



DEFENSE FINANCE AND ACCOUNTING SERVICE
 PERSONNEL FORCE INNOVATION
 8899 EAST 56th STREET
 INDIANAPOLIS, IN 46249



FY24 Reimbursable Rates for USACE Tours processed through the PFI Program

Civil Works Revolving Fund				Foreign Military Sales	
Grade	FCR Army			FMS Army	
	Annual	Monthly	Daily	Annual	Daily
O10	\$339,582.00	\$28,297.37	\$944.04	\$357,753.00	\$1,617.04
O9	\$342,584.00	\$28,547.52	\$952.38	\$360,755.00	\$1,630.61
O8	\$341,177.00	\$28,430.28	\$948.47	\$359,348.00	\$1,624.25
O7	\$299,688.00	\$24,973.00	\$833.13	\$317,859.00	\$1,436.72
O6	\$294,860.00	\$24,570.68	\$819.71	\$313,031.00	\$1,414.90
O5	\$244,231.00	\$20,351.77	\$678.96	\$262,402.00	\$1,186.06
O4	\$209,623.00	\$17,467.88	\$582.75	\$227,794.00	\$1,029.63
O3	\$165,074.00	\$13,755.62	\$458.91	\$183,245.00	\$828.27
O2	\$124,325.00	\$10,360.00	\$345.62	\$142,496.00	\$644.08
O1	\$96,710.00	\$8,058.84	\$268.85	\$114,881.00	\$519.26
W5	\$236,938.00	\$19,744.04	\$658.69	\$255,109.00	\$1,153.09
W4	\$203,997.00	\$16,999.07	\$567.11	\$222,168.00	\$1,004.20
W3	\$175,677.00	\$14,639.16	\$488.38	\$193,848.00	\$876.19
W2	\$141,962.00	\$11,829.69	\$394.65	\$160,133.00	\$723.80
W1	\$123,920.00	\$10,326.25	\$344.50	\$142,091.00	\$642.25
E9	\$180,114.00	\$15,008.90	\$500.72	\$198,285.00	\$896.25
E8	\$150,124.00	\$12,509.83	\$417.34	\$168,295.00	\$760.69
E7	\$135,764.00	\$11,313.21	\$377.42	\$153,935.00	\$695.79
E6	\$113,230.00	\$9,435.46	\$314.78	\$131,401.00	\$593.93
E5	\$91,039.00	\$7,586.28	\$253.09	\$109,210.00	\$493.63
E4	\$71,127.00	\$5,927.01	\$197.73	\$89,298.00	\$403.63
E3	\$60,156.00	\$5,012.80	\$167.23	\$78,327.00	\$354.04
E2	\$56,898.00	\$4,741.31	\$158.18	\$75,069.00	\$339.31
E1	\$47,956.00	\$3,996.17	\$133.32	\$66,127.00	\$298.89

- Full Composite Rate (FCR) applies to Service Costs funded with Civil Works Revolving Fund (4902). Tours funded with Foreign Military Sales funds (8242) will use FMS rates; please contact PFI for FMS rates if needed. All tours incur a DFAS PFI Recruiting and Placement admin fee is \$2,700 per position order filled. Service and admin fees will be on separate MIPRs as they are deposited into different accounts.
- FCR rates incorporate tour service reimbursement to MILPERS cost as well as the Medicare-Eligible Retiree Health Care (MERHC) fee. Annual FY24 rate for MERHC is \$6,405.00 per service member. MILPERS reimbursement and MERHC will be included as separate line items on one MIPR or 7600b to the Service Budget Office (SBO). FMS rates include annual Defense Health Program acceleration fee of \$11,766.00. Service, acceleration, and admin fees will be broken out to separate MIPRs or 7600b's. This is necessary as funds are deposited into separate accounts under different agency authorities.
- This table is for budget planning purposes only; PFI staff will generate a by-name Tour Quote Memo / cost estimate for all actions processed through the PFI program once a Service Member has been selected. Tour date changes (extend, curtail, cancel, etc.) will require an amendment to the funding documents. The Tour Quote Memo will provide additional details on how to prepare the MIPRs or 7600b's to include addresses and required Trading Partner Information accounting codes. FY24 will begin with legacy DD 448 MIPRs and is expected to transition to FS 7600b's / G-Invoicing process on or around March 2024. Guidance specific to the 7600b transition is to be published.
- Billing methodology will be as per DoD FMR Vol. 11A, Ch. 6 (all tours) and Vol. 15, Ch. 7 (FMS). *Full months will be billed at the monthly rate, partial months will be billed at the daily rate (up to the 30th of a month).* See tabs K1-K6 on OUD(C) reimbursable rates site at <https://comptroller.defense.gov/Financial-Management/Reports/rates2024/> for more information.
- All funding documents and any finance issues are processed through the PFI Finance team at dfas.indianapolis-in.zh.mbx.pfimir@mail.mil.



