

## **Personnel Force Innovation Service Member FAQs**

### **GENERAL PFI PROGRAM TOPICS**

#### **Q1: From which Branches of Service are you accepting Guard & Reserve applicants?**

A1: Currently only Guard & Reserve Service Members from the Air Force, Army, and Coast Guard are eligible to perform PFI tours. There may be a time in the future when Navy and Marines personnel are eligible.

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#### **Q2: What type of orders is a PFI active duty order? Is this the AGR program? Will I be considered an active component service member?**

A2: The PFI order is a Title 10, 12301(d) authority, which is commonly referred to as Active Duty for Operational Support (ADOS). This order authority is not the active guard reserve (AGR) program, and the service member is not accessed to the active component. Service members remain assigned to their guard or reserve units, need their chain-of-commands' approval to serve on an ADOS order, and can be recalled from a PFI tour if the unit commander needs the service member for mobilization.

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#### **Q3: Am I entitled to per diem for PFI tours?**

A3: No, all PFI tours are ADOS Tours which mean they are Permanent Change of Station (PCS) moves and receive the benefits that apply according to the Joint Federal Travel Regulation (JFTR). They are not TDY/TCS orders.

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#### **Q4: Am I entitled to Dislocation Allowance (DLA), when I PCS?**

A4: If a member with no dependents PCS's and it is his/her first PCS move then he/she is not entitled to DLA. However, if a member with dependents PCS's and moves the family then they are entitled to DLA, even if it is the first PCS move.

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#### **Q5: What location is my Basic Allowance for Housing (BAH) based on?**

A5: If selected for a tour of 180 days or longer, your BAH is based on the duty location on the orders. Unless your duty station is overseas, where it would then be based on the primary residence, also known as Home of Record (HOR), which would be on the orders.

### **PFI APPLICANT (RESERVIST) INTERNET PORTAL AND ONLINE APPLICATIONS**

#### **Q1: What's it like being a PFI Reservist?**

A1: PFI's Mission Statement is to "fill critical manpower needs in DoD working capital activities by providing highly skilled reservists on a reimbursable and fee-for-service basis." PFI operates as a small and exclusive program that matches guard and reserve Service Members with defense agencies, providing the defense agencies a means to fill critical workforce needs.

Defense working capital activities operate like a commercial business whereas the director of the activity “sells” services to other defense agencies. Just like a commercial business, the director must accurately select the raw materials and human capital in order to produce a competitive product. Service members selected for PFI tours are the human capital components to producing valuable and competitive outputs for the defense agency working capital fund.

PFI Service Members are placed on United States Code, Title 10, 12301(d) orders. This type of order is not the same as a mobilization order and does not count as mobilization time. However, these tours include active duty full pay and allowances. During the course of the tour, all Service Members are accountable to the Uniformed Code of Military Justice (UCMJ) at the duty location where assigned.

PFI Service Members do the best job possible to ensure the agency sees the value-added benefit of paying for a reservist versus the many other manpower options available to them.

Specifically, it is critical that the agency realize the value-added benefit of having PFI as a partner in its current and future manpower needs fulfillment. The PFI Service Member is the conduit for this relationship today and into the future as PFI Service Members represent themselves, fellow the reserve Service Members, and future PFI Service Members. If a

Reservist does a poor job or an outstanding job, that reflects in that same manner back on PFI and other Reservists.

PFI tours in defense agencies are predominantly in civil service arenas working side-by-side with defense civilian employees. Therefore, this is an opportunity, should a civilian position become available, for the PFI Service Member to demonstrate why he or she should earn a civil service position at that agency.

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## **Q2: Why have I not received a response regarding my application for a PFI Tour?**

A2: Once PFI receives your application, it is sent to the DoD agency hiring point of contact (POC). It is up to the hiring agency to review the resumes, conduct any interviews, and select their top candidate(s). Once the hiring agency selects a candidate, PFI is notified and then works with the selected service member to bring them on active duty.

Unfortunately, timelines vary greatly with the agencies. Some act quickly, some do not. The agency does may collect applications for a few months trying to find the best candidate with the required skills.

If you are not contacted by the agency, you can only assume you did not meet their criteria. PFI receives thousands of resumes each month and competition is high for these positions and agencies want to ‘hire’ someone who has the skills that will result in productivity toward their missions. Most of these are not entry level positions. For example, if you are applying for Project Manager and do not have project management experience; you will not be selected.

Be sure your resume and bio are a good representation of who you are and what you can do. Be specific and include details from past jobs or duty positions. Include such things as scope of work and responsibilities, number supervised, money saved, or other quantifiable actions.

The system does work and PFI places Soldiers, Airmen and Sailors everyday with agencies. Continue to check the website and apply for any and all positions you feel you are qualified for.