

DEPARTMENT OF THE NAVY  
FISCAL YEAR (FY) 2009  
BUDGET ESTIMATES



JUSTIFICATION OF ESTIMATES  
FEBRUARY 2008

MILITARY PERSONNEL, MARINE CORPS



## Department of Defense Appropriations Act, 2009

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### **Military Personnel, Marine Corps**

**For pay, allowances, individual clothing, subsistence, interest on deposits, gratuities, permanent change of station travel (including all expenses thereof for organizational movements), and expenses of temporary duty travel between permanent duty stations, for members of the Marine Corps on active duty (except members of the Reserve provided for elsewhere); and for payments pursuant to section 156 of Public Law 97-377, as amended (42 U.S.C. 402 note), and to the Department of Defense Military Retirement Fund, \$11,809,845,000.**

**DEPARTMENT OF THE NAVY  
JUSTIFICATION OF ESTIMATES FOR FY 2009 BUDGET SUBMISSION  
MILITARY PERSONNEL, MARINE CORPS  
FY2009 BUDGET ESTIMATES**

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**MILITARY PERSONNEL, MARINE CORPS**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(IN THOUSANDS OF DOLLARS)

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

The following is a funding summary:

	FY07 Actuals	FY08 Estimate	FY09 Estimate
BA1 - Pay and Allowance of Officers	\$1,948,112	\$2,103,583	\$2,305,731
BA2 - Pay and Allowance of Enlisted	\$6,257,154	\$7,176,350	\$8,279,496
BA4 - Subsistence of Enlisted Personnel	\$539,351	\$590,345	\$670,397
BA5 - Permanent Change of Station Travel	\$349,907	\$352,224	\$473,952
BA6 - Other Military Personnel Costs	\$65,313	\$57,678	\$80,269
<b>TOTAL DIRECT PROGRAM</b>	<b>\$9,159,837</b>	<b>\$10,280,180</b>	<b>\$11,809,845</b>
BA1 - Pay and Allowance of Officers	\$5,696	\$10,657	\$12,267
BA2 - Pay and Allowance of Enlisted	\$3,885	\$7,871	\$8,054
BA4 - Subsistence of Enlisted Personnel	\$9,999	\$8,141	\$7,597
BA5 - Permanent Change of Station Travel	\$0	\$0	\$0
BA6 - Other Military Personnel Costs	\$0	\$0	\$0
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>\$19,580</b>	<b>\$26,669</b>	<b>\$27,918</b>
BA1 - Pay and Allowance of Officers	\$1,953,808	\$2,114,240	\$2,317,998
BA2 - Pay and Allowance of Enlisted	\$6,261,039	\$7,184,221	\$8,287,550
BA4 - Subsistence of Enlisted Personnel	\$549,350	\$598,486	\$677,994
BA5 - Permanent Change of Station Travel	\$349,907	\$352,224	\$473,952
BA6 - Other Military Personnel Costs	\$65,313	\$57,678	\$80,269
<b>TOTAL PROGRAM</b>	<b>\$9,179,417</b>	<b>\$10,306,849</b>	<b>\$11,837,763</b>

**MILITARY PERSONNEL, MARINE CORPS  
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM  
(IN THOUSANDS OF DOLLARS)**

	FY07 Actuals	FY08 Estimate	FY09 Estimate
GWOT Supplemental Funding BA-1	\$207,544	\$12,226	\$0
GWOT Supplemental Funding BA-2	\$1,125,841	\$36,723	\$0
GWOT Supplemental Funding BA-4	\$36,966	\$1,588	\$0
GWOT Supplemental Funding BA-5	\$47,169	\$1,881	\$0
GWOT Supplemental Funding BA-6	\$114,927	\$3,632	\$0
TOTAL P.L.110-28/P.L. 109-289/P.L.110-161	\$1,532,447	\$56,050	\$0
Baseline Supplemental Funding (BAH) BA-1	\$200		
Baseline Supplemental Funding (BAH) BA-2	\$108,756		
Total P.L. 110-28 Program Funding	\$108,956		
TOTAL PROGRAM FUNDING BA-1	\$2,161,552	\$2,126,466	\$2,317,998
TOTAL PROGRAM FUNDING BA-2	\$7,495,636	\$7,220,944	\$8,287,550
TOTAL PROGRAM FUNDING BA-4	\$586,316	\$600,074	\$677,994
TOTAL PROGRAM FUNDING BA-5	\$397,076	\$354,105	\$473,952
TOTAL PROGRAM FUNDING BA-6	\$180,240	\$61,310	\$80,269
TOTAL PROGRAM FUNDING	\$10,820,820	\$10,362,899	\$11,837,763
Medicare-Eligible Retiree Health Fund Contribution	\$1,050,586	\$1,116,313	\$1,052,714
TOTAL MILITARY PERSONNEL-MARINE CORPS PROGRAM COST	\$11,871,406	\$11,479,212	\$12,890,477

## SECTION 2

### INTRODUCTORY STATEMENT

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

The budget provides for a Marine Corps Active Forces FY 2009 end strength of 194,000. This force structure permits the Marine Corps to fulfill its charter as a versatile expeditionary force-in readiness, capable of rapidly responding to global contingencies. The FY 2009 budget includes funding for a 3.4% base pay increase all military personnel.

The tables in Section 1 through 4 contain budget data for Pay and Allowances of Active Duty Officers and Enlisted personnel; Subsistence of Enlisted personnel; Permanent Change of Station Travel; and Other Military Personnel Costs. Retired pay accrual, social security benefits and the CONUS COLA are reflected in the Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation is reflected under Other Military Personnel Costs. The budget activity structure and detailed justification demonstrates how the Active Forces military personnel program is managed and controlled. It displays the inventory of officers and enlisted personnel with associated workyears.

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. Previously, the military personnel accounts were required to pay the accrued costs, using annual appropriations. Since these costs are actually borne in support of the Department of Defense, they will be shown as part of the DoD discretionary total. Ten new accounts corresponding to each of the existing military personnel accounts have been created to show the cost of these payments. Beginning in 2006, the appropriations requested for the military personnel accounts exclude funding to make the retiree health accrual payments. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

Achieving victory in the Long War: Upon completing a reexamination of Marine Corps structure and manning for both the current Global War on Terrorism (GWOT) and future requirements, the President has approved an increase in endstrength to 202,000 over the next five years. To posture forces for the Long War and relieve deployment strain resulting from GWOT operations, personnel policies, organizational constructs, infrastructure, equipping/resetting the force and training support must all be adjusted to more sustainable levels. The approved endstrength will achieve the desired 1:2 deployment-to-dwell ratio required to support the long war while maintaining readiness for the full spectrum of mission requirements the Nation expects from the Marine Corps.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2007 budget formulation, the military personnel budget estimates were reduced by over \$300 million in FY 2007 - FY 2011 for historical unexpended/unobligated balances. These reductions were based on the methodology used by the Government Accountability Office. The FY 2009 Military Personnel, Marine Corps budget estimate was reduced by \$5.0 million. In addition to the funding reductions, the Service Components and the Defense Finance and Accounting Service have been directed to work together to:

- develop the lowest, achievable percentage level of unobligated/unexpended balances,
- develop a Financial Improvement Plan with specific tasks that will be performed to reduce the unobligated/unexpended balances,
- add the necessary personnel resources to improve execution data collection, and
- closely monitor, through metrics reporting the progress, to reduce MILPERS appropriation unobligated/unexpended balances to the lowest, achievable percentage level by the end of each appropriation's 5 year availability.

The Permanent Change of Station (PCS) program increases by \$85.3million between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

**SECTION 2**  
**INTRODUCTORY STATEMENT**

The President announced in January 2007 that the United States would strengthen the military for the war against terror by increasing the overall strength of the Army and Marine Corps. Under this plan, active duty Marine Corps end strength will increase by a total of 27,000 from the FY 2007 President’s Budget request of 175,000 and reach an end strength of 202,000 in FY 2011. This increase will enhance overall U.S. ground forces, reduce stress on deployable personnel, and provide the necessary forces for success in the long war on terror.

Currently, the Marine Corps anticipates ending FY 2008 with active duty end strength of 189,000 or 9,000 over the President’s Budget request. Funding for this additional end strength is included in the FY 2008 Global War in Terriom budget request.

Marine Corps active duty end strength will continue to grow by 5,000 per year until reaching the end strength goal of 202,000 in FY 2011. However, beginning in FY 2009 all end strength is funded within the base budget request as shown in the following table:

<b><u>End Strength</u></b>	<b><u>FY 2007</u></b>	<b><u>FY 2008</u></b>	<b><u>FY 2009</u></b>	<b><u>FY 2010</u></b>	<b><u>FY 2011</u></b>	<b><u>FY 2012</u></b>	<b><u>FY2013</u></b>
Current Plan/ Actual	186,492	189,000	194,000	199,000	202,000	202,000	202,000
Base Budget	<u>175,000</u>	<u>180,000</u>	<u>194,000</u>	<u>199,000</u>	<u>202,000</u>	<u>202,000</u>	<u>202,000</u>
FY07 Supp/FY08 GWOT Req.	11,492	9,000	-	-	-	-	-



**FISCAL YEAR 2007**

- a. The requested \$10,801,240 supports an end strength of 186,492 with the average strength at 186,884.
- b. Retired pay accrual percentage is 26.5 percent of the basic pay.
- c. The pay raise is a targeted 2.2 percent across the board with selective increases for certain warrant officers and mid-grade en
- d. The economic assumption for non-pay inflation is 2.7 percent.

**FISCAL YEAR 2008**

- a. The requested \$10,336,230 supports an end strength of 180,000 with the average strength at 177,761.
- b. Retired pay accrual percentage is 29.0 percent of the basic pay.
- c. The pay raise is 3.5 percent.
- d. The economic assumption for non-pay inflation is 1.9 percent.

**FISCAL YEAR 2009**

- a. The requested \$11,809,845 supports an end strength of 194,000 with the average strength at 189,428.
- b. Retired pay accrual percentage is 29.2 percent of the basic pay.
- c. The pay raise is 3.4 percent.
- d. The economic assumption for non-pay inflation is 2.0 percent.

Activity: Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

		FY07 Actuals	FY08 Planned	FY09 Planned
	Average Strength	186,886	176,963	189,528
	End Strength	186,492	180,000	194,000
	Authorized End Strength	180,000		
1. Recruiting Goals	Numeric Goals	32,600	36,109	37,608
	Actual	35,383		
2. Quality Goals	Tier 1 HSDG	95.4%	95.0%	95.0%
	Cat I-III A	66.2%	63.0%	63.0%

- FY 2007 average strength includes officer and enlisted mobilized Reserve Component personnel in support of OEF/OIF.
- Total recruiting mission is compared to actual accessions for the fiscal year. The percent of goal accomplished is the measurement.

a. The percent Tier 1 High School Degree Graduate (HSDG\*) is the measure, which is a measure of educational achievement - Total number of Tier 1 (HSDG) is the measure, which is a measure of educational achievement - Total number of Tier 1 (HSDG) non-prior service accessions + Delayed Entry Program (DEP) is compared to total number of non-prior service accessions + DEP for the fiscal year. ( DoD target is 90% )

b. The percent Cat I-III A is the measure - Total number of non-prior service accessions + DEP who scored at or above 50th percentile (Cat I-III A) is compared to total number of non-prior service accessions + DEP for the fiscal year. ( DoD target is 60%. Cat I-III A - scores at or above 50 on the Armed Forces Qualification Test (measure of aptitude). Cat IV - percentages are not shown as the Services historically have no difficulty meeting the 4% limitation.

In accordance with the President's Management Agenda, Budget and Performance Integration initiative, this program has been assessed using the Program Assessment Rating Tool (PART). Remarks regarding program performance and plans for performance improvement can be located at the [Expectmore.gov](http://Expectmore.gov) website.

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

	FY07 Actual		FY08 Planned		FY09 Planned	
	Avg Strength	End Strength	Avg Strength	End Strength	Avg Strength	End Strength
DIRECT PROGRAM 1/						
Direct Officers	19,183	19,639	18,836	18,789	20,064	20,189
Direct Enlisted	161,258	166,716	157,182	160,968	169,033	173,568
Total Direct	180,441	186,355	176,018	179,757	189,097	193,757
ADOS DIRECT PROGRAM						
ADOS Officers	102	0	96	0	96	0
ADOS Enlisted	170	0	95	0	95	0
Total ADOS	272	0	191	0	191	0
TOTAL DIRECT PROGRAM	180,713	186,355	176,209	179,757	189,288	193,757
REIMBURSABLE PROGRAM						
Reimb Officers	72	70	111	111	109	111
Reimb Enlisted	70	67	131	132	131	132
Total Reimbursable	142	137	242	243	240	243
TOTAL PROGRAM						
Total Officers	19,357	19,709	19,043	18,900	20,269	20,300
Total Enlisted	161,498	166,783	157,408	161,100	169,259	173,700
Total Program	180,855	186,492	176,451	180,000	189,528	194,000
GWOT SUPPLEMENTAL FUNDING 2/						
GWOT Officers	879	0	104	0	0	0
GWOT Enlisted	5,152	0	408	0	0	0
Supplemental Reserve Mobilization	6,031	0	512	0	0	0
REVISED TOTAL PROGRAM						
Revised Officers	20,236	19,709	19,147	18,900	20,269	20,300
Revised Enlisted	166,650	166,783	157,816	161,100	169,259	173,700
Revised Total Program	186,886	186,492	176,963	180,000	189,528	194,000

1/ Includes 11,492 end strength funded with GWOT supplemental funding.

2/ FY 2007 includes 879 officers and 5,152 enlisted workyears for Reserve mobilization.

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

	2007			2008			2009		
	FY 2007 Total	Reimb Included	2007 ADSW Included	FY 2008 Total	Reimb Included	2008 ADSW Included	FY 2009 Total	Reimb Included	2009 ADSW Included
Commissioned Officers									
O-10 General	4	0	0	4	0	0	5	0	0
O-9 Lieutenant General	15	0	0	14	0	0	14	0	0
O-8 Major General	24	0	0	24	0	0	21	0	0
O-7 Brigadier General	41	0	0	38	0	0	40	0	0
O-6 Colonel	699	10	0	655	12	0	677	12	0
O-5 Lieutenant Colonel	1,853	19	0	1,794	23	0	1,876	23	0
O-4 Major	3,632	22	0	3,508	33	0	3,769	33	0
O-3 Captain	5,602	13	0	5,356	32	0	6,003	33	0
O-2 First Lieutenant	2,941	0	0	4,047	4	0	2,367	4	0
O-1 Second Lieutenant	3,009	0	0	1,353	0	0	3,635	0	0
Subtotal Officers	17,820	64	0	16,793	104	0	18,407	105	0
Warrant Officers									
W-5 Chief Warrant Officer	87	0	0	103	0	0	82	0	0
W-4 Chief Warrant Officer	272	1	0	245	2	0	273	2	0
W-3 Chief Warrant Officer	540	2	0	586	4	0	533	3	0
W-2 Chief Warrant Officer	758	3	0	959	1	0	769	1	0
W-1 Warrant Officer	232	0	0	214	0	0	236	0	0
Subtotal Warrant Officers	1,889	6	0	2,107	7	0	1,893	6	0
Total Officers	19,709	70	0	18,900	111	0	20,300	111	0
Enlisted Personnel									
E-9 Sergeant Major/Master Gunnery Sergeant	1,565	1	0	1,502	3	0	1,737	3	0
E-8 First Sergeant/Master Sergeant	3,618	11	0	3,674	11	0	4,342	11	0
E-7 Gunnery Sergeant	8,076	14	0	8,331	16	0	8,899	16	0
E-6 Staff Sergeant	14,021	15	0	14,254	30	0	16,351	30	0
E-5 Sergeant	27,669	13	0	24,100	24	0	28,364	24	0
E-4 Corporal	36,076	10	0	32,400	24	0	38,353	24	0
E-3 Lance Corporal	38,919	2	0	42,415	24	0	44,045	24	0
E-2 Private First Class	21,015	1	0	20,696	0	0	19,123	0	0
E-1 Private	15,824	0	0	13,728	0	0	12,486	0	0
Total Enlisted	166,783	67	0	161,100	132	0	173,700	132	0
Total Strength	186,492	137	0	180,000	243	0	194,000	243	0

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

	FY 2007 Total	2007 Reimb Included	2007 ADSW Included	FY 2008 Total	2008 Reimb Included	2008 ADSW Included	FY 2009 Total	2009 Reimb Included	2009 ADSW Included
<b>Commissioned Officers</b>									
O-10 General	5	0	0	4	0	0	5	0	0
O-9 Lieutenant General	15	0	0	14	0	0	14	0	0
O-8 Major General	23	0	0	24	0	0	23	0	0
O-7 Brigadier General	43	0	1	38	0	0	40	0	0
O-6 Colonel	863	10	6	664	12	5	691	12	5
O-5 Lieutenant Colonel	2,174	18	28	1,834	23	27	1,890	23	27
O-4 Major	3,807	23	34	3,606	33	32	3,764	31	32
O-3 Captain	5,588	14	21	5,347	32	22	5,935	32	22
O-2 First Lieutenant	3,031	0	4	4,027	4	4	2,541	4	4
O-1 Second Lieutenant	2,686	0	2	1,459	0	4	3,429	0	4
<b>Subtotal Officers</b>	<b>18,235</b>	<b>65</b>	<b>96</b>	<b>17,017</b>	<b>104</b>	<b>94</b>	<b>18,332</b>	<b>102</b>	<b>94</b>
<b>Warrant Officers</b>									
W-5 Chief Warrant Officer	92	0	1	102	0	1	86	0	1
W-4 Chief Warrant Officer	294	2	2	247	2	0	273	2	0
W-3 Chief Warrant Officer	544	3	0	589	4	1	538	4	1
W-2 Chief Warrant Officer	752	2	3	864	1	0	704	1	0
W-1 Warrant Officer	319	0	0	328	0	0	336	0	0
<b>Subtotal Warrant Officers</b>	<b>2,001</b>	<b>7</b>	<b>6</b>	<b>2,130</b>	<b>7</b>	<b>2</b>	<b>1,937</b>	<b>7</b>	<b>2</b>
<b>Total Officers</b>	<b>20,236</b>	<b>72</b>	<b>102</b>	<b>19,147</b>	<b>111</b>	<b>96</b>	<b>20,269</b>	<b>109</b>	<b>96</b>
<b>Enlisted Personnel</b>									
E-9 Sergeant Major/Master Gunnery Sergeant	1,585	1	3	1,495	3	1	1,737	3	1
E-8 First Sergeant/Master Sergeant	3,656	9	4	3,656	11	1	4,317	11	1
E-7 Gunnery Sergeant	8,344	13	14	8,295	16	6	8,665	16	6
E-6 Staff Sergeant	14,765	17	32	14,124	30	19	15,984	30	19
E-5 Sergeant	28,001	17	45	23,625	23	25	27,624	23	25
E-4 Corporal	35,205	11	37	31,300	24	22	37,275	24	22
E-3 Lance Corporal	42,595	2	33	41,719	24	14	43,235	24	14
E-2 Private First Class	20,323	0	2	20,596	0	4	18,505	0	4
E-1 Private	12,176	0	0	13,006	0	3	11,917	0	3
<b>Total Enlisted</b>	<b>166,650</b>	<b>70</b>	<b>170</b>	<b>157,816</b>	<b>131</b>	<b>95</b>	<b>169,259</b>	<b>131</b>	<b>95</b>
<b>Total Strength</b>	<b>186,886</b>	<b>142</b>	<b>272</b>	<b>176,963</b>	<b>242</b>	<b>191</b>	<b>189,528</b>	<b>240</b>	<b>191</b>

**MILITARY PERSONNEL, MARINE CORPS  
ACTIVE DUTY STRENGTHS BY MONTH  
(IN THOUSANDS OF DOLLARS)**

	FY07 Actual			FY08 Planned			FY09 Planned		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
Prev Sept	19,025	161,391	180,416	19,709	166,783	186,492	18,900	161,100	180,000
October	18,940	160,822	179,762	18,723	159,168	177,891	19,778	167,842	187,620
November	18,920	160,096	179,016	18,607	159,351	177,958	19,760	167,559	187,319
December	19,092	159,385	178,477	18,788	159,276	178,064	19,960	167,065	187,025
January	19,039	160,545	179,584	17,857	158,924	176,781	19,987	168,581	188,568
February	19,200	160,440	179,640	17,726	157,684	175,410	20,157	168,663	188,820
March	19,160	160,416	179,576	17,776	157,372	175,148	20,189	168,675	188,864
April	19,309	160,072	179,381	18,072	157,129	175,201	20,269	168,151	188,420
May	19,329	160,374	179,703	18,788	158,158	176,946	20,390	168,091	188,481
June	19,456	162,085	181,541	18,958	159,436	178,394	20,537	169,869	190,406
July	19,488	162,759	182,247	18,869	160,395	179,264	20,471	170,959	191,430
August	19,729	164,845	184,574	18,951	161,661	180,612	20,455	171,944	192,399
September <sup>3</sup>	19,709	166,783	186,492	18,900	161,100	180,000	20,300	173,700	194,000
Avg Strength <sup>1</sup>	20,236	166,650	186,886	19,147	157,816	176,963	20,269	169,259	189,528
Active Duty Oper Support <sup>2</sup>									
# of Manyears	102	170	272	96	95	191	96	95	191
Dollars in Millions	13.5	9.9	23.4	10.6	4.4	15.0	10.9	4.6	15.6

1/ FY07 includes average strength for baseline, overstrength and 879 officers and 5,152 enlisted mobilized reservists. All FY columns include reimbursable active duty military pay strengths, but excludes active duty personnel paid from Civil Functions and Reserve appropriations.

2/ Active Duty Operational Support (ADOS) .

3/ FY07 End Strength includes 175,000 for Baseline and the difference of 11,492 for overstrength (GWOT).

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

	FY07 Actual	FY08 Planned	FY09 Planned
<b>BEGINNING STRENGTH</b>	<b>19,025</b>	<b>19,709</b>	<b>18,900</b>
Service Academies	239	237	250
RESERVE OFFICER TRAINING CORPS	250	246	272
Senior ROTC	10	13	14
ROTC Scholarship	240	233	258
Health Professions Scholarships	0	0	0
Platoon Leaders Class	807	826	857
Reserve Officer Candidate	509	470	517
Other Enlisted Commissioning Programs	72	121	141
Voluntary Active Duty	0	0	0
Direct Appointments	0	0	0
Warrant Officer Program	286	265	245
Inter-Service Transfer	0	0	0
Other Gain	162	170	150
Active Duty Operational Support Gain	102	96	96
Gain Adjustments	0	0	964
<b>TOTAL GAINS</b>	<b>2,427</b>	<b>2,431</b>	<b>3,492</b>
Expiration of Contract/Obligation	414	419	466
Normal Early Release	0	0	0
RETIREMENT	631	680	712
Disability Retirement	25	35	37
Non - Disability Retirement	606	645	675
Early Retirement	0	0	0
Voluntary Separation Incentive (VSI)	0	0	0
Special Separation Benefit (SSB)	0	0	0
Involuntary Separation - Reserve Officers	42	42	42
Involuntary Separation - Regular Officers	56	56	56
Attrition	415	491	537
Other Loss	83	88	183
Active Duty Operational Support Loss	102	96	96
Loss Adjustments	0	1,368	0
<b>TOTAL LOSSES</b>	<b>1,743</b>	<b>3,240</b>	<b>2,092</b>
<b>END STRENGTH</b>	<b>19,709</b>	<b>18,900</b>	<b>20,300</b>



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

	FY07 Planned	FY08 Planned	FY09 Planned
<b>BEGINNING STRENGTH</b>	161,391	166,783	161,100
<b>NON-PRIOR SERVICE ENLISTMENTS</b>	35,383	36,109	37,608
Male	32,840	33,704	35,006
Female	2,543	2,405	2,602
Prior Service Enlistments	399	198	187
Reenlistments Gain	22,529	19,002	19,402
Reserves (EAD)	42	52	50
Officer Candidate Programs	1,592	786	786
Deserter Gains	1,152	1,192	1,116
Other Gain	318	245	234
Gain Adjustments	0	0	8,125
Active Duty Operational Support Gain	170	95	95
<b>TOTAL GAINS</b>	61,585	57,679	67,603
<b>EAS</b>	19,032	18,486	18,454
Normal Early Release	425	397	397
Separations - VSI	0	0	0
Separations - SSB	0	0	0
To Commissioned Officer	509	470	517
To Warrant Officer	286	265	245
Reenlistments Loss	22,529	19,002	19,402
Retirements	1,603	1,900	1,900
Dropped from Rolls (Deserters)	1,084	1,133	1,133
Attrition (Adverse Causes)	2,503	2,606	2,677
Attrition (Other)	7,149	8,405	9,374
Other Loss	903	809	809
Loss Adjustments	0	9,794	0
Active Duty Operational Support Loss	170	95	95
<b>TOTAL LOSSES</b>	56,193	63,362	55,003
<b>END STRENGTH</b>	166,783	161,100	173,700

ADOS includes average number of Reservists recalled to active duty for tours of duty.

