481	\$516.43	\$3,864
Enlisted	206	28	5,752	\$259.63	\$1,493	206	28	5,752	\$275.39	\$1,584	206	28	5,752	\$287.63	\$1,654
Subtotal	414		13,234		\$5,006	414		13,234		\$5,287	414		13,234		\$5,518

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	88	36	3,166	\$655.03	\$2,074	88	36	3,166	\$690.86	\$2,187	88	36	3,166	\$721.94	\$2,285
Enlisted	25	133	3,317	\$218.55	\$725	25	133	3,317	\$232.40	\$771	25	133	3,317	\$243.51	\$808
Subtotal	113		6,483		\$2,799	113		6,483		\$2,958	113		6,483		\$3,093

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length (Avg)</u>	<u>Mandays</u>	<u>Rate (Avg)</u>	<u>Amount</u>
Officer	356	40	14,076	\$405.05	\$5,701	356	40	14,076	\$427.06	\$6,011	356	40	14,076	\$445.95	\$6,277
Enlisted	2,606	33	86,947	\$200.94	\$17,471	2,606	33	86,947	\$213.35	\$18,550	2,606	33	86,947	\$223.11	\$19,399
Subtotal	2,962		101,023		\$23,173	2,962		101,023		\$24,561	2,962		101,023		\$25,676

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

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	44	79	3,469	\$831.51	\$2,885	44	79	3,469	\$876.88	\$3,042	44	79	3,469	\$916.09	\$3,178
Enlisted	95	160	15,177	\$301.66	\$4,578	95	160	15,177	\$320.47	\$4,864	95	160	15,177	\$335.38	\$5,090
Subtotal	139		18,646		\$7,463	139		18,646		\$7,906	139		18,646		\$8,268

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	12	26	312	\$518.92	\$162	12	26	312	\$547.56	\$171	12	26	312	\$572.79	\$179
Enlisted	114	46	5,191	\$183.45	\$952	114	46	5,191	\$195.12	\$1,013	114	46	5,191	\$204.51	\$1,062
Subtotal	126		5,503		\$1,114	126		5,503		\$1,184	126		5,503		\$1,240

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	5	20	101	\$569.16	\$58	5	20	101	\$600.03	\$61	5	20	101	\$626.43	\$63
Enlisted	848	37	31,051	\$196.50	\$6,101	848	37	31,051	\$208.73	\$6,481	848	37	31,051	\$218.41	\$6,782
Subtotal	853		31,152		\$6,159	853		31,152		\$6,542	853		31,152		\$6,845

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

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

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	177	190	33,658	\$332.50	\$11,191	177	190	33,652	\$350.85	\$11,807	177	190	33,652	\$367.02	\$12,351
Enlisted	16	165	2,635	\$157.40	\$415	16	165	2,635	\$167.41	\$441	16	165	2,635	\$175.46	\$462
Subtotal	193		36,293		\$11,606	193		36,286		\$12,248	193		36,286		\$12,813

**Individual Readiness Training (IRT):** Funds are provided for real world training opportunities for our service members and units to prepare them for war time missions while supporting the needs of America's underserved communities. This funding is on a reimbursable bases, therefore funding/requirements are unknown until the year of execution.

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	5	94	471	\$516.30	\$243	5	94	471	\$544.36	\$256
Enlisted	13	114	1,479	\$224.42	\$332	13	114	1,479	\$238.28	\$352
Subtotal	18	108	1,950	295	\$575	18	108	1,950	312	\$609

**Yellow Ribbon (OOC in-CONUS expenses):** Funds are provided in accordance with DoD reintegration efforts to help National Guard and Reserve service members and their families connect with local resources before, during, and after deployments. In FY 2022, the Marine Corps transitioned costs associated with OCO to baseline funding. These efforts are now referred to as Overseas Operations Costs (OOC). FY 2022 includes \$65 thousand in OOC Actuals; FY 2023 OOC execution is estimated at \$272 thousand, and FY 2024 includes \$284 thousand for the OOC Budget Estimate.

