

IN THE CASE OF: ██████████

BOARD DATE: 4 April 2024

DOCKET NUMBER: AR20230007907

APPLICANT REQUESTS: in effect, 76 non-paid retirement points for the retirement year ending 7 February 2023.

APPLICANT'S SUPPORTING DOCUMENT(S) CONSIDERED BY THE BOARD:

- DD Form 149 (Application for Correction of Military Record)
- DD Form 149 hardcopy
- Self-authored Statement
- 1st Battalion (BN) Engineer (EN), 108th Regiment (Regmt) Memorandum, Subject: Delegation of Signature Authority for DA Forms 1380 (Record of Individual Performance of Reserve Duty Training), 2 July 2020
- DA Form 1380 for duty performed during 2 through 16 March 2022
- DA Form 1380 for duty performed during 20 through 31 March 2022
- DA Form 1380 for duty performed during 1 through 14 April 2022
- DA Form 1380 for duty performed during 15 through 30 April 2022
- 1st BN EN, 108th Regiment Memorandum, Subject: Delegation of Signature Authority for DA Forms 1380, 13 May 2022
- DA Form 1380 for duty performed during 1 through 8 June 2022

FACTS:

1. The applicant states she requests to be awarded 76 non-paid retirement points for the retirement year ending 7 February 2023. The duty was performed in good faith. The originals were submitted in a timely manner; however, they were not processed due to failed process and multiple personnel turn overs. The primary Active Guard/Reserve (AGR) Soldier who processed DA Forms 1380 had transferred to another unit, leaving her computer with the unit. The successor AGR advised she lost many of her records when her computer failed and was re-imaged. She turned in her unit computer when she left the unit, and she also deleted many emails because of the sensitive nature of her position and because the webmail was near full. The Reserve Personnel Action Center switched tracking systems and began using the Integrated Personnel and Pay System-Army (IPPS-A) in December 2022, effectively erasing almost all actions with exception of very basic military actions like promotions, awards, and unit transfers.

2. A review of the applicant's service record shows:

a. With prior enlisted and commissioned service in the U.S. Air Force, U.S. Air Force Reserve, and Air National Guard, the applicant executed her oath of office and was appointed a Reserve commissioned officer in the rank of major, effective 9 November 2015.

b. On 19 November 2015, Orders Number C-11-516275, issued by the U.S. Army Human Resources Command (HRC), the applicant was appointed and assigned to a U.S. Army Reserve (USAR) Troop Program Unit (TPU), effective 9 November 2015.

c. DA Form 5016 (Retirement Accounting Statement), dated 2 February 2023 shows:

- Retirement Year Ending (RYE) 13 November 2022 – 230 Inactive Duty Training (IDT) points, 15 membership points, and 32 Active Duty Training (ADT) points for a total of 162 creditable points
- RYE 3 January 2023 – 0 IDT points, 2 membership points, and 27 ADT points for a total of 29 creditable points
- Retirement Year Beginning 4 January 2023 – 4 IDT points, 0 membership points, and 0 ADT points for a total of 4 creditable points
- 3 ADT points for the period of 16 through 18 March 2022

d. DA Form 5016 (Retirement Accounting Statement), dated 8 December 2023 shows:

- RYE 13 November 2022 – 55 IDT points, 11 membership points, and 40 ADT points for a total of 106 creditable points
- RYE 7 February 2023 – 4 IDT points, 4 membership points, and 45 ADT points for a total of 53 creditable points
- Retirement Year Beginning 8 February 2023 – 127 IST points, 0 membership points, and 107 ADT points for a total of 234 creditable points
- 3 active duty points for the period of 16 through 18 March 2022

e. DA Form 5016 (Retirement Accounting Statement), dated 8 March 2024 shows:

- RYE 13 November 2022 – 55 IDT points, 11 membership points, and 40 ADT points for a total of 106 creditable points
- RYE 7 February 2023 – 4 IDT points, 4 membership points, and 45 ADT points for a total of 53 creditable points
- RYE 7 February 2024 – 145 IDT points, 15 membership points, and 128 ADT points for a total of 288 creditable points

- Retirement Year Beginning 8 February 2024 – 8 ADT points, 0 membership points, and 0 ADT points for a total of 8 creditable points

3. The applicant provides:

a. 1st BN EN, 108th Regmt Memorandum, Subject: Delegation of Signature Authority for DA Forms 1380, dated 2 July 2020, which states effective immediately and until officially released or relieved the following personnel were authorized to certify DA Forms 1380 for completion of duty:

