



U.S. Army Human Resources Command Earning Retirement Points

Soldiers can earn retirement points in these ways:

- Inactive Duty Training (IDT), paid and non-paid 4 or 8 hour duty (IRR Soldiers must be attached to a Unit per AR 140-10.)
- Active Duty (AD), Active Duty for Training (ADT), Annual Training (AT)
- Correspondence Course (Nonresidential) Points
- Funeral Honors Duty (Maximum of 1 retirement point per calendar day)

Soldiers on Active Duty and Annual Training are awarded one point for each calendar day they serve in one of these categories. Additional retirement points cannot be awarded for other activities while in an active duty status.

[Army Regulation 140-185](#), Table 2-1, provides the criteria for the awarding of retirement points for IDT performed in accordance with DoDI 1215.07 and [Army Regulation 140-1](#). The two hour rule is only authorized for Funeral Honors duty.

IRR and IMA Soldiers will submit non-paid IDT Duty DA Form 1380's and any nonresident distance learning correspondence course completion certificates/memorandums meeting the requirements of AR 140-185, Chapter 3, monthly to the appropriate HRC, Personnel Action Branch responsible for the Soldier, based on Military Occupation Specialty (MOS). This process will ensure that the annual AHRC Form 249-E is accurate and current. HRC is responsible to iPERM the DA Form 1380s and nonresident distance learning correspondence course completion certificates. IRR Soldiers must be attached per AR 140-10 to earn non-paid IDT Duty retirement points.

TPU and AGR Soldiers will submit non-paid IDT Duty DA Form 1380's and any nonresident distance learning correspondence course completion certificates/memoradums meeting the requirements of AR 140-185, Chapter 3, monthly to their unit. Per AR 600-8-104, the unit is responsible to iPERM the DA Form 1380s and nonresident distance learning correspondence course completion certificates. The unit will forward the request for retirement points to the HRC Personnel Action Branch responsible for the action.



IMA Detachment Commanders will forward monthly, the non-paid DA Form 1379 and DA Form 1380s' to the LLO OCAR, whom upon validation of request, will forward request to HRC, G-3 for award of retirement points. Upon acceptance of the request at HRC, G-3, the request for retirement points will be forwarded to the appropriate HRC, Personnel Action Branch of the attached Soldier for award of retirement points. LLO OCAR will provide command and control over the missioning, tasking, training, support and validation of the IMA Detachment.

The Defense Joint Military Pay System (DJMS) reports paid duty utilizing automation to the Retirement Point Accounting System.

Eight Hour Rule - Electronic-Based Distributed Learning

Army Directive 2010-06 (Compensation of Reserve Component Personnel for Army Electronic-Based Distributed Learning) in compliance with the National Defense Authorization Act (NDAA), 37 U.S.C. 206 (d)(2), and the Memorandum, USD (P&R), 29 Jun 08, subject: Policy on Reserve Component Electronic-Based Distributed Learning Compensation (EBDL) authorizes compensation for the successful completion of electronic-based distributed learning coursework. This policy remains an unfunded mandate. USARC memorandum, dated 19 December 2012, will be utilized as the interim guidance for utilizing Additional Training Assemblies (ATAs) payment for successful completion of EBDL coursework approved and listed in the Army Training Requirements and Resources System (ATRRS) for Electronic-Based Distributed Learning. Commanders must authorize Soldiers in writing to enroll in and complete electronic-based distributed learning courses that are eligible for compensation citing availability of funds. Electronic based distributed learning coursework will not be completed using Readiness Management Periods. Commanders will ensure that coursework authorized for additional training periods for distributed learning is not completed during any other type of IDT (battle assemblies and/or non-resident correspondence credit) or while in an active duty status. Each eight hours of successfully completed EBDL course work will earn a Soldier credit for completion of one paid ATA and one IDT Duty retirement point. All EBDL courses list academic hours in the ATRRS Unofficial Transcript which should be used to calculate ATA compensation. Commanders are required to retain copies of the DA Form 87 or equivalent proof of completion with the DA Form 1380 for future audits at unit level. No more than 12 ATAs will be performed by any one individual per year.

Most types of IDT duty points earned are covered by one of the following rules:



Four-Hour Rule

One point for each 4-hour period of IDT performed. Maximum of two points per calendar day applies to IDT Duty. Duty must be 8 hours in duration to receive two points per day.

Meetings (Seminars, Symposia, Professional Development). Per DoD Instruction 1215.07, Soldiers will only be allowed one point per day. Each training periods must be a minimum of 4 hours in length.

Two-Hour Rule

Per DoDI Instruction 1215.07, the following type of IDT duty requires a minimum of two hours of duty:

Funeral Honors Duty. Soldiers receive one point for each day for performance of funeral honors duty. The duty must be a minimum 2 hours, including travel. Soldiers may perform no more than one Funeral Honors IDT Duty per day.

Correspondence Course Points

Most non-residential distant learning correspondence course points are automatically reported to the Retirement Point Accounting System weekly. Points are awarded within the appropriate anniversary RYB/RYE dates. Soldiers are awarded one retirement point for every three hours of course credit. Points are awarded only after successful completion and receipt of grade for the course or sub course. Certificates and memorandums must list course number, sub-course number, date of completion and number of credit hours completed when manually recording retirement points for distance learning. Certificates should be iPERM'd via unit of assignment. Soldiers may provide the Army Training Requirements and Resources System (ATRRS) Unofficial Transcript for distance learning courses for award of retirement points.

Maximum Points Allowed Per Year

There are four dates to keep in mind regarding the maximum inactive (non active duty) points allowed per retirement year.



Effective Date	Maximum Points Allowed
30 October 2007 to present	130
30 October 2000	90
23 September 1996	75
Prior to 23 September 1996	60

Currently, Soldiers are allowed a maximum of 130 points per year for IDT, extension courses, and membership points. Soldiers will be given credit for all Active Duty (AD), Active Duty Training (ADT), and Annual Training (AT) - including Funeral Honors Duty if performed in an active duty status -- beyond the maximum allowable limit for any given retirement point year up to 365 or 366 (Leap Year) days.

You must earn a minimum of 50 points per retirement year in order for that year to qualify as a creditable or "good" year for retirement purposes. If you fail to earn the minimum 50 points per year, that year will not count towards retirement. Also, you may be subject to removal for failure to participate satisfactorily per AR 140-10 upon completion of 20 creditable good years to the retired reserve and/or discharge. Partial periods of service require completion of a minimal amount of retirement points in order to qualify for retirement purposes.

Corrections

For information concerning corrections of retirement points records, visit the [Retirement Points Accounting System](#).

HRC Personnel Action Branch Points of Contact

Enlisted Personnel Management Directorate Personnel Action Branch's

FSD - MOS 27, 36, 42, 44, 45, 51, 52, 56, 62, 65, 68, 71, 76, 79, 88, 89, 90, 91, 92, and 94

Email: usarmy.knox.hrc.mbx.epmd-fsd-pab@mail.mil

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MFD - MOS 09B, 11, 13, 14, 15, 18, 19, 29E, 37, 38, and 46

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OSD - MOS 09L, 12, 21, 25, 31, 33, 35, 74, 96, 97, 98, and All E9's

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Officer Personnel Management Directorate Personnel Action Branch's

Officer Personnel Action Branch

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Officer Health Services Personnel Action Branch (Previously AMEDD)

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