	<u>FY2022 (Actual)</u>					<u>FY2023 (Estimate)</u>					<u>FY2024 (Estimate)</u>				
	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>	<u>Participants</u>	<u>Tour Length</u>		<u>Rate (Avg)</u>	<u>Amount</u>
		<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>				<u>(Avg)</u>	<u>Mandays</u>		
Officer	3	3	8	\$782.80	\$6	28	3	74	\$825.34	\$61	28	3	74	\$861.86	\$64
Enlisted	45	2	97	\$604.90	\$59	153	2	328	\$642.26	\$211	153	2	328	\$671.65	\$220
Subtotal	48		105		\$65	181		402		\$272	181		402		\$284

**Total Special Training:**

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>	<u>Number</u>	<u>Mandays</u>	<u>Amount</u>
Officer	978	63,550	\$26,883	1,003	63,609	\$28,406	998	63,138	\$29,416
Enlisted	3,988	151,785	\$32,301	4,096	152,016	\$34,451	4,083	150,537	\$35,669
<b>Total</b>	<b>4,968</b>	<b>215,335</b>	<b>\$59,184</b>	<b>5,099</b>	<b>215,625</b>	<b>\$62,857</b>	<b>5,081</b>	<b>213,675</b>	<b>\$65,086</b>

Total Available Appropriation \$65,366

Estimated Asset / (Shortfall) \$2,509



Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$331,318</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$334,187</b>
<b>Administration and Support</b>	<b>FY2022 Actual</b>	<b>\$294,050</b>

**Part I - Purpose and Scope**

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

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

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

	<u>Total</u>
<b>FY 2023 Direct Program</b>	<b>\$334,187</b>
Increases	
Pricing Increases	
Increase in FTS Pay and Allowances Rates	\$5,099
Increase in FTS BAS Rate	\$618
Increase in Permanent Change of Station Rates	\$337
Increase in Disability and Hospitalization Benefits Rates	\$146
Increase in Temporary Early Retirement Authority (TERA)	\$62
Increase in Continuation Pay Rates	\$7
Total Pricing Increases	\$6,268
Program Increases	
Increase in Disability and Hospitalization Participants	\$180
Total Program Increases	\$180
Total Increases	\$6,449
Decreases	
Pricing Decreases	
Decrease in Selected Reserve Incentives Rates	(\$783)
Total Pricing Decreases	(\$783)
Program Decreases	
Decrease in Selected Reserve Incentive Program	(\$6,884)
Decrease in Pay and Allowances due to program	(\$1,491)
Decrease in BAS due to program	(\$59)
Decrease in Permanent Change of Station due to program	(\$58)
Decrease in Continuation Pay due to takers	(\$42)
Decrease in Transportation Subsidy	(\$1)
Total Program Decreases	(\$8,535)
Total Decreases	(\$9,317)
<b>FY 2024 Direct Program</b>	<b>\$331,318</b>

\* Totals and Subtotals might not add due to rounding

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

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FTS Officers	363	\$188,068.93	\$68,269	365	\$199,476.52	\$72,809	362	\$201,962.17	\$73,110

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
FTS Enlisted	2,012	\$92,450.79	\$186,011	2,006	\$99,199.36	\$198,992	1,997	\$101,302.05	\$202,298
<b>Total FTS Pay and Allowances</b>			<b>\$254,280</b>			<b>\$271,801</b>			<b>\$275,409</b>

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	363	\$3,321.15	\$1,206	365	\$3,645.99	\$1,330	362	\$3,835.56	\$1,388
Enlisted	2,012	\$4,822.32	\$9,703	2,006	\$5,293.98	\$10,621	1,997	\$5,569.23	\$11,123
<b>Total</b>	<b>2,376</b>		<b>\$10,909</b>	<b>2,370</b>		<b>\$11,952</b>	<b>2,359</b>		<b>\$12,511</b>

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

Death Gratuities

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	\$100,000.00	\$0	0	\$100,000.00	\$0	0	\$100,000.00	\$0
Enlisted	0	\$100,000.00	\$0	2	\$100,000.00	\$200	2	\$100,000.00	\$200
<b>Total</b>	<b>0</b>		<b>\$0</b>	<b>2</b>		<b>\$200</b>	<b>2</b>		<b>\$200</b>

Disability and Hospital Benefits

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	172	\$7,744.07	\$1,332	170	\$8,092.56	\$1,376	175	\$8,286.78	\$1,450
Enlisted	1,437	\$3,298.35	\$4,740	1,382	\$3,446.78	\$4,763	1,421	\$3,529.50	\$5,015
<b>Total</b>	<b>1,609</b>		<b>\$6,072</b>	<b>1,552</b>		<b>\$6,139</b>	<b>1,596</b>		<b>\$6,465</b>

**Death Gratuities and Benefits Total** **\$6,072** **\$6,339** **\$6,665**

**Reserve Personnel, Marine Corps  
Detail of Military Personnel Requirements  
Basic Needs Allowance**

**Program:** Basic Needs Allowance

<b>FY2024 Estimate</b>	<b>\$3</b>
<b>FY2023 Estimate</b>	<b>\$2</b>
<b>FY2022 Actual</b>	<b>\$0</b>

**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 Requested**

Basic Needs Allowances estimates are determined by using demographic data from the Defense Manpower Data Center. The component estimate for the Basic Needs Allowance was calculated using the relative populations of E1-E4.