MILITARY PERSONNEL, MARINE CORPS  
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY  
(IN THOUSANDS OF DOLLARS)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL	Officer	Enlisted	TOTAL
1. BASIC PAY	\$1,223,933	\$4,027,529	\$5,251,462	\$1,194,234	\$3,935,122	\$5,129,356	\$1,280,845	\$4,415,953	\$5,696,798
2A. RETIRED PAY ACCRUAL	\$326,680	\$1,063,724	\$1,390,404	\$345,501	\$1,140,838	\$1,486,339	\$373,135	\$1,289,091	\$1,662,226
3. BASIC ALLOWANCE FOR HOUSING	\$360,675	\$1,181,953	\$1,542,628	\$355,091	\$1,116,700	\$1,471,791	\$403,572	\$1,338,567	\$1,742,139
a. With Dependents - Domestic	\$268,755	\$986,735	\$1,255,490	\$286,644	\$1,019,402	\$1,306,046	\$333,829	\$1,143,570	\$1,477,399
b. Without Dependents - Domestic	\$76,887	\$170,743	\$247,630	\$61,030	\$121,247	\$182,277	\$55,001	\$157,624	\$212,625
c. Substandard Family Housing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
d. Partial	\$171	\$7,216	\$7,386	\$123	\$8,050	\$8,173	\$199	\$8,508	\$8,707
e. With Dependents - Overseas	\$8,672	\$12,784	\$21,456	\$5,039	\$20,112	\$25,151	\$5,288	\$21,550	\$26,838
f. Without Dependents - Overseas	\$6,191	\$4,476	\$10,666	\$2,254	\$1,512	\$3,766	\$9,254	\$7,316	\$16,570
4. SUBSISTENCE	\$45,858	\$586,316	\$632,174	\$46,011	\$600,074	\$646,085	\$50,575	\$677,994	\$728,569
a. Basic Allowance for Subsistence	\$45,858	\$370,470	\$416,328	\$46,011	\$339,096	\$385,107	\$50,575	\$416,397	\$466,973
(1) Authorized to Mess Separately	\$45,858	\$526,132	\$571,990	\$46,011	\$516,543	\$562,554	\$50,575	\$612,451	\$663,025
(2) Rations-In-Kind Not Available	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(3) Augmentation of Commuted Ration	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(4) Less Collections	\$0	(\$156,412)	(\$156,412)	\$0	(\$178,197)	(\$178,197)	\$0	(\$196,054)	(\$196,054)
(5) Family Subsistence Supplemental Allow	\$0	\$750	\$750	\$0	\$750	\$750	\$0	\$750	\$750
b. Subsistence-in-Kind	\$0	\$215,846	\$215,846	\$0	\$260,978	\$260,978	\$0	\$260,847	\$260,847
(1) Subsistence in Messes	\$0	\$10,346	\$10,346	\$0	\$21,017	\$21,017	\$0	\$16,829	\$16,829
(2) Food Service Regionalization	\$0	\$138,460	\$138,460	\$0	\$164,197	\$164,197	\$0	\$163,000	\$163,000
(3) Operational Rations	\$0	\$63,918	\$63,918	\$0	\$70,926	\$70,926	\$0	\$78,231	\$78,231
(4) Augmentation	\$0	\$2,042	\$2,042	\$0	\$2,973	\$2,973	\$0	\$715	\$715
(5) Other Programs	\$0	\$1,080	\$1,080	\$0	\$1,865	\$1,865	\$0	\$2,072	\$2,072
(6) Sale of Meals	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
5. INCENTIVE PAY, HAZARDOUS DUTY AND AVIATION CAREER	\$48,545	\$8,600	\$57,145	\$49,439	\$8,360	\$57,799	\$49,675	\$8,681	\$58,356
a. Flying Duty Pay	\$48,120	\$3,842	\$51,962	\$48,968	\$4,274	\$53,242	\$49,179	\$4,377	\$53,556
1. ACIP, Officers	\$29,649	\$0	\$29,649	\$27,818	\$0	\$27,818	\$29,019	\$0	\$29,019
2. Crew Members	\$11	\$2,987	\$2,998	\$27	\$3,240	\$3,267	\$27	\$3,240	\$3,267
3. Noncrew Member	\$35	\$855	\$890	\$54	\$1,034	\$1,088	\$54	\$1,137	\$1,191
4. Aviation Continuation Bonus	\$18,425	\$0	\$18,425	\$21,069	\$0	\$21,069	\$20,079	\$0	\$20,079
b. Parachute Jumping Pay	\$224	\$1,715	\$1,939	\$251	\$1,170	\$1,421	\$274	\$1,526	\$1,800
c. Demolition Pay	\$83	\$1,033	\$1,116	\$70	\$778	\$848	\$70	\$837	\$907
d. Flight Deck Duty Pay	\$56	\$1,110	\$1,166	\$83	\$1,512	\$1,595	\$85	\$1,512	\$1,597
e. HALO Pay	\$62	\$875	\$937	\$68	\$626	\$694	\$68	\$428	\$496
f. Other Hazardous Duty Pays	\$0	\$25	\$25	\$0	\$0	\$0	\$0	\$0	\$0
6. SPECIAL PAYS	\$15,242	\$603,758	\$619,000	\$6,777	\$392,478	\$399,254	\$15,992	\$557,568	\$573,560
a. Sea & Foreign Duty Pay	\$3,716	\$33,696	\$37,412	\$645	\$15,396	\$16,040	\$647	\$15,397	\$16,044
1. Sea Duty	\$571	\$3,375	\$3,946	\$378	\$9,848	\$10,226	\$378	\$9,849	\$10,227
2. Hardship Duty Pay	\$3,145	\$29,690	\$32,835	\$267	\$2,602	\$2,868	\$269	\$2,602	\$2,870
3. Overseas Exten. Pay	\$0	\$631	\$631	\$0	\$2,946	\$2,946	\$0	\$2,946	\$2,946

\* Amounts shown above may vary due to rounding.

## (IN THOUSANDS OF DOLLARS)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	Officer	Enlisted	TOTAL PAYGRADES	Officer	Enlisted	TOTAL PAYGRADES	Officer	Enlisted	TOTAL PAYGRADES
b. Diving Duty Pay	\$146	\$1,159	\$1,305	\$153	\$591	\$743	\$153	\$1,027	\$1,179
c. Imminent Danger Pay	\$9,054	\$80,414	\$89,468	\$2,955	\$23,113	\$26,068	\$8,281	\$7,656	\$15,937
d. Foreign Language Proficiency Pay	\$1,526	\$4,206	\$5,732	\$2,979	\$5,697	\$8,676	\$6,516	\$8,526	\$15,042
e. Special Duty Assignment Pay	\$0	\$31,874	\$31,874	\$0	\$32,923	\$32,923	\$0	\$31,810	\$31,810
f. Reenlistment Bonus	\$0	\$268,122	\$268,122	\$0	\$213,685	\$213,685	\$0	\$401,921	\$401,921
g. Enlistment Bonus	\$0	\$10,607	\$10,607	\$0	\$70,803	\$70,803	\$0	\$61,672	\$61,672
h. College Fund	\$0	\$16,785	\$16,785	\$0	\$18,701	\$18,701	\$0	\$18,470	\$18,470
i. Personal Money Allowance - General & Flag	\$23	\$2	\$25	\$19	\$2	\$21	\$19	\$2	\$21
j. Law School Education Debt Subsidy	\$480	\$0	\$480	\$0	\$0	\$0	\$350	\$0	\$350
k. Critical Skills Retention Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
l. Assignment Incentive Pay	\$298	\$156,893	\$157,191	\$27	\$11,567	\$11,594	\$27	\$11,088	\$11,115
7. ALLOWANCES	\$37,240	\$251,535	\$288,775	\$24,451	\$249,078	\$273,530	\$32,033	\$259,465	\$291,498
a. Uniform/Clothing Allowance	\$1,130	\$102,208	\$103,338	\$1,019	\$127,474	\$128,494	\$1,480	\$133,404	\$134,884
1. Initial Issue	\$762	\$42,677	\$43,439	\$680	\$56,226	\$56,906	\$997	\$59,079	\$60,076
a. Military	\$719	\$40,963	\$41,682	\$640	\$54,474	\$55,113	\$956	\$57,290	\$58,246
b. Civilian	\$44	\$1,714	\$1,758	\$40	\$1,753	\$1,793	\$41	\$1,789	\$1,830
2. Additional	\$367	\$0	\$367	\$340	\$0	\$340	\$482	\$0	\$482
3. Basic Maintenance	\$0	\$24,262	\$24,262	\$0	\$22,814	\$22,814	\$0	\$23,763	\$23,763
4. Standard Maintenance	\$0	\$31,146	\$31,146	\$0	\$44,219	\$44,219	\$0	\$46,259	\$46,259
5. Supplementary	\$0	\$4,124	\$4,124	\$0	\$4,215	\$4,215	\$0	\$4,303	\$4,303
6. Advance funding	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
b. Overseas Station Allowance	\$26,879	\$85,660	\$112,539	\$19,563	\$91,698	\$111,261	\$26,596	\$95,156	\$121,752
1. Cost-of-Living Bachelor	\$22	\$28,843	\$28,865	\$43	\$31,807	\$31,850	\$60	\$32,222	\$32,282
2. Cost-of-Living Regular	\$24,083	\$51,534	\$75,617	\$16,645	\$56,502	\$73,147	\$25,237	\$59,091	\$84,328
3. Temporary Lodging	\$2,774	\$5,283	\$8,057	\$2,875	\$3,389	\$6,264	\$1,298	\$3,844	\$5,142
c. CONUS Cost of Living Allowance (COLA)	\$1,164	\$5,657	\$6,822	\$449	\$3,314	\$3,763	\$537	\$4,313	\$4,850
d. Family Separation Allowance	\$8,067	\$58,010	\$66,076	\$3,420	\$26,592	\$30,012	\$3,420	\$26,592	\$30,012
1. On PCS, Dependents Not Authorized	\$1,068	\$22,122	\$23,190	\$699	\$14,412	\$15,111	\$699	\$14,412	\$15,111
2. Afloat	\$35	\$1,202	\$1,237	\$108	\$1,110	\$1,218	\$108	\$1,110	\$1,218
3. On TDY	\$6,964	\$34,686	\$41,650	\$2,613	\$11,070	\$13,683	\$2,613	\$11,070	\$13,683

\* Amounts shown above may vary due to rounding.

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	Officer	Enlisted	TOTAL PAYGRADES	Officer	Enlisted	TOTAL PAYGRADES	Officer	Enlisted	TOTAL PAYGRADES
8. SEPARATION PAYMENTS	\$9,656	\$54,651	\$64,307	\$13,603	\$77,049	\$90,652	\$14,188	\$79,279	\$93,466
a. Terminal Leave Pay	\$5,471	\$17,546	\$23,017	\$8,997	\$25,858	\$34,855	\$9,304	\$26,760	\$36,064
b. Sev Pay, Disability	\$262	\$12,556	\$12,818	\$283	\$14,860	\$15,143	\$307	\$14,157	\$14,464
c. Discharge Gratuity	\$175	\$1	\$176	\$0	\$1	\$1	\$0	\$1	\$1
d. Invol - Half Pay ( 5%)	\$52	\$3,367	\$3,419	\$56	\$6,941	\$6,998	\$61	\$9,170	\$9,231
e. Invol - Full Pay (10%)	\$1,479	\$4,080	\$5,559	\$1,599	\$8,920	\$10,519	\$1,736	\$4,840	\$6,576
f. Vol - SSB Pay (15%)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,983	\$3,983
g. Voluntary Separation Incentive	\$431	\$0	\$431	\$431	\$669	\$1,100	\$431	\$569	\$1,000
h. Trust Fund Payments	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
i. Early Retirement	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
j. \$30,000 Lump Sum Bonus	\$1,787	\$17,100	\$18,887	\$2,237	\$19,800	\$22,037	\$2,348	\$19,800	\$22,148
9. National Call to Service	\$0	\$282	\$282	\$0	\$282	\$282	\$0	\$1,126	\$1,126
10. SOCIAL SECURITY TAX PAYMENTS	\$93,723	\$303,604	\$397,327	\$91,359	\$301,037	\$392,396	\$97,985	\$337,821	\$435,806
11. PERMANENT CHANGE OF STATION TRAVEL	\$97,541	\$299,535	\$397,076	\$70,225	\$283,880	\$354,105	\$101,643	\$372,309	\$473,952
a. Accession Travel	\$10,155	\$45,240	\$55,394	\$6,490	\$41,513	\$48,003	\$11,109	\$57,278	\$68,387
b. Training Travel	\$6,031	\$2,509	\$8,540	\$7,374	\$3,026	\$10,400	\$8,081	\$5,047	\$13,128
c. Operation Travel	\$51,917	\$78,871	\$130,788	\$23,831	\$68,722	\$92,553	\$36,356	\$97,824	\$134,180
d. Rotation Travel	\$17,911	\$109,568	\$127,479	\$21,975	\$104,812	\$126,787	\$30,721	\$132,224	\$162,944
e. Separation Travel	\$9,447	\$43,958	\$53,405	\$8,126	\$45,419	\$53,545	\$11,570	\$55,355	\$66,924
f. Travel of Organized Units	\$100	\$637	\$737	\$381	\$1,399	\$1,780	\$469	\$1,670	\$2,139
g. Non-Temporary Storage	\$382	\$4,969	\$5,351	\$399	\$5,031	\$5,430	\$734	\$6,066	\$6,801
h. Temporary Lodging Expense	\$918	\$11,939	\$12,857	\$952	\$12,094	\$13,046	\$1,725	\$14,476	\$16,201
i. IPCOT / OTEIP (Overseas Tours of Duty)	\$680	\$1,846	\$2,525	\$697	\$1,864	\$2,561	\$878	\$2,370	\$3,248
12. OTHER MILITARY PERSONNEL COSTS	\$14,632	\$165,608	\$180,240	\$6,300	\$55,010	\$61,310	\$6,300	\$73,969	\$80,269
a. Apprehension of Deserters	\$0	\$1,668	\$1,668	\$0	\$1,710	\$1,710	\$0	\$1,747	\$1,747
b. Interest on Soldier Deposit	\$0	\$1,060	\$1,060	\$0	\$18	\$18	\$0	\$18	\$18
c. Death Gratuities	\$14,632	\$24,300	\$38,932	\$6,300	\$11,329	\$17,629	\$6,300	\$10,500	\$16,800
d. Unemployment Compensation	\$0	\$71,495	\$71,495	\$0	\$32,358	\$32,358	\$0	\$54,176	\$54,176
e. Retro Active Service Group Life Insurance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
f. Survivors Benefits	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
g. Educational Benefits	\$0	\$802	\$802	\$0	\$135	\$135	\$0	\$135	\$135
h. Adoption Reimbursement Program	\$0	\$363	\$363	\$0	\$470	\$470	\$0	\$380	\$380
i. Traumatic Injury Service Group Life Ins.	\$0	\$10,203	\$10,203	\$0	\$105	\$105	\$0	\$0	\$0
j. Transportation Subsidy	\$0	\$1,707	\$1,707	\$0	\$2,007	\$2,007	\$0	\$2,049	\$2,049
k. Partial Dislocation Allowance	\$0	\$682	\$682	\$0	\$713	\$713	\$0	\$714	\$714
l. Extra Hazard Reimbursement for SGLI	\$0	\$47,500	\$47,500	\$0	\$1,981	\$1,981	\$0	\$0	\$0
m. JROTC	\$0	\$5,828	\$5,828	\$0	\$4,184	\$4,184	\$0	\$4,250	\$4,250
13. TOTAL MILITARY PERSONNEL APPROPRIATIONS	\$2,273,726	\$8,547,094	\$10,820,820	\$2,202,992	\$8,159,908	\$10,362,899	\$2,317,998	\$9,411,823	\$11,837,763
14. LESS REIMBURSABLES	\$5,696	\$13,884	\$19,580	\$10,657	\$16,012	\$26,669	\$12,267	\$15,651	\$27,918
a. Retired Pay Accrual	\$2,139	\$1,040	\$3,179	\$2,015	\$1,557	\$3,572	\$2,184	\$1,522	\$3,706
b. Other Pay and Allowances	\$3,557	\$12,844	\$16,401	\$8,642	\$14,455	\$23,097	\$10,083	\$14,129	\$24,212
<b>TOTAL, DIRECT MILITARY PERSONNEL APPROPRIATIONS</b>	<b>\$2,268,030</b>	<b>\$8,533,210</b>	<b>\$10,801,240</b>	<b>\$2,192,334</b>	<b>\$8,143,895</b>	<b>\$10,336,230</b>	<b>\$2,413,673</b>	<b>\$9,396,171</b>	<b>\$11,809,845</b>

\* Amounts shown above may vary due to rounding.

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES  
MILITARY PERSONNEL, MARINE CORPS  
FY 2008  
(DOLLARS IN THOUSANDS OF DOLLARS)

	FY08 Presidential Budget	Congressional Action	AVAILABLE APPROPRIATION	Bridge Supplemental	Foreign Currency Transfer	Internal Realignment/ Reprogramming	Anticipated Reprogramming	FY08 COLUMN OF THE FY09 Pres BUDGET
Basic Pay (Off)	\$1,194,344	\$3,999	\$1,198,343	\$6,685	\$0	(\$10,794)	\$0	\$1,194,234
Retired Pay Accrual (Off)	\$346,360	\$1,831	\$348,191	\$1,615	\$0	(\$4,305)	\$0	\$345,501
Defense Health Program - Over 65 (Off)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Basic Allowance for Housing (Off)	\$331,861	\$0	\$331,861	\$2,248	\$0	\$13,689	\$0	\$347,798
BAH Overseas (Off)	\$6,848	\$0	\$6,848	\$0	\$0	\$445	\$0	\$7,293
Basic Allowance for Subsistence (Off)	\$44,616	\$0	\$44,616	\$211	\$0	\$1,184	\$0	\$46,011
Incentive Pay (Off)	\$49,440	\$0	\$49,440	\$0	\$0	(\$1)	\$0	\$49,439
Special Pay (Off)	\$8,923	(\$3,102)	\$5,821	\$956	\$0	\$0	\$0	\$6,777
Station Allowances, Overseas (Off)	\$19,563	\$0	\$19,563	\$0	\$0	\$0	\$0	\$19,563
Uniform Allowances (Off)	\$1,019	\$0	\$1,019	\$0	\$0	\$0	\$0	\$1,019
Family Separation Allowances (Off)	\$3,420	\$0	\$3,420	\$0	\$0	\$0	\$0	\$3,420
CONUS COLA (Off)	\$449	\$0	\$449	\$0	\$0	\$0	\$0	\$449
Separation Payments (Off)	\$13,659	\$0	\$13,659	\$0	\$0	(\$56)	\$0	\$13,603
SS Tax - Employer Contribution (Off)	\$91,481	\$483	\$91,964	\$511	\$0	(\$1,116)	\$0	\$91,359
<b>TOTAL OBLIGATIONS (BA1)</b>	<b>\$2,111,983</b>	<b>\$3,211</b>	<b>\$2,115,194</b>	<b>\$12,226</b>	<b>\$0</b>	<b>(\$954)</b>	<b>\$0</b>	<b>\$2,126,467</b>
Less Reimbursables (BA1)	\$10,657	\$0	\$10,657	\$0	\$0	\$0	\$0	\$10,657
<b>TOTAL DIRECT PROGRAM (BA1)</b>	<b>\$2,101,326</b>	<b>\$3,211</b>	<b>\$2,104,537</b>	<b>\$12,226</b>	<b>\$0</b>	<b>(\$954)</b>	<b>\$0</b>	<b>\$2,115,810</b>

\* Amounts shown above may vary due to rounding.

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES  
MILITARY PERSONNEL, MARINE CORPS  
FY 2008  
(DOLLARS IN THOUSANDS OF DOLLARS)

	FY08 Presidential Budget	Congressional Action	AVAILABLE APPROPRIATION	Supplemental Bridge	Internal Realignment/ Reprogramming	Anticipated Reprogramming	FY08 COLUMN OF THE FY09 Pres BUDGET
Basic Pay (Enl)	\$3,926,974	\$1,238	\$3,928,212	\$12,652	(\$5,742)	\$0	\$3,935,122
Retired Pay Accrual (Enl)	\$1,138,720	\$567	\$1,139,287	\$3,131	(\$1,580)	\$0	\$1,140,838
Defense Health Program - Over 65 (Enl)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Basic Allowance for Housing (Enl)	\$1,095,691	\$0	\$1,095,691	\$5,357	(\$5,972)	\$0	\$1,095,076
BAH Overseas (Enl)	\$13,438	\$0	\$13,438	\$0	\$8,186	\$0	\$21,624
Incentive Pay (Enl)	\$8,360	\$0	\$8,360	\$0	\$0	\$0	\$8,360
Special Pay (Enl)	\$45,047	(\$3,015)	\$42,032	\$14,615	\$1	\$0	\$56,648
Special Duty Pay (Enl)	\$32,923	\$0	\$32,923	\$0	\$0	\$0	\$32,923
Reenlistment Bonus (Enl)	\$213,685	\$0	\$213,685	\$0	\$0	\$0	\$213,685
Enlistment Bonus (Enl)	\$70,803	\$0	\$70,803	\$0	\$0	\$0	\$70,803
College Fund (Enl)	\$18,702	\$0	\$18,702	\$0	(\$1)	\$0	\$18,701
Station Allowances, Overseas (Enl)	\$91,698	\$0	\$91,698	\$0	\$0	\$0	\$91,698
Uniform Allowances (Enl)	\$120,768	\$0	\$120,768	\$0	\$6,706	\$0	\$127,474
Family Separation Allowances (Enl)	\$26,592	\$0	\$26,592	\$0	\$0	\$0	\$26,592
CONUS COLA (Enl)	\$3,314	\$0	\$3,314	\$0	\$0	\$0	\$3,314
Separation Payments (Enl)	\$77,200	\$0	\$77,200	\$0	(\$151)	\$0	\$77,049
National Call To Service	\$0	\$0	\$0	\$0	\$0	\$0	\$0
SS Tax - Employer Contribution (Enl)	\$300,414	\$148	\$300,562	\$968	(\$493)	\$0	\$301,037
<b>TOTAL OBLIGATIONS (BA2)</b>	<b>\$7,184,329</b>	<b>(\$1,062)</b>	<b>\$7,183,267</b>	<b>\$36,723</b>	<b>\$954</b>	<b>\$0</b>	<b>\$7,220,944</b>
Less Reimbursables (BA2)	\$7,871	\$0	\$7,871	\$0	\$0	\$0	\$7,871
<b>TOTAL DIRECT PROGRAM (BA2)</b>	<b>\$7,176,458</b>	<b>(\$1,062)</b>	<b>\$7,175,396</b>	<b>\$36,723</b>	<b>\$954</b>	<b>\$0</b>	<b>\$7,213,073</b>
Basic Allowance for Subsistence	\$336,758	\$0	\$336,758	\$1,588	\$0	\$0	\$338,346
Subsistence-in-Kind	\$260,978	\$0	\$260,978	\$0	\$0	\$0	\$260,978
Family Subsistence Supplemental Allowance	\$750	\$0	\$750	\$0	\$0	\$0	\$750
<b>TOTAL OBLIGATIONS (BA4)</b>	<b>\$598,486</b>	<b>\$0</b>	<b>\$598,486</b>	<b>\$1,588</b>	<b>\$0</b>	<b>\$0</b>	<b>\$600,074</b>
Less Reimbursables (BA4)	\$8,141	\$0	\$8,141	\$0	\$0	\$0	\$8,141
<b>TOTAL DIRECT PROGRAM (BA4)</b>	<b>\$590,345</b>	<b>\$0</b>	<b>\$590,345</b>	<b>\$1,588</b>	<b>\$0</b>	<b>\$0</b>	<b>\$591,933</b>

ANALYSIS OF APPROPRIATION AND SUPPLEMENTAL CHANGES  
MILITARY PERSONNEL, MARINE CORPS  
FY 2008  
(DOLLARS IN THOUSANDS OF DOLLARS)

	FY08 Presidential Budget	Congressional Action	AVAILABLE APPROPRIATION	Supplemental Bridge	Internal Realignment/ Reprogramming	Anticipated Reprogramming	FY08 COLUMN OF THE BUDGET	FY09 Pres
Accession Travel	\$47,877	\$0	\$47,877	\$125	\$1	0		\$48,003
Training Travel	\$9,798	\$0	\$9,798	\$0	\$602	0		\$10,400
Operational Travel	\$91,399	\$0	\$91,399	\$1,756	(\$602)	0		\$92,553
Rotational Travel	\$126,787	\$0	\$126,787	\$0	\$0	0		\$126,787
Separation Travel	\$53,545	\$0	\$53,545	\$0	\$0	0		\$53,545
Travel of Organized Units	\$1,781	\$0	\$1,781	\$0	(\$1)	0		\$1,780
Non-Temporary Storage	\$5,430	\$0	\$5,430	\$0	\$0	0		\$5,430
Temporary Lodging Expense	\$13,046	\$0	\$13,046	\$0	\$0	0		\$13,046
IPCOT/OTEIP	\$2,561	\$0	\$2,561	\$0	\$0	0		\$2,561
<b>TOTAL OBLIGATIONS (BA5)</b>	<b>\$352,224</b>	<b>\$0</b>	<b>\$352,224</b>	<b>\$1,881</b>	<b>\$0</b>	<b>0</b>		<b>\$354,105</b>
Less Reimbursables (BA5)	\$0	\$0	\$0	\$0	\$0	0		\$0
<b>TOTAL DIRECT PROGRAM (BA5)</b>	<b>\$352,224</b>	<b>\$0</b>	<b>\$352,224</b>	<b>\$1,881</b>	<b>\$0</b>	<b>0</b>		<b>\$354,105</b>
Apprehension of Military Deserters	\$1,710	\$0	\$1,710	\$0	\$0	0		\$1,710
Interest on Uniformed Services Savings	\$18	\$0	\$18	\$0	\$0	0		\$18
Death Gratuities	\$16,800	\$0	\$16,800	\$829	\$0	0		\$17,629
Unemployment Benefits	\$30,604	\$0	\$30,604	\$717	\$1,037	0		\$32,358
Survivor Benefits	\$0	\$0	\$0	\$0	\$0	0		\$0
Educational Benefits	\$1,172	\$0	\$1,172	\$0	(\$1,037)	0		\$135
Extra Hzrd Reimb for Svc Group Life	\$0	\$0	\$0	\$1,981	\$0	0		\$1,981
Adoption Expenses	\$470	\$0	\$470	\$0	\$0	0		\$470
Traumatic Injury Service Group Life Insurance	\$0	\$0	\$0	\$105	\$0	0		\$105
NCR Travel Subsidy	\$2,007	\$0	\$2,007	\$0	\$0	0		\$2,007
Partial Dislocation Allowance	\$713	\$0	\$713	\$0	\$0	0		\$713
Junior R.O.T.C.	\$4,184	\$0	\$4,184	\$0	\$0	0		\$4,184
<b>TOTAL OBLIGATIONS (BA6)</b>	<b>\$57,678</b>	<b>\$0</b>	<b>\$57,678</b>	<b>\$3,632</b>	<b>\$0</b>	<b>0</b>		<b>\$61,310</b>
Less Reimbursables (BA6)	\$0	\$0	\$0	\$0	\$0	0		\$0
<b>TOTAL DIRECT PROGRAM (BA6)</b>	<b>\$57,678</b>	<b>\$0</b>	<b>\$57,678</b>	<b>\$3,632</b>	<b>\$0</b>	<b>0</b>		<b>\$61,310</b>
<b>TOTAL MPMC OBLIGATIONS</b>	<b>\$10,304,700</b>	<b>\$2,149</b>	<b>\$10,306,848</b>	<b>\$56,050</b>	<b>\$0</b>	<b>0</b>		<b>\$10,362,899</b>
<b>LESS REIMBURSABLES</b>	<b>(\$26,669)</b>	<b>\$0</b>	<b>(\$26,669)</b>	<b>\$0</b>	<b>\$0</b>	<b>0</b>		<b>(\$26,669)</b>
<b>TOTAL MPMC DIRECT PROGRAM</b>	<b>\$10,278,031</b>	<b>\$2,149</b>	<b>\$10,280,179</b>	<b>\$56,050</b>	<b>\$0</b>	<b>0</b>		<b>\$10,336,230</b>

\* Amounts shown above may vary due to rounding.

