

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 18 February 2025

DOCKET NUMBER: AR20240006742

APPLICANT REQUESTS:

- correction of his DA Form 5016 (Retirement Accounting Statement) to add 25 retirement points (points only) for Retirement Year Ending (RYE) 6 May 2024
- personal appearance before the Board

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

- DD Form 149 (Application for Correction of Military Record)
- DA Form 1380 (Record of Individual Performance of Reserve Duty Training) dated 30 May 2023
- DA Form 1380 dated 30 June 2023
- DA Form 1380 dated 31 July 2023
- DA Form 1380 dated 12 August 2023
- DD Form 577 (Appointment / Termination Record - Authorized Signature) dated 24 August 2023
- DA Form 1380 dated 30 September 2023
- Email Correspondence dated 19 April 2024

FACTS:

1. The applicant states:

a. He is an Individual Mobilization Augmentee (IMA) Army Reservist in his 31st year of reserve duty. He has 5 sets of DA Forms 1380 from May, June, July, August and September of 2023, United States Army Reserve (USAR) points (non-pay) that have not been credited and returned to him by Human Resource Command (HRC), stating that the time limit for submitting the points have passed and the points for crediting need to be submitted to the (sic) Army Board for Correction of Military Records (ABCMR). He asks for consideration that these points be credited to his record.

b. All forms were completed by him personally on the last day of the month and submitted directly by him to the IMA coordinator at Tripler Army Medical Center (AMC) the month that they were completed, as he always does; he always asks for confirmation that these have been received and it is never sent back. Every month he would call in or email and ask if the points have been received and submitted and never got a response back. He had a similar problem with a different set of points last year that he had to send to the Army Review Board Agency (ARBA); the agency correctly awarded him the points. The issue today is that at Tripler AMC, there was an IMA coordinator that did her job, then a new one came along (interim) for a year that did not do her job and frankly never processed any DA Forms 1380, they were all just ignored; with the response that she was just too busy, and she would eventually get to them.

c. In July of 2023 that IMA coordinator was again replaced by a well-meaning person, but not actually trained to do the job and he ignored all the DA Forms 1380, frankly because he did not know what to do with them. After 6 months he finally got a hold of him in October and said these must be submitted and he instructed the IMA coordinator on the urgency and where the forms go, and he was told he knew how to do it now and he would do it. He told him that if they are submitted more than 30 days late, they will not be accepted by HRC, the IMA coordinator assured him that he would instruct HRC that it was his fault the forms were not submitted - these forms may only be submitted only by IMA coordinator, a Soldier cannot submit them directly.

d. The IMA coordinator, digitally signed the forms and stated that they were all submitted in October 2024. Again, the forms were all late thru no fault of him. Unfortunately, he did not know that as he signed them as a civilian and not an officer that he had to submit a copy of his signatory authority form with the submission as he was new at his job. In January - May 2024, he was called up to active duty at Tripler AMC, and in January he met in-person with the IMA coordinator. He asked him to verify that the forms had been sent and that's when he found out why the forms were not processed. Finally on 18 April 2024, he got a message from his IMA coordinator that HRC rejected the DA Forms 1380 in a message to him in the HRC points verification system.

e. So here as it stands today, he has attached the five DA Forms 1380 for points only credit (no pay involved here). There are all correctly filled out and digitally signed by his IMA coordinator, a copy of the commander's signatory authority, and a copy of the rejection of the points by HRC email. He knows this letter points fingers at other people, but frankly he has probably spent a total of 20 hours of his personal time over the last 12 months. All to find out that the people that are supposed to be trained to do their job, were not trained and did not know how to do it so ignored the work needing to be done. I have gone above and beyond to try to get the IMA coordinator problem solved at Tripler AMC including taking it up to STAR levels, at United Staes Army Reserve Command (USARC), and Medical Command (MEDCOM). He thinks that finally

they have a competent IMA coordinator at Tripler AMC now. He only says the above as he knows the Board does not like to fix things that are the fault of the servicemember alone. It is Zero percent his fault that the DA Forms 1380 were not sent in on the first day of month after he completed duty as he had turned them to the appropriate authority to process them and it is 100% their fault and the fault of their managers. He asks for relief and to have these points credited to his retirement account to have good year.