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:

Basic Needs Allowance	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer			\$0			\$0			\$0
Enlisted			\$0			\$2			\$3
<b>Total</b>			<b>\$0</b>			<b>\$2</b>			<b>\$3</b>

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	771	\$120.13	\$93	775	\$120.13	\$93	769	\$120.13	\$92
Enlisted	360	\$128.21	\$46	359	\$133.07	\$48	357	\$133.07	\$48
<b>Total</b>	<b>1,131</b>		<b>\$139</b>	<b>1,134</b>		<b>\$141</b>	<b>1,126</b>		<b>\$140</b>

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

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

	<u>FY2022 (Actual)<sup>1/</sup></u>			<u>FY2023 (Estimate)<sup>1/</sup></u>			<u>FY2024 (Estimate)<sup>1/</sup></u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
<b>Enlisted</b>	<b>0</b>	<b>\$140.10</b>	<b>\$0</b>	<b>0</b>	<b>\$146.41</b>	<b>\$0</b>	<b>0</b>	<b>\$149.92</b>	<b>\$0</b>

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate<sup>2/</sup></u>	<u>Amount</u>	<u>Number</u>	<u>Rate<sup>2/</sup></u>	<u>Amount</u>	<u>Number</u>	<u>Rate<sup>1/</sup></u>	<u>Amount</u>
Officer	142	\$26,487.21	\$3,761	143	\$27,568.67	\$3,942	142	\$28,373.88	\$4,029
Enlisted	847	\$9,600.73	\$8,132	844	\$10,059.63	\$8,490	841	\$10,324.01	\$8,682
<b>Total</b>	<b>989</b>		<b>\$11,893</b>	<b>987</b>		<b>\$12,433</b>	<b>983</b>		<b>\$12,712</b>

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
TERA	15	\$75,805.87	\$1,137	15	\$79,292.94	\$1,189	15	\$83,416.17	\$1,251
<b>Page Total</b>			<b>\$13,030</b>			<b>\$13,622</b>			<b>\$13,963</b>

<sup>1/</sup> Program is currently not executing however it is a valid program and has potential for future execution.

<sup>2/</sup> Rates for PCS are a combination of Travel/Per Diem and Household Goods (HHG).

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

**Reserve Incentive Programs:** These funds are requested to provide bonus payments as authorized by Title 37 U.S. Code Section 308. Bonuses are required to control accessions and losses of Marine Corps Reserve personnel. Incentives are offered to personnel in ratings where critical shortages exist. Shortages are determined by measuring the existing Military Occupational Specialty (MOS) authorization against the on board personnel inventory by MOS. The following three incentive programs apply.

**Enlistment Bonus:** An incentive for enlistment for individuals who enlist for six years in the Selected Marine Corp Reserve (SMCR). In order to qualify, the individual must be: non-prior service, graduate of secondary school or expected to graduate, and not applying for active duty with the regular establishment. The individual receives a bonus upon joining the contracted SMCR unit having completed all entry level training to include their MOS School.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)<sup>1/</sup></u>			<u>FY2024 (Estimate)<sup>1/</sup></u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Payments (\$3k)	172	\$3,000.00	\$516	344	\$3,000.00	\$1,032	300	\$3,000.00	\$900
Payments (\$5k)	24	\$5,000.00	\$120	48	\$5,000.00	\$240	48	\$5,000.00	\$240
Payments	196		\$636	392		\$1,272	348		\$1,140

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)<sup>1/</sup></u>			<u>FY2024 (Estimate)<sup>1/</sup></u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	0	\$0.00	\$0	90	\$17,000.00	\$1,530	90	\$17,000.00	\$1,530
Enlisted	294	\$15,628.78	\$4,598	588	\$15,629.25	\$9,190	363	\$15,509.64	\$5,630
Total	294		\$4,598	678		\$10,720	453		\$7,160

<sup>1/</sup> Marine Corps plans to offer bonuses to offset losses due to the COVID Vaccine mandate and recruiting challenges.



Exhibit PB-30AA Aviation Bonus - Business Case Analysis (Reserve)

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$1,955</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$1,955</b>
<b>Aviation Bonus - Business Case Analysis</b>	<b>FY2022 Actual</b>	<b>\$1,625</b>

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Requested**

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

Overview: The FY 2024 AvB plan is responsive to inventory states, which are below target inventory levels in six specialties, while remaining fiscally responsible in targeting only those specialties experiencing inventory challenges. Each of these specialties, are experiencing or are projected to experience, a shortage of qualified pilots. The Marine Corps FY 2024 AvB plan provides an incentive to influence career decisions for those aviators who may choose to depart the service upon completion of their undergraduate aviation training obligation.