**MILITARY PERSONNEL, MARINE CORPS  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

<b>FY 2008 TOTAL DIRECT PROGRAM</b>	<b>AMOUNT</b>
	<b>\$10,336,230</b>
 <b>PRICING INCREASES:</b>	
Basic Pay -	\$390,809
This increase is the result of the 1 January 2009 pay raise (3.4%).	
Annualization of the 1 January 2008 pay raise (3.5%)	
Retired Pay-	155,256
Retired Pay is attributed to an increase in rate from 29.0% to 29.2%.	
Federal Insurance Contribution Act-	40,535
This increase is attributed to the pay raise	
Basic Allowance for Housing-	74,196
This increase is attributed to a 5.4% inflation rate	
Basic Allowance for Subsistence-	80,621
This increase is attributed to rate increase	
Overseas Station Allowance-	121
This increase is attributed to increase to FCF.	
Separations-	2,468
This increase is attributed to 3.4% pay raise	
Partial Dislocation Allowance-	1
This increase in rates for Partial DLA.	
<b>TOTAL PRICING INCREASE:</b>	<b>\$744,007</b>
 <b>PRICING DECREASES:</b>	
Special Pay decrease is due to add in FY08 from the FY08 Consolidated Appropriations.	(\$21,948)
enlistment bonuses and some special pays in the prior year in order to meet projected end strength	
College Fund - This decrease college fund reduction is attributed to a rate change	(\$231)
<b>TOTAL PRICING DECREASES:</b>	<b>(\$22,179)</b>



	<b>AMOUNT</b>
<b>PROGRAM INCREASES:</b>	
Basic Pay - Increase due to increase in workyears as a result of over strength migrating to baseline.	179,579
Retired Pay- This increase due to increase in workyears as result of over strength migrating to baseline.	22,480
Federal Insurance Contribution Act- Increase due to increase in workyears as a result of over strength migrating to baseline.	3,376
Basic Allowance for Housing- This increase due to increase in workyears as result of over strength migrating to baseline.	186,378
BAS - This increase due to increase in workyears as result of over strength migrating to baseline.	2,588
Education Benefit - This increase due to increase in workyears as result of over strength migrating to baseline.	1,125
Incentive Pay- This increase due to increase in workyears as result of over strength migrating to baseline.	557
SRB - This increase due to increase in workyears as result of over strength migrating to baseline.	188,236
Clothing - This increase due to increase in workyears as result of over strength migrating to baseline.	10,852
Special Pay - This increase due to increase in workyears as result of over strength migrating to baseline.	9,215
Separations Pay - This increase due to increase in workyears as result of over strength migrating to baseline.	184
Overseas Station Allowance- This increase due to increase in workyears as result of over strength migrating to baseline.	6,912
Conus Cola - This increase due to increase in workyears as result of over strength migrating to baseline.	1,087
SIK- This increase due to increase in workyears as result of over strength migrating to baseline.	413
Transportation Subsidies - The increase is due to a projected increase in participtaion of the transportation susbsidy program.	42
Junior R.O.T.C - increase in the number of JROTC members enrolled in program.	66
Unemployment Benefits- Increase is due to the increase in population eligible benefit duration of 26 weeks with no waiting period.	21,818
Apprehension of Military Deserters- Increase in Apprehension Expense Program	37
PCS Program- One time change to obligation plicy.	85,300
PCS Program	34,547
<b>TOTAL PROGRAM INCREASES:</b>	<u><u>\$754,793</u></u>
<b>PROGRAM DECREASES:</b>	
Adoption reimbursement Program - This decrease is attributed to the number of members being reimburse.	(90)
Death Gratuities - This decrease in Death Gratuities does not included additional GWOT program cost in baseline.	(829)
SGLI Traumatic Injury - This decrease in TSGLI program costs does not included in the baseline program	(105)
Extra Hazard Reimbursement for Service Group Life Insurance - This decrease in Extra Hazard -SGLI program costs does not included in the baseline program	(1,981)
<b>TOTAL PROGRAM DECREASES:</b>	<u>(3,005)</u>
<b>FY 09 DIRECT PROGRAM:</b>	<u><u>\$11,809,845</u></u>

**MILITARY PERSONNEL, MARINE CORPS  
SCHEDULE OF INCREASES AND DECREASES  
(IN THOUSANDS OF DOLLARS)**

**BUDGET ACTIVITY 1**

		<b>AMOUNT</b>
<b>FY 2008 TOTAL DIRECT PROGRAM</b>		<b>\$2,115,809</b>
<b>PRICING INCREASES:</b>		
Basic Pay increase due to the 1 January 2009 pay raise ( 3.4%) and annualization of the 1 January 2008 pay raise (3.5%)	\$10,429	
RPA increase due to impact of pay raise and increase in RPA rate to 29.2%.	\$11,247	
FICA impact due to impact of pay raise	\$709	
BAS increase of 3.4%	\$3,155	
BAH Domestic due to 5.4% inflation rate	\$45,293	
BAH Overseas increase attributed to FCF	\$7,191	
Station Allowances Overseas attributed to FCF	\$121	
CONUS COLA increase due to inflation impact	\$88	
Uniform allowance increase due to inflation rate impacts	\$461	
Separations Pay increase due to the impact of the pay raise on Involuntary Separations Pay	\$830	
<b>TOTAL PRICING INCREASES</b>	<b>\$79,524</b>	
<b>PROGRAM INCREASES:</b>		
Basic Pay increase due to force growth	\$42,723	
RPA of 29.2% impact from force growth	\$13,934	
FICA increase due to an increase in average strength due to growing the force.	\$3,376	
BAS increase due to impact of force growth	\$2,588	
BAH Domestic increase based on impact of force growth	\$31,230	
Incentive Pay increase due to an increase in the number of payments for Aviation Career Incentive Pay.	\$236	
Special Pay increase due to force growth	\$9,215	
Separations Pay increase attributed to an increase in the number of takers accepting the \$30K Lump Sum Leave payment.	\$111	
Separations Pay increase due to in increase in the average number of takers for Involuntary Separations Pay	\$73	
BAH Overseas increase attributed to impact of force growth.	\$6,912	
<b>TOTAL PROGRAM INCREASES:</b>	<b>\$110,398</b>	
<b>PROGRAM DECREASE:</b>	<b>\$0</b>	
<b>TOTAL DECREASES</b>	<b>\$0</b>	
<b>TOTAL CHANGES</b>		<b>\$189,922</b>
<b>FY 2009 TOTAL DIRECT PROGRAM:</b>		<b><u>\$2,305,731</u></b>

PROJECT: A. Basic Pay

FY 2007 Actuals        \$1,223,933  
 FY 2008 Estimate      \$1,194,234  
 FY 2009 Estimate      \$1,280,845

**PART I - PURPOSE AND SCOPE**

Funds requested provide basic compensation for officers on active duty according to rank and length of service under provisions of 37 U.S.C. 201, 204, 205, and P.L. 97-37. The estimate excludes those officers on active duty at the seat of Government and at Headquarters responsible for Reserve Affairs (10 U.S.C. 5144), and those officers of the Reserve Component on active duty serving in connection with the organizing, administering, recruiting, instructing, and training of the Reserve Components (10 U.S.C. 10304, 12301 and 12310.)

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2009 program is based on a beginning strength of 18,900 and an end strength of 20,300 with 20,269 average strength. Costs are determined on the basis of a grade distribution by longevity for each fiscal year. The average rates utilized are derived from a consideration of the latest longevity adjusted by planned gains and losses for respective years.

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

(Amounts in Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
CMC	1	\$168,001.20	\$168	1	\$171,149.40	\$171	1	\$172,198.80	\$172
O-10 General	4	\$165,064.02	\$660	3	\$170,304.80	\$511	4	\$176,137.74	\$705
O-9 Lieutenant General	15	\$159,534.42	\$2,393	14	\$164,599.64	\$2,304	14	\$170,237.18	\$2,383
O-8 Major General	23	\$141,567.42	\$3,256	24	\$146,062.18	\$3,505	23	\$151,064.81	\$3,474
O-7 Brigadier General	43	\$123,824.39	\$5,324	38	\$127,755.81	\$4,855	40	\$132,131.45	\$5,327
O-6 Colonel	863	\$105,161.77	\$90,755	664	\$108,500.66	\$72,044	691	\$112,216.81	\$77,542
O-5 Lieutenant Colonel	2,174	\$84,743.53	\$184,232	1,834	\$87,434.14	\$160,354	1,890	\$90,428.75	\$170,910
O-4 Major	3,807	\$71,984.63	\$274,046	3,606	\$74,270.15	\$267,818	3,764	\$76,813.90	\$289,128
O-3 Captain	4,122	\$56,840.80	\$234,298	3,847	\$58,645.50	\$225,622	4,381	\$60,654.11	\$265,709
O-2 First Lieutenant	2,532	\$43,734.86	\$110,737	3,542	\$45,123.45	\$159,829	1,854	\$46,668.92	\$86,513
O-1 Second Lieutenant	2,302	\$31,351.55	\$72,171	973	\$32,346.96	\$31,479	2,842	\$33,454.85	\$95,073
<b>Total Commissioned</b>	<b>15,886</b>	<b>\$61,566.16</b>	<b>\$978,040</b>	<b>14,546</b>	<b>\$63,829.67</b>	<b>\$928,493</b>	<b>15,504</b>	<b>\$64,303.40</b>	<b>\$996,936</b>

(Amounts in Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
O-3E Captain	1,466	\$65,553.51	\$96,101	1,500	\$67,634.83	\$101,464	1,554	\$69,951.33	\$108,724
O-2E First Lieutenant	499	\$51,803.74	\$25,850	485	\$53,448.51	\$25,920	687	\$55,279.12	\$37,991
O-1E Lieutenant	384	\$41,638.35	\$15,989	486	\$42,963.00	\$20,873	587	\$44,431.77	\$26,089
W-5 Chief Warrant Officer	92	\$78,636.69	\$7,235	102	\$81,133.40	\$8,276	86	\$83,912.22	\$7,216
W-4 Chief Warrant Officer	294	\$68,112.78	\$20,025	247	\$70,275.36	\$17,358	273	\$72,682.29	\$19,842
W-3 Chief Warrant Officer	544	\$56,991.92	\$31,004	589	\$58,801.41	\$34,634	538	\$60,815.36	\$32,719
W-2 Chief Warrant Officer	752	\$48,090.91	\$36,164	864	\$49,617.80	\$42,870	704	\$51,317.21	\$36,127
W-1 Warrant Officer	319	\$42,396.17	\$13,524	328	\$43,741.05	\$14,347	336	\$45,240.42	\$15,201
Officer	20,236	\$60,482.94	\$1,223,933	19,147	\$63,626.90	\$1,194,234	20,269	\$63,969.20	\$1,280,845

PROJECT: B. Retired Pay Accrual - Officer

FY 2007 Actuals	\$326,680
FY 2008 Estimate	\$345,501
FY 2009 Estimate	\$373,135

**PART I - PURPOSE AND SCOPE**

The funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C. 1466, as amended. Estimates include the cost associated with restoring the retirement benefit (Redux) of 50% of base pay upon reaching 20 years of service rather than receiving only 40%.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

- (a) Detailed cost computation based on the normal cost percentage (NCP) for full-time members 26.5% for FY 2007, 29.0% for FY 2008 and 29.2% for FY 09. Beginning in FY 2008, Title V, Section 581 of the FY 2007 NDAA directs DoD to contribute the part time rate for Reserve Component members who are mobilized or on active duty for special work. The part time rate is 19.1% in FY 08 and FY09
- (b) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

(Amounts In Thousands of Dollars)

FY07 Actuals			FY08 Estimate			FY09 Estimate		
Number of Members	Avg Rate	RPA Amount	Number of Members	Avg Rate	RPA Amount	Number of Members	Avg Rate	RPA Amount
20,236	\$16,143.51	\$326,680	19,051	\$18,051.81	\$343,905	20,173	\$18,414.96	\$371,485
Part Time RPA			96	\$16,625.00	\$1,596	96	\$17,187.50	\$1,650
			19,147	\$18,044.65	\$345,501	20,269	\$18,409.15	\$373,135

**PROJECT: D. Incentive Pay**

FY 2007 Actuals	\$48,545
FY 2008 Estimate	\$49,439
FY 2009 Estimate	\$49,675

**PART I - PURPOSE AND SCOPE**

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

- Aviation Career Incentive Pay (ACIP): To provide additional pay and aviation service to increase the ability of the Marine Corps to attract and retain officer volunteers in an aviation career.
- Flight Pay (Noncrew/Crew Members): To provide additional pay to help the Marine Corps induce personnel to enter upon and remain in duties involving flying and in recognition of the more-than-normal hazard of such duties.
- Parachute Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain volunteers for parachute duty and in recognition of the more than normal hazard of such duty.
- Demolition Duty Pay: To provide additional pay to increase the ability of the Marine Corps to attract and retain personnel for duty involving the demolition or neutralization of explosives.
- Aviation Continuation Bonus (ACB) Pay: To provide additional pay to aviation career officers who extend their period of active duty.
- Flight Deck Duty Pay: To provide additional pay for personnel assigned aboard an air capable ship/aircraft carrier and in recognition of more-than-normal hazard of such duty.
- High Altitude Low Opening (HALO) Pay: To provide additional payment for personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Hazardous duty pay is computed by applying the statutory rates to the average number of officers who are eligible for payment. The computation of fund requirements is provided in the following tables:

**MILITARY PERSONNEL, MARINE CORPS**  
**Officer Aviation Continuation Incentive Pay**  
(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Phase I - 2 or less Yrs of Aviation Service	887	\$1,500.00	\$1,330	817	\$1,500.00	\$1,226	742	\$1,500.00	\$1,113
Phase I - over 2	340	\$1,872.00	\$636	310	\$1,872.00	\$580	351	\$1,872.00	\$657
Phase I - over 3	356	\$2,256.00	\$803	326	\$2,256.00	\$735	369	\$2,256.00	\$832
Phase I - over 4	743	\$2,472.00	\$1,836	683	\$2,472.00	\$1,688	774	\$2,472.00	\$1,913
Phase I - over 6	1,849	\$7,800.00	\$14,426	1,774	\$7,800.00	\$13,840	1,828	\$7,800.00	\$14,258
Phase I - over 14	880	\$10,080.00	\$8,870	808	\$10,080.00	\$8,145	915	\$10,080.00	\$9,223
<b>SUBTOTAL PHASE I</b>	<b>5,055</b>	<b>\$5,519.87</b>	<b>\$27,902</b>	<b>4,719</b>	<b>\$5,555.52</b>	<b>\$26,215</b>	<b>4,979</b>	<b>\$5,623.11</b>	<b>\$27,997</b>
Phase II - over 22 Yrs of Service as Officer	97	\$7,020.00	\$681	89	\$7,020.00	\$625	70	\$7,020.00	\$491
Phase II - over 23	74	\$5,940.00	\$437	68	\$5,940.00	\$403	45	\$5,940.00	\$267
Phase II - over 24	88	\$4,620.00	\$406	81	\$4,620.00	\$373	42	\$4,620.00	\$194
Phase II - over 25	75	\$3,000.00	\$224	67	\$3,000.00	\$202	23	\$3,000.00	\$69
<b>SUBTOTAL PHASE II</b>	<b>333</b>	<b>\$5,247.97</b>	<b>\$1,748</b>	<b>305</b>	<b>\$5,256.67</b>	<b>\$1,603</b>	<b>180</b>	<b>\$5,676.33</b>	<b>\$1,022</b>
Warrant Officer - 2 or less Yrs of Aviation Serv	0	\$1,500.00	\$0	0	\$1,500.00	\$0	0	\$1,500.00	\$0
Warrant Officer - over 2	0	\$1,872.00	\$0	0	\$1,872.00	\$0	0	\$1,872.00	\$0
Warrant Officer - over 3	0	\$2,256.00	\$0	0	\$2,256.00	\$0	0	\$2,256.00	\$0
Warrant Officer - over 4	0	\$2,472.00	\$0	0	\$2,472.00	\$0	0	\$2,472.00	\$0
Warrant Officer - over 6	0	\$7,800.00	\$0	0	\$7,800.00	\$0	0	\$7,800.00	\$0
<b>SUBTOTAL WARRANT OFFICER</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0</b>	<b>0</b>	<b>\$0.00</b>	<b>\$0</b>
<b>TOTAL ACIP PAYMENTS</b>	<b>5,388</b>	<b>\$5,503.06</b>	<b>\$29,649</b>	<b>5,024</b>	<b>\$5,537.38</b>	<b>\$27,818</b>	<b>5,159</b>	<b>\$5,624.97</b>	<b>\$29,019</b>

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
Flying Duty Non-Crewmembers	24	\$1,454.92	\$35	30	\$1,800.00	\$54	30	\$1,800.00	\$54
Flying Duty Crewmembers	8	\$1,409.92	\$11	12	\$2,250.00	\$27	12	\$2,250.00	\$27
General Officers	4	\$1,127.94	\$4	6	\$1,800.00	\$11	6	\$1,800.00	\$11
Colonel O-6	1	\$1,879.89	\$1	1	\$3,000.00	\$3	1	\$3,000.00	\$3
Lieutenant Colonel O-5	1	\$1,879.89	\$2	2	\$3,000.00	\$6	2	\$3,000.00	\$6
Major O-4	1	\$1,691.90	\$2	2	\$2,700.00	\$5	2	\$2,700.00	\$5
Captain O-3	0	\$2,100.00	\$0	0	\$2,100.00	\$0	0	\$2,100.00	\$0
Chief Warrant Officer W-3	0	\$0.00	\$0	0	\$2,100.00	\$0	0	\$2,100.00	\$0
Chief Warrant Officer W-2	1	\$1,127.94	\$1	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Warrant Officer W-1	0	\$0.00	\$0	0	\$1,800.00	\$0	0	\$1,800.00	\$0
Aviation Continuation Bonus	1,261	\$14,615.64	\$18,425	1,352	\$15,584.20	\$21,069	1,274	\$15,760.50	\$20,079
New Payments Pilots	296	\$15,181.70	\$4,493	326	\$16,236.00	\$5,293	170	\$18,672.00	\$3,174
Anniversary Payments	965	\$14,442.00	\$13,932	1,026	\$15,377.09	\$15,776	1,104	\$15,312.17	\$16,905
Parachute Jumping Duty	124	\$1,800.00	\$223	140	\$1,800.00	\$251	152	\$1,800.00	\$274
Demolition Duty	42	\$1,800.00	\$76	39	\$1,800.00	\$70	39	\$1,800.00	\$70
Flight Deck Duty Pay	35	\$1,800.00	\$63	46	\$1,800.00	\$83	47	\$1,800.00	\$85
HALO Pay	24	\$2,597.39	\$62	25	\$2,700.00	\$68	25	\$2,700.00	\$68
<b>TOTAL INCENTIVE PAY*</b>	<b>2,829</b>	<b>\$17,266.30</b>	<b>\$48,545</b>	<b>6,667</b>	<b>\$7,415.44</b>	<b>\$49,439</b>	<b>6,738</b>	<b>\$7,372.36</b>	<b>\$49,675</b>



**PROJECT: E. Special Pay**

FY 2007 Actuals	\$15,242
FY 2008 Estimate	\$6,777
FY 2009 Estimate	\$15,992

**PART I - PURPOSE AND SCOPE**

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

- Personal Money Allowance:  
To provide additional payment intended to partially reimburse officers in the grade of Lieutenant General and above for the many unusual expenses incurred in the performance of their official duties.
  
- Diving Duty Pay:  
To provide additional payment for officers performing duties involving scuba diving.
  
- Hardship Duty Pay:  
To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Member may qualify for Hardship Duty Pay (HDP) based on performance of a hardship mission or duty in a designated hardship location.
  
- Career Sea Pay:  
To provide additional payment for officers assigned to sea duty.
  
- Imminent Danger Pay:  
To provide additional payment for officers performing duties in designated hostile areas.
  
- Foreign Language Proficiency Pay:  
To provide additional payment to officers who are proficient in specific foreign languages in accordance with Section 634 of the FY 1987 Department of Defense Authorization Bill.
  
- Law School Education Debt Subsidy Pay:  
Provides the payment of a maximum of \$60K to judge advocate officers who agree to extend their period of active duty.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

This increase is a result of the Marine Corps support of the SPG, MARSOC and Con Plan 7500 and the move to a more irregular force. These special pays are force shaping tools required to provide the requisite skills sets necessary to prosecute this initiative. Pays impacted to support this initiative includes Foreign Language Proficiency Pay, Critical Skills Retention Bonus, and Assignment Incentive Pay.

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
O-6 Colonel	4	\$3,780.00	\$15	1	\$3,780.00	\$4	1	\$3,780.00	\$4
O-5 Lieutenant Colonel	12	\$3,780.00	\$45	6	\$3,780.00	\$23	6	\$3,780.00	\$23
O-4 Major	44	\$3,180.00	\$140	19	\$3,180.00	\$60	19	\$3,180.00	\$60
O-3 Captain	76	\$2,520.00	\$192	81	\$2,520.00	\$204	81	\$2,520.00	\$204
O-2 First Lieutenant	5	\$1,200.00	\$6	41	\$1,200.00	\$49	41	\$1,200.00	\$49
O-1 Second Lieutenant	21	\$1,200.00	\$25	9	\$1,200.00	\$11	9	\$1,200.00	\$11
O-3E Captain with Enlisted	24	\$2,520.00	\$60	0	\$2,520.00	\$0	0	\$2,520.00	\$0
O-2E First Lieutenant with Enlisted	5	\$1,200.00	\$6	0	\$1,200.00	\$0	0	\$1,200.00	\$0
O-1E Second Lieutenant with Enlisted	2	\$1,200.00	\$2	0	\$1,200.00	\$0	0	\$1,200.00	\$0
W-5 Chief Warrant Officer	0	\$4,860.00	\$0	0	\$4,860.00	\$0	0	\$4,860.00	\$0
W-4 Chief Warrant Officer	4	\$4,860.00	\$19	1	\$4,860.00	\$5	1	\$4,860.00	\$5
W-3 Chief Warrant Officer	6	\$2,520.00	\$15	0	\$2,520.00	\$0	0	\$2,520.00	\$0
W-2 Chief Warrant Officer	14	\$2,520.00	\$35	8	\$2,520.00	\$20	8	\$2,520.00	\$20
W-1 Warrant Officer	4	\$2,160.00	\$9	1	\$2,160.00	\$2	1	\$2,160.00	\$2
CAREER SEA PAY	221	\$2,581.31	\$571	167	\$2,264.55	\$378	167	\$2,264.55	\$378
Hardship Duty - Location \$150	0	\$1,800.00	\$0	40	\$1,800.00	\$72	40	\$1,800.00	\$72
Hardship Duty - Location \$100	2,621	\$1,200.00	\$3,145	68	\$1,200.00	\$81	69	\$1,200.00	\$83
Hardship Duty - Location \$50	0	\$600.00	\$0	183	\$600.00	\$110	184	\$600.00	\$110
SUBTOTAL HARDSHIP/LOCATION	2,621	\$1,200.00	\$3,145	290	\$905.58	\$263	293	\$905.12	\$265
Hardship - Mission Pay	0	\$1,800.00	\$0	2	\$1,800.00	\$4	2	\$1,800.00	\$4
Personal Allowance (CMC)	1	\$3,999.96	\$4	1	\$3,999.96	\$4	1	\$3,999.96	\$4
Personal Allowance (O10)	4	\$2,199.96	\$9	3	\$2,199.96	\$7	3	\$2,199.96	\$7
Personal Allowance (O9)	21	\$500.04	\$11	16	\$500.04	\$8	16	\$500.04	\$8
Diving Duty Pay	50	\$2,880.00	\$144	53	\$2,880.00	\$153	53	\$2,880.00	\$153
Imminent Danger Pay	3,353	\$2,700.00	\$9,054	1,094	\$2,700.00	\$2,955	3,067	\$2,700.00	\$8,281
Foreign Lang Proficiency Pay 1/	482	\$3,167.55	\$1,526	1,082	\$2,754.07	\$2,979	2,208	\$2,951.08	\$6,516
Law School Education Debt Subsidy	48	\$10,000.00	\$480	0	\$10,000.00	\$0	35	\$10,000.00	\$350
Critical Skills Retention Bonus	0	\$15,000.00	\$0	0	\$15,000.00	\$0	0	\$15,000.00	\$0
Assignment Incentive Pay 2/	33	\$9,000.00	\$298	3	\$9,000.00	\$27	3	\$9,000.00	\$27
<b>TOTAL SPECIAL PAY *</b>	<b>6,834</b>	<b>\$2,230.29</b>	<b>\$15,242</b>	<b>2,711</b>	<b>\$2,499.33</b>	<b>\$6,777</b>	<b>5,848</b>	<b>\$2,734.63</b>	<b>\$15,992</b>

1/ FY 2008 Appropriations Act shifted funding to GWOT Supplemental.

2/ While AIP executed in the incentive Pay line in the FY 2007, it should be under the Special Pay line. Thus the budget displays AIP in its correct place in all fiscal years.