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

- a. On 7 May 1993, the applicant was appointed as a Reserve commissioned officer and executed an oath of office.
- b. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows in block 12a that the applicant entered active duty this period on 10 July 2006 and was honorably released from the active duty on 20 October 2006 for completion of his required active service. A DD Form 215 (Correction to DD Form 214, Certificate of Release or Discharge from Active Duty) was issued showing in block 5 (Original DD Form 214 is Corrected as Indicated Below) correction to item 13: Add Armed Forces Reserve Medal with M Device and Bronze Hourglass//Army Reserve Component Achievement Medal with three Oak Leaf Clusters.
- c. Orders Number B-02-801262 dated 25 February 2008, issued by U.S. Army Human Resources Command (AHRC), promoted him in the USAR to the rank/grade of colonel (COL)/O-6.
- d. Memorandum, Subject: Notification of Eligibility for Retired Pay at Age 60 (20-Year Letter) dated 18 July 2013, shows he had completed the required years of qualifying Reserve service and was eligible for retired pay on application at age 60.
- e. DD Form 214 shows that the applicant a member of the USAR entered active duty this period on 6 November 2017 and was honorably released from active duty on 3 March 2018 for completion of required active service.
- f. Memorandum, Subject: Retention Beyond Mandatory Removal Date (MRD) dated 6 October 2020, extended the applicant beyond his MRD until 31 July 2024.
- g. DA Form 5016 dated 5 September 2023, shows the applicant earned the following points for RYE 6 May 2023, 20 inactive duty training points, 7 membership points, and 18 active duty training points, totaling 45 points creditable.

- h. Memorandum, Subject: Retention Beyond Mandatory Removal Date (MRD) dated 7 September 2023, extended the applicant beyond his MRD until 2 July 2029.
- i. DD Form 214 shows that the applicant a member of the USAR entered active duty this period on 30 December 2023 and was honorably released from active duty on 15 May 2024 for completion of required active service.
- j. DA Form 5016 dated 5 June 2024, shows the applicant earned the following points for RYE 6 May 2024; 10 inactive duty training points, 11 membership points, and 129 active duty training points, totaling 150 points creditable.

3. The applicant provides:

- a. DA Form 1380 dated 30 May 2023, showing the applicant attended Inactive Duty Training (IDT) duties for IMA IDT points only on 30 May 2023 for 4 hours totaling 1 retirement point and the form was endorsed by the IMA Manager, Tripler AMC as the officer having knowledge of the duties performed.
- b. DA Form 1380 dated 30 June 2023, showing the applicant attended IDT duties for IMA IDT points only on 2 June 2023 for 4 hours and 23, 24, and 25 June 2023 for 8 hours each day totaling 7 retirement points and the form was endorsed by the IMA Manager, Tripler AMC as the officer having knowledge of the duties performed.
- c. DA Form 1380 dated 31 July 2023, showing the applicant attended IDT duties for IMA IDT points only on 27 July 2023 for 4 hours totaling 1 retirement point and the form was endorsed by the IMA Manager, Tripler AMC as the officer having knowledge of the duties performed.
- d. DA Form 1380 dated 12 August 2023, showing the applicant attended IDT duties for IMA IDT points only on 1,2,3,4,5,6,7,8,9, and 12 August 2023 for 4 hours each day totaling 9 retirement points and the form was endorsed by the IMA Manager, Tripler AMC as the officer having knowledge of the duties performed.
- e. DD Form 577 (Appointment / Termination Record - Authorized Signature) dated 24 August 2023, showing the record of appointment and termination of appointment of the certifying officer and to identify the signature of authority for DA Forms 1380 and other IMA documents for Tripler AMC Operations/Tripler Army Medical Center.
- f. DA Form 1380 dated 30 September 2023, showing the applicant attended IDT duties for IMA IDT points only on 1,2,3,4,5,6 and 7 September 2023 for 4 hours each day totaling 7 retirement points and the form was endorsed by the IMA Manager, Tripler AMC as the officer having knowledge of the duties performed.