Targeted Communities: For the FY 2024 AvB, the Marine Corps Reserve is pursuing increased inventory stability across the aviation officer population. Our criteria used to designate communities for the AvB is based on current staffing, historic attrition rates, and operational requirements. Those units identified for upcoming operational requirements or units below minimum strength, either currently or in the out-years, are targeted for a bonus. Squadrons that are healthy as a result of service obligations from the AvB in previous years are also targeted for a bonus at a lower amount in order to maintain staffing levels. Additionally, Joint Strike Fighter pilots are targeted at Marine Aviation Training Support Group 42 (MATSG-42) Squadron Augmentation Units (SAU) in order to retain these individuals and their skill sets in the Marine Corps Reserve.

Aircraft Personnel Manning Levels

Aircraft Type Category	<u>FY2022 (Actual)</u>	<u>FY2023 (Estimate)</u>	<u>FY2024 (Estimate)</u>
(may vary by component):			
VMFA-112 (FA-18)	73%	79%	80%
MATSG-42 SAU (F-35)	80%	80%	72%
VMGR-452 (KC-130) <sup>1/</sup>	70%		
VMGR-234 (KC-130)	55%	62%	65%
HMLA-775 (UH-1/AH-1)	86%	91%	85%
HMLA-773 (UH-1/AH-1)	83%	86%	76%
HMM-772 (CH-53)	100%	100%	100%
VMM-774 (MV-22)	100%	100%	92%
VMM-764 (MV-22)	100%	100%	96%

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

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

<sup>1/</sup> Decommissioned in December 2022

Exhibit PB-30AA Aviation Bonus - Business Case Analysis (Reserve)

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

<b>Aircraft Type category</b> (may vary by component):	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
VMFA-112 (FA-18)	3	\$10,000.00	\$30	4	\$10,000.00	\$40	4	\$10,000.00	\$40
MATSG-42 SAU (F-35)	2	\$25,000.00	\$50	3	\$25,000.00	\$75	3	\$25,000.00	\$75
VMGR-452 (KC-130)	6	\$25,000.00	\$150	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMGR-234 (KC-130)	3	\$10,000.00	\$30	4	\$10,000.00	\$40	4	\$10,000.00	\$40
HMLA-775 (UH-1/AH-1)	6	\$20,000.00	\$120	12	\$20,000.00	\$240	12	\$20,000.00	\$240
HMLA-773 (UH-1/AH-1)	30	\$15,000.00	\$450	31	\$15,000.00	\$465	31	\$15,000.00	\$465
HMM-772 (CH-53)	33	\$15,000.00	\$495	33	\$15,000.00	\$495	33	\$15,000.00	\$495
VMM-774 (MV-22)	6	\$25,000.00	\$150	7	\$25,000.00	\$175	7	\$25,000.00	\$175
VMM-764 (MV-22)	6	\$20,000.00	\$120	11	\$20,000.00	\$220	11	\$20,000.00	\$220
Vacant O5-level operational squadron	3	\$10,000.00	\$30	3	\$10,000.00	\$30	3	\$10,000.00	\$30
<b>AvB Total</b>	<b>98</b>		<b>\$1,625</b>	<b>115</b>		<b>\$1,955</b>	<b>115</b>		<b>\$1,955</b>

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)<sup>1/</sup></u>			<u>FY2024 (Estimate)<sup>1/</sup></u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer Accession Bonus	32	\$19,375.00	\$620	79	\$17,594.94	\$1,390	79	\$17,594.94	\$1,390

**SMCR Enlisted Affiliation Bonus:** An incentive for any enlisted person who is serving or has served on active duty for any period of time and has been discharged or released from such active duty under honorable conditions, and affiliates with a SMCR unit, and has a Reserve service obligation under Section 37 U.S. Code § 332(a) (1) and (2) - maximum authority not to exceed \$50k/min two years or under Section 6(d) (1) of the Military Selective Service Act. This program pays a bonus of up to \$20,000.00 for a three year obligation that a former active duty Marine agrees to affiliate with an SMCR unit. Marines must affiliate for a designated skill or unit to qualify for this bonus and must sign a Ready Reserve agreement for the period of months remaining on their military service obligation. The FY22 through FY24 bonus amounts are specifically targeting unit shortages in specific Military Occupational Specialties that are below 80% of manning levels.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)<sup>1/</sup></u>			<u>FY2024 (Estimate)<sup>1/</sup></u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted Affiliation Bonus	59	\$15,084.75	\$890	900	\$15,194.44	\$13,675	635	\$15,275.59	\$9,700
Subtotal SMCR Affiliation Bonus			\$1,510			\$15,065			\$11,090

<sup>1/</sup> Marine Corps plans to offer bonuses to offset losses due to the COVID Vaccine mandate and recruiting challenges.