**MILITARY PERSONNEL, MARINE CORPS**  
**ASSIGNMENT INCENTIVE PAY (AIP)**  
(In Thousands of Dollars)

	FY 2007 Actuals		FY 2008 Est		FY 2009 Est		FY 2010 Est		FY 2011 Est		FY 2012 Est		FY 2013 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2007 Initial and Residual Payments	33	\$298												
FY 2008 Initial and Residual Payments			3	\$27										
FY 2009 Initial and Residual Payments					3	\$27								
FY 2010 Initial and Residual Payments							3	\$27						
FY 2011 Initial and Residual Payments									3	\$27				
FY 2012 Initial and Residual Payments											3	\$27		
FY 2013 Initial and Residual Payments													3	\$27
Total AIP	33	\$298	3	\$27	3	\$27	3	\$27	3	\$27	3	\$27	3	\$27

**PROJECT: F. Basic Allowance for Housing**

FY 2007 Actuals	\$360,675
FY 2008 Estimate	\$355,091
FY 2009 Estimate	\$403,572

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Detailed cost computations are provided in the following table:

PROJECT: F. Basic Allowance for Housing

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
BAH With Depn	O-10 General	0	\$0.00	\$0	2	\$0.00	\$0	2	\$0.00	\$0
	O-9 Lieutenant General	6	\$29,957.86	\$191	7	\$0.00	\$0	7	\$0.00	\$0
	O-8 Major General	15	\$25,551.35	\$396	18	\$0.00	\$0	17	\$0.00	\$0
	O-7 Brigadier General	32	\$29,254.57	\$932	31	\$31,273.14	\$966	36	\$32,961.89	\$1,187
	O-6 Colonel	668	\$26,711.00	\$17,830	558	\$28,554.06	\$15,933	673	\$30,095.98	\$20,243
	O-5 Lieutenant Colonel	1,656	\$25,424.00	\$42,092	1,880	\$27,178.26	\$51,095	1,865	\$28,645.88	\$53,425
	O-4 Major	2,735	\$22,853.00	\$62,497	2,691	\$24,429.86	\$65,737	3,359	\$25,749.07	\$86,491
	O-3 Captain	2,178	\$19,737.00	\$42,993	1,863	\$21,098.85	\$39,307	2,811	\$22,238.19	\$62,512
	O-2 First Lieutenant	723	\$16,026.00	\$11,588	814	\$17,131.79	\$13,952	601	\$18,056.91	\$10,849
	O-1 Second Lieutenant	427	\$14,386.00	\$6,144	347	\$15,378.63	\$5,339	610	\$16,209.08	\$9,892
	O-3E Captain	1,026	\$20,934.35	\$21,485	1,651	\$22,378.82	\$36,947	1,351	\$23,587.28	\$31,866
	O-2E First Lieutenant	295	\$18,779.55	\$5,541	739	\$20,075.34	\$14,827	494	\$21,159.41	\$10,455
	O-1E Second Lieutenant	1,576	\$18,744.26	\$29,548	110	\$20,037.62	\$2,198	471	\$21,119.65	\$9,949
	W-5 Chief Warrant Officer	71	\$21,759.60	\$1,546	80	\$23,261.01	\$1,856	82	\$24,517.11	\$2,013
	W-4 Chief Warrant Officer	223	\$23,108.52	\$5,156	232	\$24,703.01	\$5,740	267	\$26,036.97	\$6,950
	W-3 Chief Warrant Officer	396	\$18,392.00	\$7,286	583	\$19,661.05	\$11,466	477	\$20,722.74	\$9,886
	W-2 Chief Warrant Officer	527	\$17,989.00	\$9,485	826	\$19,230.24	\$15,880	600	\$20,268.67	\$12,167
W-1 Warrant Officer	230	\$17,346.72	\$3,997	288	\$18,532.87	\$5,337	301	\$19,545.00	\$5,877	
Officer	12,786	\$21,016.08	\$268,706	12,719	\$22,531.21	\$286,583	14,025	\$23,798.43	\$333,763	
BAH Diff	Officer	24	\$2,095.24	\$49	28	\$2,193.72	\$62	28	\$2,357.08	\$66
Total BAH with Dependents		12,809	\$20,981.23	\$268,755	12,747	\$22,486.38	\$286,644	14,053	\$23,755.71	\$333,829

**PROJECT: F. Basic Allowance for Housing**

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
BAH Without Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	2	\$0.00	\$0	2	\$0.00	\$0
	O-7 Brigadier General	3	\$24,666.67	\$80	0	\$26,368.67	\$8	0	\$27,792.58	\$8
	O-6 Colonel	1	\$14,000.00	\$15	0	\$14,966.00	\$0	0	\$15,774.16	\$0
	O-5 Lieutenant Colonel	114	\$22,650.94	\$2,587	84	\$24,213.85	\$2,026	68	\$25,521.40	\$1,738
	O-4 Major	255	\$19,662.45	\$5,020	217	\$21,019.16	\$4,563	175	\$22,154.19	\$3,881
	O-3 Captain	649	\$17,450.17	\$11,317	370	\$18,654.23	\$6,895	434	\$19,661.56	\$8,537
	O-2 First Lieutenant	2,063	\$14,442.30	\$29,794	1,629	\$15,438.82	\$25,146	977	\$16,272.51	\$15,902
	O-1 Second Lieutenant	1,542	\$11,374.56	\$17,535	868	\$12,159.40	\$10,556	1,237	\$12,816.01	\$15,853
	O-3E Captain	226	\$18,257.14	\$4,130	231	\$19,516.88	\$4,506	160	\$20,570.79	\$3,298
	O-2E First Lieutenant	112	\$16,201.92	\$1,815	198	\$17,319.85	\$3,421	107	\$18,255.12	\$1,958
	O-1E Second Lieutenant	87	\$13,864.20	\$1,210	23	\$14,820.83	\$348	82	\$15,621.15	\$1,278
	W-5 Chief Warrant Officer	10	\$23,555.56	\$228	8	\$25,180.89	\$190	6	\$26,540.66	\$167
	W-4 Chief Warrant Officer	20	\$18,052.63	\$370	15	\$19,298.26	\$287	14	\$20,340.37	\$282
	W-3 Chief Warrant Officer	55	\$16,921.57	\$930	56	\$18,089.16	\$1,010	36	\$19,065.97	\$694
	W-2 Chief Warrant Officer	97	\$14,588.89	\$1,414	106	\$15,595.52	\$1,654	63	\$16,437.68	\$1,029
W-1 Warrant Officer	34	\$12,843.75	\$443	31	\$13,729.97	\$420	26	\$14,471.39	\$374	
	Officer	5,269	\$14,592.52	\$76,887	3,836	\$15,909.01	\$61,030	3,388	\$16,233.47	\$55,001
Total BAH Without Dependents		5,269	\$14,592.52	\$76,887	3,836	\$15,909.01	\$61,030	3,388	\$16,233.47	\$55,001

**PROJECT: F. Basic Allowance for Housing**

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
BAH Partial	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$608.40	\$0	0	\$608.40	\$0	0	\$608.40	\$0
	O-6 Colonel	4	\$475.20	\$2	2	\$475.20	\$1	2	\$475.20	\$1
	O-5 Lieutenant Colonel	0	\$396.00	\$0	9	\$396.00	\$4	10	\$396.00	\$4
	O-4 Major	23	\$320.40	\$7	7	\$320.40	\$2	7	\$320.40	\$2
	O-3 Captain	113	\$266.40	\$30	28	\$266.40	\$7	42	\$266.40	\$11
	O-2 First Lieutenant	170	\$208.00	\$35	73	\$208.00	\$15	56	\$208.00	\$12
	O-1 Second Lieutenant	547	\$152.00	\$83	577	\$152.00	\$88	1,052	\$152.00	\$160
	O-3E Captain	13	\$266.40	\$3	7	\$266.40	\$2	6	\$266.40	\$2
	O-2E First Lieutenant	23	\$212.40	\$5	7	\$212.40	\$2	5	\$212.40	\$1
	O-1E Second Lieutenant	16	\$158.40	\$2	8	\$158.40	\$1	34	\$158.40	\$5
	W-5 Chief Warrant Officer	1	\$302.40	\$0	0	\$302.40	\$0	0	\$302.40	\$0
	W-4 Chief Warrant Officer	0	\$302.40	\$0	0	\$302.40	\$0	0	\$302.40	\$0
	W-3 Chief Warrant Officer	1	\$248.40	\$0	0	\$248.40	\$0	0	\$248.40	\$0
	W-2 Chief Warrant Officer	6	\$190.80	\$1	6	\$190.80	\$1	4	\$190.80	\$1
	W-1 Warrant Officer	1	\$165.60	\$0	0	\$165.60	\$0	0	\$165.60	\$0
	Officer Total BAH Partial	917	\$185.93	\$171	725	\$169.83	\$123	1,220	\$163.22	\$199
Total BAH - Domestic		18,996	18,204.93	\$345,813	17,308	20,094.38	\$347,798	18,660	20,847.96	\$389,030

**PROJECT: F. Basic Allowance for Housing**

**BASIC ALLOWANCE FOR HOUSING - OVERSEAS**  
(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Overseas BAH With Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	18	\$25,732.50	\$455	7	\$26,221.41	\$184	7	\$26,745.84	\$193
	O-5 Lieutenant Colonel	69	\$25,581.50	\$1,770	15	\$26,067.54	\$391	15	\$26,588.89	\$410
	O-4 Major	94	\$40,998.50	\$3,852	30	\$41,777.47	\$1,253	31	\$42,613.02	\$1,315
	O-3 Captain	53	\$18,035.50	\$958	59	\$18,378.17	\$1,084	61	\$18,745.73	\$1,138
	O-2 First Lieutenant	6	\$17,500.00	\$113	47	\$17,832.50	\$838	48	\$18,189.15	\$879
	O-1 Second Lieutenant	11	\$19,548.54	\$220	17	\$19,919.96	\$339	17	\$20,318.36	\$355
	O-3E Captain	16	\$21,182.00	\$341	17	\$21,584.45	\$367	17	\$22,016.14	\$385
	O-2E First Lieutenant	6	\$22,729.00	\$146	8	\$23,160.85	\$185	8	\$23,624.07	\$194
	O-1E Second Lieutenant	19	\$20,463.00	\$395	2	\$20,851.79	\$49	2	\$21,268.83	\$51
	W-5 Chief Warrant Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	W-4 Chief Warrant Officer	2	\$22,933.00	\$37	1	\$23,368.72	\$23	1	\$23,836.09	\$25
	W-3 Chief Warrant Officer	3	\$19,871.00	\$64	1	\$20,248.54	\$20	1	\$20,653.51	\$21
	W-2 Chief Warrant Officer	10	\$22,833.33	\$220	9	\$23,267.16	\$209	9	\$23,732.50	\$220
	W-1 Warrant Officer	3	\$31,500.00	\$101	3	\$32,098.50	\$96	3	\$32,740.47	\$101
	Officer	311	\$27,871.22	\$8,672	216	\$23,293.50	\$5,039	223	\$23,759.37	\$5,288



**PROJECT: F. Basic Allowance for Housing**

**BASIC ALLOWANCE FOR HOUSING - OVERSEAS**

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Overseas BAH Without Depn	O-10 General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-9 Lieutenant General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-8 Major General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-7 Brigadier General	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
	O-6 Colonel	13	\$34,210.53	\$452	5	\$34,860.53	\$164	19	\$35,557.74	\$676
	O-5 Lieutenant Colonel	35	\$34,235.29	\$1,213	13	\$34,885.76	\$442	51	\$35,583.48	\$1,815
	O-4 Major	54	\$31,615.38	\$1,713	19	\$32,216.07	\$624	78	\$32,860.39	\$2,554
	O-3 Captain	41	\$24,830.51	\$1,018	15	\$25,302.28	\$371	59	\$25,808.33	\$1,523
	O-2 First Lieutenant	13	\$20,263.16	\$267	5	\$20,648.16	\$97	19	\$21,061.12	\$400
	O-1 Second Lieutenant	3	\$19,750.00	\$55	1	\$20,125.25	\$20	4	\$20,527.76	\$82
	O-3E Captain	17	\$29,640.00	\$515	6	\$30,203.16	\$187	25	\$30,807.22	\$770
	O-2E First Lieutenant	13	\$24,315.79	\$321	5	\$24,777.79	\$117	19	\$25,273.35	\$480
	O-1E Second Lieutenant	1	\$22,000.00	\$15	0	\$22,418.00	\$6	1	\$22,866.36	\$23
	W-5 Chief Warrant Officer	1	\$30,500.00	\$42	0	\$31,079.50	\$15	2	\$31,701.09	\$63
	W-4 Chief Warrant Officer	3	\$31,600.00	\$110	1	\$32,200.40	\$40	5	\$32,844.41	\$164
	W-3 Chief Warrant Officer	7	\$26,200.00	\$182	2	\$26,697.80	\$66	10	\$27,231.76	\$272
	W-2 Chief Warrant Officer	8	\$23,636.36	\$181	3	\$24,085.45	\$66	11	\$24,567.16	\$270
	W-1 Warrant Officer	5	\$22,142.86	\$108	2	\$22,563.57	\$39	7	\$23,014.84	\$161
		Officer	215	\$28,748.39	\$6,191	77	\$29,294.60	\$2,254	310	\$29,877.86
<b>Total BAH - Overseas</b>		<b>526</b>	<b>\$28,230.00</b>	<b>\$14,862</b>	<b>293</b>	<b>\$24,868.17</b>	<b>\$7,294</b>	<b>532</b>	<b>\$27,319.65</b>	<b>\$14,542</b>
<b>TOTAL BAH</b>		<b>19,522</b>	<b>\$18,475.29</b>	<b>\$360,675</b>	<b>17,602</b>	<b>\$20,173.92</b>	<b>\$355,091</b>	<b>19,193</b>	<b>\$21,027.44</b>	<b>\$403,572</b>

**PROJECT: G. Basic Allowance for Subsistence**

FY 2007 Actuals	\$45,858
FY 2008 Estimate	\$46,011
FY 2009 Estimate	\$50,575

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

**PART 11 - JUSTIFICATION OF FUNDS REQUESTED**

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the officer man years programmed.

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
OFFICER BAS	19,963	\$2,297.13	\$45,858	19,147	\$2,403.06	\$46,011	20,269	\$2,495.16	\$50,575

**PROJECT: H. Overseas Station Allowance**

FY 2007 Actuals	\$26,879
FY 2008 Estimate	\$19,563
FY 2009 Estimate	\$26,596

**PART I - PURPOSE AND SCOPE**

The funds requested will help to defray the excess costs of food, lodging, and related incidental expenses experienced by officers and their dependents on permanent duty outside the contiguous United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of Title 37 United States Code 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Yen rate \$114.3007 for FY 2009.

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Barracks Cost of Living	12	\$1,791.34	\$22	17	\$2,529.88	\$43	23	\$2,567.88	\$60
Cost of Living Regular	2,452	\$9,823.29	\$24,083	1,582	\$10,519.96	\$16,645	2,364	\$10,677.97	\$25,237
Temporary Lodging Allowance (incl MIHA)	1,619	\$1,713.36	\$2,774	2,403	\$1,196.51	\$2,875	1,069	\$1,214.48	\$1,298
<b>TOTAL STATION ALLOWANCES</b>	<b>4,083</b>	<b>\$13,327.99</b>	<b>\$26,879</b>	<b>4,002</b>	<b>\$14,246.35</b>	<b>\$19,563</b>	<b>3,456</b>	<b>\$14,460.33</b>	<b>\$26,596</b>

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

FY 2007 Actuals	\$1,164
FY 2008 Estimate	\$449
FY 2009 Estimate	\$537

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
TOTAL CONUS COLA	561	\$2,074.86	\$1,164	166	\$2,703.85	\$449	192	\$2,795.78	\$537

**PROJECT: J. Uniform Allowances**

FY 2007 Actuals      \$1,130  
FY 2008 Estimate     \$1,019  
FY 2009 Estimate     \$1,480

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Fund computations are provided on the following table:

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Uniform - Inital	1,796	\$400.00	\$718	1,599	\$400.00	\$640	2,393	\$400.00	\$957
Uniform - Additional	1,672	\$200.00	\$334	1,548	\$200.00	\$310	2,278	\$200.00	\$456
Civilian - Initial	47	\$920.39	\$44	45	\$894.98	\$40	45	\$915.56	\$41
Civilian - Additional	111	\$306.44	\$34	98	\$297.98	\$29	85	\$304.84	\$26
<b>TOTAL OFFICER CLOTHING</b>	<b>3,448</b>	<b>\$327.84</b>	<b>\$1,130</b>	<b>3,290</b>	<b>\$309.63</b>	<b>\$1,019</b>	<b>4,801</b>	<b>\$308.25</b>	<b>\$1,480</b>

**PROJECT: K: Family Separation Allowance**

FY 2007 Actuals                      \$8,067  
 FY 2008 Estimate                     \$3,420  
 FY 2009 Estimate                     \$3,420

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
On PCS with Dependents not authorized	349	\$3,056.80	\$1,068	233	\$3,000.00	\$699	233	\$3,000.00	\$699
On Board Ship for More Than Thirty Days	12	\$2,847.75	\$35	36	\$3,000.00	\$108	36	\$3,000.00	\$108
On TDY for More Than Thirty Days	2,372	\$2,935.68	\$6,964	871	\$3,000.00	\$2,613	871	\$3,000.00	\$2,613
<b>TOTAL SEPARATION ALLOWANCE</b>	<b>2,734</b>		<b>\$8,067</b>	<b>1,140</b>		<b>\$3,420</b>	<b>1,140</b>		<b>\$3,420</b>

**PROJECT: L. Separation Payments**

FY 2007 Actuals	\$9,656
FY 2008 Estimate	\$13,603
FY 2009 Estimate	\$14,188

**PART I - PURPOSE AND SCOPE**

The funds requested will provide payments for:

- Unused accrued leave to officers separated or released from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowance of the Uniformed Services, Chapter 9, Leave.
- Severance pay to officers who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination severance pay to officers not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.
- Readjustment pay to reserve officers who are involuntarily released from active duty as authorized by United States Code Title 10, Armed Forces, Chapter 39, Active Duty.
- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) payments to personnel who are encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).
- Early Retirement - The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force draw down. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the Services in achieving their draw down goals of maintaining readiness and treating people fairly. The criteria for early retirement includes such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X the years of service X basic pay (adjusted for COLA) X reduction factor. For members who leave under the early retirement program, the Marine Corps is required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member.
- \$30,000 Lump Sum Bonus - The FY 2000 National Defense Authorization Act provided a \$30,000 lump sum bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan.

**PART II - JUSTIFICATION OF FUNDS REQUIRED**

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

**Part II - JUSTIFICATION OF FUNDS REQUESTED**  
**Lump Sum Terminal Leave Payments**  
(Amounts In Thousands of Dollars)

	FY07 Actuals				FY08 Estimate				FY09 Estimate			
	# Participants	Avg Days Sold	Avg Daily Pay	Amount	# Participants	Avg Days Sold	Avg Daily Pay	Amount	# Participants	Avg Days Sold	Avg Daily Pay	Amount
O-10 General	0	13	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
O-9 Lieutenant General	0	13	\$0.00	\$0	25	50	\$0.00	\$0	25	50	\$0.00	\$0
O-8 Major General	0	13	\$0.00	\$0	8	32	\$0.00	\$0	8	32	\$0.00	\$0
O-7 Brigadier General	19	14	\$602.84	\$158	10	60	\$622.33	\$374	10	60	\$643.49	\$464
O-6 Colonel	204	20	\$128.69	\$513	195	22	\$133.06	\$605	195	22	\$137.59	\$663
O-5 Lieutenant Colonel	367	14	\$145.58	\$755	310	16	\$150.53	\$880	310	16	\$155.65	\$879
O-4 Major	239	16	\$177.11	\$692	366	22	\$183.13	\$1,592	366	22	\$189.36	\$1,544
O-3 Captain	349	16	\$202.67	\$1,156	612	22	\$209.56	\$2,871	612	22	\$216.68	\$2,864
O-2 First Lieutenant	310	17	\$184.63	\$997	253	20	\$190.91	\$1,087	253	20	\$197.40	\$1,065
O-1 Second Lieutenant	17	8	\$184.63	\$24	47	10	\$190.91	\$88	47	10	\$197.40	\$109
O-3E Captain	41	16	\$513.63	\$347	63	21	\$531.10	\$732	63	21	\$549.15	\$814
O-2E First Lieutenant	137	19	\$200.26	\$508	23	13	\$207.07	\$127	23	13	\$214.11	\$141
O-1E Second Lieutenant	28	29	\$114.72	\$95	6	2	\$118.63	\$6	6	2	\$122.66	\$8
W-5 Chief Warrant Officer	7	17	\$770.92	\$88	21	13	\$797.14	\$206	21	13	\$824.24	\$289
W-4 Chief Warrant Officer	19	14	\$393.98	\$103	62	14	\$407.37	\$354	62	14	\$421.22	\$378
W-3 Chief Warrant Officer	41	11	\$71.60	\$32	54	18	\$74.04	\$71	54	18	\$76.56	\$79
W-2 Chief Warrant Officer	49	9	\$3.03	\$1	48	17	\$3.13	\$3	48	17	\$3.23	\$5
W-1 Warrant Officer	35	0	\$14.29	\$0	1	81	\$14.78	\$2	1	81	\$15.28	\$2
<b>Officer</b>	<b>1,862</b>	<b>0</b>	<b>\$0.00</b>	<b>\$5,471</b>	<b>2,103</b>	<b>0</b>	<b>\$0.00</b>	<b>\$8,998</b>	<b>2,103</b>	<b>0</b>	<b>\$0.00</b>	<b>\$9,304</b>

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Severance Pay, Disability	12	\$21,280.14	\$262	12	\$22,024.94	\$264	11	\$22,773.79	\$251
Discharge Gratuity	418	\$418.15	\$175	0	\$0.00	\$0	0	\$0.00	\$0
SEVERENCE, NON-DISABILITY	260	\$46,296.26	\$1,531	20	\$47,916.63	\$958	22	\$49,545.80	\$1,090
Involuntary - Half Pay	228	\$228.02	\$52	2	\$236.00	\$0	9	\$244.02	\$2
Involuntary - Full Pay	32	\$46,068.24	\$1,479	15	\$47,680.63	\$715	15	\$49,301.77	\$740
VSI Trust Fund Payment			\$431			\$431			\$431
\$30,000 Lump Sum Bonus	61	\$29,404.38	\$1,787	75	\$30,000.00	\$2,237	79	\$30,000.00	\$2,370
<b>TOTAL SEPARATION PAY (LESS LSL)</b>	<b>752</b>	<b>\$528,398.92</b>	<b>\$4,185</b>	<b>124</b>	<b>\$627,645.28</b>	<b>\$4,605</b>	<b>136</b>	<b>\$633,311.22</b>	<b>\$4,884</b>
<b>Total Separation Pay</b>	<b>2,615</b>	<b>\$3,692.98</b>	<b>\$9,656</b>	<b>2,227</b>	<b>\$6,106.99</b>	<b>\$13,603</b>	<b>2,239</b>	<b>\$6,335.91</b>	<b>\$14,188</b>



**PROJECT: M. Social Security Tax-Employer's Contribution**

FY 2007 Actuals           \$93,723  
FY 2008 Estimate       \$91,359  
FY 2009 Estimate       \$97,985

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983, established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45% medical contribution.

Taxable income ceilings for OASDI are as follows:

- Calendar Year 2007 - 7.65% on first \$97,500 and 1.45% on the remainder.
- Calendar Year 2008 - 7.65% on first \$102,300 and 1.45% on the remainder.
- Calendar Year 2009 - 7.65% on first \$106,800 and 1.45% on the remainder.

Details of the computations are shown in the following table:

(Amounts In Thousands of Dollars)

FY07 Actuals			FY08 Estimate			FY09 Estimate		
Number of Members	AVG Rate	FICA Amount	Number of Members	AVG Rate	FICA Amount	Number of Members	AVG Rate	FICA Amount
20,236	\$4,631.50	\$93,723	19,147	\$4,771.36	\$91,359	20,269	\$4,834.13	\$97,985

**MILITARY PERSONNEL, MARINE CORPS**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
**Pay and Allowances of Enlisted**  
(In Thousands of Dollars)

**BUDGET ACTIVITY 2**

		<b>AMOUNT</b>
<b>FY 2008 TOTAL DIRECT PROGRAM</b>		<b>\$7,213,073</b>
<b>PRICING INCREASES:</b>		
Basic Pay attributed to 3.4% pay raise, effective 1 January 2009 and annualization of 1 January 2008 pay raise of 3.5%	\$133,599	
RPA increase due to RPA rate of 29.2% and the impact of the pay raise	\$44,546	
FICA increase due to impact of the pay raise	\$36,780	
BAH increase due to BAH rate 5.4% and FCF	\$60,596	
Separations Payments increase due to the impact of the pay raise.	\$2,230	
<b>TOTAL PROGRAM INCREASE:</b>		<b>\$277,751</b>
<b>PROGRAM INCREASES</b>		
Basic Pay increase due to increase in workyears as a result of "growing the force"	\$347,024	
RPA increase due to increase in workyears as a result of "growing the force"	\$108,009	
BAH increase due to increase in workyears as a result of "growing the force"	\$156,998	
Incentive Pay increase due to increase in workyears as a result of "growing the force"	\$321	
SRB increase due to increase in workyears as a result of "growing the force"	\$191,694	
Clothing Allowance increase due to increase in workyears as a result of "growing the force"	\$5,930	
Conus Cola increase due to increase in workyears as a result of "growing the force"	\$999	
Education Benefit increase due to increase in workyears as a result of "growing the force"	\$1,125	
<b>TOTAL PROGRAM INCREASES:</b>		<b>\$812,100</b>
<b>PROGRAM DECREASES:</b>		
Special Pay decrease is due to add in FY08 from the FY08 Consolidated Appropriations.	(\$14,066)	
Focus on meeting end strength in FY09 shifted from recruiting (enlistment bonus) to retention (SRB)	(\$9,131)	
College Fund reduction is attributed to a rate change	(\$231)	
<b>PROGRAM DECREASES:</b>		
<b>TOTAL DECREASES:</b>		<u>(\$23,428)</u>
<b>TOTAL DIRECT PROGRAM</b>		<u><u>\$8,279,496</u></u>

**PROJECT: A. Basic Pay**

FY 2007 Actuals	\$4,027,529
FY 2008 Estimate	\$3,935,122
FY 2009 Estimate	\$4,415,953

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The FY 2009 program is based on a beginning strength of 161,100 an end strength of 173,700 and an average strength of 169,259. Costs are determined on the basis of grade distribution by longevity for each fiscal year. The average rates utilized are derived from a consideration of the current longevity adjusted by planned gains and losses for respective years.

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
SMMC	1	\$79,281.90	\$83	1	\$81,799.10	\$82	1	\$84,600.72	\$85
E-9 Sergeant Major/Master Gunnery Sergeant	1,584	\$63,946.81	\$101,292	1,494	\$65,977.12	\$98,584	1,736	\$68,236.83	\$118,459
E-8 First Sergeant/Master Sergeant	3,656	\$50,677.25	\$185,276	3,656	\$52,286.26	\$191,157	4,317	\$54,077.06	\$233,451
E-7 Gunnery Sergeant	8,344	\$42,070.55	\$351,037	8,295	\$43,406.29	\$360,052	8,665	\$44,892.96	\$388,997
E-6 Staff Sergeant	14,765	\$34,060.90	\$502,909	14,124	\$35,142.34	\$496,354	15,984	\$36,345.96	\$580,954
E-5 Sergeant	28,001	\$27,079.18	\$758,244	23,625	\$27,938.95	\$660,058	27,624	\$28,895.85	\$798,219
E-4 Corporal	35,205	\$22,289.37	\$784,697	31,300	\$22,997.06	\$719,800	37,275	\$23,784.71	\$886,575
E-3 Lance Corporal	42,595	\$18,999.55	\$809,286	41,719	\$19,602.79	\$817,809	43,235	\$20,274.18	\$876,554
E-2 Private First Class	20,323	\$17,412.30	\$353,870	20,596	\$17,965.14	\$370,010	18,505	\$18,580.45	\$343,831
E-1>4 Private	5,047	\$15,533.10	\$78,396	5,333	\$16,026.28	\$85,467	4,935	\$16,575.18	\$81,798
E-1<4 Private	7,129	\$14,369.40	\$102,439	7,673	\$14,825.63	\$113,757	6,982	\$15,333.41	\$107,058
Enlisted	166,650	\$24,167.58	\$4,027,529	157,816	\$24,934.90	\$3,935,122	169,259	\$25,788.93	\$4,415,982
Fines, Forfeitures and Other Non-Entitlements			(\$11,966)			(\$12,205)			(\$12,449)
Total Enlisted Basic Pay Subject to RPA/FICA			\$4,015,563			\$3,922,917			\$4,403,533
Fines & Forfeit for Navy Home Not Subj to RPA/FICA			\$11,966			\$12,205			\$12,449
Total Enlisted Basic Pay Requirement	166,650	\$24,023.98	\$4,027,529	157,816	\$24,934.90	\$3,935,122	169,259	\$26,089.92	\$4,415,953

**PROJECT: B. Retired Pay Accrual-Enlisted**

FY 2007 Actuals	\$1,063,724
FY 2008 Estimate	\$1,140,838
FY 2009 Estimate	\$1,289,091

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budget estimates are derived as a product of:

- (a) Detailed cost computation based on the Normal Cost Percentages (NCP) 26.5% for FY 2007, 29% for FY 2008, and 29.2% for FY 2009.  
Beginning in FY 2008, Title V, Section 581 of the FY 2007 NDAA directs DoD to contribute the part time rate for Reserve Component members who are mobilized or on active duty for special work. The part time rate is 19.1% in FY 08 and FY09.
- (b) The total amount of basic pay expected to be paid during the fiscal year to members of the Armed Forces.

