



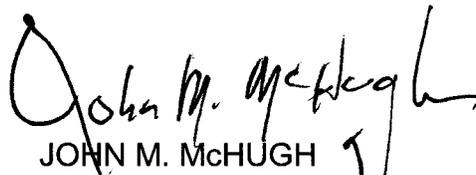
SECRETARY OF THE ARMY
WASHINGTON

02 JUN 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2010-06 (Compensation of Reserve Component Personnel for Army Electronic-Based Distributed Learning)

1. This directive establishes Army policy and guidance for electronic-based distributed learning for the Active Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve. This directive ensures compliance with the National Defense Authorization Act (NDAA) for Fiscal Year 2002, as well as other applicable statutory and DoD issuances.
2. The NDAA for Fiscal Year 2002 authorized the Department of Defense (DoD) to pay monetary compensation to members of the Selected Reserve, including members of the National Guard, for successful completion of electronic-based distance learning courses. These courses must be completed while the member is serving in an inactive duty training status, and the courses must accomplish required training related to predeployment readiness and mobilization or training as directed.
3. The guidance in this directive applies to those Army Staff and organizational elements involved in the oversight, management, development, integration, requirements and execution of activities to conduct Army electronic-based distributed learning.
4. This policy is effective immediately. The Assistant Secretary of the Army (Manpower and Reserve Affairs) is the proponent for this policy. The policy and guidance in this directive will be incorporated into applicable Department of the Army, Army National Guard/Army National Guard of the United States and Army Reserve regulations and policies as soon as practical.


JOHN M. McHUGH

Encls

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POLICY FOR THE COMPENSATION OF RESERVE COMPONENT PERSONNEL FOR ELECTRONIC-BASED DISTRIBUTED LEARNING

1. References and definitions are at enclosures 2 and 3, respectively.
2. Background. Section 603 of the National Defense Authorization Act for Fiscal Year 2002 (Public Law 107-107) authorized compensation to certain members of the Selected Reserve by revising Title 37, U.S. Code, section 206(d) to add subsection (2), which states:

A member of the Selected Reserve of the Ready Reserve may be paid compensation under this section at a rate and under terms determined by the Secretary of Defense, but not to exceed the rate otherwise applicable to the member under subsection (a), upon the member's successful completion of a course of instruction undertaken by the member using electronic-based distributed learning methodologies to accomplish training requirements related to unit readiness or mobilization, as directed for the member by the Secretary concerned. The compensation may be paid regardless of whether the course of instruction was under the direct control of the Secretary concerned or included the presence of an instructor.

3. Purpose. To establish policy and guidance for implementation of Title 37, U.S. Code, section 206(d)(2) and related Department of Defense (DoD) compensation policy¹ for members of the Selected Reserve of the Army National Guard/Army National Guard of the United States and the U.S. Army Reserve. This directive is the basis for Army Staff elements and other activities and commands that are proponents for programs and policies to develop electronic-based distributed learning processes and procedures. This policy provides discretionary payments only for members of the Selected Reserve not in active service or on active duty who are directed by their commanders to complete training requirements by means of electronic-based distributed learning.

4. Responsibilities

- a. Assistant Secretary of the Army (Manpower and Reserve Affairs):

- (1) Oversees policies for electronic-based distributed learning to ensure compliance with statutory responsibilities and DoD requirements.

- (2) Provides oversight for the development of Army policies for Reserve compensation and related matters for electronic-based distributed learning courses

¹ Memorandum, USD (P&R), 29 Jun 08, subject: Policy on Reserve Component Electronic-Based Distributed Learning Compensation.

available to members of the Army National Guard/Army National Guard of the United States and the U.S. Army Reserve.

b. Headquarters, Department of the Army Deputy Chief of Staff, G-1:

(1) Provides Army personnel policy and entitlement guidance based on priorities set by the Army Deputy Chief of Staff, G-3/5/7.

(2) Oversees the Army Training Requirements and Resources System as the system of record for all institutional training and electronic-based distributed learning courses.