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

**FTS Affiliation Bonus:** Individuals who affiliate in the Marine Corps Active Reserve for three years as published annually by Reserve Affairs will receive up to a \$20,000.00 bonus under 37 U.S. Code § 331(a)(1) and (2) - maximum authority not to exceed \$50k/min two years. Marines must serve three years in the Active Reserve Program. Amounts include both officer and enlisted personnel.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Enlisted	53	\$14,848.48	\$787	52	\$14,807.69	\$770	52	\$14,807.69	\$770
<b>FTS Affiliation Bonus Total</b>	53		\$787	52		\$770	52		\$770

**Reserve Incentive Totals**

Officer Reserve Incentives	\$2,245	\$4,875	\$4,875
Enlisted Reserve Incentives	\$6,911	\$24,907	\$17,240
<b>Total Reserve Incentive Programs</b>	<b>\$9,156</b>	<b>\$29,782</b>	<b>\$22,115</b>

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

**Continuation Pay:** The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system between the completion of eight years of service, but before completion of 12 years of service. Active component service members (including Active Guard Reserve (AGR) and Full Time Support (FTS)) enrolled in the Blended Retirement System (BRS) will be eligible for a cash incentive of 2.5 to 13 times their regular monthly basic pay. Reserve Component members will be eligible for 0.5 to 6 times their monthly basic pay (as if serving on active duty). The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	25	\$4,474.65	\$112	38	\$4,684.21	\$178	39	\$4,743.59	\$185
Enlisted	48	\$7,346.80	\$353	48	\$7,707.32	\$370	42	\$7,809.52	\$328
<b>Total</b>	<b>73</b>		<b>\$465</b>	<b>86</b>		<b>\$548</b>	<b>81</b>		<b>\$513</b>
<b>Total Administration and Support (FTS)</b>			<b>\$294,051</b>			<b>\$334,187</b>			<b>\$331,318</b>
Total Available Appropriation						\$300,160			
Estimated Asset / (Shortfall)						(\$34,027)			

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

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2022</b>														
Initial Payments	196	\$636												
<b>FY 2023</b>														
Initial Payments			392	\$1,272										
<b>FY 2024</b>														
Initial Payments					348	\$1,140								
<b>FY 2025</b>														
Initial Payments							274	\$870						
<b>FY 2026</b>														
Initial Payments									196	\$636				
<b>FY 2027</b>														
Initial Payments											196	\$636		
<b>FY 2028</b>														
Initial Payments													196	\$636
Total														
Initial Payments	196	\$636	392	\$1,272	348	\$1,140	274	\$870	196	\$636	196	\$636	196	\$636
Total Drilling Reservist EB	196	\$636	392	\$1,272	348	\$1,140	274	\$870	196	\$636	196	\$636	196	\$636

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2022</b>														
Initial Payments	0	\$0												
<b>FY 2023</b>														
Initial Payments			90	\$1,530										
<b>FY 2024</b>														
Initial Payments					90	\$1,530								
<b>FY 2025</b>														
Initial Payments							90	\$1,530						
<b>FY 2026</b>														
Initial Payments									90	\$1,530				
<b>FY 2027</b>														
Initial Payments											90	\$1,530		
<b>FY 2028</b>														
Initial Payments													90	\$1,530
Total														
Initial Payments	0	\$0	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530
Total Drilling Reservist ORB	0	\$0	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530	90	\$1,530

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2022</b>														
Initial Payments	294	\$4,598												
<b>FY 2023</b>														
Initial Payments			588	\$9,190										
<b>FY 2024</b>														
Initial Payments					363	\$5,630								
<b>FY 2025</b>														
Initial Payments							343	\$5,330						
<b>FY 2026</b>														
Initial Payments									259	\$4,195				
<b>FY 2027</b>														
Initial Payments											259	\$4,195		
<b>FY 2028</b>														
Initial Payments													259	\$4,195
Total														
Initial Payments	294	\$4,598	588	\$9,190	363	\$5,630	343	\$5,330	259	\$4,195	259	\$4,195	259	\$4,195
Total Drilling Reservist ERB	294	\$4,598	588	\$9,190	363	\$5,630	343	\$5,330	259	\$4,195	259	\$4,195	259	\$4,195