- Sergeant (SGT) [REDACTED]
- Sergeant First Class (SFC) [REDACTED]
- Command Sergeant Major (CSM) [REDACTED]
- Mrs. [REDACTED]
- Mr. [REDACTED]

b. DA Form 1380 dated 31 March 2022 shows the applicant performed duty for non-paid points on:

- 2 March 2022 – 8-hours of duty for 2 non-paid points performed mandatory training, update training, [REDACTED] access issue, medical readiness, [REDACTED] rental car counseling, [REDACTED] issue
- 3 March 2022 – 4-hours of duty for 1 non-paid point conducting BN call, preparation for call, e-mails
- 4 March 2022 – 4-hours of duty for 1 non-paid point conducting foundational training, coordinate with [REDACTED] for Unit Status Reporting (USR) workaround, pre-battle assembly activities
- 7 March 2022 – 8-hours of duty for 2 non-paid points performing [REDACTED] issue, sign course documents, [REDACTED] orders issue, address full time unit support (FTUS) complaint, coordinate Equal Opportunity Leaders (EOL) package, medical readiness, [REDACTED]
- 8 March 2022 – 8-hours of duty for 2 non-paid points signing course documents, counseling preparation, review orders report, Defense Travel System (DTS) issues, sign Soldier actions, medical readiness, instructor screening
- 9 March 2022 – 4-hours of duty for 1 non-paid points conducting [REDACTED] promotion, sign Deliberate Risk Assessment Worksheets (DRAW), monitor evaluations for [REDACTED] and [REDACTED]
- 10 March 2022 – 8-hours of duty for 2 non-paid points completing course documents, individual medical readiness work, unit manning report maintenance, daily operations, change of command (CoC) coordination, [REDACTED] and [REDACTED] announcement

- 11 March 2022 – 4-hours of duty for 1 non-paid points completing Digital Training Management System (DTMS) updates and Master Resilience Trainer course
- 12 March 2022 – 8-hours of duty for 2 non-paid points conducting ■ evaluation conversation with rater and senior rater, ■ coordination, CoC coordination, ■ transfer orders coordination, DTMS update, ■ medical evaluation board (MEB) status
- 14 March 2022 – 4-hours of duty for 1 non-paid point performing review DTMS sign in sheets, sign DA Forms 31 (Request and Authority for Leave), sign reschedule training (RST), work Readiness Management Assembly (RMA) funding issue
- 15 March 2022 – 4-hours of duty for 1 non-paid point working ■ issue, ■ transfer, annual training orders, taskers, evaluations RMA funding issue
- 16 March 2022 – 8-hours of duty for 2 non-paid points completing EOL memorandums, sign DRAW, ■ issue, ■ flag, talk with Brigadier General (BG) ■, ■ transfer

DA Form 1380 was manually signed by ■ BN Human Resources (HR) Noncommissioned Officer (NCO) as the officer having knowledge of duty performed.

c. DA Form 1380 dated 31 March 2022 shows the applicant performed duty for non-paid points on:

- 20 March 2022 – 8-hours of duty for 2 non-paid points performing CoC coordination, thank you from instructors, photographs, long distance certificate, recruiting efforts
- 21 March 2022 – 8-hours of duty for 2 non-paid points performing DTS, Electronic Financial Liability Investigation of Property Lost, medical readiness, missing projector inquiries, ■ conversation, medical reminders, command and staff call, S6 training
- 22 March 2022 – 4-hours of duty for 1 non-paid point performing DTS review, orders report, certify orders, ■ issue, awards, reenlistment, RST documents
- 23 March 2022 – 4-hours of duty for 1 non-paid point performing DTS, ■ issued, ■ staff assistance visit reschedule
- 24 March 2022 – 8-hours of duty for 2 non-paid points performing CoC coordination, awards, Q- transfer, ■ DA Form 1380s, ■ award, ■ follow-up, VA form, share contacts to ■, conversation with ■
- 25 March 2022 – 8-hours of duty for 2 non-paid points performing ■ issue, coronavirus disease. (COVID-19) waivers, request for orders (RFO) regulation, CoC coordination, medical readiness, ■ dental status issue, ■ issue, new CSM