(Amounts In Thousands of Dollars)

FY07 Actuals			FY08 Estimate			FY09 Estimate		
Number of Members	Avg Rate	RPA Amount	Number of Members	Avg Rate	RPA Amount	Number of Members	Avg Rate	RPA Amount
166,650	\$6,382.98	\$1,063,724	157,721	\$ 7,229.02	\$1,140,169	169,164	\$7,616.26	\$1,288,397
Part Time RPA			95	\$ 7,042.11	\$669	95	7,305.26	\$694
<b>Total</b>			<b>157,816</b>		<b>\$1,140,838</b>	<b>169,259</b>		<b>\$1,289,091</b>

**PROJECT: D. Incentive Pay**

FY 2007 Actuals	\$8,600
FY 2008 Estimate	\$8,360
FY 2009 Estimate	\$8,681

**PART I - PURPOSE AND SCOPE**

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

- Flying Duty (Crew member):  
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a crew member.
- Flying Duty (Non-crew member):  
To provide additional payment for enlisted personnel involved in frequent and regular participation in aerial flight as a non-crew member.
- Flight Deck Duty:  
To provide additional payment for duty involving participation in flight operations aboard ship.
- Parachute Duty:  
To provide additional payment for enlisted personnel who perform parachute jumping as an essential part of military duty.
- Demolition Duty:  
To provide additional payment for enlisted personnel who perform duty involving the demolition of explosives as a primary duty, including training for such duty.
- High Altitude/Low Opening (HALO):  
To provide additional payment for enlisted personnel who perform parachute jumps at altitudes higher than 10,000 feet and free fall to low altitudes before parachute opening.

**PROJECT: D. Incentive Pay**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Hazardous duty pay is computed on the basis of the average number of enlisted personnel in each grade who are eligible for payment.

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
E-9 Sergeant Major/Master Gunnery Sergeant	10	\$2,880.00	\$29	11	\$2,880.00	\$32	11	\$2,880.00	\$32
E-8 First Sergeant/Master Sergeant	31	\$2,880.00	\$89	31	\$2,880.00	\$89	31	\$2,880.00	\$89
E-7 Gunnery Sergeant	121	\$2,880.00	\$348	164	\$2,880.00	\$472	164	\$2,880.00	\$472
E-6 Staff Sergeant	220	\$2,580.00	\$568	275	\$2,580.00	\$710	275	\$2,580.00	\$710
E-5 Sergeant	366	\$2,280.00	\$834	427	\$2,280.00	\$974	427	\$2,280.00	\$974
E-4 Corporal	349	\$1,980.00	\$691	386	\$1,980.00	\$764	386	\$1,980.00	\$764
E-3 Lance Corporal	224	\$1,800.00	\$403	103	\$1,800.00	\$185	103	\$1,800.00	\$185
E-2 Private First Class	13	\$1,800.00	\$23	7	\$1,800.00	\$13	7	\$1,800.00	\$13
E-1 Private	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Flying Duty Crewmembers	1,335	\$2,238.41	\$2,987	1,405	\$2,306.35	\$3,240	1,405	\$2,306.35	\$3,240
Flying Duty Non-crewmembers	475	\$1,800.00	\$855	522	\$1,980.00	\$1,034	574	\$1,980.00	\$1,137
Flight Deck Duty Pay	617	\$1,800.00	\$1,110	840	\$1,800.00	\$1,512	840	\$1,800.00	\$1,512
Parachute Jumping Duty	953	\$1,800.00	\$1,715	650	\$1,800.00	\$1,170	848	\$1,800.00	\$1,526
Demolition Duty	574	\$1,800.00	\$1,033	432	\$1,800.00	\$778	465	\$1,800.00	\$837
HALO Pay	324	\$2,700.00	\$875	348	\$1,800.00	\$626	238	\$1,800.00	\$428
Firefighter	0	\$1,800.00	\$0	0	\$1,800.00	\$0	0	\$1,800.00	\$0
Thermal Stress	0	\$1,800.00	\$0	0	\$1,800.00	\$0	0	\$1,800.00	\$0
Other Hazardous Duty Pays	14	\$1,800.00	\$25	0	\$18,000.00	\$0	0	\$18,000.00	\$0
Assignment Incentive Pay*	0	\$0.00	\$0						
<b>TOTAL INCENTIVE PAY</b>	<b>4,292</b>		<b>\$8,600</b>	<b>4,197</b>	<b>\$1,991.89</b>	<b>\$8,360</b>	<b>4,370</b>	<b>\$1,986.44</b>	<b>\$8,681</b>

\* AIP Executed in Incentive Pay line in FY07. For FY08 and out, AIP will execute in the Special Pay line. Therefore, the budget supports this change.

**PROJECT: E. Special Pay**

FY 2007 Actuals	\$276,363
FY 2008 Estimate	\$56,366
FY 2009 Estimate	\$43,695

**PART I - PURPOSE AND SCOPE**

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

- Career Sea Pay:  
To provide additional payment for enlisted personnel in the grades of corporal and above who are assigned to sea duty.
- Hardship Duty Pay:  
To provide payment for members performing duty designated by the Secretary of Defense as hardship duty. Member may qualify for Hardship Duty Pay (HDP) based on performance of a hardship mission or duty in a designated hardship location.
- Personal Money Allowance:  
To provide additional payment intended to partially reimburse the Sergeant Major of the Marine Corps for the many unusual expenses incurred in the performance of his official duties.
- Diving Duty Pay:  
To provide additional payment for enlisted personnel performing duties involving scuba diving.
- Overseas Extension Pay:  
To provide additional pay for enlisted personnel in designated specialties who have completed their tour of duty at an overseas location and execute an agreement to extend that tour for a period of not less than one year.
- Imminent Danger Pay:  
To provide additional payment for enlisted personnel performing duties in designated hostile areas.
- Foreign Language Proficiency Pay:  
To provide additional payment for enlisted personnel proficient in specific foreign languages in accordance with Section 634 of the FY 1987 National Defense Authorization Bill.
- Critical Skills Retention Bonus:  
To provide financial incentive to address skill-specific retention problems. First authorized by FY 2001 NDAA. Up to \$200,000 total payable in CSRB to an eligible member over a career, not payable past completion of 25 years of active duty.
- Assignment Incentive Pay:  
To provide a flexible, market based incentive to encourage enlisted members to volunteer for difficult-to-fill jobs or less desirable geographic locations.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

This increase is a result of the Marine Corps support of the SPG, MARSOC and Con Plan 7500 and the move to a more irregular force. These special pays are force shaping tools required to provide the requisite skills sets necessary to prosecute this initiative. Pays impacted to support this initiative includes Foreign Language Proficiency Pay, Critical Skills Retention Bonus, SRB, EB, and Assignment Incentive Pay.

Special pay is computed by applying statutory rates to the average number of personnel who are eligible for payment.



**PROJECT: E. Special Pay**

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount	# of Members	Avg Annual Rate	Amount
E-9 Sergeant Major/Master Gunnery Sergeant	15	\$1,920.00	\$29	50	\$1,920.00	\$96	50	\$1,920.00	\$96
E-8 First Sergeant/Master Sergeant	61	\$1,920.00	\$117	75	\$1,920.00	\$144	75	\$1,920.00	\$144
E-7 Gunnery Sergeant	145	\$1,920.00	\$278	250	\$1,920.00	\$480	250	\$1,920.00	\$480
E-6 Staff Sergeant	252	\$1,620.00	\$408	950	\$1,620.00	\$1,539	950	\$1,620.00	\$1,539
E-5 Sergeant	515	\$960.00	\$494	2,100	\$960.00	\$2,016	2,100	\$960.00	\$2,016
E-4 Corporal	1,058	\$960.00	\$1,016	3,300	\$960.00	\$3,168	3,300	\$960.00	\$3,168
E-3 Lance Corporal	1,101	\$840.00	\$925	2,400	\$840.00	\$2,016	2,400	\$840.00	\$2,016
E-2 Private First Class	155	\$600.00	\$93	450	\$600.00	\$270	450	\$600.00	\$270
E-1 Private	24	\$600.00	\$14	200	\$600.00	\$120	200	\$600.00	\$120
<b>CAREER SEA PAY</b>	<b>3,326</b>	<b>\$1,014.70</b>	<b>\$3,375</b>	<b>9,775</b>	<b>\$1,007.57</b>	<b>\$9,849</b>	<b>9,775</b>	<b>\$1,007.57</b>	<b>\$9,849</b>
Hardship Duty - Location \$150	0	\$1,800.00	\$0	570	\$1,800.00	\$1,026	570	\$1,800.00	\$1,026
Hardship Duty - Location \$100	24,740	\$1,200.00	\$29,688	264	\$1,200.00	\$317	264	\$1,200.00	\$317
Hardship Duty - Location \$50	0	\$600.00	\$0	2,095	\$600.00	\$1,257	2,095	\$600.00	\$1,257
<b>SUBTOTAL HARDSHIP/LOCATION</b>	<b>24,740</b>	<b>\$1,200.00</b>	<b>\$29,688</b>	<b>2,929</b>	<b>\$887.61</b>	<b>\$2,600</b>	<b>2,929</b>	<b>\$887.61</b>	<b>\$2,600</b>
Hardship Duty - Mission Pay	1	\$1,800.00	\$2	1	\$1,800.00	\$2	1	\$1,800.00	\$2
Personal Allowance (SMMC)	1	\$2,000.00	\$2	1	\$2,000.04	\$2	1	\$2,000.04	\$2
Diving Duty Pay	447	\$2,580.00	\$1,152	229	\$2,580.00	\$591	378	\$2,580.00	\$975
Diving Student Pay	0	\$2,580.00	\$0	0	\$2,580.00	\$0	20	\$2,580.00	\$52
Overseas Extension Pay	316	\$2,000.00	\$631	1,473	\$2,000.04	\$2,946	1,473	\$2,000.04	\$2,946
Imminent Danger Pay	29,783	\$2,700.00	\$80,414	8,560	\$2,700.00	\$23,113	2,835	\$2,700.00	\$7,656
Foreign Language Proficiency Pay 1/	1,201	\$3,502.27	\$4,206	1,899	\$3,000.00	\$5,697	2,842	\$3,000.00	\$8,526
Critical Skills Retention Bonus	0	\$0.00	\$0	0	\$150,000.00	\$0	0	\$150,000.00	\$0
Assignment Incentive Pay 2/	16,745	\$9,369.54	\$156,893	1,928	\$6,000.00	\$11,567	1,848	\$6,000.00	\$11,088
<b>TOTAL SPECIAL PAY</b>	<b>76,559</b>	<b>\$1,997.36</b>	<b>\$276,363</b>	<b>25,501</b>	<b>\$2,221.42</b>	<b>\$56,366</b>	<b>22,097</b>	<b>\$1,977.39</b>	<b>\$43,695</b>

1/ FY 2008 Appropriation Act shifted funding to GWOT Supplemental.

2/ While AIP executed in the incentive pay line in the FY 2007, it should be under the Special pay line. Thus, the budget display AIP in the correct place in all fiscal years

**MILITARY PERSONNEL, MARINE CORPS  
ASSIGNMENT INCENTIVE PAY (AIP)**  
(In Thousands of Dollars)

	FY 2007 Act		FY 2008 Est		FY 2009 Est		FY 2010 Est		FY 2011 Est		FY 2012 Est		FY 2013 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2007 Initial and Residual Payments	16,745	\$156,893												
FY 2008 Initial and Residual Payments			1,928	\$11,567										
FY 2009 Initial and Residual Payments					1,848	\$11,088								
FY 2010 Initial and Residual Payments							1,848	\$11,088						
FY 2011 Initial and Residual Payments									1,848	\$11,088				
FY 2012 Initial and Residual Payments											1,848	\$11,088		
FY 2013 Initial and Residual Payments													1,848	\$11,088
Total AIP	16,745	\$156,893	1,928	\$11,567	1,848	\$11,088	1,848	\$11,088	1,848	\$11,088	1,848	\$11,088	1,848	\$11,088

**PROJECT: F. Special Duty Assignment Pay**

FY 2007 Actuals	\$31,874
FY 2008 Estimate	\$32,923
FY 2009 Estimate	\$31,810

**PART I - PURPOSE AND SCOPE**

These funds provide an additional monthly payment as a retention incentive to enlisted members serving in critical military skills and as an inducement to qualified personnel to volunteer for certain duties outside their normal career fields as authorized in United States Code Title 37, as amended by Section 623 of P.L. 98-525. Payments are provided for the following:

- (a) Recruiting Duty
- (b) Drill Instructor Duty
- (c) Career Planners
- (d) Marine Security Guards at U.S. Embassies
- (e) School of Infantry Instructors

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

- The estimate is based on the number of individuals programmed to occupy skills for which special duty assignment pay is authorized.
- Substantial increases are requested for Special Duty Assignment Pay in FY08 and FY09 due to Marine Corps' increased obligation in support of the Strategic Planning Guidance (SPG), MarSoc, and Con Plan 7500.

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
SDA 6 - \$450	3,901	\$5,400.00	\$21,065	3,465	\$5,400.00	\$18,711	3,481	\$5,400.00	\$18,797
SDA 5 - \$375	1,319	\$4,500.00	\$5,936	2,059	\$4,500.00	\$9,266	1,708	\$4,500.00	\$7,686
SDA 4 - \$300	124	\$3,600.00	\$446	265	\$3,600.00	\$954	156	\$3,600.00	\$562
SDA 3 - \$225	88	\$2,700.00	\$238	106	\$2,700.00	\$286	106	\$2,700.00	\$286
SDA 2 - \$150	2,129	\$1,800.00	\$3,832	2,059	\$1,800.00	\$3,706	2,488	\$1,800.00	\$4,478
SDA 1 - \$110	264	\$1,320.00	\$348	0	\$1,320.00	\$0	0	\$1,320.00	\$0
SDA - \$ 75	9	\$900.00	\$8	0	\$900.00	\$0	0	\$900.00	\$0
SDA - \$ 55	0	\$660.00	\$0	0	\$660.00	\$0	0	\$660.00	\$0
<b>TOTAL SDA</b>	<b>7,834</b>	<b>\$4,068.63</b>	<b>\$31,874</b>	<b>7,954</b>	<b>\$4,139.16</b>	<b>\$32,923</b>	<b>7,939</b>	<b>\$4,006.75</b>	<b>\$31,810</b>

**PROJECT: G. Reenlistment Bonus**

FY 2007 Actuals	\$268,122
FY 2008 Estimate	\$213,685
FY 2009 Estimate	\$401,921

**PART I - PURPOSE AND SCOPE**

The reenlistment Bonus (authorized by 37, United States Code, Section 308) - Provides a bonus to enlisted personnel who reenlist in a skill characterized by inadequate manning, low retention, and high replacement costs. Payable to an individual with between twenty-one months and fourteen years of active service. Payment is based on monthly basic pay times a specified award level (not to exceed 10) times the number of additional years of obligated service (not to exceed 6). Obligated service in excess of sixteen years is not used in the computation. The maximum payment is \$90,000. Congress lifted the 10% cap on SRB payments exceeding \$20,000 in FY 1999. Beginning in FY 2001, all new SRB contracts are paid in one lump-sum.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

- The primary objective of the reenlistment bonus is to maintain an adequate level of experienced and qualified enlisted personnel in the peacetime forces.

10 Most Critical Career Force Skill Shortage Occupations

0211	Counterintelligence Marine	2336	Explosive Ordnance Technician
0231	Intelligence Specialist	2631	Electronic Intel Intercept Specialist
0261	Geographic Intelligence Specialist	2834	Ground Mobile Forces SATCOM Technician
0321	Reconnaissance Man	5821	Criminal Investigator
0352	Antitank Missileman	5939	Aviation Radio Technician
0613	Construction Wireman		Tactical Data Systems Administrator
0681	Interrogation-translation Specialist	6253	EA6 Aircraft Airframe Mechanic
0861	Fire Support Man	6312	Aircraft Comm/Nav/Radar AV8B
0689	Computer Technician	6842	METOC Forecaster

- Substantial increases are requested for Reenlistment Bonuses in FY08 and FY09 due to Marine Corps' increased obligation in support of the Strategic Planning Guidance (SPG), MarSoc, and Con Plan 7500.

(In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
TOTAL SRB	13,042	\$20,558.35	\$268,122	7,029	\$30,400.48	\$213,685	12,786	\$31,434.48	\$401,921

**MILITARY PERSONNEL, MARINE CORPS  
SELECTED REENLISTMENT BONUS (SRB)**  
(In Thousands of Dollars)

	FY 2007 Act		FY 2008 Est		FY 2009 Est		FY 2010 Est		FY 2011 Est		FY 2012 Est		FY 2013 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2007 Initial and Residual Payments	13,042	\$268,122												
FY 2008 Initial and Residual Payments			7,029	\$213,685										
FY 2009 Initial and Residual Payments					12,786	\$401,921								
FY 2010 Initial and Residual Payments							12,704	\$412,926						
FY 2011 Initial and Residual Payments									12,643	\$424,914				
FY 2012 Initial and Residual Payments											12,563	\$436,564		
FY 2013 Initial and Residual Payments													12,522	\$449,954
Total SRB	13,042	\$268,122	7,029	\$213,685	12,786	\$401,921	12,704	\$412,926	12,643	\$424,914	12,563	\$436,564	12,522	\$449,954

**PROJECT: H. Enlistment Bonus Program**

FY 2007 Actuals	\$10,607
FY 2008 Estimate	\$70,803
FY 2009 Estimate	\$61,672

**PART I - PURPOSE AND SCOPE**

The funds requested will provide a monetary incentive to encourage highly qualified individuals to enlist for and serve in military skills that are classified as critical skill shortage occupations. This compensation is in accordance with provisions of 37 U.S.C. 308a, as amended by P.L. 97-60.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

- The enlistment program allows the Marine Corps to remain competitive in the market for high quality recruits, which in turn allows us to maintain readiness by providing a sufficient number of Marines with the necessary skills to perform the units' missions.
- Substantial increases are requested for Enlistment Bonuses in FY08 and FY09 due to Marine Corps' increased obligation in support of the Strategic Planning Guidance (SPG), MarSoc, and Con Plan 7500.

Details of the bonus award levels and number of bonus payments are provided in the following table:

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Initial Payment - \$ 1,000	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
Initial Payment - \$ 2,000	457	\$2,000.00	\$914	0	\$2,000.00	\$0	0	\$2,000.00	\$0
Initial Payment - \$ 3,000	708	\$3,000.00	\$2,124	0	\$3,000.00	\$0	0	\$3,000.00	\$0
Initial Payment - \$ 4,000	442	\$4,000.00	\$1,768	0	\$4,000.00	\$0	0	\$4,000.00	\$0
Initial Payment - \$ 5,000	613	\$5,000.00	\$3,065	6,481	\$5,000.00	\$32,405	4,652	\$5,000.00	\$23,260
Initial Payment - \$ 6,000	456	\$6,000.00	\$2,736	98	\$6,000.00	\$588	100	\$6,000.00	\$600
Initial Payment - \$10,000	0	\$10,000.00	\$0	2,161	\$10,000.00	\$21,610	2,161	\$12,000.00	\$25,932
Initial Payment - \$12,000	0	\$12,000.00	\$0	0	\$12,000.00	\$0	0	\$12,000.00	\$0
Initial Payment - \$15,000	0	\$15,000.00	\$0	1,080	\$15,000.00	\$16,200	1,080	\$15,000.00	\$16,200
Residual Payment - \$ 1,000	0	\$1,000.00	\$0	0	\$1,000.00	\$0	0	\$1,000.00	\$0
Residual Payment - \$ 2,000	0	\$2,000.00	\$0	0	\$2,000.00	\$0	0	\$2,000.00	\$0
Residual Payment - \$ 3,000	0	\$3,000.00	\$0	0	\$3,000.00	\$0	0	\$3,000.00	\$0
Residual Payment - \$ 4,000	0	\$4,000.00	\$0	0	\$4,000.00	\$0	0	\$4,000.00	\$0
Residual Payment - \$ 5,000	0	\$5,000.00	\$0	0	\$5,000.00	\$0	0	\$5,000.00	\$0
Residual Payment - \$ 6,000	0	\$6,000.00	\$0	0	\$6,000.00	\$0	0	\$6,000.00	\$0
Residual Payment - \$10,000	0	\$10,000.00	\$0	0	\$10,000.00	\$0	0	\$12,000.00	\$0
<b>TOTAL ENLISTMENT BONUS</b>	<b>2,676</b>	<b>\$3,963.75</b>	<b>\$10,607</b>	<b>9,820</b>	<b>\$5,682.35</b>	<b>\$70,803</b>	<b>7,993</b>	<b>\$7,331.43</b>	<b>\$61,672</b>

**MILITARY PERSONNEL, MARINE CORPS  
ENLISTMENT BONUS (EB)**  
(In Thousands of Dollars)

	FY 2007 Est		FY 2008 Est		FY 2009 Est		FY 2010 Est		FY 2011 Est		FY 2012 Est		FY 2013 Est	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
FY 2007 Initial and Residual Payments	2,676	\$10,607												
FY 2008 Initial and Residual Payments			9,820	\$70,803										
FY 2009 Initial and Residual Payments					7,993	\$61,672								
FY 2010 Initial and Residual Payments							11,562	\$64,154						
FY 2011 Initial and Residual Payments									12,046	\$66,576				
FY 2012 Initial and Residual Payments											12,515	\$68,988		
FY 2013 Initial and Residual Payments													12,708	\$69,955
Total EB	2,676	\$10,607	9,820	\$70,803	7,993	\$61,672	11,562	\$64,154	12,046	\$66,576	12,515	\$68,988	12,708	\$69,955



**PROJECT: I. College Fund**

FY 2007 Actuals	\$16,785
FY 2008 Estimate	\$18,701
FY 2009 Estimate	\$18,470

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

All individuals entering active duty after July 1, 1985 (including those in the Delayed Entry Program), except those who have received a commission from a service academy or who have completed an ROTC Scholarship Program, are eligible to receive additional and supplemental Educational Assistance at the discretion of the Secretary of Defense unless they elect not to participate in the basic program.

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
4 Year/\$450 Kicker	3,297	\$5,090.94	\$16,785	4,194	\$4,459.00	\$18,701	5,000	\$3,694.00	\$18,470
<b>TOTAL COLLEGE FUND</b>	<b>3,297</b>		<b>\$16,785</b>	<b>4,194</b>		<b>\$18,701</b>	<b>5,000</b>		<b>\$18,470</b>

**PROJECT: J. Basic Allowance for Housing**

FY 2007 Actuals	\$1,181,953
FY 2008 Estimate	\$1,116,700
FY 2009 Estimate	\$1,338,567

**PART I - PURPOSE AND SCOPE**

Congress approved in the FY 1998 Defense Authorization Act the payment of a Basic Allowance for Housing (BAH) to service members. The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ) and Variable Housing Allowance (VHA). In addition, the Overseas Housing Allowance (OHA) payment, formerly budgeted in Overseas Station Allowance, was also realigned into this allowance section by the change in law. Payment to service members is authorized by revisions to 37 USC 403. The FY 00 National Defense Authorization Act directed the BAH transition to market-based housing rates be accelerated and completed during FY 2005.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

PROJECT: J. Basic Allowance for Housing

BASIC ALLOWANCE FOR HOUSING - DOMESTIC

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
BAH With Depn	E-9 Sergeant Major/Master Gunnery Sergeant	1,314	\$20,860.14	\$27,410	1,152	\$22,299.49	\$25,699	1,421	\$23,503.66	\$33,405
	E-8 First Sergeant/Master Sergeant	3,044	\$19,144.17	\$58,275	2,753	\$20,465.12	\$56,348	3,401	\$21,570.23	\$73,360
	E-7 Gunnery Sergeant	6,643	\$17,807.23	\$118,293	6,139	\$19,035.93	\$116,862	6,469	\$20,063.87	\$129,793
	E-6 Staff Sergeant	11,235	\$16,803.91	\$188,792	11,142	\$17,963.38	\$200,148	12,167	\$18,933.40	\$230,363
	E-5 Sergeant	16,376	\$14,976.65	\$245,253	16,029	\$16,010.04	\$256,625	15,911	\$16,874.58	\$268,491
	E-4 Corporal	13,217	\$13,568.17	\$179,331	12,409	\$14,504.37	\$179,985	13,334	\$15,287.61	\$203,845
	E-3 Lance Corporal	9,707	\$13,399.54	\$130,069	10,138	\$14,324.11	\$145,213	10,068	\$15,097.61	\$152,003
	E-2 Private First Class	2,142	\$12,903.70	\$27,640	2,050	\$13,794.06	\$28,276	2,205	\$14,538.93	\$32,058
	E-1 Private	701	\$12,402.98	\$8,694	762	\$13,258.79	\$10,100	1,440	\$13,974.76	\$20,118
						\$0				
	Enlisted	64,379	\$15,280.79	\$983,758	62,898	\$15,979.31	\$1,019,255	66,494	\$17,226.58	\$1,143,436
BAH Diff										
	Enlisted	1,294	\$2,300.88	\$2,977	2,276	\$64.42	\$147	1,508	\$88.38	\$133
BAH Without Depn	E-9 Sergeant Major/Master Gunnery Sergeant	92	\$18,282.60	\$1,682	86	\$19,544.10	\$1,688	85	\$20,599.48	\$1,746
	E-8 First Sergeant/Master Sergeant	220	\$15,468.00	\$3,403	242	\$16,535.29	\$3,996	227	\$17,428.20	\$3,961
	E-7 Gunnery Sergeant	682	\$14,040.43	\$9,576	631	\$15,009.22	\$9,468	646	\$15,819.72	\$10,218
	E-6 Staff Sergeant	2,195	\$12,990.47	\$28,509	1,944	\$13,886.81	\$26,998	2,062	\$14,636.70	\$30,185
	E-5 Sergeant	4,957	\$11,915.49	\$59,065	5,921	\$12,737.66	\$75,425	4,447	\$13,425.49	\$59,697
	E-4 Corporal	3,197	\$10,400.31	\$33,250	287	\$11,117.93	\$3,189	2,619	\$11,718.30	\$30,688
	E-3 Lance Corporal	3,011	\$9,695.58	\$29,193	39	\$10,364.58	\$409	1,314	\$10,924.26	\$14,354
	E-2 Private First Class	1,079	\$5,285.07	\$5,703	10	\$5,649.74	\$54	1,105	\$5,954.83	\$6,582
	E-1 Private	869	\$416.98	\$362	42	\$445.75	\$19	410	\$469.82	\$193
	Enlisted	16,302	\$10,473.98	\$170,743	9,202	\$12,873.53	\$121,247	12,910	\$12,994.39	\$157,624