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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations	10	\$157	8	\$126										
<b>FY 2022</b>														
Initial Payments	88	\$1,468												
Anniversary Payments			2	\$58	2	\$58								
<b>FY 2023</b>														
Initial Payments			105	\$1,771										
Anniversary Payments					70	\$1,098	50	\$785						
<b>FY 2024</b>														
Initial Payments					43	\$799								
Anniversary Payments							43	\$799	43	\$799				
<b>FY 2025</b>														
Initial Payments							22	\$371						
Anniversary Payments									22	\$345	22	\$345		
<b>FY 2026</b>														
Initial Payments									50	\$811				
Anniversary Payments											43	\$799	43	\$799
<b>FY 2027</b>														
Initial Payments											50	\$811		
Anniversary Payments													22	\$345
<b>FY 2028</b>														
Initial Payments													50	\$811
Anniversary Payments														
<b>Total</b>														
Initial Payments	88	\$1,468	105	\$1,771	43	\$799	22	\$371	50	\$811	50	\$811	50	\$811
Anniversary Payments	10	\$157	10	\$184	72	\$1,156	93	\$1,584	65	\$1,144	65	\$1,144	65	\$1,144
Total Drilling Reservist AVB	98	\$1,625	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955	115	\$1,955

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

	<b>FY 2022</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>		<b>FY 2028</b>	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2022</b>														
Initial Payments	32	\$620												
<b>FY 2023</b>														
Initial Payments			79	\$1,390										
<b>FY 2024</b>														
Initial Payments					79	\$1,390								
<b>FY 2025</b>														
Initial Payments							79	\$1,390						
<b>FY 2026</b>														
Initial Payments									42	\$670				
<b>FY 2027</b>														
Initial Payments											42	\$670		
<b>FY 2028</b>														
Initial Payments													42	\$670
Total														
Initial Payments	32	\$620	79	\$1,390	79	\$1,390	79	\$1,390	42	\$670	42	\$670	42	\$670
Total Drilling Reservist OAB	32	\$620	79	\$1,390	79	\$1,390	79	\$1,390	42	\$670	42	\$670	42	\$670

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

	FY 2022		FY 2023		FY 2024		FY 2025		FY 2026		FY 2027		FY 2028	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2022</b>														
Initial Payments	59	\$890												
<b>FY 2023</b>														
Initial Payments			900	\$13,675										
<b>FY 2024</b>														
Initial Payments					635	\$9,700								
<b>FY 2025</b>														
Initial Payments							585	\$8,950						
<b>FY 2026</b>														
Initial Payments									158	\$2,545				
<b>FY 2027</b>														
Initial Payments											158	\$2,545		
<b>FY 2028</b>														
Initial Payments													158	\$2,545
Total														
Initial Payments	59	\$890	900	\$13,675	635	\$9,700	585	\$8,950	158	\$2,545	158	\$2,545	158	\$2,545
Total Drilling Reservist EAB	59	\$890	900	\$13,675	635	\$9,700	585	\$8,950	158	\$2,545	158	\$2,545	158	\$2,545

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

	<b>FY 2022</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>		<b>FY 2027</b>		<b>FY 2028</b>	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount	No.	Amount
Prior Obligations														
<b>FY 2022</b>														
Initial Payments	53	\$787												
<b>FY 2023</b>														
Initial Payments			52	\$770										
<b>FY 2024</b>														
Initial Payments					52	\$770								
<b>FY 2025</b>														
Initial Payments							52	\$770						
<b>FY 2026</b>														
Initial Payments									52	\$770				
<b>FY 2027</b>														
Initial Payments											52	\$770		
<b>FY 2028</b>														
Initial Payments													52	\$770
Total														
Initial Payments	53	\$787	52	\$770	52	\$770	52	\$770	52	\$770	52	\$770	52	\$770
Total FTS AB	53	\$787	52	\$770	52	\$770	52	\$770	52	\$770	52	\$770	52	\$770

Exhibit PB-30X Subactivity Detailed Justification (Reserves)

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

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

<b>FY2024 Estimate</b>	<b>\$7,747</b>
<b>FY2023 Estimate</b>	<b>\$6,634</b>
<b>FY2022 Actual</b>	<b>\$5,122</b>

**Part I - Purpose and Scope**

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

**Part II - Justification of Funds Requested**

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

TSP Matching contributions	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Officer	891	\$1,164.78	\$1,038	891	\$1,218.04	\$1,086	1,000	\$1,250.00	\$1,250
Enlisted	13,682	\$298.48	\$4,084	17,770	\$312.21	\$5,548	20,282	\$320.33	\$6,497
Total	14,574		\$5,122	18,661		\$6,634	21,282		\$7,747
Total Available Appropriation						\$6,615			
Estimated Asset / (Shortfall)						(\$19)			