- 26 March 2022 – 8-hours of duty for 2 non-paid points performing █ issue, awards, █ dental, █ transfer, CoC coordination, maintenance, repair, and overhaul coordination
- 27 March 2022 – 8-hours of duty for 2 non-paid points performing █ close out, discussion about 926th Engineer Brigade, █ mentoring call, CSM buddy mentoring call
- 28 March 2022 – 4-hours of duty for 1 non-paid point performing Fort Leonard Wood (FLW) call, discussion about FTUS, █ issue, bomb scare Commander's critical information requirements, 80th Training Command out brief, birthday cards, DTS funding issue, █ promotion
- 29 March 2022 – 4-hours of duty for 1 non-paid point performing hand receipts, █ transfer, weather safety, check in with SGT █ medical readiness
- 30 March 2022 – 4-hours of duty for 1 non-paid point performing student drop packets, Rock Hill Police Department report and conversation for █ laptop, senior rater comments, lodging in kind (LIK) Sustenance in Kind, computer training, S4 stuff, calls
- 31 March 2022 – 4-hours of duty for 1 non-paid point performing MEB updates, █ transfer, telephone appointment update, █ check-in, CoC coordination, █ call, █ conversation, talk with Colonel (COL) █

DA Form 1380 was manually signed by █, BN HR NCO as the officer having knowledge of duty performed.

d. DA Form 1380 dated 30 April 2022 shows the applicant performed duty for non-paid points on:

- 1 April 2022 – 8-hours of duty for 2 non-paid points performing calls to █, █, █, █, █, █, change of responsibility, █ coordination, S4 inventory detachment
- 4 April 2022 – 4-hours of duty for 1 non-paid point performing █ clearance, Interactive Personnel Records Management System, calls to █, █, █, Army Training Requirements & Resources System (ATRRS) issue, USR follow-up, █ and █ conversation
- 5 April 2022 – 4-hours of duty for 1 non-paid point performing security clearances, CoC coordination, medical readiness, █ conversation, ammunition issue, FLW conversation █
- 6 April 2022 – 4-hours of duty for 1 non-paid point performing █ close out issue, █ tour of duty packet, CoC
- 7 April 2022 – 4-hours of duty for 1 non-paid point performing orders report, █ issue, CoC coordination, certify orders, CSM talk, █ issue, █ call
- 8 April 2022 – 4-hours of duty for 1 non-paid point performing █ and █ call, signatures, disseminate information, █ conversation, updated DTMS

- 9 April 2022 – 8-hours of duty for 2 non-paid point performing ■ transfer, ■ conversation, congratulation to order of merit list (OML), May travel, check on service member DTS, mandatory training
- 10 April 2022 – 8-hours of duty for 2 non-paid point performing coordinating May travel for drill with service members, mentoring with BG ■ coordination, ■ conversation, ■
- 11 April 2022 – 4-hours of duty for 1 non-paid point performing S1 personnel readiness, birth month audits, DTMS, ■ conversation
- 12 April 2022 – 4-hours of duty for 1 non-paid point performing talk with ■, ghost cell discussion, CoC coordination, individual weapons qualification conversation, ■ retirement, ■ conversation
- 13 April 2022 – 4-hours of duty for 1 non-paid point performing CoC coordination, ■
- 14 April 2022 – 4-hours of duty for 1 non-paid point performing CoC coordination, ■

DA Form 1380 was manually signed by ■ BN HR NCO as officer having knowledge of duty performed.

e. DA Form 1380 dated 30 April 2022 shows the applicant performed duty for non-paid points on:

- 15 April 2022 – 8-hours of duty for 2 non-paid points performing medical readiness, common core (CC) call discussion, ■ orders, Sexual Harassment/Assault Response and Prevention (SHARP), ■ transfer, give detachment commander service member contact information, congratulations to service members
- 16 April 2022 – 8-hours of duty for 2 non-paid points performing remind service member to take SHARP training, ■ conversation, ■ flag, detachment S4 conversation, ■ issue
- 17 April 2022 – 4-hours of duty for 1 non-paid point performing easter greeting to Soldiers, e-mails, taskers
- 19 April 2022 – 4-hours of duty for 1 non-paid point performing ATRRS course issue, ■ charity dinner, FTUS issue with common access card (CAC), ■ conversation
- 20 April 2022 – 8-hours of duty for 2 non-paid points performing medical readiness, ■ appointment, ■ issue, ■ e-mails, ■ conversation, ■ and ■ conversation, ATRRS course issue
- 22 April 2022 – 8-hours of duty for 2 non-paid points performing ■ and ■ conversation, reserve birthday breakfast, address complaint, SHARP training reminders, ■ conversation, ■ call discussion

