

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 15 May 2025

DOCKET NUMBER: AR20240008777

APPLICANT REQUESTS: correction of his DA Form 5016 (Retirement Accounting Statement) to reflect 17 additional non-paid retirement points in Retirement Year Ending (RYE) 27 April 2023 for Electronic Based Distributed Learning (EBDL).

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

- DD Form 149 (Application for Correction of Military Record)
- Draft of DA Form 1059 (Service School Academic Evaluation Report) for Sergeants Major Course (SMC) Phase II
- DA Form 1380 (Record of Individual Performance of Reserve Duty Training) dated 9 February 2023 which shows the applicant:
 - Requested non-paid Additional Training Assemblies (ATA) for completing course work for the SMC Non-resident Phase II
 - He completed 4-hours each day for one non-paid retirement point each day during the period of 27 through 31 December 2022
 - Captain (CPT) A-C- digitally signed as the officer who had knowledge of the duties performed on 10 February 2023
- DA Form 1380 dated 9 February 2023 which shows the applicant:
 - Requested non-paid ATA for completing course work for the SMC Non-resident Phase II
 - He completed 4-hours each day for one non-paid retirement point each day during the period of 4 through 15 January 2023
 - CPT A-C- digitally signed as the officer who had knowledge of the duties performed on 10 February 2023

FACTS:

1. The applicant states:

- He completed SMC Phase II

- He submitted the DA Forms 1380 for points prior through the Integrated Personnel and Pay System – Army (IPPS-A)
- He never received the retirement points
- He was advised by the 63rd Readiness Division (RD):
 - How to submit the request to them for processing
 - They had not processed points only since the transition to IPPS-A began in November 2022
 - There is a backlog of about 700 actions
 - It might take 3 to 4-months to process the request
- He followed the instructions, but the retirement points were never awarded
- He then submitted his request via IPPS-A and received the response that he was required to apply to the Army Board for Correction of Military Records (ABCMR)

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

- With prior enlisted Army National Guard and U.S. Navy service, and Regular Army, on 14, October 2007, he enlisted in the U.S. Army Reserve and had continuous service through reenlistments and extensions
- On 1 October 2020, he was promoted to the rank of sergeant major by Orders Number 20-260-00013 dated 16 September 2020
- DA Form 1059 shows he achieved course standards for the SMC Distributed Learning (DL) Phase I during the period of 1 August 2021 through 31 July 2022
- DA Form 1059 shows he achieved course standards for the SMC DL Phase II during the period of 1 August 2022 through 31 January 2023
- On 10 September 2024, the informal Physical Evaluation Board found him physically unfit for retention and recommended he be placed on the Permanent Disability Retired List (PDRL) with 60 percent disability
- On 16 October 2024, he was retired due to a physical disability and placed on the PDRL on 17 October 2024 by Orders Number D 260-01 dated 16 September 2024
- DA Form 5016 dated 31 December 2024 shows the applicant obtained the following points for duty in RYE:
 - 13 November 2022 – 33 Inactive Duty Training (IDT) points, 8 membership points, and 85 Active Duty Training (ADT) points for a total of 126 creditable points
 - 27 April 2023 – 24 IDT points, 7 membership points, and 21 ADT points for a total of 52 creditable points
 - Annual Detail Supplement page of the DA Form 5016, does not show he earned retirement points for the dates requested

- His RYE was split due to the transition from the legacy system to the IPPS-A for the Human Resources system of record
3. On 29 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 for completing the SMC-DL Phase II. The advisory official stated the assigned unit should ensure that EBDL is processed for pay and retirement points once the course is completed. The RDs are responsible for processing all Troop Program Unit (TPU) non-paid retirement points. AHRC does not process TPU non-paid retirement points.
 4. On 2 May 2025, the Army Review Boards Agency (ARBA) Case Management Division provided the applicant the advisory opinion for review and comment.
 5. On 1 May 2025, the applicant responded via e-mail stating his unit advised they were not allowed to award points only. That authority was restricted to the RD. He submitted his request for points only to the 63rd RD via e-mail, he was then informed the request would have to be submitted via IPPS-A. His unit did process the pay portion for the course which left over hours for points only. His request was submitted through IPPS-A, which sat for months without action before it was rejected. He was told due to the delay in processing he would have to apply to the ABCMR.
 6. On 8 May 2025, in the processing of this case, the U.S. Army Reserve Command (USARC) provided an advisory opinion regarding the applicant's request for EBDL retirement points. The advisory official stated a review of the applicant's service record and supporting documents determined he should not be awarded the retirement points. EBDL was not authorized in a points only status in 2022. Compensation was required for EBDL in the form of pay and points. The regulation does not specify or authorize retroactive points only for EBDL.
 7. On 8 May 2025, the applicant was provided the advisory opinion for review and comment.
 8. On 8 May 2025, the applicant responded via e-mail stating the EBDL list in 2022 identified the SMC Phase II as being authorized for compensation. The SMC was a course he was enrolled in by Headquarters Department of the Army after being selected for attendance. The USARC Senior Leader Development Office informed sergeants major that compensation was authorized for the completion of the course. It does not make any sense to complete a course which takes over 200-hours to complete as part of the Noncommissioned Officer Educational System and not be compensated.