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

**Reserve Personnel, Marine Corps  
Blended Retirement System  
Schedule of Increases and Decreases  
(\$ in Thousands)**

		<u>Total</u>
<b>FY 2023 Direct Program</b>		<b>\$6,634</b>
Increases		
Pricing Increases		
Increase in TSP Matching Rates	\$197	
Total Pricing Increases	\$197	
Program Increases		
Increase in TSP Matching Program	\$916	
Total Program Increases	\$916	
Total Increases		\$1,113
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
<b>FY 2024 Direct Program</b>		<b>\$7,747</b>

\* Totals and Subtotals might not add due to rounding

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

<b>Reserve Personnel, Marine Corps</b>	<b>FY2024 Estimate</b>	<b>\$6,082</b>
<b>Reserve Component Training and Support</b>	<b>FY2023 Estimate</b>	<b>\$5,465</b>
<b>Education Benefits</b>	<b>FY2022 Actual</b>	<b>\$3,331</b>

**Part I - Purpose and Scope**

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

All individuals enlisting, reenlisting, or extending for not less than six years in the Selected Reserve after July 1, 1985, are eligible to receive educational assistance. The individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Fund. The program will provide for funds adequate to allow one of three levels of assistance. The Board of Actuaries set a rate for the first time in FY 2017 after several years with rates at zero. Rates have been adjusted for FY 2023 and FY 2024.

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

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

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

		<u>Total</u>
<b>FY 2023 Direct Program</b>		<b>\$5,465</b>
Increases		
Pricing Increases		
Increase in Basic Benefit Rate	\$388	
Increase in Kicker Rate	\$75	
Total Pricing Increases	\$463	
Program Increases		
Increase in Montgomery GI Bill Basic Benefit Takers	\$150	
Increase in Kicker Takers	\$4	
Total Program Increases	\$154	
Total Increases		\$617
Decreases		
Pricing Decreases		
Total Pricing Decreases	\$0	
Program Decreases		
Total Program Decreases	\$0	
Total Decreases		\$0
<b>FY 2024 Direct Program</b>		<b>\$6,082</b>
* Totals and Subtotals might not add due to rounding		



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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Basic Benefit	4,584	\$583.00	\$2,673	4,547	\$1,142.00	\$5,193	4,678	\$1,225.00	\$5,731
Amortization Payment			\$0			\$0			\$0
Subtotal			\$2,673			\$5,193			\$5,731
	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
G. I. Bill Kicker									
\$350 Kicker	204	\$3,226.57	\$658	204	\$1,334.00	\$272	207	\$1,697.00	\$351
Subtotal									
<b>Total Education Benefits</b>			\$3,331			\$5,465			\$6,082
Total Available Appropriation			\$3,331			\$5,774			\$6,082
Estimated Asset / Shortfall						\$309			

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

**Reserve Personnel, Marine Corps**

**Reserve Component Training and Support**

**Platoon Leaders Class**

<b>FY2024 Estimate</b>	<b>\$7,469</b>
<b>FY2023 Estimate</b>	<b>\$7,251</b>
<b>FY2022 Actual</b>	<b>\$7,017</b>

**Part I - Purpose and Scope**

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

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

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

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

	<u>Total</u>
<b>FY 2023 Direct Program</b>	<b>\$7,251</b>
Increases	
Pricing Increases	
Increase in Summer Training Pay and Allowances Rates	\$185
Increase in Travel Rates	\$30
Total Pricing Increases	\$216
Program Increases	
Increase in Summer Training Program	\$2
Total Program Increases	\$2
Total Increases	\$218
Decreases	
Pricing Decreases	
Total Pricing Decreases	\$0
Program Decreases	
Total Decreases	\$0
<b>FY 2024 Direct Program</b>	<b>\$7,469</b>

\* Totals and Subtotals might not add due to rounding

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

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Sophomores	141	\$1,424.62	\$201	141	\$1,424.62	\$201	141	\$1,424.62	\$201
Junior	185	\$1,422.94	\$263	185	\$1,422.94	\$263	185	\$1,422.94	\$263
Senior	339	\$1,423.19	\$482	339	\$1,423.19	\$482	339	\$1,423.19	\$482
Total	665		\$947	665		\$947	665		\$947

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Students	58	\$3,458.75	\$201	58	\$3,458.75	\$201	58	\$3,458.75	\$201
TOTAL			\$1,147			\$1,147			\$1,147

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

**Summer Training Pay and Allowances:** The funds requested are to provide Pay and Allowances to students attending summer training. The rates used in computing requirements include Basic Pay, Retired Pay Accrual, government social security contribution, Basic Allowance for Subsistence, Basic Allowance for Housing, and special and incentive pay as authorized. The students are entitled to be paid at the rate prescribed for a Sergeant/E-5.