(3) Identifies personnel readiness requirements supported by electronic-based distributed learning and coordinates the prioritization of efforts with the Army Deputy Chief of Staff, G-3/5/7.

(4) Provides Soldiers direct access for enrollment through the Army Training Requirements and Resources System electronic-based distributed learning Web site.

c. Headquarters, Department of the Army Deputy Chief of Staff, G-3/5/7:

(1) Establishes priorities for electronic-based distributed learning training, which are in priority order as follows:

- training required for predeployment readiness and mobilization,
- duty military occupational specialty qualification,
- critical functional courses,
- professional development courses, and
- functional courses.

(2) Serves as the proponent for the Army Distributed Learning Program, including policies and procedures required to support implementation and sustainment of electronic-based distributed learning.

(3) Exercises responsibility for Soldier training education courses using electronic-based distributed learning.

(4) Coordinates with the Army Deputy Chief of Staff, G-1 in developing policies, procedures and programs for electronic-based distributed learning.

(5) Provides guidance on operating an electronic-based distributed learning training environment and ensures that training development policies are standardized.

d. Director, Army National Guard:

(1) Publishes policies and procedures for the Army National Guard/Army National Guard of the United States.

(2) Coordinates with U.S. Army Training and Doctrine Command (TRADOC) to develop and implement automated training, education design capability, electronic-based distributed learning reachback and life-long learning capabilities.

(3) Serves as the office of primary responsibility for the training and technology components of electronic-based distributed learning for the Army National Guard.

(4) Ensures the interoperability of Army National Guard electronic-based distributed learning technologies with the Army Distributed Learning Program.

(5) Synchronizes the prioritization of electronic-based distributed learning courseware development with TRADOC's Capabilities Manager for the Army Distributed Learning Program.

(6) Provides projected mission requirements for electronic-based distributed learning during the Structure Manning Decision Review process.

e. Chief, Army Reserve:

(1) Publishes policies and procedures for the U.S. Army Reserve.

(2) Coordinates with TRADOC to develop and implement automated training, education design capability, electronic-based distributed learning reachback and life-long learning capabilities.

(3) Serves as the office of primary responsibility for the training and technology components of electronic-based distributed learning for the Army Reserve.

(4) Ensures the interoperability of Army Reserve electronic-based distributed learning technologies with the Army Distributed Learning Program.

(5) Synchronizes the prioritization of electronic-based distributed learning courseware development with TRADOC's Capabilities Manager for the Army Distributed Learning Program.

(6) Provides projected mission requirements for electronic-based distributed learning during the Structured Manning Decision Review process.

f. Commanding General, TRADOC:

(1) Implements the Army Distributed Learning Program and provides oversight for the implementation and integration of electronic-based distributed learning throughout the life of the program.

(2) Provides guidance and processes for the prioritization, design, development and implementation of electronic-based distributed learning courseware and delivery methods.

(3) Ensures that proponents of electronic-based distributed learning courses set the number of hours allowed to complete each course.

(4) Coordinates training requirements for electronic-based distributed learning with Headquarters, Department of the Army (Deputy Chiefs of Staff, G-1 and G-3/5/7); the Director, Army National Guard; and Chief, Army Reserve.

g. Commanders of Army commands, Army service component commands and direct reporting units:

(1) Coordinate training development and initiatives for electronic-based distributed learning with TRADOC for the Army Distributed Learning Program.

(2) Coordinate training requirements for electronic-based distributed learning with TRADOC and the Deputy Chief of Staff, G-1 to ensure accurate entries in the Army Training Requirements and Resources System.

(3) Coordinate resource requirements for electronic-based distributed learning course delivery, such as training aids, personnel and equipment, with the appropriate lead agency.

(4) Coordinate with TRADOC to develop and implement automated training, education design capability, electronic-based distributed learning reachback and life-long learning capabilities.

h. Commanding General, U.S. Army Human Resources Command:

(1) Participates in reviews of electronic-based distributed learning courses to validate their effect on personnel readiness.

(2) Identifies, through the Army Deputy Chief of Staff, G-1 to Army commands, Army service component commands, and direct reporting units, additional or alternative electronic-based distributed learning courses required to meet personnel readiness requirements.

