

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 9 May 2025

DOCKET NUMBER: AR20240008667

APPLICANT REQUESTS: correction of her DA Form 5016 (Retirement Accounting Statement) to add two additional non-paid retirement points in Retirement Year Ending (RYE) 26 May 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- DD Form 577 (Appointment/Termination Record – Authorized Signature), October 2022 shows A-I- is appointed as the certifying officer, she has signature authority for DA Form 1380 (Record of Individual Performance of Reserve Duty Training)
- DA Form 1380, 28 February 2023 shows:
 - Applicant performed 4-hours of Individual Mobilization Augmentee (IMA) duties for one non-paid retirement point each day on 10 February and 20 February 2023
 - DA Form 1380 wet signed by A-I-, Human Resources Specialist as the officer who had knowledge of the duty performed
- DA Form 1380 dated 5 February 2024 shows:
 - Applicant performed 4-hours of IMA duties for one non-paid retirement point each day on 10 February and 20 February 2023
 - DA Form 1380 wet signed by A-I-, Human Resources Specialist as the officer who had knowledge of the duty performed
- E-mail from the U.S. Army Reserve Command Pay Team dated 5 February 2024, shows:
 - Request for paid retirement points for 10 February and 20 February 2023 was returned without action
 - Applicant had been awarded the maximum retirement points for Inactive Duty Training (IDT) for the Fiscal Year (FY)

- Needed to be resubmitted for non-paid retirement points to the appropriate Personnel Actions Branch
- Integrated Personnel and Pay System – Army (IPPS-A) Personnel Action Request (PAR) shows on 25 June 2024, the approving authority disapproved the applicant's request for points only
- E-mail from the U.S. Army Human Resources Command dated 27 June 2024 shows the applicant's DA Form 1380 was non-compliant with the processing procedures

FACTS:

1. The applicant states:

- She performed 50 periods of IDT in FY23, which exceeded the maximum of 48 periods authorized
- She was advised by the pay team to resubmit her DA Form 1380 for points only for duty performed on 10 February and 20 February 2023
- She submitted a PAR through IPPS-A in February 2024 but was rejected on 25 June 2024

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

- With prior Regular Army (RA) enlisted service, she executed her oath of office on 27 May 2006, and she was appointed as a RA commissioned officer
- DD Form 214 (Certificate of Release or Discharge from Active Duty) shows she was honorably discharged from active duty on 27 May 2011
- On 28 May 2011, she executed her oath of office and was appointed as a Reserve commissioned officer
- On 4 July 2013, she was assigned to a U.S. Army Reserve (USAR) Troop Program Unit (TPU) by Orders Number C-08-311095 dated 7 August 2013
- On 9 January 2017, she was authorized to drill in the IMA program, she was authorized to perform up to 48 IDTs each FY, Drills performed without prior pay category authorization is for points only by Orders Number C-01-700291 dated 9 January 2017
- On 4 September 2019, she was ordered to active duty for training to attend the Intermediate Level Education for 108- days by Orders Number T-07-923221 dated 16 July 2019
- On 20 December 2019, she was honorably released from active duty
- On 1 October 2020, she was ordered to active duty for contingency operation for active duty operation support by Orders Number HR-0269-00046 dated 25 September 2020

- DA Form 5016 dated 21 February 2024 shows the applicant obtained the following points for duty in RYE:
- - 13 November 2022 – 4 IDT points, 7 membership points, and zero Active Duty Training (ADT) points for a total of 11 creditable points
 - 26 May 2023 – 15 IDT points, 8 membership points, and 12 ADT points for a total of 35 creditable points
- The Annual Detail Supplement page of the DA Form 5016, does not show the applicant earned retirement points for the dates requested
- Applicant's RYE was split due to the transition from the legacy system to the IPPS-A for the Human Resources system of records

3. On 7 April 2025, in the processing of this case, the U.S. Army Human Resources Command (AHRC) provided an advisory opinion regarding the applicant's request to be awarded non-paid retirement points. The advisory official stated the regulation requires the DA Form 1380 be submitted to the to AHRC no later than the end of each duty month. The applicant submitted the request in February 2024 for duty performed in February 2023. AHRC cannot award the retirement points without the direction of the Army Review Boards Agency (ARBA).

4. On 14 April 2025, the ARBA, Case Management Division, provided the applicant the advisory opinion for review and comment.

5. On 1 May 2025, A-I- responded to the advisory opinion provided to the applicant stating she was in concurrence with the advisory opinion.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation, the findings outlined in the HRC advisory opinion, and the concurrence of the applicant of that advisory opinion, the Board concluded there was sufficient evidence of an injustice warranting a correction of the applicant's DA Form 5016 (Retirement Accounting Statement) by adding two additional non-paid retirement points in Retirement Year Ending (RYE) 26 May 2023.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:XXX :XXX :XXX 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 Army records of the individual concerned be corrected by amending the applicant's DA Form 5016 (Retirement Accounting Statement) by adding two additional non-paid retirement points in Retirement Year Ending (RYE) 26 May 2023.

//SIGNED//

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).

a. Paragraph 3-11 (Equivalent Training (ET)), ET is performed in lieu of scheduled training (either RST or, Unit Training Assembly (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.

b. Paragraph 3-14 (Additional training assemblies (ATAs)), ATAs may be used to conduct additional wartime or assigned mission training. An ATA will be a minimum of 4-hours. No more than 12 ATAs will be performed by any one individual per year.

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. Maximum-365 (366 during leap year) 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 USAR 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, RST, ET, or ATA
- 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. 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.

e. 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. The code "P" indicated the Soldier is entitled to retirement point credit and pay.

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//