PROJECT: J. Basic Allowance for Housing

BASIC ALLOWANCE FOR HOUSING - DOMESTIC

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
BAH Partial	E-9 Sergeant Major/Master Gunnery Sergeant	5	\$223.20	\$1	6	\$223.20	\$1	7	\$223.20	\$2
	E-8 First Sergeant/Master Sergeant	14	\$183.60	\$3	17	\$183.60	\$3	18	\$183.60	\$3
	E-7 Gunnery Sergeant	51	\$144.00	\$7	58	\$144.00	\$8	61	\$144.00	\$9
	E-6 Staff Sergeant	205	\$118.80	\$24	254	\$118.80	\$30	258	\$118.80	\$31
	E-5 Sergeant	5,011	\$104.40	\$523	5,356	\$104.40	\$559	5,452	\$104.40	\$569
	E-4 Corporal	17,849	\$97.20	\$1,735	19,321	\$97.20	\$1,878	20,555	\$97.20	\$1,998
	E-3 Lance Corporal	29,370	\$93.60	\$2,749	34,081	\$93.60	\$3,190	35,865	\$93.60	\$3,357
	E-2 Private First Class	16,213	\$86.40	\$1,401	18,101	\$86.40	\$1,564	19,791	\$86.40	\$1,710
	E-1 Private	9,327	\$82.80	\$772	9,853	\$82.80	\$816	10,015	\$82.80	\$829
	Enlisted	77,129		\$7,216	80,534		\$8,050	80,608		\$8,508
Total Basic Allowance for Housing, Domestic		159,103		\$1,164,693	154,910		\$1,148,699	161,521		\$1,309,701

PROJECT: J. Basic Allowance for Housing

BASIC ALLOWANCE FOR HOUSING - OVERSEAS

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate			
		# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount	
Overseas BAH With Depn	E-9 Sergeant Major/Master Gunnery Sergeant	18	\$30,221.91	\$544	13	\$30,796.13	\$397	28	\$31,412.05	\$868	
	E-8 First Sergeant/Master Sergeant	35	\$26,926.60	\$942	34	\$27,438.21	\$925	46	\$27,986.97	\$1,298	
	E-7 Gunnery Sergeant	70	\$31,271.78	\$2,189	106	\$31,865.94	\$3,381	114	\$32,503.26	\$3,720	
	E-6 Staff Sergeant	137	\$26,715.42	\$3,660	181	\$27,223.01	\$4,939	194	\$27,767.47	\$5,397	
	E-5 Sergeant	124	\$27,648.05	\$3,428	242	\$28,173.36	\$6,816	213	\$28,736.83	\$6,112	
	E-4 Corporal	54	\$29,404.44	\$1,588	81	\$29,963.12	\$2,436	105	\$30,562.39	\$3,196	
	E-3 Lance Corporal	14	\$30,705.65	\$430	39	\$31,289.06	\$1,210	30	\$31,914.84	\$945	
	E-2 Private First Class	1	\$2,643.48	\$3	1	\$2,693.71	\$3	3	\$2,747.58	\$8	
	E-1 Private	0	\$5,705.51	\$0	1	\$5,813.91	\$6	1	\$5,930.19	\$6	
	Total W/dependents	453	\$28,221.15	\$12,784	698	\$22,568.17	\$20,112	734	\$23,068.70	\$21,550	
	Overseas BAH Without Depn	E-9 Sergeant Major/Master Gunnery Sergeant	9	\$21,237.02	\$191	2	\$21,640.52	\$43	18	\$22,073.33	\$397
		E-8 First Sergeant/Master Sergeant	16	\$20,695.27	\$331	2	\$21,088.48	\$42	35	\$21,510.25	\$753
		E-7 Gunnery Sergeant	45	\$17,091.49	\$769	21	\$17,416.22	\$366	70	\$17,764.55	\$1,244
E-6 Staff Sergeant		66	\$19,057.43	\$1,258	20	\$19,419.53	\$388	134	\$19,807.92	\$2,654	
E-5 Sergeant		92	\$13,093.02	\$1,205	45	\$13,341.79	\$600	124	\$13,608.63	\$1,687	
E-4 Corporal		67	\$8,326.71	\$558	6	\$8,484.92	\$51	54	\$8,654.62	\$467	
E-3 Lance Corporal		22	\$6,865.39	\$151	3	\$6,995.83	\$21	14	\$7,135.75	\$100	
E-2 Private First Class		1	\$13,003.06	\$13	0	\$13,250.11	\$0	1	\$13,515.12	\$14	
E-1 Private		0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0	
Total w/o dependents	318	\$14,074.39	\$4,476	99	\$22,992.54	\$1,512	450	\$23,399.91	\$7,316		
Total Basic Allowance for Housing Overseas		771	\$22,386.30	\$17,260	797	\$27,131.46	\$21,624	1,184	\$24,387.52	\$28,866	
Estimated amount to be reprogrammed during execution -- Based on revised estimates 1/							(\$53,623)				
Total Funded		159,874	\$7,393.01	\$1,181,953	155,707	\$7,171.81	\$1,116,700	162,705	\$8,226.98	\$1,338,567	

1/ Housing growth rate from 4.7% to 6.9%, numbers receiving BAH, dependency status and grade structure.

**PROJECT: K. Overseas Station Allowances**

FY 2007 Actuals	\$85,660
FY 2008 Estimate	\$91,698
FY 2009 Estimate	\$95,156

**PART I - PURPOSE AND SCOPE**

The funds requested will help to defray the excess costs of food, lodging, and related incidental expenses experienced by enlisted personnel and their dependents on permanent duty outside the contiguous United States as prescribed by Joint Federal Travel Regulations and authorized under the provisions of Title 37 United States Code 405.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Barracks Cost of Living	12,695	\$2,271.99	\$28,843	12,813	\$2,482.33	\$31,807	12,788	\$2,519.61	\$32,222
Cost of Living Regular	7,342	\$7,019.13	\$51,534	7,058	\$8,005.41	\$56,502	7,272	\$8,125.65	\$59,091
Temporary Lodging Allowance (incl MIHA)	4,370	\$1,208.96	\$5,283	3,486	\$972.21	\$3,389	3,895	\$986.81	\$3,844
<b>TOTAL STATION ALLOWANCES</b>	<b>24,407</b>	<b>\$3,509.66</b>	<b>\$85,660</b>	<b>23,357</b>	<b>\$3,925.92</b>	<b>\$91,698</b>	<b>23,955</b>	<b>\$3,972.22</b>	<b>\$95,156</b>

**PROJECT: L. CONUS Cost of Living Allowance (COLA)**

FY 2007 Actuals	\$5,657
FY 2008 Estimate	\$3,314
FY 2009 Estimate	\$4,313

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
TOTAL CONUS COLA	3,594	\$1,574.04	\$5,657	2,044	\$1,621.26	\$3,314	2,573	\$1,676.38	\$4,313

**PROJECT: M. Clothing Allowances**

FY 2007 Actuals	\$102,208
FY 2008 Estimate	\$127,474
FY 2009 Estimate	\$133,404

**PART I - PURPOSE AND SCOPE**

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

- Initial military clothing allowances for recruits, broken-service reenlistees, & officer candidates.
- Initial civilian clothing allowances for selected individuals assigned duties in which civilian clothing is required (i.e. criminal investigators).
- Supplementary clothing allowances for personnel assigned to special organizations or details where the nature of the duties to be performed requires additional items.
- Basic clothing maintenance allowance paid to enlisted personnel from the sixth through the thirty-sixth month of service.
- Standard clothing maintenance allowance paid to enlisted personnel from the thirty-seventh month and each month thereafter.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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



**PROJECT: M. Clothing Allowances**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Initial Military - Male Full	29,228	\$1,199.93	\$35,072	29,997	\$1,596.43	\$47,888	31,155	\$1,628.36	\$50,732
Initial Military - Male Part	3,612	\$419.98	\$1,517	3,707	\$549.97	\$2,039	3,851	\$438.33	\$1,688
Initial Military - Female Full	2,034	\$1,440.66	\$2,930	1,924	\$1,879.05	\$3,615	2,082	\$1,916.63	\$3,990
Initial Military - Female Part	509	\$504.23	\$257	481	\$658.82	\$317	520	\$526.92	\$274
Broken Time - Non-ob	102	\$1,199.93	\$122	49	\$1,571.33	\$77	47	\$1,255.32	\$59
Broken Time - Obligor	299	\$239.99	\$72	149	\$245.27	\$37	140	\$250.00	\$35
Officer Candidate	1,592	\$623.96	\$993	786	\$637.69	\$501	786	\$651.40	\$512
Temp Reversion	0	\$623.96	\$0	0	\$637.69	\$0	0	\$651.08	\$0
<b>SUBTOTAL INITIAL MILITARY CLOTHING</b>	<b>37,376</b>	<b>\$1,095.97</b>	<b>\$40,963</b>	<b>37,093</b>	<b>\$1,448.45</b>	<b>\$54,474</b>	<b>38,581</b>	<b>\$1,586.82</b>	<b>\$57,290</b>
Civ Clothing Allow	525	\$881.32	\$463	525	\$902.52	\$474	525	\$920.57	\$483
Replace Civ Cloth	300	\$293.77	\$88	300	\$300.24	\$90	300	\$306.54	\$92
Temporary Duty	300	\$587.55	\$176	300	\$600.47	\$180	300	\$613.09	\$184
State Department	700	\$1,409.84	\$987	700	\$1,440.85	\$1,009	700	\$1,471.11	\$1,030
<b>SUBTOTAL INITIAL CIVILIAN CLOTHING</b>	<b>1,825</b>	<b>\$939.17</b>	<b>\$1,714</b>	<b>1,825</b>	<b>\$959.83</b>	<b>\$1,753</b>	<b>1,825</b>	<b>\$979.98</b>	<b>\$1,789</b>
<b>TOTAL INITIAL</b>	<b>39,201</b>	<b>\$1,088.67</b>	<b>\$42,677</b>	<b>38,918</b>	<b>\$1,425.53</b>	<b>\$56,226</b>	<b>40,406</b>	<b>\$1,559.41</b>	<b>\$59,079</b>

**PROJECT: M. Clothing Allowances**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Basic Male	88,132	\$261.22	\$23,022	58,984	\$360.00	\$21,234	60,233	\$367.20	\$22,118
Standard Male	77,713	\$375.28	\$29,164	80,441	\$514.80	\$41,411	82,501	\$525.10	\$43,321
Basic Female	4,434	\$279.62	\$1,240	4,101	\$385.20	\$1,580	4,187	\$392.90	\$1,645
Standard Female	4,941	\$401.03	\$1,981	5,098	\$550.80	\$2,808	5,229	\$561.82	\$2,938
Supplementary	10,065	\$409.76	\$4,124	10,045	\$419.59	\$4,215	10,026	\$429.24	\$4,303
<b>TOTAL MAINTENANCE</b>	<b>185,285</b>	<b>\$321.30</b>	<b>\$59,532</b>	<b>158,669</b>	<b>\$411.48</b>	<b>\$71,248</b>	<b>162,176</b>	<b>\$420.22</b>	<b>\$74,325</b>
<b>TOTAL ENLISTED CLOTHING</b>	<b>224,486</b>	<b>\$455.30</b>	<b>\$102,208</b>	<b>197,587</b>	<b>\$611.21</b>	<b>\$127,474</b>	<b>202,582</b>	<b>\$647.44</b>	<b>\$133,404</b>

**PROJECT: N. Family Separation Allowance**

FY 2007 Actuals	\$58,010
FY 2008 Estimate	\$26,592
FY 2009 Estimate	\$26,592

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
On PCS with Dependents not authorized	7,374	\$3,000.00	\$22,122	4,804	\$3,000.00	\$14,412	4,804	\$3,000.00	\$14,412
On Board Ship for More Than Thirty Days	401	\$3,000.00	\$1,202	370	\$3,000.00	\$1,110	370	\$3,000.00	\$1,110
On TDY for More Than Thirty Days	11,562	\$3,000.00	\$34,686	3,690	\$3,000.00	\$11,070	3,690	\$3,000.00	\$11,070
<b>TOTAL SEPARATION ALLOWANCE</b>	<b>19,337</b>		<b>\$58,010</b>	<b>8,864</b>		<b>\$26,592</b>	<b>8,864</b>		<b>\$26,592</b>

**PROJECT: P. National Call to Service**

FY 2007 Actuals	\$282
FY 2008 Estimate	\$281
FY 2009 Estimate	\$1,126

**PART I - PURPOSE AND SCOPE**

Section 531 of the FY 2003 National Defense Authorization Act amends chapter 31 of Title 10, USC providing the DOD with a new short-term enlistment program designed to promote and facilitate military enlistment in support of national service. Enlistment under this program commenced 1 Oct 03. The yearly quotas for NCS will be 175 for FY04, 250 for FY05 and 350 for FY06 and out. Enlistees under the NCS program will incur an 8 year mandatory service obligation consisting of 15 months of active duty after completion of initial entry training followed by either reenlistment/extension on active duty for a period of at least 24 months of active duty or 24 months of selected reserve service followed by the remainder in the selected reserves, IRR, or other national service program as designated by SECDEF. NCS participation is limited to applicants who meet the following criteria: non-prior service, high school diploma graduate (Tier 1), and AFQT categories I-III A.

NCS Marines will be given the opportunity to select one of the following incentive based enlistment options:

1. \$5K bonus payed at completion of the active duty obligation.
2. Repayment of qualifying student loans as defined in sec 510(L)(2) of Title 10 USC (principal and interest) up to \$18,000 but no lower than \$10,000 payable upon completion of active duty obligation.
3. Educational allowance for up to 12 mos payable at the monthly rate for basic education assistance allowances under sec 3015(A)(1) of title 38 USC after completion of the active duty obligation.
4. Educational allowance for up to 36 mos payable at 1/2 the monthly rate for basic educational assistance allowances under SEC 3015(B)(1) of title 38 USC after completion of the active duty obligation.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost estimates are based on data provided by the Office of the Secretary of Defense.

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
TOTAL NATIONAL CALL-TO-SERVICE	\$282	\$281	\$1,126

**PROJECT: O. Separation Payments**

FY 2007 Actuals	\$54,651
FY 2008 Estimate	\$77,049
FY 2009 Estimate	\$79,279

**PART I - PURPOSE AND SCOPE**

The funds requested will provide payments for:

- Unused accrued leave to enlisted personnel discharged from active duty under honorable conditions as authorized by United States Code Title 37, Pay and Allowances of the Uniformed Services, Chapter 9. Effective FY06 members may execute leave buy back.
- Severance pay to enlisted personnel who are disabled, as authorized by United States Code Title 10, Armed Forces, Chapter 61, Retirement or Separation, including elimination of severance pay to enlisted not eligible for retirement, as authorized by United States Code, Title 10, Armed Forces, Chapter 59, Separation.
- Donations (not to exceed \$25) to each Marine prisoner upon his release from confinement under court martial sentence involving other than honorable discharge and to each person discharged from the Marine Corps for fraudulent enlistment.
- Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) payments to enlisted personnel who were encouraged to leave active duty voluntarily, as authorized in Sections 1174a and 1175 of Title 10, United States Code (enacted in the FY 1992 National Defense Authorization Act, Public Law 102-190).
- Early Retirement- The FY 1993 Defense Authorization Act approved an active duty early retirement program for use during the force draw down. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the Services in achieving their draw down goals of maintaining readiness and treating people fairly. The criteria for early retirement includes such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced one percent for each year that they are short of 20 years of active duty.  
For members who leave under the early retirement program, the Marine Corps is required to establish a sub account within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member. The authority to use VSI, SSB and the early retirement programs terminated on 01 October 2001.
- \$30,000 Lump Sum Bonus - The FY 2000 National Defense Authorization Act provided a \$30,000 lump sum bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan.

**Part II - JUSTIFICATION OF FUNDS REQUESTED**  
**Lump Sum Terminal Leave Payments**  
(Amounts In Thousands of Dollars)

	FY07 Actuals				FY08 Estimate				FY09 Estimate			
	# Participants	Avg Days Sold	Avg Daily Pay	Amount	# Participants	Avg Days Sold	Avg Daily Pay	Amount	# Participants	Avg Days Sold	Avg Daily Pay	Amount
E-9 Sergeant Major/Master Gunnery Sergeant	144	13	\$176.60	\$331	144	13	\$182.78	\$334	145	14	\$189.00	\$337
E-8 First Sergeant/Master Sergeant	453	16	\$138.18	\$1,002	413	16	\$143.02	\$951	420	15	\$147.88	\$1,213
E-7 Gunnery Sergeant	945	19	\$115.41	\$2,072	948	23	\$119.45	\$2,605	967	22	\$123.51	\$3,017
E-6 Staff Sergeant	1,928	19	\$94.46	\$3,460	1,945	21	\$97.77	\$4,012	1,978	22	\$101.09	\$4,431
E-5 Sergeant	6,100	8	\$75.28	\$3,674	6,627	12	\$77.91	\$6,248	6,850	12	\$80.56	\$6,230
E-4 Corporal	6,662	10	\$61.68	\$4,109	11,757	10	\$63.84	\$7,730	11,859	10	\$66.01	\$7,586
E-3 Lance Corporal	4,091	10	\$52.57	\$2,151	4,195	13	\$54.41	\$2,899	4,253	12	\$56.26	\$2,716
E-2 Private First Class	1,011	10	\$48.37	\$489	1,295	12	\$50.06	\$752	1,298	11	\$51.77	\$755
E-1 Private	601	10	\$43.15	\$259	852	9	\$44.66	\$327	860	9	\$46.18	\$477
Enlisted	21,935	0	\$0.00	\$17,546	28,176	0	\$0.00	\$25,858	28,630	0	\$0.00	\$26,760

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Severance Pay, Disability	653	\$19,228.24	\$12,556	680	\$19,901.22	\$13,532	688	\$20,577.86	\$14,157
Discharge Gratuity	42	\$25.00	\$1	42	\$25.00	\$1	42	\$25.00	\$1
SEVERENCE, NON-DISABILITY	372	\$20,019.47	\$6,778	421	\$20,720.15	\$8,727	428	\$21,424.64	\$9,170
Involuntary - Half Pay	95	\$35,441.68	\$3,367	300	\$15,245.82	\$4,574	307	\$15,764.18	\$4,840
Involuntary - Full Pay	277	\$12,314.07	\$3,411	106	\$36,682.13	\$3,888	105	\$37,929.32	\$3,983
VSI Trust Fund Payment			\$669			\$669			\$569
\$30,000 Lump Sum Bonus	570	\$30,000.00	\$17,100	660	\$30,000.00	\$19,800	660	\$30,000.00	\$19,800
<b>TOTAL SEPARATION PAY (LESS LSL)</b>	<b>1,637</b>	<b>\$22,666.06</b>	<b>\$37,104</b>	<b>2,209</b>	<b>\$36,549.51</b>	<b>\$51,191</b>	<b>2,230</b>	<b>\$31,830.80</b>	<b>\$52,519</b>
<b>TOTAL SEPARATION PAY</b>	<b>23,572</b>		<b>\$54,651</b>	<b>30,385</b>		<b>\$77,049</b>	<b>30,860</b>		<b>\$79,279</b>

**PROJECT: Q. Social Security Tax-Employer's Contribution**

FY 2007 Actuals	\$303,604
FY 2008 Estimate	\$301,037
FY 2009 Estimate	\$337,821

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Government's contribution of Social Security costs is based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. There is no wage cap on the 1.45% medical contribution.

Taxable income ceilings for OASDI are as follows:

- Calendar Year 2007 - 7.65% on first \$97,500 and 1.45% on the remainder.
- Calendar Year 2008 - 7.65% on first \$102,300 and 1.45% on the remainder.
- Calendar Year 2009 - 7.65% on first \$106,800 and 1.45% on the remainder.

**PROJECT: Q. Social Security Tax-Employer's Contribution**

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

(Amounts In Thousands of Dollars)

FY07 Actuals			FY08 Estimate			FY09 Estimate		
Number of Members	AVG Rate	FICA Amount	Number of Members	AVG Rate	FICA Amount	Number of Members	AVG Rate	FICA Amount
166,650	1,821.81	\$303,604	157,816	1,907.52	\$301,037	169,259	1,995.88	\$337,821
Total Pay & Allowances Enlisted		\$7,495,637			\$7,220,944			\$8,287,550
Less: Reimbursables		(\$3,885)			(\$7,871)			(\$8,054)
Total Direct Program		\$7,491,752			\$7,213,073			\$8,279,496



**MILITARY PERSONNEL, MARINE CORPS  
 SCHEDULE OF INCREASES AND DECREASES  
 SUBSISTENCE OF ENLISTED PERSONNEL**  
 (In Thousands of Dollars)

		<b>AMOUNT</b>
<b>BUDGET ACTIVITY 4</b>		\$591,933
<b>FY 2008 DIRECT PROGRAM:</b>		
BAS - This increase is attributed to BAS inflation rates and an increase in average strength due to "Growing the Force".	\$78,051	
SIK - increase is attributed to an increase Operational rations offset by a decrease in member taking meals in mess.	413	
<b>TOTAL INCREASE:</b>		<u>\$78,464</u>
 <b>FY 2009 DIRECT PROGRAM:</b>		<u>\$670,397</u>

FY 2007 Actuals	\$586,316
FY 2008 Estimate	\$600,074
FY 2009 Estimate	\$677,994

**PART I - PURPOSE AND SCOPE**

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

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

**PROJECT: 4-B SUBSISTENCE-IN-KIND**

The funding requirement is based on the number of rations to be furnished military personnel entitled to be subsisted in Marine Corps messes. The ration rates are based on the Basic Daily Food Allowance escalated to account for inflation.

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

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

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
1. When Authorized to Mess Separately	157,951	\$3,335.73	\$526,132	148,027	\$3,489.52	\$516,543	169,033	\$3,623.26	\$612,451
2. When Rations in Kind Not Available									
3. Augmentation of Commuted Ration Allowed									
4. Less Collections	(58,240)	\$2,685.63	(\$156,412)	(63,995)	\$2,784.54	(\$178,197)	(68,279)	\$2,871.36	(\$196,054)
<b>TOTAL ENLISTED BAS</b>	<b>99,711</b>	<b>\$3,707.93</b>	<b>\$369,720</b>	<b>84,032</b>	<b>\$4,026.40</b>	<b>\$338,346</b>	<b>100,754</b>	<b>\$4,132.80</b>	<b>\$416,397</b>

(In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
B. Subsistence-in-Kind									
1. SUBSISTENCE-IN-MESS	2,663	\$3,885.15	\$10,346	5,474	\$3,839.34	\$21,017	4,264	\$3,946.84	\$16,829
a. Trainee/Non-Pay Status									
b. Members Taking Meals in Mess	2,663	\$3,885.15	\$10,346	5,474	\$3,839.34	\$21,017	4,264	\$3,946.84	\$16,829
2. OPERATIONAL RATIONS									
a. MRE's	522,725	\$103.97	\$54,348	611,450	\$94.67	\$57,886	666,621	\$93.39	\$62,257
b. Unitized Rations	935,375	\$9.65	\$9,026	1,206,215	\$10.22	\$12,328	1,409,986	\$10.63	\$14,986
c. Other Package Operational Rations	213,474	\$2.55	\$544	258,058	\$2.76	\$712	312,482	\$3.16	\$988
3. AUGMENTATION RATIONS/OTHER PROG									
a. Augmentation Rations			\$2,042			\$2,973			\$715
b. Other - Regionalization			\$138,460			\$164,197			\$163,000
c. Other - Messing			\$1,080			\$1,865			\$2,072
TOTAL SUBSISTENCE-IN-KIND (SIK)			\$215,846			\$260,978			\$260,847
C. Family Subsistence Supplemental Allow (FSSA)			\$750			\$750			\$750
TOTAL FSSA			\$750			\$750			\$750
TOTAL SUBSISTENCE PROGRAM	143,762,718	\$4.08	\$586,316	171,950,229	\$3.49	\$600,074	160,469,478	\$4.23	\$677,994
Less Reimbursable			\$9,999			\$8,141			\$7,597
TOTAL DIRECT SUBSISTENCE	133,461,452	\$4.32	\$576,317	163,809,229	\$3.61	\$591,933	152,872,478	\$4.39	\$670,397

**MILITARY PERSONNEL, MARINE CORPS**  
**SCHEDULE OF INCREASES AND DECREASES - SUMMARY**  
**PERMANENT CHANGE OF STATION**  
(In Thousands of Dollars)

<b>BUDGET ACTIVITY 5</b>	<b>AMOUNT</b>
<b>FY 2008 DIRECT PROGRAM:</b>	\$354,105
<b>PROGRAM INCREASE:</b>	
* The Permanent Change of Station (PCS) program increases by \$85.3M attributed to 29,072 PCS moves between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.	
Travel of Military Member	34,033
Transportation of Household Goods	59,363
Pet Quarantine	63
Dislocation Allowance	12,187
Mobile Home Allowance	131
Global POV Shipping	2,001
Global POV Storage	934
Non-Temporary Storage	1,371
SDDC Cargo Operations (Port Handling Charges)	50
Temporary Lodging Expense	3,155
In-Place Consecutive Overseas Tours/Overseas Tour Extension Incentive Program	687
Transportation of Dependents	5,872
<b>Total Program Increase :</b>	<b>\$119,847</b>
<b>PROGRAM DECREASE:</b>	
<b>Total Changes:</b>	<u>\$119,847</u>
 <b>FY09 DIRECT PROGRAM:</b>	 <u><u>\$473,952</u></u>

**BUDGET ACTIVITY 5 - PERMANENT CHANGE OF STATION TRAVEL**  
**SUMMARY OF MOVE REQUIREMENTS**  
(Amounts In Thousands of Dollars)

	FY07 Actuals		FY08 Estimate		FY09 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	38,760	\$55,394	34,769	\$48,003	47,099	\$68,387
Training Travel	3,273	\$8,540	4,268	\$10,400	5,910	\$13,128
Operational Travel	19,158	\$130,788	12,277	\$92,553	18,374	\$134,180
Rotational Travel	18,166	\$127,479	19,988	\$126,787	25,792	\$162,944
Separation Travel	34,882	\$53,405	34,960	\$53,545	43,481	\$66,924
Travel of Organized Units	588	\$737	1,003	\$1,780	1,196	\$2,139
Non-Temporary Storage	9,880	\$5,351	9,926	\$5,430	12,307	\$6,801
Temporary Lodging Expense	7,884	\$12,857	7,920	\$13,046	9,737	\$16,201
IPCOT/OTEIP	624	\$2,525	626	\$2,561	854	\$3,248
<b>TOTAL OBLIGATIONS</b>	<b>133,215</b>	<b>\$397,076</b>	<b>125,737</b>	<b>\$354,105</b>	<b>164,750</b>	<b>\$473,952</b>
Less Reimbursable Program	0	\$0	0	\$0	0	\$0
<b>TOTAL DIRECT PROGRAM</b>	<b>133,215</b>	<b>\$397,076</b>	<b>125,737</b>	<b>\$354,105</b>	<b>164,750</b>	<b>\$473,952</b>