(3) Coordinates, through the Army Deputy Chief of Staff, G-1, the building of necessary system interfaces between the Army Learning Management System and existing and future human resources systems for qualification, verification and credit through the Army Training Requirements and Resources System.

i. The head of each special branch (The Surgeon General, The Judge Advocate General, and the Chief of Chaplains) in the areas each is responsible for retains exclusive authority to:

(1) Publish policies and procedures to support training requirements for the Army National Guard/Army National Guard of the United States and the Army Reserve.

(2) Serve as the office of primary responsibility for the training and technical components of electronic-based distributed learning in support of the Army National Guard/Army National Guard of the United States and Army Reserve.

(3) Coordinate with TRADOC and non-TRADOC schools to develop, implement and manage training, education design capability, electronic-based distributed learning reachback and life-long learning capabilities.

5. Guidance

a. All electronic-based distributed learning courses approved either for payment with Reserve compensation or for completion by Soldiers for Reserve retirement points only will be listed in the Army Training Requirements and Resources System. Courses designated as eligible for Reserve compensation under the electronic-based distributed learning policy will be appropriately annotated within the Army Training Requirements and Resources System.

b. Additional training periods for distributed learning for Reserve compensation are authorized only for Soldiers in the paid drill strength of the Army National Guard and Army Reserve, including drilling individual mobilization augmentees.

c. Commanders may direct Soldiers to enroll in and complete electronic-based distributed learning courses that are eligible for Reserve compensation. Commanders will provide this direction in writing, citing the availability of funds in advance of a Soldier's enrollment.

d. When scheduling lengthy electronic-based distributed learning courses of instruction, commanders should avoid crossing fiscal years whenever possible. As prescribed in Title 37, U.S. Code, section 206(e), periods of duty used to complete electronic-based distributed learning courses in lieu of regularly scheduled inactive duty training periods shall not exceed four periods a fiscal year.

e. When electronic-based distributed learning courses are authorized as the training means for equivalent training, the requirement to perform equivalent training in

lieu of the regularly scheduled inactive duty training periods within 60 days may be waived.

f. Electronic-based distributed learning coursework will not be performed or 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 training or duty periods.

g. The limits on the maximum number of inactive duty training periods performed by type (except for equivalent training) and retirement points that may be awarded in one day do not apply to additional training periods for distributed learning, nor do they prevent the performance of other types of inactive duty training periods on the same date. However, retirement points shall not be credited in excess of the maximum number creditable in an anniversary year for inactive duty training.

h. Initiate payment only when a Soldier satisfactorily completes directed electronic-based distributed learning phases or courses. Each 4 hours of successfully completed qualifying electronics-based distributed learning coursework will earn a Soldier credit for completion of one Additional Training Period, whether paid or unpaid, and one Reserve retirement point. These are categorized as inactive duty training points and are subject to the annual limit on Reserve retirement points that may be credited in an anniversary year toward retired pay by Title 10, U.S. Code, section 12733(3) (reference 3).

i. For phases or courses that total fewer than 4 hours, aggregate the time for directed courses in multiples of 4 hours to establish inactive duty periods and determine eligibility for Reserve compensation and Reserve retirement points, or Reserve retirement points only.

j. For award of retirement points only, use the same formula: 4 hours of successfully completed electronic-based distributed learning coursework earns one Reserve retirement point.

k. The authority to pay Reserve compensation for electronic-based distributed learning is not retroactive. To qualify for Reserve compensation, the electronic-based distributed learning work must be directed and completed on or after the date of this directive.

l. Members of the Selected Reserve who completed electronic-based distributed learning coursework between 28 December 2001 and the date of this directive may be awarded Reserve retirement points at the rate of one point for each 4 hours of distributed learning coursework, as attributed to the course by its proponent, unless previously awarded retirement points.

m. The Army National Guard/Army National Guard of the United States and the Army Reserve are responsible for presenting the requirements for distributed learning

training days for inclusion in the Program Objective Memorandum or the Program Budget Review.

