



## DEFENSE FINANCE AND ACCOUNTING SERVICE

PERSONNEL FORCE INNOVATION

8899 EAST 56<sup>th</sup> STREET

INDIANAPOLIS, IN 46249



### FY25 Reimbursable Rates for Army Tours processed through the PFI Program

CER (Army tours – DWCF funded)			
Grade	Annual	Monthly	Daily
O9	\$257,315.00	\$21,442.06	\$715.34
O8	\$257,315.00	\$21,442.06	\$715.34
O7	\$257,315.00	\$21,442.06	\$715.34
O6	\$226,853.00	\$18,903.66	\$630.65
O5	\$192,862.00	\$16,071.19	\$536.16
O4	\$163,209.00	\$13,600.21	\$453.72
O3	\$137,247.00	\$11,436.79	\$381.55
O2	\$114,507.00	\$9,541.87	\$318.33
O1	\$94,642.00	\$7,886.52	\$263.10
W5	\$137,247.00	\$11,436.79	\$381.55
W4	\$137,247.00	\$11,436.79	\$381.55
W3	\$114,507.00	\$9,541.87	\$318.33
W2	\$104,221.00	\$8,684.74	\$289.73
W1	\$94,642.00	\$7,886.52	\$263.10
E9	\$85,686.00	\$7,140.21	\$238.21
E8	\$77,375.00	\$6,447.66	\$215.10
E7	\$69,629.00	\$5,802.18	\$193.57
E6	\$62,460.00	\$5,204.79	\$173.64
E5	\$62,460.00	\$5,204.79	\$173.64
E4	\$55,826.00	\$4,651.98	\$155.20
E3	\$49,734.00	\$4,144.33	\$138.26
E2	\$44,126.00	\$3,677.02	\$122.67
E1	\$40,527.00	\$3,377.11	\$112.67

FMS Army		
Annual	Monthly	Daily
\$366,782.00	\$30,563.94	\$1,019.65
\$367,844.00	\$30,652.44	\$1,022.61
\$339,701.00	\$28,307.28	\$944.37
\$326,267.00	\$27,187.83	\$907.02
\$277,570.00	\$23,129.91	\$771.64
\$240,454.00	\$20,037.03	\$668.46
\$191,839.00	\$15,985.94	\$533.31
\$150,632.00	\$12,552.16	\$418.76
\$123,273.00	\$10,272.34	\$342.70
\$268,355.00	\$22,362.02	\$746.03
\$236,335.00	\$19,693.80	\$657.01
\$204,654.00	\$17,053.82	\$568.94
\$168,669.00	\$14,055.19	\$468.90
\$143,358.00	\$11,946.02	\$398.54
\$203,431.00	\$16,951.91	\$565.54
\$174,259.00	\$14,521.00	\$484.44
\$159,965.00	\$13,329.88	\$444.70
\$135,931.00	\$11,327.13	\$377.89
\$113,370.00	\$9,447.12	\$315.17
\$95,648.00	\$7,970.35	\$265.90
\$82,201.00	\$6,849.81	\$228.52
\$79,076.00	\$6,589.40	\$219.83
\$69,821.00	\$5,818.18	\$194.10

- 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). Rates displayed 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 Agency. Annual FY25 MERHC fee is \$6,951.00 per service member. Acceleration fee is \$12,695.00.
- 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.
- All non-DFAS tours incur an admin fee per set of tour orders delivered. FY25 admin fee increases from \$2,700 to \$2,800.
- 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. FY25 will open with legacy DD 448 MIPRs for tour service costs. Transition to FS 7600b / G-Invoicing processes will be aligned with Service Budget Office guidance.
- All MIPRs, 7600b's, and any finance issues are processed through the PFI Finance team at [dfas.indianapolis-in.zh.mbx.pfimir@mail.mil](mailto:dfas.indianapolis-in.zh.mbx.pfimir@mail.mil).
- Any mission travel (TDY) is directly funded by the supported organization. Travel funds are not processed through PFI



## DEFENSE FINANCE AND ACCOUNTING SERVICE

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### FY25 Reimbursable Rates for Air Force Tours processed through the PFI Program