- g. Email Correspondence dated 19 April 2024, indicating communication with HRC reference the processing of the applicants DA Forms 1380 for retirement point credit.
4. On 3 February 2025, in the processing of this case USARC, Retirement Services Officer, provided an advisory opinion and stated USARC reviewed the applicant's documents and determined he should be awarded 25 points in accordance with AR 140-185. The Soldier did not turn in the DA Forms 1380 in a timely manner, but duty was performed. A favorable decision by ARBA would allow the RD to update the record; full administrative relief granted.
5. On 5 February 2025, the applicant was provided with a copy of the advisory opinion for comment or rebuttal.
6. On 4 February 2025, by email, the applicant responded to the advisory opinion notice. He thanked ARBA for providing him the advisory opinion and stated that he has read the attached documents, and he agrees he should be awarded the points! Not to make trouble; however, he disagrees with the characterization that the Soldier did not turn in the points in a timely manner. As he stated in his initial letter; all these points were turned in by the last day of the month that they were earned. The failure here is that the IMA coordinator ignoring them for months, refusing to answer emails, or return phone calls. This affected not only him but at least 20 other Soldiers. The temporary replacement the Chief of HRC also ignored everything that had to do with IMA Soldiers. It was not until they obtained a new IMA Coordinator that the IMA Soldiers are now in fact being taken care of at Tripler. So, in summary it was not his fault that they were not turned into HRC.

**BOARD DISCUSSION:**

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition, and executed a comprehensive review based on law, policy, and regulation. The Board reviewed and concurred with the U.S. Army Reserve Command's advising official and determined the evidence supports the applicant submitted his DA Forms 1380 totaling 25 additional retirement points.
2. The applicant's request for a personal appearance hearing was carefully considered. In this case, the evidence of record was sufficient to render a fair and equitable decision. As a result, a personal appearance hearing is not necessary to serve the interest of equity and justice in this case.

**BOARD VOTE:**

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
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:XX	:XX	:XX	GRANT FULL RELIEF
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:	:	:	GRANT FORMAL HEARING
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:	:	:	DENY APPLICATION
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**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 awarding the applicant qualifying retirement points on the dates indicated below, provided all other criteria is met:

- 1 retirement point for 30 May 2023
- 1 retirement point for 2 June 2023
- 2 retirement points for 23 August 2023
- 2 retirement points for 24 August 2023
- 2 retirement points for 25 August 2023
- 1 retirement point for 27 July 2023
- 1 retirement point for 1 August 2023
- 1 retirement point for 3 August 2023
- 1 retirement point for 4 August 2023
- 1 retirement point for 5 August 2023
- 1 retirement point for 6 August 2023
- 1 retirement point for 7 August 2023
- 1 retirement point for 8 August 2023
- 1 retirement point for 9 August 2023
- 1 retirement point for 12 August 2023
- 1 retirement point for 1 September 2023
- 1 retirement point for 2 September 2023
- 1 retirement point for 3 September 2023
- 1 retirement point for 4 September 2023

- 1 retirement point for 5 September 2023
- 1 retirement point for 6 September 2023
- 1 retirement point for 7 September 2023

**X //signed//**

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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 15-185 (ABCMR) prescribes the policies and procedures for correction of military records by the Secretary of the Army, acting through the ABCMR. The ABCMR may, in its discretion, hold a hearing or request additional evidence or opinions. Additionally, it states in paragraph 2-11 that applicants do not have a right to a hearing before the ABCMR. The Director or the ABCMR may grant a formal hearing whenever justice requires.
2. Army Regulation 140-185 (Training and Retirement Point Credits and Unit Level Strength Accounting Records):
  - a. 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 active duty for training (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 activities specified in this regulation.
    - 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
    - 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
  - b. Paragraph 3-3 (DA Form 1380) states nonpaid DA Forms 1380 will not be entered into Automated Drill Attendance Reporting Software (ADARS) and will be forwarded to HRC for award of retirement points no later than the end of each duty month.
  - c. 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 Instructions 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//