6. This policy is effective immediately. These changes will be incorporated into the appropriate governing regulations and policies by the Department of the Army, the Army National Guard/Army National Guard of the United States, and the Army Reserve as soon as practicable.

REFERENCES

1. Title 37, U.S. Code, section 206 (Reserves; members of the National Guard: inactive-duty training).
2. Title 32, U.S. Code, section 502(f) (Required drills and field exercises).
3. Title 37, U.S. Code, section 1002 (Additional training or duty without pay: Reserves and members of National Guard).
4. Title 10, U.S. Code, section 12315(a) (Reserves: duty with or without pay).
5. Title 10, U.S. Code, section 12733 (Computation of retired pay: computation of years of service).
6. Memorandum, USD (P&R), 29 Jun 08, subject: Policy on Reserve Component Electronic-Based Distributed Learning Compensation.
7. DoD 7000.14-R (DoD Financial Management Regulation), Volume 7A (Military Pay Policy and Procedures - Active Duty and Reserve Pay), chapter 58 (Pay and Allowances for Inactive Duty Training), March 2009.
8. DoD Instruction 1215.06 (Uniform Reserve Training and Retirement Categories), 7 Feb 07, with change 1 dated 5 Nov 07 and change 2 dated 24 Dec 08.
9. DoD Instruction 1215.07 (Service Credit for Reserve Retirement), 18 Nov 05, with change 1 dated 7 Nov 08.
10. AR 140-1 (Mission, Organization and Training), 20 Jan 04.
11. AR 140-185 (Training and Retirement Point Credits and Unit Level Strength Accounting Records), 1 Jul 87.
12. AR 350-1 (Army Training and Leader Development), 18 Dec 09.
13. National Guard Regulation 350-1 (Army National Guard Training), 4 Aug 09.
14. National Guard Regulation 680-1 (Personnel Assets Attendance and Accounting), 8 Jul 09.
15. National Guard Regulation 680-2 (Automated Retirement Points Accounting System), 15 Jan 89.

DEFINITIONS

1. Electronic-Based Distributed Learning: A training medium for use collectively or individually, with or without the control of an instructor or leader. Soldiers in an inactive duty training status directed or authorized to take electronic-based distributed learning coursework outside of duty or training periods are not required to be present at a government facility, to be in a duty or training status, to report time or attendance or to wear a uniform. Distributed learning is authorized by AR 350-1 (Army Training and Leader Development), chapter 7 (The Army Distributed Learning Program). Readiness Management Periods will not be used to perform or compensate instruction completed through electronic-based distributed learning. Electronic-based distributed learning does not include traditional correspondence courses.
2. Additional Training Periods for Distributed Learning: Additional Training Periods for distributed learning are each at least 4 hours long as attributed by the proponent for the distributed learning course. Each 4 hours of qualifying electronic-based distributed learning coursework a Soldier successfully completes will earn the Soldier credit for completion of one Additional Training Period, whether paid or unpaid, and one Reserve retirement point. These points are categorized as inactive duty training points in the retirement points accounting systems.
3. Directed Training: Individual coursework that members of the Selected Reserve may be directed to complete through electronic-based distributed learning outside of a military environment and military control without regard to time or location. Upon successful completion, the members are awarded constructive credit for one or more inactive duty training periods as an additional training period for distributed learning and paid Reserve compensation. The electronic-based distributed learning courses may be a series of subjects or individual subjects. Reserve compensation is paid at the rate of 1/30th of the basic pay authorized for the member's grade (often referred to as the 1/30th rule), as provided in DoD 7000.14-R (DoD Financial Management Regulation), Volume 7A, chapter 58, paragraph 580101.A.6.
4. Authorized Training: Individual coursework that members of the Selected Reserve may be allowed, upon their request, to complete through electronic-based distributed learning outside of a military environment and military control without regard to time or location and without Reserve compensation. Upon successful completion, the members are awarded constructive credit for one or more inactive duty training periods as Additional Training Periods for distributed learning without pay and allowances and are awarded Reserve retirement points for inactive duty training.