1/ The Permanent Change of Station (PCS) program increases by \$85.3million attributed to 29072 PCS moves between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

**PERMANENT CHANGE OF STATION  
SUMMARY OF REQUIREMENTS**  
(Amounts In Thousands of Dollars)

	FY07 Actuals		FY08 Estimate		'FY09 Estimate 2/	
	Number	Amount	Number	Amount	Number	Amount
Military Member Travel	133,215	\$95,656	125,737	\$89,076	164,750	\$123,109
Military Member Mileage	65,275	\$12,435	61,611	\$11,580	80,727	\$16,004
Military Member Per Diem	133,215	\$28,697	125,737	\$26,723	164,750	\$36,933
Military Member GTRs	37,300	\$8,609	35,206	\$8,017	46,130	\$11,080
Military Member AMC	6,661	\$21,044	6,287	\$19,597	8,238	\$27,084
Military Member Commercial Air	23,979	\$24,871	22,633	\$23,160	29,655	\$32,008
Dependents Travel	14,880	\$19,841	14,831	\$20,473	19,002	\$26,345
Dependents Mileage	10,564	\$4,563	10,530	\$4,709	13,492	\$6,059
Dependents Per Diem	14,880	\$7,143	14,831	\$7,370	19,002	\$9,484
Dependents GTRs	893	\$397	890	\$409	1,140	\$527
Dependents AMC	1,786	\$4,365	1,780	\$4,504	2,280	\$5,796
Dependents Commercial Air	1,637	\$3,373	1,631	\$3,480	2,090	\$4,479
Transportation of Household Goods 1/	49,257	\$176,847	44,836	\$163,655	58,246	\$223,018
Land Shipments	25,614	\$111,943	23,315	\$103,594	30,288	\$141,170
ITGBL Shipments	16,747	\$61,895	15,244	\$57,279	19,804	\$78,056
MSC (M. Tons)	4,433	\$88	4,035	\$82	5,242	\$112
AMC (S. Tons)	2,463	\$2,918	2,242	\$2,700	2,912	\$3,680
Pet Quarantine	496	\$298	496	\$301	595	\$364
Dislocation Allowance	34,179	\$71,192	23,142	\$46,697	28,213	\$58,884
Mobile Home Allowances	115	\$542	140	\$604	169	\$735
Global POV Shipping	2,456	\$7,710	2,507	\$7,994	3,103	\$9,995
Global POV Storage	527	\$3,998	528	\$4,044	645	\$4,978
Non-Temporary Storage	9,880	\$5,351	9,926	\$5,430	12,307	\$6,801
SDDC Cargo Operations	5,589	\$260	5,294	\$224	6,425	\$274
Temporary Lodging Expenses	7,884	\$12,857	7,920	\$13,046	9,737	\$16,201
IPCOT/OTEIP	624	\$2,524	624	\$2,561	854	\$3,248
<b>TOTAL OBLIGATIONS</b>	<b>133,215</b>	<b>\$397,076</b>	<b>125,737</b>	<b>\$354,105</b>	<b>164,750</b>	<b>\$473,952</b>
Less Reimbursements	0	\$0	0	\$0	0	\$0
<b>TOTAL DIRECT PROGRAM</b>	<b>133,215</b>	<b>\$397,076</b>	<b>125,737</b>	<b>\$354,105</b>	<b>164,750</b>	<b>\$473,952</b>

1/ The rate for Transportation of Household Goods increased by 8% in FY 2008 and 5% in FY 2009 due to the implementation of Families Fir

2/ The Permanent Change of Station (PCS) program increases by \$85.3million attributed to 29072 PCS moves between FY 2008 and FY 2009 due to a policy change on how PCS orders are obligated. The new policy requires obligation at the time PCS orders are issued. The old policy required that the obligation be recorded in the month of departure (relief) from the duty station. This policy change creates a one-time funding increase in FY 2009.

**PROJECT: A. Accession Travel**

FY 2007 - Actuals	\$55,394
FY 2008 - Estimate	\$48,003
FY 2009 - Estimate	\$68,387

**PART I - PURPOSE AND SCOPE**

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

Funds requested are to provide for PCS Movements of (1) enlistees, reenlistees, and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of twenty weeks or more in duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of twenty weeks or more in duration.

FY NDAA dated 22 Dec 2003: Procurement of Full Replacement Value(FRV) coverage of personnel property in connection with PCS moves. This coverage provides full replacement value coverage for items lost or destroyed.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Accession travel figures include PCS requirements to meet the FY 2009 end strength of 194,000.

The permanent Change of Station (PCS) program increases by \$85.3 million between FY 2008 and FY 2009 due to PCS obligation policy change. The new policy requires obligations at the time PCS are issued. The old policy required that obligations be recorded in the month of departure (relied) from the duty station. This policy change creates a one-time funding increase in FY 2009.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

**PROJECT: A. Accession Travel**

**Officer**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	2,915	\$440.37	\$1,284	1,685	\$448.74	\$756	3,259	\$457.71	\$1,492
Travel of Dependents	329	\$707.41	\$233	129	\$714.55	\$92	318	\$721.77	\$230
Transportation of Household Goods	2,354	\$1,530.02	\$3,602	1,673	\$1,652.42	\$2,764	2,545	\$1,735.04	\$4,416
Dislocation Allowance	2,551	\$1,910.02	\$4,872	1,406	\$1,929.31	\$2,713	2,435	\$1,948.79	\$4,745
Mobile Home Allowance	3	\$4,098.85	\$12	3	\$4,140.25	\$12	4	\$4,182.06	\$17
Global POV Shipping	30	\$3,035.35	\$91	30	\$3,066.01	\$92	41	\$3,096.97	\$127
Global POV Storage	23	\$2,636.15	\$61	23	\$2,662.78	\$61	31	\$2,689.67	\$83
Total Privately Owned Vehicles (POV)	53		\$152	53		\$153	72		\$210
Port Handling Costs (HHG, M.Tons)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Total Officer Accession Travel</b>	<b>2,915</b>		<b>\$10,155</b>	<b>1,685</b>		<b>\$6,490</b>	<b>3,259</b>		<b>\$11,109</b>



**PROJECT: A . Accession Travel**

**Enlisted**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	35,845	\$821.16	\$29,434	33,084	\$836.76	\$27,683	43,840	\$853.50	\$37,417
Travel of Dependents	684	\$985.76	\$674	554	\$995.72	\$552	848	\$1,005.78	\$853
Transportation of Household Goods	2,991	\$1,379.78	\$4,127	2,511	\$1,490.16	\$3,742	5,761	\$1,564.67	\$9,014
Dislocation Allowance	7,910	\$1,365.69	\$10,803	6,767	\$1,379.25	\$9,333	6,996	\$1,393.60	\$9,750
Mobile Home Allowance	10	\$7,278.57	\$73	10	\$7,252.08	\$73	12	\$7,436.34	\$89
Global POV Shipping	20	\$3,035.35	\$61	20	\$3,066.01	\$61	23	\$3,096.97	\$71
Global POV Storage	26	\$2,636.15	\$69	26	\$2,662.78	\$69	31	\$2,689.67	\$83
Total Privately Owned Vehicles (POV)	46		\$129	46		\$131	54		\$155
Port Handling Costs (HHG, M.Tons)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Full Replacement Value (FRV)									
<b>Total Enlisted Accession Travel</b>	<b>35,845</b>		<b>\$45,240</b>	<b>33,084</b>		<b>\$41,513</b>	<b>43,840</b>		<b>\$57,278</b>
<b>Total Accession Travel</b>	<b>38,760</b>		<b>\$55,394</b>	<b>34,769</b>		<b>\$48,003</b>	<b>47,099</b>		<b>\$68,387</b>

**PROJECT: B. Training Travel**

FY 2007 - Actuals	\$8,540
FY 2008 - Estimate	\$10,400
FY 2009 - Estimate	\$13,128

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Increases in training travel are due to increases in Surface Deployment Distribution Command (SDDC) rates.

The permanent Change of Station (PCS) program increases by \$85.3 million between FY 2008 and FY 2009 due to PCS obligation policy change. The new policy requires obligations at the time PCS are issued. The old policy required that obligations be recorded in the month of departure (relied) from the duty station. This policy change creates a one-time funding increase in FY 2009.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

**PROJECT: B. Training Travel**

**Officer**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	1,333	\$248.66	\$331	1,959	\$253.38	\$497	2,139	\$258.45	\$553
Travel of Dependents	277	\$627.27	\$174	311	\$633.61	\$197	339	\$640.01	\$217
Transportation of Household Goods	1,312	\$2,962.90	\$3,888	1,508	\$3,199.93	\$4,825	1,571	\$3,359.93	\$5,278
Dislocation Allowance	994	\$1,627.07	\$1,617	1,116	\$1,643.51	\$1,834	1,212	\$1,660.11	\$2,012
Mobile Home Allowance	5	\$4,149.88	\$21	5	\$4,191.80	\$21	5	\$4,234.14	\$21
<b>Total Officer Training Travel</b>	<b>1,333</b>		<b>\$6,031</b>	<b>1,959</b>		<b>\$7,374</b>	<b>2,139</b>		<b>\$8,081</b>

**PROJECT: B. Training Travel**

**Enlisted**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	1,940	\$664.84	\$1,290	2,309	\$677.47	\$1,564	3,771	\$691.02	\$2,606
Travel of Dependents	93	\$388.35	\$36	92	\$392.27	\$36	150	\$396.23	\$59
Transportation of Household Goods	394	\$2,239.50	\$882	453	\$2,418.66	\$1,096	728	\$2,539.59	\$1,849
Dislocation Allowance	294	\$1,014.27	\$298	319	\$1,024.51	\$327	512	\$1,034.86	\$530
Mobile Home Allowance	1	\$2,988.79	\$3	1	\$3,018.98	\$3	1	\$3,049.47	\$3
<b>Total Enlisted Training Travel</b>	<b>1,940</b>		<b>\$2,509</b>	<b>2,309</b>		<b>\$3,026</b>	<b>3,771</b>		<b>\$5,047</b>
<b>Total Training Travel</b>	<b>3,273</b>		<b>\$8,540</b>	<b>4,268</b>		<b>\$10,400</b>	<b>5,910</b>		<b>\$13,128</b>

**PROJECT: C. Operational Travel Between Duty Stations**

FY 2007 - Actuals	\$130,788
FY 2008 - Estimate	\$92,553
FY 2009 - Estimate	\$134,180

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

Increases in operational travel are due to increases in both operational travel and Surface Deployment Distribution Command (SDDC) rates as well as the Full Replacement Value (FRV) provision authorized in Section 634 of the FY 2004 National Defense Authorization Act (NDA).

The permanent Change of Station (PCS) program increases by \$85.3 million between FY 2008 and FY 2009 due to PCS obligation policy change. The new policy requires obligations at the time PCS are issued. The old policy required that obligations be recorded in the month of departure (relied) from the duty station. This policy change creates a one-time funding increase in FY 2009.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

**PROJECT: C. Operational Travel**

**Officer**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	3,184	\$3,615.09	\$11,510	1,705	\$3,683.78	\$6,281	2,861	\$3,757.45	\$10,750
Travel of Dependents	1,598	\$1,570.21	\$2,509	1,355	\$1,586.07	\$2,149	1,789	\$1,602.09	\$2,866
Transportation of Household Goods	3,207	\$8,658.67	\$27,768	1,105	\$9,351.85	\$10,334	1,571	\$9,818.93	\$15,426
Dislocation Allowance	3,056	\$3,302.90	\$10,094	1,508	\$3,336.26	\$5,031	2,158	\$3,369.96	\$7,272
Mobile Home Allowance	6	\$5,473.01	\$33	6	\$5,528.29	\$33	7	\$5,584.13	\$39
Global POV Shipping	1	\$2,565.85	\$3	1	\$2,591.76	\$3	1	\$2,617.94	\$3
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Privately Owned Vehicles (POV)	1		\$3	1		\$3	1		\$3
<b>Total Officer Operational Travel</b>	<b>3,184</b>		<b>\$51,917</b>	<b>1,705</b>		<b>\$23,831</b>	<b>2,861</b>		<b>\$36,356</b>

**PROJECT: C. Operational Travel**

**Enlisted**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	15,974	\$707.43	\$11,300	10,572	\$720.87	\$7,621	15,513	\$735.29	\$11,407
Travel of Dependents	5,433	\$820.04	\$4,455	5,279	\$828.33	\$4,373	6,679	\$836.69	\$5,588
Transportation of Household Goods	6,679	\$6,330.35	\$42,280	5,960	\$6,836.55	\$40,746	8,464	\$7,178.38	\$60,758
Dislocation Allowance	8,941	\$2,322.52	\$20,766	6,783	\$2,345.98	\$15,913	8,434	\$2,369.68	\$19,986
Mobile Home Allowance	13	\$5,096.27	\$66	13	\$5,147.75	\$67	16	\$5,199.74	\$83
Global POV Shipping	1	\$2,565.85	\$3	1	\$2,591.76	\$3	1	\$2,617.94	\$3
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Privately Owned Vehicles (POV)	1		\$3	1		\$3	1		\$3
Total Enlisted Operational Travel	15,974		\$78,871	10,572		\$68,722	15,513		\$97,824
Total Operational Travel	19,158		\$130,788	12,277		\$92,553	18,374		\$134,180

**PROJECT: D. Rotational Travel to and from Overseas**

FY 2007 - Actuals	\$127,479
FY 2008 - Estimate	\$126,787
FY 2009 - Estimate	\$162,944

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Increases in rotational travel are due to increases in Surface Deployment Distribution Command (SDDC) rates as well as the full replacement value (FRV) provision authorized in Section 634 of the FY 2004 National Defense Authorization Act (NDAA).

The permanent Change of Station (PCS) program increases by \$85.3 million between FY 2008 and FY 2009 due to PCS obligation policy change. The new policy requires obligations at the time PCS are issued. The old policy required that obligations be recorded in the month of departure (relied) from the duty station. This policy change creates a one-time funding increase in FY 2009.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:



**PROJECT: D. Rotational Travel**

**Officer**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	2,111	\$2,493.28	\$5,264	2,006	\$2,540.65	\$5,097	3,154	\$2,591.47	\$8,173
Travel of Dependents	233	\$3,267.30	\$761	427	\$3,300.30	\$1,409	551	\$3,333.64	\$1,837
Transportation of Household Goods	988	\$4,663.50	\$4,608	1,876	\$5,036.58	\$9,449	2,343	\$5,288.41	\$12,391
Dislocation Allowance	1,389	\$3,085.42	\$4,286	782	\$3,116.58	\$2,437	1,148	\$3,148.06	\$3,614
Mobile Home Allowance	6	\$4,853.96	\$29	6	\$4,906.02	\$29	8	\$4,955.57	\$40
Global POV Shipping	634	\$3,237.34	\$2,052	805	\$3,270.04	\$2,632	1,047	\$3,303.07	\$3,458
Global POV Storage	107	\$8,107.61	\$868	107	\$8,189.50	\$876	139	\$8,272.21	\$1,150
Total Privately Owned Vehicles (POV)	741		\$2,920	912		\$3,509	1,186		\$4,608
Port Handling Costs (HHG, M.Tons)	846	\$20.59	\$17	846	\$20.80	\$18	1,100	\$21.01	\$23
Pet Quarantine Fees	44	\$600.24	\$26	45	\$606.30	\$27	57	\$612.42	\$35
<b>Total Officer Rotational Travel</b>	<b>2,111</b>		<b>\$17,911</b>	<b>2,006</b>		<b>\$21,975</b>	<b>3,154</b>		<b>\$30,721</b>

**PROJECT: D. Rotational Travel**

**Enlisted**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	16,055	\$1,834.09	\$29,446	17,982	\$1,868.94	\$33,607	22,638	\$1,906.32	\$43,155
Travel of Dependents	4,378	\$1,849.34	\$8,096	4,672	\$1,868.02	\$8,727	5,863	\$1,886.88	\$11,063
Transportation of Household Goods	15,296	\$3,061.38	\$46,827	14,210	\$3,306.23	\$46,982	17,093	\$3,471.65	\$59,341
Dislocation Allowance	8,927	\$2,047.59	\$18,279	4,113	\$2,068.27	\$8,507	4,906	\$2,089.16	\$10,249
Mobile Home Allowance	28	\$5,967.65	\$167	28	\$6,027.92	\$169	33	\$6,088.80	\$201
Global POV Shipping	1,056	\$3,237.66	\$3,419	1,056	\$3,270.36	\$3,454	1,259	\$3,300.00	\$4,155
Global POV Storage	369	\$8,107.61	\$2,992	369	\$8,189.50	\$3,022	440	\$8,272.21	\$3,640
Total Privately Owned Vehicles (POV)	1,425		\$6,411	1,425		\$6,475	1,699		\$7,799
Port Handling Costs (HHG, M.Tons)	3,428	\$20.59	\$71	3,428	\$20.80	\$71	4,088	\$21.01	\$86
Pet Quarantine Fees	452	\$600.24	\$271	451	\$606.30	\$273	538	\$612.42	\$329
<b>Total Enlisted Rotational Travel</b>	<b>16,055</b>		<b>\$109,568</b>	<b>17,982</b>		<b>\$104,812</b>	<b>22,638</b>		<b>\$132,223</b>
<b>Total Rotational Travel</b>	<b>18,166</b>		<b>\$127,479</b>	<b>19,988</b>		<b>\$126,787</b>	<b>25,792</b>		<b>\$162,944</b>

**PROJECT: E. Separation Travel**

FY 2007 - Actuals	\$53,405
FY 2008 - Estimate	\$53,545
FY 2009 - Estimate	\$66,925

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Separation travel, coupled with accession travel, maintain the flow rate necessary to keep the Marine Corps within the bounds of the FY 2009 end strength of 194,000.

Increases in separation travel are due to increases in Surface Deployment Distribution Command (SDDC) rates.

The permanent Change of Station (PCS) program increases by \$85.3 million between FY 2008 and FY 2009 due to PCS obligation policy change. The new policy requires obligations at the time PCS are issued. The old policy required that obligations be recorded in the month of departure (relied) from the duty station. This policy change creates a one-time funding increase in FY 2009.

FY NDAA dated 22 Dec 2003: Procurement of Full Replacement Value (FRV) coverage of personnel property in connection with PCS moves. This coverage provides full replacement value coverage for items lost or destroyed.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

**PROJECT: E. Separation Travel**

**Officer**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	2,041	\$108.63	\$222	1,641	\$110.69	\$182	2,278	\$112.91	\$257
Travel of Dependents	298	\$1,242.18	\$370	189	\$1,254.73	\$237	266	\$1,267.40	\$337
Transportation of Household Goods	1,560	\$5,532.60	\$8,631	1,254	\$5,975.21	\$7,493	1,702	\$6,273.97	\$10,678
Dislocation Allowance	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Mobile Home Allowance	4	\$4,042.45	\$16	3	\$4,083.28	\$12	4	\$4,124.52	\$16
Global POV Shipping	72	\$2,893.04	\$208	69	\$2,922.26	\$202	95	\$2,951.77	\$280
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Privately Owned Vehicles (POV)	72		\$208	69		\$202	95		\$281
Port Handling Costs (HHG, M.Tons)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Total Officer Separation Travel</b>	<b>2,041</b>		<b>\$9,447</b>	<b>1,641</b>		<b>\$8,126</b>	<b>2,278</b>		<b>\$11,570</b>

**PROJECT: E. Separation Travel**

**Enlisted**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	32,841	\$168.63	\$5,538	33,319	\$171.83	\$5,725	41,203	\$175.27	\$7,222
Travel of Dependents	1,397	\$1,757.54	\$2,455	1,402	\$1,775.29	\$2,489	1,696	\$1,793.22	\$3,041
Transportation of Household Goods	14,183	\$2,385.12	\$33,828	13,755	\$2,579.93	\$35,432	15,870	\$2,704.73	\$42,924
Mobile Home Allowance	25	\$3,563.37	\$89	25	\$3,599.36	\$90	30	\$3,635.71	\$109
Global POV Shipping	642	\$2,918.55	\$1,874	525	\$2,948.03	\$1,548	636	\$2,977.80	\$1,894
Global POV Storage	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Total Privately Owned Vehicles (POV)	642		\$1,875	525		\$1,548	636		\$1,894
Port Handling Costs (HHG, M.Tons)	1,315	\$131.02	\$172	1,020	\$132.34	\$135	1,237	\$133.68	\$165
	32,841		\$43,958	33,319		\$45,419	41,203		\$55,355
<b>Total Separation Travel</b>	<b>34,882</b>		<b>\$53,405</b>	<b>34,960</b>		<b>\$53,545</b>	<b>43,481</b>		<b>\$66,925</b>

**PROJECT: F. Unit Travel**

FY 2007 - Actuals	\$737
FY 2008 - Estimate	\$1,780
FY 2009 - Estimate	\$2,139

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Increases in separation travel are due to increases in Surface Deployment Distribution Command (SDDC) rates.

The permanent Change of Station (PCS) program increases by \$85.3 million between FY 2008 and FY 2009 due to PCS obligation policy change. The new policy requires obligations at the time PCS are issued. The old policy required that obligations be recorded in the month of departure (relied) from the duty station. This policy change creates a one-time funding increase in FY 2009.

Move numbers and associated funding requirements are detailed by fiscal year in the following tables:

**PROJECT: F. Unit Travel**

**Officer**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	82	\$19.25	\$2	126	\$19.62	\$3	155	\$20.01	\$3
Travel of Dependents	12	\$68.52	\$1	17	\$69.21	\$1	23	\$69.91	\$2
Transportation of Household Goods	38	\$511.82	\$19	67	\$552.77	\$37	72	\$580.40	\$42
Dislocation Allowance	15	\$3,361.17	\$50	76	\$3,395.12	\$258	94	\$3,445.95	\$324
Mobile Home Allowance	12	\$2,298.34	\$28	33	\$2,321.55	\$77	40	\$2,345.00	\$94
Global POV Shipping	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Global POV Storage	0	\$5,389.06	\$0	1	\$5,443.49	\$5	1	\$5,498.46	\$5
Total Privately Owned Vehicles (POV)	0		\$0	1		\$5	1		\$5
Port Handling Costs (HHG, M.Tons)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Pet Quarantine Fees	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Total Officer Unit Travel</b>	<b>82</b>		<b>\$100</b>	<b>126</b>		<b>\$381</b>	<b>155</b>		<b>\$469</b>

**PROJECT: F. Unit Travel**

**Enlisted**

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Travel of Military Member	506	\$67.93	\$34	877	\$69.22	\$60	1,041	\$70.60	\$73
Travel of Dependents	147	\$515.58	\$76	404	\$520.78	\$210	480	\$526.04	\$253
Transportation of Household Goods	255	\$1,507.25	\$384	465	\$1,627.83	\$757	527	\$1,709.22	\$901
Dislocation Allowance	102	\$1,246.94	\$127	272	\$1,259.53	\$343	318	\$1,272.26	\$405
Mobile Home Allowance	2	\$2,486.53	\$5	7	\$2,511.65	\$18	9	\$2,537.01	\$23
Global POV Shipping	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Global POV Storage	2	\$5,385.88	\$11	2	\$5,440.28	\$11	3	\$5,495.23	\$16
Total Privately Owned Vehicles (POV)	2		\$11	2		\$11	3		\$15
Port Handling Costs (HHG, M.Tons)	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>Total Enlisted Unit Travel</b>	<b>506</b>		<b>\$637</b>	<b>877</b>		<b>\$1,399</b>	<b>1,041</b>		<b>\$1,670</b>
<b>Total Unit Travel</b>	<b>588</b>		<b>\$737</b>	<b>1,003</b>		<b>\$1,780</b>	<b>1,196</b>		<b>\$2,139</b>



**PROJECT: G. Non-Temporary Storage**

FY 2007 - Actuals        \$5,351  
 FY 2008 - Estimate     \$5,430  
 FY 2009 - Estimate     \$6,801

**PART I - PURPOSE AND SCOPE**

Funds requested are to provide for the costs to the government of placing goods in storage or moving them to another specified destination when a member entitled to a PCS move is ordered to a duty station to which the shipment of household goods is not authorized.

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Officer	706	\$541.59	\$382	730	\$547.06	\$399	1,329	\$552.58	\$734
Enlisted	9,174	\$541.59	\$4,969	9,196	\$547.06	\$5,031	10,978	\$552.58	\$6,066
<b>TOTAL</b>	<b>9,880</b>		<b>\$5,351</b>	<b>9,926</b>		<b>\$5,430</b>	<b>12,307</b>		<b>\$6,801</b>

**PROJECT: H. Temporary Lodging Expense**

FY 2007 - Actuals            \$12,857  
 FY 2008 - Estimate        \$13,046  
 FY 2009 - Estimate        \$16,201

Funds requested are to provide for the temporary lodging expenses for officer and enlisted personnel. The temporary lodging expense partially offsets the added living expenses incurred by members and their dependents residing in temporary quarters in CONUS incident to a PCS.

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Officer	563	\$1,630.77	\$918	578	\$1,647.24	\$952	1,037	\$1,663.87	\$1,725
Enlisted	7,321	\$1,630.77	\$11,939	7,342	\$1,647.24	\$12,094	8,700	\$1,663.87	\$14,476
<b>TOTAL</b>	<b>7,884</b>		<b>\$12,857</b>	<b>7,920</b>		<b>\$13,046</b>	<b>9,737</b>		<b>\$16,201</b>

**PROJECT: I. In-Place Consecutive Overseas Tours/Overseas Tour Extension Incentive Program**

FY 2007 - Actuals	\$2,525
FY 2008 - Estimate	\$2,561
FY 2009 - Estimate	\$3,248

**PART I - PURPOSE AND SCOPE**

Funds requested are to provide for the incentive travel option associated with the OTEIP and IPCOT programs. The OTEIP offers eligible enlisted personnel and officers effective fiscal year 2004, the opportunity to receive their choice of one of three incentive options for extension of their current permanent duty station for 12 months or more outside the continental United States. The IPCOT program provides travel and transportation allowances for the member (officer and enlisted) and command sponsored dependents who are authorized to accompany the member at the duty stations.

Funds requested are to provide for costs associated with the entitlement associated with the Overseas Tour Extension Incentive Program which occurs when members of the Armed Forces are authorized rest and recuperative absence of not more than 15 days, round trip transportation at government expense from the location of the extended tour of duty to the port of debarkation and return during the period of the extension. Funds requested also include the costs of the entitlement associated with the In-Place Consecutive Overseas Tour for travel and transportation allowances for the member and command sponsored dependents who are authorized to accompany the member at the duty stations.