- 25 April 2022 – 4-hours of duty for 1 non-paid point performing ■ conversation, SHARP training reminder, ■ periodic health assessment (PHA), ■ issue, command and staff call, ■ transfer, call S1
- 26 April 2022 – 8-hours of duty for 2 non-paid points performing SHARP training for command team, signing DRAW, ■ Family Readiness Group (FRG) coordination, medical readiness
- 27 April 2022 - 4-hours of duty for 1 non-paid point performing explain how to do DTS missing receipt memorandum to Mr. ■ out-processing, evaluations, ■ conversation, medical readiness
- 28 April 2022 – 4-hours of duty for 1 non-paid point performing walk with convalescent service member, ■ announcement, SHARP updates, ■ conversation
- 29 April 2022 – 4-hours of duty for 1 non-paid point performing convalescent service member, ■ conversation, commanders SHARP training, service member promotion
- 30 April 2022 – 4-hours of duty for 1 non-paid point performing birthday cards, promotion congratulations, ■ announcement, sign DRAW, congressional response

DA Form 1380 was manually signed by ■, BN HR NCO as the officer having knowledge of duty performed.

f. 1st BN EN, 108th Regmt Memorandum, Subject: Delegation of Signature Authority for DA Forms 1380 which states effective immediately and until officially released or relieved the following personnel were authorized to certify DA Forms 1380 for completion of duty: SGT ■ and Mr. ■

g. DA Form 1380 dated 14 June 2022 shows the applicant performed duty for non-paid points on:

- 1 June 2022 – 4-hours of duty for 1 non-paid point performing check on transfer orders, LIK fiasco, ■ transfer, detachment preliminary review, weapons shipment, viewed unviewed profiles, arranged account transfer
- 2 June 2022 – 4-hours of duty for 1 non-paid point performing awards, signatures, clean up e-mails, archive for new commander
- 3 June 2022 – 4-hours of duty for 1 non-paid point performing coordinate July temporary duty, clean up e-mails, archive for new commander
- 4 June 2022 – 4-hours of duty for 1 non-paid point performing coordinate no notice instructors for 1st Battalion, 108th Regiment, discussion with COL about COVID, talk with mentor
- 5 June 2022 – 4-hours of duty for 1 non-paid point performing get after unpaid orders, clean up e-mails, archive for new commander

- 6 June 2022- 4-hours of duty for 1 non-paid point performing review new COVID-19 response guidance, awards
- 7 June 2022 – 4-hours of duty for 1 non-paid point performing signatures, CoC ceremony coordination, prepare for drill, SFC [REDACTED] and Staff Sergeant [REDACTED] last minute RST
- 8 June 2021 [sic] – 4-hours of duty for 1 non-paid point performing BN call, get after due outs, coordinate nominations, CoC hand off tasks, clean up computer, [REDACTED] RST – medical, finalize CoC

DA Form 1380 was digitally signed by SGT [REDACTED] on 17 May 2023 as the officer having knowledge of duty performed.

4. On 3 November 2023, in the processing of this case, HQs, U.S. Army Reserve Command provided an advisory opinion regarding the applicant's request to be awarded non-paid retirement points. The advisory official stated after a review of the applicant's documents it was determined she should be awarded 76 points. On 13 March 2024, the advisory official revised the advisory opinion by stating the applicant should be awarded 76 points as the applicant experienced delays in the processing of her DA Forms 1380 due to record systems and personnel changes. A favorable decision by the Board would allow the Readiness Divisions to update her retirement points for duty performed.

5. On 15 October 2023, the Army Review Boards Agency, Case Management Division provided the advisory opinion for review and comment. She did not respond.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief is warranted.

2. The Board concurred with the conclusion of the advisory official that processing delays resulted in the omission of earned retirement points in the applicant's record. Based on a preponderance of the evidence, the Board determined her record should be corrected by adding the retirement points documented on the DA Forms 1380 she provided in support of her application.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

■	■	■	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented is sufficient to warrant a recommendation for relief. As a result, the Board recommends that all Department of the Army records of the individual concerned be corrected by adding the 76 retirement points reflected on the DA Forms 1380 she provided in support of her application.

X

CHAIRPERSON

I certify that herein is recorded the true and complete record of the proceedings of the Army Board for Correction of Military Records in this case.

