



Personnel Force Innovation

Program Overview



PFI Mission



Fill critical manpower needs in DoD Working Capital Activities by providing highly skilled reservists on a reimbursable and fee-for-service basis



PFI Defined



- PFI is an OUSD (C) chartered initiative created to bring highly skilled Reservists on long-term tours of active duty in support of defense working capital fund (DWCF) activities on a reimbursable and fee-for-service basis
- Charter assigned DFAS as executive agent
- DWCFs reimburse the services according to the Civilian Equivalency Rates (CER)



Key Tenets of PFI



- Managed according to the DWCF business paradigm
- Self sustaining through surcharge revenue
- Business model is Executive Consulting Firm
- Reservists can qualify for positions based on their civilian and/or military skills
- Customers focus on the desired skill set, not the color of the uniform



Director's Intent



- Support only working capital activities
- Support active duty tours of 180 days to 3 years for mission essential taskings
- Joint service program
- Mobilization supercedes PFI tours
- High value, high visibility, critical needs tours



PFI Benefits



- Defense Customers
 - Faster and less costly in many situations
 - Unsurpassed scalability and flexibility
- Military Services
 - Active Duty experience for Reservists
 - Reimbursement rates offset active duty costs
- Participating Reservists
 - Enhance civilian and military skills
 - Build points for retirement
 - Opportunities exist for potential Federal Job



PFI Limitations



- Only DWCF accepted for tour reimbursement
- Reservists with 17 years or more of Active Federal Service are not eligible
- While on orders, reservists are not required to perform IDT drills
- Reservists may remain in the program for up to 3 years



CER vs Composite



<u>Grade</u>	<u>Civilian Equivalency Rate</u> (w/ admin surcharge)	<u>Composite Rate</u>	<u>Savings</u>
O-5	\$140,075	\$155,631	\$15,556
O-3	\$99,680	\$117,932	\$18,252
E-8	\$54,251	\$100,487	\$46,236

NOTE: Civilian Equivalency Rate (CER) is the cost to the employing agency to use PFI Program, Composite Rate is the cost for a full time AC replacement.



PFI vs GS vs Contractor



PFI		GS		Contractor	
O5	\$140K	GS-14	\$142K	Program Manager	\$364K
O3	\$99K	GS-12	\$101K	Sub Expert I	\$239K
E8	\$54K	GS-7	\$57K	Document Specialist	\$82K

Note: PFI Cost is CER, GS is current GS pay scale, and contractor cost is based upon current DFAS contract for an equivalent duties and level of responsibility.