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FY24 Reimbursable Rates for Tours processed through the PFI Program

Use with DWCF Tours

Use with FMS Tours

Grade	CER (All)			FMS Army		FMS Air	
	Annual	Monthly	Daily	Annual	Daily	Annual	Daily
O9	\$252,597.00	\$21,048.91	\$702.22	\$360,755.00	\$1,630.61	\$386,074.00	\$1,745.05
O8	\$252,597.00	\$21,048.91	\$702.22	\$359,348.00	\$1,624.25	\$373,883.00	\$1,689.95
O7	\$252,597.00	\$21,048.91	\$702.22	\$317,859.00	\$1,436.72	\$334,790.00	\$1,513.25
O6	\$221,982.00	\$18,497.76	\$617.11	\$313,031.00	\$1,414.90	\$306,350.00	\$1,384.70
O5	\$188,718.00	\$15,725.87	\$524.64	\$262,402.00	\$1,186.06	\$259,994.00	\$1,175.17
O4	\$159,701.00	\$13,307.88	\$443.97	\$227,794.00	\$1,029.63	\$227,243.00	\$1,027.14
O3	\$134,302.00	\$11,191.39	\$373.36	\$183,245.00	\$ 828.27	\$192,697.00	\$ 870.99
O2	\$112,047.00	\$ 9,336.88	\$311.49	\$142,496.00	\$ 644.08	\$164,853.00	\$ 745.14
O1	\$ 92,609.00	\$ 7,717.11	\$257.45	\$114,881.00	\$ 519.26	\$132,862.00	\$ 600.54
W5	\$134,302.00	\$11,191.39	\$373.36	\$255,109.00	\$1,153.09	-	-
W4	\$134,302.00	\$11,191.39	\$373.36	\$222,168.00	\$1,004.20	-	-
W3	\$112,047.00	\$ 9,336.88	\$311.49	\$193,848.00	\$ 876.19	-	-
W2	\$101,985.00	\$ 8,498.41	\$283.52	\$160,133.00	\$ 723.80	-	-
W1	\$ 92,609.00	\$ 7,717.11	\$257.45	\$142,091.00	\$ 642.25	-	-
E9	\$ 92,609.00	\$ 7,717.11	\$257.45	\$198,285.00	\$ 896.25	\$197,308.00	\$ 891.83
E8	\$ 83,850.00	\$ 6,987.22	\$233.10	\$168,295.00	\$ 760.69	\$169,349.00	\$ 765.46
E7	\$ 75,711.00	\$ 6,309.00	\$210.48	\$153,935.00	\$ 695.79	\$152,815.00	\$ 690.72
E6	\$ 61,123.00	\$ 5,093.38	\$169.92	\$131,401.00	\$ 593.93	\$134,573.00	\$ 608.27
E5	\$ 61,123.00	\$ 5,093.38	\$169.92	\$109,210.00	\$ 493.63	\$116,282.00	\$ 525.59
E4	\$ 54,629.00	\$ 4,552.23	\$151.87	\$89,298.00	\$ 403.63	\$99,227.00	\$ 448.51
E3	\$ 48,668.00	\$ 4,055.50	\$135.30	\$78,327.00	\$ 354.04	\$80,841.00	\$ 365.40
E2	\$ 43,177.00	\$ 3,597.94	\$120.03	\$75,069.00	\$ 339.31	\$73,524.00	\$ 332.33
E1	\$ 39,658.00	\$ 3,304.70	\$110.25	\$66,127.00	\$ 298.89	\$64,763.00	\$ 292.73

- Civilian Equivalency Rate (CER) is applied to Service Costs funded with Defense Working Capital Funds (DWCF, 4930).
- Foreign Military Sales (FMS) rate is applied to Service Costs funded with FMS Funds (8242). FY24 rates include the Tour Service reimbursement to the MILPERS appropriation as well as Medicare-Eligible Retiree Health Care (MERHC) and Defense Health Program (DHP) Acceleration fee. FMS MILPERS reimbursement and MERHC fees will be included as separate line items on a MIPR or 7600b to the Service Budget Office. The Acceleration fee will be on another funding document to the Defense Health Program, Office of the Surgeon General. Annual FY24 MERHC fee is \$6,405.00 per service member. Acceleration fee is \$11,766.00.
- This table is for budget planning purposes only; PFI staff will generate a by-name Tour Quote Memo / cost estimate for all actions processed through the PFI program once a Service Member has been selected. The Tour Quote Memo will provide additional details on how to prepare funding documents. Tour Service Fees are pro-rated based on military order dates; they must be paid out of appropriate funds to the Military Service Branch providing the Service Member. All non-DFAS tours incur a flat rate administrative processing fee per position order request paid in a separate MIPR to DFAS; this fee will be indicated on the Tour Quote Memo.
- Billing methodology will be as per DoD FMR Vol. 11A, Ch. 6 (all tours), Vol. 2B Ch. 9 (DWCF), and Vol. 15, Ch. 7 (FMS). **Full months will be billed at the monthly rate, partial months will be billed at the daily rate (up to the 30th of a month).** See tabs K1-K6 on OUD(C) reimbursable rates site at <https://comptroller.defense.gov/Financial-Management/Reports/rates2024/> for more information.
- Tour date changes (extend, curtail, cancel, etc.) will require an amendment to the Tour Service funding document.
- In the case of tours crossing Fiscal Years, separate funding documents must be provided for the new FY costs. FY24 will open with legacy DD 448 MIPRs for tour service costs and are expected to transition to FS 7600b / G-Invoicing processes on or around March 2024. Guidance specific to the 7600b transition is to be published.
- All MIPRs, 7600b's, and any finance issues are processed through the PFI Finance team at dfas.indianapolis-in.zh.mbx.pfimir@mail.mil.