(Amounts In Thousands of Dollars)

		FY07 Actuals			FY08 Estimate			FY09 Estimate		
		# of Moves	Rate	Amount	# of Moves	Rate	Amount	# of Moves	Rate	Amount
Officer	In-Place Consecutive Overseas Tours	130	\$5,076.10	\$660	132	\$5,127.37	\$677	149	\$5,179.16	\$772
	Overseas Tour Extension Incentive Program	10	\$1,972.98	\$20	10	\$1,992.91	\$20	53	\$2,013.04	\$107
Enlisted	In-Place Consecutive Overseas Tours	287	\$5,076.10	\$1,457	287	\$5,127.37	\$1,472	334	\$5,179.16	\$1,730
	Overseas Tour Extension Incentive Program	197	\$1,972.98	\$389	197	\$1,992.91	\$393	318	\$2,013.04	\$640
<b>Total</b>		<b>624</b>		<b>\$2,525</b>	<b>626</b>		<b>\$2,561</b>	<b>854</b>		<b>\$3,248</b>

**MILITARY PERSONNEL, MARINE CORPS  
SCHEDULE OF INCREASES AND DECREASES  
OTHER MILITARY PERSONNEL COSTS  
(IN THOUSANDS OF DOLLARS)**

<b>BUDGET ACTIVITY 6</b>	<b>AMOUNT</b>
<b>FY 2008 DIRECT PROGRAM:</b>	\$61,310
<b>INCREASES:</b>	
Apprehension of Military Deserters- This increase in Apprehension Expense Program offset with decrease inflation rate.	37
Partial Dislocation Allowance- Increase in rates for Partial DLA	1
Transportation Subsidies- This increase is due to a projected increase in participation of the transportation subsidy program.	42
Unemployment Benefits- This increase is due to the increase in population eligible benefit duration of 26 weeks with no waiting period.	21,818
JROTC Restructure- Increase in the number of JROTC members enrolled in program	66
<b>TOTAL INCREASES:</b>	<b>\$21,964</b>
<b>DECREASES:</b>	
Adoption Reimbursement Program- This decrease is due to a decrease in the number of personnel receiving adoption reimbursement	(90)
Death Gratuities Decrease in Death Gratuities does not included additional GWOT program cost in baseline.	(829)
SGLI Traumatic Injury Decrease in TSGLI Payments. Program costs not included in the baseline program	(105)
Extra Hazard Reimbursement for Service Group Life Insurance Decrease in Extra Hazard SGLI	(1,981)
<b>TOTAL DECREASES:</b>	<b><u>(\$3,005)</u></b>
<b>FY 2009 DIRECT PROGRAM:</b>	<b><u><u>\$80,269</u></u></b>

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

FY 2007 Actuals	\$1,668
FY 2008 Estimate	\$1,710
FY 2009 Estimate	\$1,747

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The estimate is based on actual experience which is projected into the current and budget years. The Financial Crimes Enforcement Network (FINCEN) has allowed for improved and expedited investigation of older cases or those with special circumstances, which has resulted in an increase in our apprehension numbers.

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
Apprehension of Military Deserters	\$1,668	\$1,710	\$1,747

**PROJECT: B. Interest on Savings Deposits**

FY 2007 Actuals	\$1,060
FY 2008 Estimate	\$18
FY 2009 Estimate	\$18

**PART I - PURPOSE AND SCOPE**

Funds requested provide for interest at a rate not to exceed 10 percent per annum paid to service members participating in the Servicemen's Saving Deposit Program, in accordance with the Department of Defense Financial Management Regulation Volume 7A, Chapter 51.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

(In Thousands of Dollars)

	<u>FY07 Actuals</u>	<u>FY08 Estimate</u>	<u>FY09 Estimate</u>
Interest on Savings Deposits	\$1,060	\$18	\$18

**PROJECT: C. Death Gratuities**

FY 2007 Actuals	\$38,932
FY 2008 Estimate	\$17,629
FY 2009 Estimate	\$16,800

**PART I - PURPOSE AND SCOPE**

The funds requested provide for payment of death gratuities to beneficiaries of deceased military personnel as authorized by 10 USC, Subtitle A, Part II, Chapter 75.

Section 646 of the National Defense Authorization Act for Fiscal Year 2004 increased the fixed value of the death gratuity payments from \$6,000 to \$12,000 applicable retroactively to September 11, 2001 and future deaths.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Details of the computations are provided in the following tables:

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Death Gratuities - Officer	146	\$100,000.00	\$14,632	63	\$100,000.00	\$6,300	63	\$100,000.00	\$6,300
Death Gratuities - Enlisted	243	\$100,000.00	\$24,300	113	\$100,000.00	\$11,329	105	\$100,000.00	\$10,500
<b>TOTAL DEATH GRATUITIES</b>	<b>389</b>	<b>\$100,000.00</b>	<b>\$38,932</b>	<b>176</b>	<b>\$100,000.00</b>	<b>\$17,629</b>	<b>168</b>	<b>\$100,000.00</b>	<b>\$16,800</b>

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

FY 2007 Actuals	\$71,495
FY 2008 Estimate	\$32,358
FY 2009 Estimate	\$54,176

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
Unemployment Benefits	\$71,495	\$32,358	\$54,176



**PROJECT: F. Educational Benefits**

FY 2007 Actuals	\$802
FY 2008 Estimate	\$135
FY 2009 Estimate	\$135

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
Education Benefits	\$802	\$135	\$135

**PROJECT: G. Adoption Reimbursement Program**

FY 2007 Actuals	\$363
FY 2008 Estimate	\$470
FY 2009 Estimate	\$380

**PART I - PURPOSE AND SCOPE**

These funds provide for payments of adoption expenses incurred by active duty members in the adoption of a child under 18 years of age, as authorized by 10 USC, Subtitle A, Part II, Chapter 53, Section 1052.

Adoption expenses include public and private agency fees, placement fees, legal fees, medical expenses for the child, the biological mother and the adopting parents, temporary foster care, transportation expenses, and other expenses approved by ASD (FM&P).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
Adoption Expenses	\$363	\$470	\$380

**PROJECT: H. SGLI Traumatic Injury Payments**

FY 2007 Actuals	\$10,203
FY 2008 Estimate	\$105
FY 2009 Estimate	\$0

**PART I - PURPOSE AND SCOPE**

The Military Services are required to submit to the Department of Veterans Affairs payments for the program start-up, retroactive, and future costs associated with the recently enacted T-SGLI program, which was established under Section 1032 of the FY 2005 DOD Emergency Supplemental Appropriations for the Global War, (P.L. 109-13).

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The funds are required to make Traumatic Service Members' Group Life Insurance (TSGLI) payments. TSGLI is a new benefit for Soldiers who incurred a traumatic injury in support of Operation Iraqi Freedom (OIF) and Operation Enduring Freedom (OEF). This new traumatic injury protection available under the Service Members' Group Life Insurance (SGLI) plan provides financial assistance to eligible Soldiers and their families, which is vital during their extensive recovery and rehabilitation process.

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
SGLI/Traumatic Svc Members Grp Life Ins Premium	\$9,003	\$105	\$0
Traumatic Svc Members Grp Life Ins Payment	\$1,200	\$0	\$0
<b>TOTAL TSGLI</b>	<b>\$10,203</b>	<b>\$105</b>	<b>\$0</b>

**PROJECT: I. Transportation Subsidies**

FY 2007 Actuals	\$1,707
FY 2008 Estimate	\$2,007
FY 2009 Estimate	\$2,049

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The Components must budget for the costs of this program and work with WHS to establish procedures to facilitate the required reimbursable orders to procure this service.

The following estimate is provided:

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
National Capital Region	1,014	1,322.00	\$1,341	1,091	1,322.00	\$1,442	1,114	1,322.00	\$1,472
Outside National Capital Region	277	1,322.00	\$366	428	1,322.00	\$566	436	1,322.00	\$576
<b>TOTAL TRAVEL SUBSIDY</b>	<b>1,291</b>	<b>\$1,322.10</b>	<b>\$1,707</b>	<b>1,519</b>	<b>\$1,322.00</b>	<b>\$2,007</b>	<b>1,550</b>	<b>\$1,322.00</b>	<b>\$2,049</b>

**PROJECT: J. Partial Dislocation Allowance**

FY 2007 Actuals	\$682
FY 2008 Estimate	\$713
FY 2009 Estimate	\$714

**PART I - PURPOSE AND SCOPE**

Section 636 of the FY 2002 National Defense Authorization Act (NDAA) authorized the Service Secretaries to pay a \$500.00 partial dislocation allowance (DLA) to members of the uniformed services who are ordered to occupy or vacate government family housing to permit privatization, renovation, or other reasons unrelated to changes in permanent station.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
Partial Dislocation Allowance	\$682	\$713	\$714

**PROJECT: K. Extra Hazard Reimbursement for Service Group Life Insurance**

FY 2007 Actuals	\$47,500
FY 2008 Estimate	\$1,981
FY 2009 Estimate	\$0

**PART I - PURPOSE AND SCOPE**

The Department of Veterans Affairs (VA) has notified the Under Secretary of Defense (Comptroller) that due to the actual number of Servicemembers' Group Life Insurance (SGLI) death claims for policy year 2003, extra hazard reimbursement will be required from the uniformed Services.

The following estimate is provided:

(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
Extra Hzrd Reimb for Svc Group Life	\$47,500	\$1,981	\$0

**PROJECT: L. JROTC Restructure**

FY 2007 Actuals	\$5,828
FY 2008 Estimate	\$4,184
FY 2009 Estimate	\$4,250

**PART I - PURPOSE AND SCOPE**

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

The following estimate is provided:

(Amounts In Thousands of Dollars)

	FY07 Actuals			FY08 Estimate			FY09 Estimate		
	# of Members	Rate	Amount	# of Members	Rate	Amount	# of Members	Rate	Amount
Initial Issue	0	\$543.45	\$0	3,108	\$403.69	\$1,255	3,109	\$403.69	\$1,255
Replacement	31,156	\$187.05	\$5,828	23,675	\$123.72	\$2,929	24,208	\$123.72	\$2,995
<b>TOTAL JROTC CLOTHING</b>	<b>31,156</b>	<b>\$187.05</b>	<b>\$5,828</b>	<b>26,783</b>	<b>\$156.21</b>	<b>\$4,184</b>	<b>27,317</b>	<b>\$155.58</b>	<b>\$4,250</b>

**MARINE CORPS MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (END STRENGTH)**

	FY07 Actual			FY08 Planned			FY09 Planned		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Office of the President	3	0	3	3	0	3	3	0	3
National Warning Staff	1	0	1	1	0	1	1	0	1
State Department (UN Truce Supervision)	1	0	1	2	0	2	2	0	2
Transportation Department (FAA)	2	0	2	2	0	2	2	0	2
Commerce Department (Merchant Marine Academy)	1	1	2	0	1	1	0	1	1
Drug Enforcement Administration (DEA)	1	1	2	1	1	2	1	1	2
<b>NON-REIMBURSABLE DOD PERSONNEL</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>11</b>
National Aeronautics and Space Admin. (NASA)	5	0	5	7	0	7	7	0	7
Classified Activities	2	0	2	2	0	2	2	0	2
Foreign Military Sales	1	0	1	1	0	1	1	0	1
Technical Assistance Field Team (TAFT)	1	0	1	10	1	11	10	1	11
Office Program Manager (SANG)	0	0	0	2	0	2	2	0	2
DMA/NIMA	1	7	8	5	11	16	5	11	16
<b>REIMBURSABLE DOD PERSONNEL</b>	<b>10</b>	<b>7</b>	<b>17</b>	<b>27</b>	<b>12</b>	<b>39</b>	<b>27</b>	<b>12</b>	<b>39</b>
<b>TOTAL ASSIGNED TO DOD ACTIVITIES</b>	<b>19</b>	<b>9</b>	<b>28</b>	<b>36</b>	<b>14</b>	<b>50</b>	<b>36</b>	<b>14</b>	<b>50</b>



**MILITARY PERSONNEL ASSIGNED OUTSIDE DOD (END STRENGTH)**

	FY07 Actual			FY08 Planned			FY09 Planned		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
State Department (Embassy Security Guards)	47	1,464	1,511	46	1,622	1,668	46	1,622	1,668
NON-REIMBURSABLE NON-DOD PERSONNEL	47	1,464	1,511	46	1,622	1,668	46	1,622	1,668
Naval Air Depots	15	22	37	19	27	46	19	27	46
Industrial Fund	5	8	13	6	6	12	6	6	12
Defense Finance and Accounting Service (DFAS)	16	15	31	20	72	92	20	72	92
DISA	1	2	3	3	0	3	3	0	3
Defense Logistic Agency (DLA)	8	7	15	22	12	34	22	12	34
Joint Logistics System Center (JLSC)	0	0	0	0	0	0	0	0	0
US Transportation Command (TRANSCOM)	15	6	21	14	3	17	14	3	17
REIMBURSABLE NON-DOD PERSONNEL	60	60	120	84	120	204	84	120	204
TOTAL ASSIGNED TO NON-DOD ACTIVITIES	107	1,524	1,631	130	1,742	1,872	130	1,742	1,872
TOTAL NON-REIMBURSABLE PERSONNEL	56	1,466	1,522	55	1,624	1,679	55	1,624	1,679
TOTAL REIMBURSABLE PERSONNEL	70	67	137	111	132	243	111	132	243
GRAND TOTAL	126	1,533	1,659	166	1,756	1,922	166	1,756	1,922

**REIMBURSABLE PROGRAM**  
**MILITARY PERSONNEL, MARINE CORPS**  
(In Thousands of Dollars)

	FY07 Actuals	FY08 Estimate	FY09 Estimate
SUBSISTENCE	\$9,957	\$8,100	\$7,556
U. S. Army	\$0	\$0	\$0
U. S. Navy	\$28	\$36	\$36
U. S. Coast Guard	\$136	\$136	\$136
Reserve Personnel, Marine Corps	\$4,855	\$2,990	\$2,446
Flight Rations	\$1	\$1	\$1
FEDERAL SOURCES	\$5,020	\$3,163	\$2,619
Commissary Stores and Messes	\$23	\$23	\$23
Sale of Meals	\$4,914	\$4,914	\$4,914
Foreign Military (for info purposes only)	\$0	\$0	\$0
Foreign Military Sales (for info purposes only)	\$0	\$0	\$0
NON-FEDERAL SOURCES	\$4,937	\$4,937	\$4,937
Surcharge	\$0	\$0	\$0
Clothing	\$0	\$0	\$0
Other Military Costs (PCS Travel)	\$0	\$0	\$0
OTHER NON-STRENGTH RELATED	\$0	\$0	\$0
Basic Pay (Off)	\$2,503	\$7,603	\$8,721
Retired Pay Accrual (Off)	\$2,139	\$2,015	\$2,184
Other (Off)	\$1,054	\$1,039	\$1,362
OFFICERS SUBTOTAL	\$5,696	\$10,657	\$12,267
Basic Pay (Enl)	\$2,463	\$5,722	\$5,930
Retired Pay Accrual (Enl)	\$1,040	\$1,557	\$1,522
Other (Enl)	\$424	\$633	\$643
ENLISTED SUBTOTAL	\$3,927	\$7,912	\$8,095
BAS	\$42	\$41	\$41
Non-BAS	\$382	\$592	\$602
STRENGTH RELATED	\$9,623	\$18,569	\$20,362
TOTAL PROGRAM	\$19,580	\$26,669	\$27,918

\* Amounts shown above may vary due to rounding.

**MILITARY PERSONNEL MARINE CORPS  
MONTHLY END STRENGTHS BY PAY GRADE  
FY 2007**

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<b>Commissioned Officers</b>												
O-10 General	5	6	6	5	4	4	4	4	4	4	4	4
O-9 Lieutenant General	16	16	16	14	14	14	14	14	14	16	16	15
O-8 Major General	23	22	22	24	24	24	24	24	24	24	25	24
O-7 Brigadier General	38	39	39	40	40	40	40	40	41	41	41	41
O-6 Colonel	695	692	691	689	689	689	690	688	689	697	698	699
O-5 Lieutenant Colonel	1,822	1,823	1,821	1,829	1,828	1,833	1,827	1,825	1,830	1,847	1,847	1,853
O-4 Major	3,558	3,554	3,570	3,579	3,581	3,593	3,584	3,578	3,583	3,632	3,634	3,632
O-3 Captain	5,400	5,398	5,464	5,400	5,346	5,326	5,308	5,450	5,446	5,594	5,594	5,602
O-2 First Lieutenant	2,808	2,761	2,923	2,910	2,904	3,069	3,068	3,443	3,315	3,016	3,097	2,941
O-1 Second Lieutenant	2,715	2,763	2,714	2,729	2,734	2,568	2,762	2,292	2,559	2,678	2,861	3,009
Subtotal O	17,080	17,074	17,266	17,219	17,164	17,160	17,321	17,358	17,505	17,549	17,817	17,820
<b>Warrant Officers</b>												
W-5 Chief Warrant Officer	80	78	86	86	86	87	86	83	80	80	87	87
W-4 Chief Warrant Officer	264	263	281	282	281	278	278	274	272	270	277	272
W-3 Chief Warrant Officer	521	515	554	551	538	512	507	501	494	490	549	540
W-2 Chief Warrant Officer	801	796	711	707	709	700	695	691	683	677	767	758
W-1 Warrant Officer	194	194	194	194	422	423	422	422	422	422	232	232
Subtotal W	1,860	1,846	1,826	1,820	2,036	2,000	1,988	1,971	1,951	1,939	1,912	1,889
Total Officers	18,940	18,920	19,092	19,039	19,200	19,160	19,309	19,329	19,456	19,488	19,729	19,709
<b>Enlisted Personnel</b>												
E-9 Sergeant Major/Master Gunnery Sergeant	1,499	1,489	1,512	1,534	1,532	1,552	1,557	1,567	1,579	1,580	1,580	1,565
E-8 First Sergeant/Master Sergeant	3,464	3,483	3,436	3,484	3,507	3,540	3,575	3,617	3,646	3,651	3,641	3,618
E-7 Gunnery Sergeant	8,118	8,168	8,257	8,284	8,129	8,115	8,112	8,066	7,947	8,008	8,039	8,076
E-6 Staff Sergeant	14,132	14,259	14,280	14,365	14,346	14,409	14,462	14,530	14,602	14,529	14,250	14,021
E-5 Sergeant	25,707	27,823	27,306	27,345	27,219	26,974	26,579	26,679	27,472	27,262	27,306	27,669
E-4 Corporal	33,604	33,152	33,539	33,570	33,527	33,824	33,756	34,420	35,472	36,021	35,714	36,076
E-3 Lance Corporal	41,157	39,632	39,723	39,371	39,689	41,042	42,142	41,956	40,081	38,646	38,697	38,919
E-2 Private First Class	18,933	18,181	18,689	19,846	21,011	20,501	20,315	20,096	20,446	21,501	21,412	21,015
E-1 Private	14,208	13,909	12,643	12,746	11,480	10,459	9,574	9,443	10,840	11,561	14,206	15,824
Total Enlisted	160,822	160,096	159,385	160,545	160,440	160,416	160,072	160,374	162,085	162,759	164,845	166,783
Total Strength	179,762	179,016	178,477	179,584	179,640	179,576	179,381	179,703	181,541	182,247	184,574	186,492

**MILITARY PERSONNEL MARINE CORPS  
MONTHLY END STRENGTHS BY PAY GRADE  
FY 2008**

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<b>Commissioned Officers</b>												
O-10 General	4	4	4	4	4	4	4	4	4	4	4	4
O-9 Lieutenant General	14	14	14	14	14	14	14	14	14	14	14	14
O-8 Major General	24	24	24	24	24	24	24	24	24	24	24	24
O-7 Brigadier General	38	38	38	38	38	38	38	38	38	38	38	38
O-6 Colonel	655	654	654	652	652	651	655	655	655	655	655	655
O-5 Lieutenant Colonel	1,815	1,801	1,795	1,782	1,776	1,775	1,793	1,793	1,800	1,790	1,792	1,794
O-4 Major	3,524	3,510	3,502	3,494	3,502	3,512	3,525	3,530	3,525	3,520	3,510	3,508
O-3 Captain	5,345	5,325	5,317	5,294	5,295	5,269	5,313	5,329	5,388	5,402	5,433	5,356
O-2 First Lieutenant	3,797	3,732	3,891	3,219	3,154	3,255	3,570	4,407	4,231	4,095	4,068	4,047
O-1 Second Lieutenant	1,456	1,481	1,544	1,362	1,300	1,285	1,179	1,022	1,314	1,376	1,276	1,353
Subtotal O	16,672	16,583	16,783	15,883	15,759	15,827	16,115	16,816	16,993	16,918	16,814	16,793
<b>Warrant Officers</b>												
W-5 Chief Warrant Officer	100	100	99	96	93	92	94	98	101	103	103	103
W-4 Chief Warrant Officer	245	242	239	235	221	219	222	238	244	245	245	245
W-3 Chief Warrant Officer	586	580	575	573	569	565	571	573	586	586	586	586
W-2 Chief Warrant Officer	916	899	887	866	842	828	821	814	786	770	989	959
W-1 Warrant Officer	204	203	205	204	242	245	249	249	248	247	214	214
Subtotal W	2,051	2,024	2,005	1,974	1,967	1,949	1,957	1,972	1,965	1,951	2,137	2,107
Total Officers	18,723	18,607	18,788	17,857	17,726	17,776	18,072	18,788	18,958	18,869	18,951	18,900
<b>Enlisted Personnel</b>												
E-9 Sergeant Major/Master Gunnery Sergeant	1,502	1,488	1,476	1,465	1,434	1,414	1,421	1,455	1,502	1,502	1,502	1,502
E-8 First Sergeant/Master Sergeant	3,674	3,542	3,620	3,589	3,571	3,566	3,550	3,588	3,602	3,674	3,674	3,674
E-7 Gunnery Sergeant	8,331	8,281	8,263	8,194	8,160	8,125	8,115	8,188	8,242	8,331	8,331	8,331
E-6 Staff Sergeant	14,022	14,100	14,065	13,904	13,899	13,885	13,802	14,101	14,121	14,122	14,189	14,254
E-5 Sergeant	23,905	24,119	24,300	24,123	23,763	23,651	23,583	23,283	23,983	24,183	24,383	24,100
E-4 Corporal	32,101	32,044	32,150	31,910	31,715	31,623	31,465	32,150	32,188	32,190	32,288	32,400
E-3 Lance Corporal	41,888	41,988	42,111	41,950	41,505	41,176	41,056	41,277	41,323	41,577	41,988	42,415
E-2 Private First Class	20,350	20,450	20,233	20,199	20,151	20,142	20,676	20,687	20,693	20,693	20,693	20,696
E-1 Private	13,395	13,339	13,058	13,590	13,486	13,790	13,461	13,429	13,782	14,123	14,613	13,728
Total Enlisted Funded in Baseline	159,168	159,351	159,276	158,924	157,684	157,372	157,129	158,158	159,436	160,395	161,661	161,100
Total Strength	177,891	177,958	178,064	176,781	175,410	175,148	175,201	176,946	178,394	179,264	180,612	180,000

**MILITARY PERSONNEL MARINE CORPS  
MONTHLY END STRENGTHS BY PAY GRADE  
FY 2009**

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<b>Commissioned Officers</b>												
O-10 General	5	5	5	5	5	5	5	5	5	5	5	5
O-9 Lieutenant General	14	14	14	14	14	14	14	14	14	14	14	14
O-8 Major General	23	24	24	22	22	23	23	24	24	23	23	21
O-7 Brigadier General	40	40	40	40	40	40	40	40	40	40	40	40
O-6 Colonel	695	692	691	694	690	686	684	681	680	682	683	677
O-5 Lieutenant Colonel	1,845	1,853	1,852	1,853	1,857	1,862	1,865	1,863	1,875	1,877	1,883	1,876
O-4 Major	3,645	3,665	3,705	3,715	3,725	3,735	3,740	3,765	3,775	3,780	3,782	3,769
O-3 Captain	5,790	5,795	5,835	5,855	5,899	5,915	5,935	5,975	6,001	6,010	6,020	6,003
O-2 First Lieutenant	2,620	2,495	2,654	2,668	2,585	2,554	2,543	2,495	2,471	2,409	2,406	2,367
O-1 Second Lieutenant	3,217	3,307	3,279	3,275	3,286	3,337	3,416	3,544	3,687	3,691	3,681	3,635
Subtotal O	17,894	17,890	18,099	18,141	18,123	18,171	18,265	18,406	18,572	18,531	18,537	18,407
<b>Warrant Officers</b>												
W-5 Chief Warrant Officer	80	79	86	91	90	88	87	86	85	84	85	82
W-4 Chief Warrant Officer	271	269	281	273	272	276	276	272	271	267	276	273
W-3 Chief Warrant Officer	536	533	554	559	549	538	534	528	519	514	545	533
W-2 Chief Warrant Officer	769	760	711	694	683	676	665	657	644	630	784	769
W-1 Warrant Officer	228	229	229	229	440	440	442	441	446	445	228	236
Subtotal W	1,884	1,870	1,861	1,846	2,034	2,018	2,004	1,984	1,965	1,940	1,918	1,893
Total Officers	19,778	19,760	19,960	19,987	20,157	20,189	20,269	20,390	20,537	20,471	20,455	20,300
<b>Enlisted Personnel</b>												
E-9 Sergeant Major/Master Gunnery Sergeant	1,690	1,685	1,680	1,685	1,680	1,685	1,690	1,695	1,705	1,715	1,725	1,737
E-8 First Sergeant/Master Sergeant	4,230	4,225	4,230	4,235	4,240	4,249	4,258	4,267	4,276	4,285	4,300	4,342
E-7 Gunnery Sergeant	8,600	8,550	8,500	8,550	8,500	8,575	8,650	8,725	8,800	8,825	8,850	8,899
E-6 Staff Sergeant	15,900	15,875	15,850	15,875	15,825	15,875	15,925	15,975	16,025	16,125	16,200	16,351
E-5 Sergeant	27,500	27,400	27,300	27,400	27,300	27,400	27,500	27,600	27,800	27,900	28,100	28,364
E-4 Corporal	37,200	37,100	36,900	37,000	36,800	36,900	37,000	37,200	37,400	37,700	38,000	38,353
E-3 Lance Corporal	42,800	42,900	43,000	43,100	43,000	43,100	43,200	43,300	43,400	43,600	43,800	44,045
E-2 Private First Class	18,600	18,400	18,300	18,350	18,200	18,200	18,300	18,400	18,600	18,800	19,000	19,123
E-1 Private	11,322	11,424	11,305	12,386	13,118	12,691	11,628	10,929	11,863	12,009	11,969	12,486
Total Enlisted	167,842	167,559	167,065	168,581	168,663	168,675	168,151	168,091	169,869	170,959	171,944	173,700
Total Strength	187,620	187,319	187,025	188,568	188,820	188,864	188,420	188,481	190,406	191,430	192,399	194,000