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>	<u>Mandays</u>	<u>Rate</u>	<u>Amount</u>
Summer Training Pay and Allowances	34,183	\$130.09	\$4,447	34,183	\$135.34	\$4,626	34,201	\$140.76	\$4,814

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
MCJROTC MRE's	117	\$2,005.36	\$235	117	\$2,005.36	\$235	117	\$2,005.36	\$235
Subsistence-In-Kind	511	\$15.25	\$8	508	\$16.66	\$8	508	\$17.53	\$9
Total Subsistence of PLCs			\$242			\$243			\$244

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

	<u>FY2022 (Actual)</u>			<u>FY2023 (Estimate)</u>			<u>FY2024 (Estimate)</u>		
	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>	<u>Number</u>	<u>Rate</u>	<u>Amount</u>
Travel PLCs	850	\$1,389.62	\$1,181	850	\$1,452.16	\$1,234	850	\$1,487.01	\$1,264
Total			\$5,870			\$6,104			\$6,322

<b>Total PLC Program</b>			\$7,018			\$7,251			\$7,469
Total Available Appropriation						\$6,921			
Estimated Asset / Shortfall						(\$330)			

## Section 5

# Special Analysis

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

**Reserve Personnel, Marine Corps  
Full Time Support (FTS) Personnel  
FY 2022 (Actual) End Strength**

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	174	5	131	310
Recruiting/Retention	135	0	0	135
SUBTOTAL - Assignment	309	5	131	445
Units				
Unit	1,758	3,110	80	4,948
RC Unique Management HQs	48	660	0	708
Unit Support-Navy OSC <sup>1/</sup>	0	0	0	0
Maintenance Activity (Non-Unit)	25	0	0	25
SUBTOTAL - Units	1,831	3,770	80	5,681
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	96	0	0	96
ROTC	0	0	0	0
SUBTOTAL - Training	96	0	0	96
Headquarters (HQ)				
Service HQs	13	0	8	21
AC HQS	101	1	1	103
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	21	0	0	21
SUBTOTAL - HQ	141	4	9	154
TOTAL	2,377	3,779	220	6,376

1/ Operational Support Center (OSC)

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

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

**Reserve Personnel, Marine Corps  
Full Time Support (FTS) Personnel  
FY 2023 (Estimate) End Strength**

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	177	5	144	326
Recruiting/Retention	141	0	0	141
SUBTOTAL - Assignment	318	5	144	467
Units				
Unit	1,759	3,110	82	4,951
RC Unique Management HQs	48	660	0	708
Unit Support-Navy OSC <sup>1/</sup>	0	0	0	0
Maintenance Activity (Non-Unit)	25	0	0	25
SUBTOTAL - Units	1,832	3,770	82	5,684
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	96	0	0	96
ROTC	0	0	0	0
SUBTOTAL - Training	96	0	0	96
Headquarters (HQ)				
Service HQs	13	0	8	21
AC HQS	102	0	0	102
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	21	0	0	21
SUBTOTAL - HQ	142	3	8	153
TOTAL	2,388	3,778	234	6,400

1/ Operational Support Center (OSC)

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



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

**Reserve Personnel, Marine Corps  
Full Time Support (FTS) Personnel  
FY 2024 (Estimate) End Strength**

	FTS Total	Active Military	Civilian	Total
Assignment				
Individuals	0	0	0	0
Pay/Personnel Centers	172	5	144	321
Recruiting/Retention	134	0	0	134
SUBTOTAL - Assignment	306	5	144	455
Units				
Unit	1,754	3,110	82	4,948
RC Unique Management HQs	48	660	0	708
Unit Support-Navy OSC <sup>1/</sup>	0	0	0	0
Maintenance Activity (Non-Unit)	24	0	0	24
SUBTOTAL - Units	1,826	3,770	82	5,680
Training				
RC Non-Unit Institutions	0	0	0	0
RC Schools	92	0	0	92
ROTC	0	0	0	0
SUBTOTAL - Training	92	0	0	92
Headquarters (HQ)				
Service HQs	11	0	8	19
AC HQS	98	0	0	98
AC Installations/Activities	0	0	0	0
RC Chiefs Staff-Unit	6	3	0	9
Others	16	0	0	16
SUBTOTAL - HQ	131	3	8	142
TOTAL	2,355	3,778	234	6,369

<sup>1/</sup> Operational Support Center (OSC)

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