CER (USAF tours – DWCF Funded)				FMS Air		
Grade	Annual	Monthly	Daily	Annual	Monthly	Daily
O9	\$257,315.00	\$21,442.06	\$715.34	\$392,426.00	\$32,702.17	\$1,090.94
O8	\$257,315.00	\$21,442.06	\$715.34	\$388,676.00	\$32,389.67	\$1,080.52
O7	\$257,315.00	\$21,442.06	\$715.34	\$350,942.00	\$29,245.17	\$975.62
O6	\$226,853.00	\$18,903.66	\$630.65	\$314,714.00	\$26,226.17	\$874.90
O5	\$192,862.00	\$16,071.19	\$536.16	\$268,521.00	\$22,376.75	\$746.49
O4	\$163,209.00	\$13,600.21	\$453.72	\$236,035.00	\$19,669.58	\$656.18
O3	\$137,247.00	\$11,436.79	\$381.55	\$200,611.00	\$16,717.58	\$557.70
O2	\$114,507.00	\$9,541.87	\$318.33	\$171,612.00	\$14,301.00	\$477.08
O1	\$94,642.00	\$7,886.52	\$263.10	\$139,533.00	\$11,627.75	\$387.90
W5						
W4						
W3						
W2						
W1						
E9	\$85,686.00	\$7,140.21	\$238.21	\$201,133.00	\$16,761.08	\$559.15
E8	\$77,375.00	\$6,447.66	\$215.10	\$173,121.00	\$14,426.75	\$481.28
E7	\$69,629.00	\$5,802.18	\$193.57	\$156,753.00	\$13,062.75	\$435.77
E6	\$62,460.00	\$5,204.79	\$173.64	\$138,295.00	\$11,524.58	\$384.46
E5	\$62,460.00	\$5,204.79	\$173.64	\$120,256.00	\$10,021.33	\$334.31
E4	\$55,826.00	\$4,651.98	\$155.20	\$103,701.00	\$8,641.75	\$288.29
E3	\$49,734.00	\$4,144.33	\$138.26	\$83,520.00	\$6,960.00	\$232.19
E2	\$44,126.00	\$3,677.02	\$122.67	\$76,304.00	\$6,358.67	\$212.13
E1	\$40,527.00	\$3,377.11	\$112.67	\$68,494.00	\$5,707.83	\$190.41

- 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). Rates displayed 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 Agency. Annual FY25 MERHC fee is \$6,951.00 per service member. Acceleration fee is \$12,695.00.
- 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.
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- Any mission travel (TDY) is directly funded by the supported organization. Travel funds are not processed through PFI



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**FY25 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	\$343,801.00	\$28,648.94	\$955.77	\$363,447.00	\$1,010.38
O9	\$347,136.00	\$28,926.84	\$965.04	\$366,782.00	\$1,019.65
O8	\$348,198.00	\$29,015.34	\$967.99	\$367,844.00	\$1,022.61
O7	\$320,055.00	\$26,670.18	\$889.75	\$339,701.00	\$944.37
O6	\$306,621.00	\$25,550.73	\$852.41	\$326,267.00	\$907.02
O5	\$257,924.00	\$21,492.81	\$717.03	\$277,570.00	\$771.64
O4	\$220,808.00	\$18,399.93	\$613.85	\$240,454.00	\$668.46
O3	\$172,193.00	\$14,348.84	\$478.70	\$191,839.00	\$533.31
O2	\$130,986.00	\$10,915.06	\$364.14	\$150,632.00	\$418.76
O1	\$103,627.00	\$8,635.24	\$288.08	\$123,273.00	\$342.70
W5	\$248,709.00	\$20,724.92	\$691.41	\$268,355.00	\$746.03
W4	\$216,689.00	\$18,056.69	\$602.40	\$236,335.00	\$657.01
W3	\$185,008.00	\$15,416.72	\$514.32	\$204,654.00	\$568.94
W2	\$149,023.00	\$12,418.09	\$414.28	\$168,669.00	\$468.90
W1	\$123,712.00	\$10,308.92	\$343.92	\$143,358.00	\$398.54
E9	\$183,785.00	\$15,314.80	\$510.92	\$203,431.00	\$565.54
E8	\$154,613.00	\$12,883.90	\$429.82	\$174,259.00	\$484.44
E7	\$140,319.00	\$11,692.78	\$390.09	\$159,965.00	\$444.70
E6	\$116,285.00	\$9,690.03	\$323.27	\$135,931.00	\$377.89
E5	\$93,724.00	\$7,810.02	\$260.55	\$113,370.00	\$315.17
E4	\$76,002.00	\$6,333.25	\$211.29	\$95,648.00	\$265.90
E3	\$62,555.00	\$5,212.71	\$173.90	\$82,201.00	\$228.52
E2	\$59,430.00	\$4,952.30	\$165.22	\$79,076.00	\$219.83
E1	\$50,175.00	\$4,181.08	\$139.49	\$69,821.00	\$194.10

- Full Composite Rate (FCR) applies to Service Costs funded with Civil Works Funds (4902 and 31xx accounts). Tours funded with Foreign Military Sales funds (8242) will use FMS rates. All tours incur a DFAS PFI Recruiting and Placement admin fee 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 FY25 rate for MERHC is \$6,951.00 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 \$12,695.00. 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. FY25 will begin with legacy DD 448 MIPRs and will transition to FS 7600b's / G-Invoicing process aligned with Service Budget Office guidance.
- All tours incur a DFAS admin fee per set of tour orders delivered. FY25 admin fee increases from \$2,700 to \$2,800.
- All funding documents and any finance issues are processed through the PFI Finance team at [dfas.indianapolis-in.zh.mbx.pfimir@mail.mil](mailto:dfas.indianapolis-in.zh.mbx.pfimir@mail.mil).