REFERENCES:

1. Army Regulation (AR) 140-1 (Mission, Organization, and Training), provides policy guidance on the mission, organization, and training of the U.S. Army Reserve (USAR). It does not contain guidance on preparation for order to active duty under a mobilization situation. Paragraph 3-11 (Equivalent training (ET)), ET is performed in lieu of scheduled training (either RST or, UTA or MUTA). Pay or retirement point credit or both is authorized. ET must be accomplished within 60-days after the training for which it is substituted, or by the end of the training year (fiscal year) if within 60-days of that date. An explanation of the circumstances will be included, with a statement that the ET, if granted, will not cause the Soldier to exceed the 48 paid unit assemblies for the fiscal year. a. ET is limited to Soldiers who have missed a UTA, MUTA, or RST due to unforeseen personal emergencies and desire to make it up. No more than 4 UTAs may

be made up during a fiscal year. b. ET given will be the same type and quality as the training missed. It will be appropriate to, and enhance the ability of, Soldiers to carry out their assigned duties. For staff or support personnel, this may include duty which enhances unit training, management, or readiness. c. ET must be at least as long as the training missed. d. ET will not be granted for assemblies missed due to ADT.

2. AR 140-185 (Training and Retirement Point Credits and Unit Level Strength Accounting Records), prescribes policy for U.S. Army Reserve (USAR) training and retirement point credit.

a. Paragraph 2-1 (Criteria for crediting retirement points), the limitations on the number of points which may be credited to a Soldier during a retirement year area. Maximum-365 (366 during leap year) points. Maximum 60 points for IDT points. However, Annual or Terminal Statement of Retirement Points will report all points earned. Retirement points credited for activities other than active service or funeral honors may not exceed 130 retirement points for anniversary years closing on or after 30 October 2007. IDT will be either 4-hours in length for one retirement point or 8-hours in length for two retirement points, with the exception of the 2 hour IDT funeral honors duty.

b. Paragraph 2-2 (Criteria for earning retirement points) states retirement points may be earned by U.S. Army Reserve Soldiers for active duty or duty in an active status for ADT, initial active duty for training (IADT), involuntary active duty for training (involuntary ADT), voluntary IDT, annual training (AT), IDT, membership points, and for other training of individual Soldier in a non-pay status.

c. Paragraph 2-4 (Criteria for awarding retirement points), personnel on AD, ADT, IADT, involuntary ADT, or AT are awarded 1 point for each calendar day they serve in one of these categories and may not be awarded additional points for other activities while in such status. Table 2-1 provides criteria for award of retirement points for IDT performed in accordance with AR 140-1 (unless another reference is cited). Most types of IDT are covered by one of the following rules on required duration of IDT and calendar day limitations on points.

- Four-hour rule; Soldiers earn one point for each scheduled 4-hour period of IDT at Battle Assembly, Rescheduled Training (RST), Equivalent Training, or Additional Training Assemblies
- Two-hour rule; Soldiers earn one point for each IDT period per day for funeral honors duty with a maximum of one point per calendar day
- Four/eight-hour rule; Soldiers earn one point for each 4-hour or greater period, award of a second point in the same day requires additional hours to bring the day's total to a minimum of 8-hours for a maximum of two points in 1 calendar day

d. Table 2-1 (Award of IDT retirement points) rule 10; performs staff and administrative duties as additional training for points only in support of Troop Program Unit activities as a Selected Reserve Soldier may be awarded points under the 4-hour/8-hour rule except for UTA/MUTA, RST, ET, make up assemblies or ATA.

e. Paragraph 3-3 (DA Form 1380), DA Form 1380 will be prepared for a unit Soldier who performs ET or additional training with their unit subsequent to the scheduled BA. TPU units will retain one copy of the DA Form 1380 to post the appropriate entry into ADARS for the month's report and then place in the appropriate Army records information management system file. Non-paid DA Forms 1380 will not be entered into ADARS and will be forwarded to HRC for award of retirement points no later than the end of each duty month.

f. Table 3-1 provides that the code "N" will be entered for RST. The code "N" indicates the Soldier is entitled to retirement point credit only.

3. Department of Defense Instruction (DoDI) 1215.07 (Service Credit for Non-Regular Retirement) states inactive duty may be credited for each attendance at an inactive duty training period. A maximum of 2 retirement points for attendance at inactive duty training periods or equivalent training, in any 1 calendar day. The Service member's participation is without payment other than the pay to which the Service member is entitled as a Reserve Component member. Credit no more than one retirement point for fewer than 8-hours.

//NOTHING FOLLOWS//