BOARD DISCUSSION:

After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was not warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition and executed a comprehensive and standard review based on law, policy and regulation. Upon review of the applicant's petition, available military records the Board reviewed and concurred with the advisory official noting EBDL was not authorized in a point only status in 2022. Compensation was required for EBDL in the form of pay and points. The governing regulation does not specify or authorize retroactive points only for EBDL. Therefore, the Board denied relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

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

BOARD DETERMINATION/RECOMMENDATION:

The evidence presented does not demonstrate the existence of a probable error or injustice. Therefore, the Board determined the overall merits of this case are insufficient as a basis for correction of the records of the individual concerned.

X //SIGNED//

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.

a. 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.

b. Paragraph 3-14.2 (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.

d. ATAs are intended for those tasks that must be accomplished to sustain unit operation and provide the means to accomplish additional required training as defined by the unit's wartime mission.

2. AR 140-185 (Training and Retirement Point Credits and Unit Level Strength Accounting Records), in effect at the time, prescribes the types of training and activities or which retirement points are authorized and the procedures for recording retirement point credits and training for members of the USAR Soldiers.

a. Paragraph 1-7 (Service requirement for a satisfactory year of service for non-regular retirement), a qualifying year of service for non-regular retired pay is a full year during which a RC member is credited with a minimum of 50 retirement points. Except as otherwise provided by law, an accumulation of 20 such years is one requirement necessary to qualify for non-regular retired pay.

b. 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 for inactive duty training

(IDT) 60 points for IDT and membership points. However, Annual or Terminal Statement of Retirement Points will report all points earned.

c. 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 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.

d. 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
- 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
- Eight-hour rule; approved EBDL courses will be awarded to members of the Selected Reserve (TPU), subject to available funding, and as pre-approved, Soldiers may earn one retirement point and be paid for one IDT for every 8 hours of distance learning completed

e. Table 2-1 (Award of IDT retirement points) rule 5; performs EBDL utilizing ATAs, a Selected Reserve Soldier may be awarded points under the 4-hour/8-hour rule, only 12 ATAs authorized per anniversary year. 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.

f. 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.

g. 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.

h. Paragraph 3-4 (EBDL), Soldiers may only receive compensation and retirement credit for EBDL courses listed in ATRRS after command pre-approval. Additional EBDL for Reserve compensation are authorized only for SELRES Soldiers in the paid drill strength of the Army Reserve, including drilling IMA Soldiers. Periods of duty used to complete EBDL courses in lieu of regularly scheduled IDT periods will not exceed four periods per fiscal year. The commander, USARC reserves the right to authorize additional drill assemblies while the mandate is unfunded. No more than 12 total additional training assemblies will be performed by any one individual per calendar year. Commanders will ensure that coursework authorized for additional training periods for EBDL is not completed during any other type of training or duty periods. Each 4-hours of successfully completed qualifying EBDL coursework in lieu of regularly scheduled IDT periods will earn a Soldier credit for completion of one additional training period, paid, and one Reserve retirement point. For all training assemblies in excess of 12, a Soldier will earn one additional paid training period and one Reserve retirement point for each 8-hours of successfully completed qualifying EBDL coursework. These are categorized as IDT points and are subject to the annual limit on Reserve retirement points that may be credited in an anniversary year toward retired pay. For EBDL work that totals fewer than 4-hours (in lieu of regularly scheduled IDT periods) or 8 hours (ATA), Soldiers should aggregate the EBDL in multiples of 4-hours or 8-hours to establish IDT periods and determine eligibility for Reserve compensation and Reserve retirement points. Initiate payment only when a Soldier satisfactorily completes a directed EBDL course. Soldiers will not be awarded payment for EBDL completion until the Soldier is issued a DA Form 87 (Certificate of Training) or equivalent proof of completion. All EBDL courses list academic hours in ATRRS, which should be used to calculate compensation. Soldiers are awarded the academic hours listed in ATRRS regardless of the time actually required by the Soldier to complete the EBDL course. Units will record EBDL completion for which a Soldier is compensated on a DA Form 1380 as paid IDT.

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. One retirement point for members of the Selected Reserve after successfully completing non-resident training and education in an active status for each 4-hours of pay received. A period of non-resident training and education using electronic-based distributed learning methodologies must last at least 4-hours. The Service member must certify that he or she completed it.

4. Department of Defense Instruction 1215.21 (Reserve Component (RC) Use of EBDL Methods for Training), Establishes policy, assigns responsibilities, and provides procedures for members of the Selected Reserve to use EBDL methods to conduct training away from scheduled unit training assemblies or apart from other collective training time. To be considered for compensation, the proposed qualifying DL training courses must: (1) Be delivered via DL methodologies. (2) Support required training related to unit readiness or mobilization. Training requirements related to unit readiness or mobilization may include courses supporting completion of specific occupational skill qualification, expeditionary, or combat skills training, and annual ancillary/general military training.

//NOTHING FOLLOWS//