

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 4 October 2024

DOCKET NUMBER: AR20240001125

APPLICANT REQUESTS: Senior Cyber Assignment Incentive Pay (CAIP) effective 10 May 2023 to 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- DA Form 87 (Certificate of Training), 10 May 2023
- DA Form 4187 (Personnel Action), 24 May 2023

FACTS:

1. The applicant states:

a. He did not receive CAIP during Fiscal Year 2023 (FY23) and requests back pay. He requests Senior CAIP from effective date 10 May 2023 to 30 September 2023. He qualified for All Source Analyst (ASA) Job Qualification Requirement (JQR)-Senior on 10 May 2023 and should have been receiving CAIP from that date in line with FY23 U.S. Army Cyber Command (ARCYBER) CAIP guidance, but the action was not processed due to no fault of his own.

b. He submitted all required documents (DA Form 4187 and DA Form 87) as directed by the Battalion (BN) S-1 in May 2023. The packet was routed through BN and then through Brigade (BDE). The packet was then sent to ARCYBER and waited approximately one month for the packet to be returned back to BDE because there was no BDE Commander (BDE CDR) signature.

c. We [the applicant and his unit] resubmitted the packet and ARCYBER returned it again in August 2023 because the termination date needed to follow within 36 months. The packet was again sent back to ARCYBER and waited another two months to be sent back to BDE because the BDE S-1 put his first name as his last name and his last name as his first name. He then had to resubmit the CAIP packet again because the BN S-1 said the documents were not correct. When he looked at the original documents that were signed by the "BDE CM," they were the right documents added.

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

- a. He enlisted in the Regular Army on 2 March 2015.
- b. On 19 November 2021, he completed the Intelligence Analyst Advanced Leaders Course in military occupational specialty 35F (Intelligence Analyst).
- c. On 5 April 2023, the Department of the Army (DA) published Order Number 0004411925.00, which awarded the applicant Special Duty Assignment Pay (SDAP) Rate 2 (SD2) in the amount of \$150.00 starting 1 March 2023 and ending 2 December 2024. The orders show Proficiency Type: "CW - Cyber Warriors and Sub Type: "CW01 - Army Cyber Command Basic Level."
- d. On 6 June 2023, DA published Order Number 0004953744.00, which awarded the applicant SDAP Rate 3 (SD3) in the amount of \$225.00 starting 10 May 2023 and ending 24 December 2024. The orders show Proficiency Type: CW - Cyber Warriors and Sub Type: CW02 - Army Cyber Command Senior Level.
- e. On 1 August 2023, DA published Order Number 0004411925.01, which amended Order Number 0004411925.00 and changed the end date to 9 May 2023, vice 2 December 2024.
- f. On 17 August 2023, DA published Order Number 0005729900.00, which awarded the applicant SDAP SD3 in the amount of \$225.00 starting 10 May 2023 and ending 10 December 2024. The orders show Proficiency Type: CW - Cyber Warriors and Sub Type: CW02 - Army Cyber Command Senior Level.
- g. On 31 October 2023, DA published Order Number 0006442830.00, which promoted the applicant to rank/grade of staff sergeant/E-6, effective 1 November 2023.
- h. On 22 April 2024, DA published:
 - Order Number 0004953744.01, which amended Order Number 0004953744.00 and changed the end date to 29 February 2024, vice 24 December 2024
 - Order Number 0005729900.01, which revoked Order Number 0005729900.00
- i. The applicant is currently serving in the Regular Army.

3. The applicant provides:

a. DA Form 87 dated 19 May 2023, which shows he completed the training/course for "All Source Analyst Senior Proficiency," effective 10 May 2023, with an expiration date of 10 May 2026.

b. DA Form 4187 dated 24 May 2023, which shows he requested FY23 CAIP at the rate of \$400.00 per month for 12 months for Tier III, Senior Level, while he was assigned and performing duties as an ASA. He understood that he was entering into a written agreement to serve in an approved U.S. Cyber Command (USCYBERCOM) or ARCYBER Cyber Mission Force (CMF) Work Role. The BDE CDR signed the form on 17 August 2023. The DA Form 4187 shows:

- Effective date of certification: 10 May 2023
- Terminate Date: 10 May 2024
- Current Separation Date: 10 December 2024

4. On 5 August 2024, the Office of the Deputy Chief of Staff G-1, Program Analyst Compensation and Entitlements Division, provided an advisory opinion for this case and recommended the Board approve the applicant's request. The advisory official stated:

a. After careful review this office recommends that the Board approve the applicant's request for administrative relief.

b. A Soldier may receive multiple assignment and special duty pays; however, a Servicemember may not receive multiple pays for the same purpose and period of service. Assignment and special pay must be awarded for a different type of duty performed if in conjunction with each other. The applicant may receive the rate of pay for the higher authorized special or incentive pays.

5. On 6 August 2024, the applicant was provided with a copy of the G-1 advisory opinion for comments or rebuttal. He did not respond.

BOARD DISCUSSION:

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 Office of the Deputy Chief of Staff G-1 advising official recommending administrative relief be granted. The Board determined the applicant is eligible to receive Senior Cyber Assignment Incentive Pay (CAIP) for the

period 10 May 2023 to 30 September 2023. The Board defers to the Defense Finance and Accounting Service (DFAS) for calculation of pay.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

█	█	█	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 the Army records of the individual concerned be corrected by:

- showing the applicant timely submitted the appropriate request/form for payment of CAIP (at the appropriate rate/year) for the period 10 May 2023 to 30 September 2023
- showing the appropriate office timely received his request and authorized payment as a result of this correction, provided all other criteria is met

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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 637-1 (Army Compensation and Entitlements Policy) provides Department of the Army policies for entitlements and collections of pay and allowances for active duty Soldiers. It is used in conjunction with the Department of Defense Financial Management Regulation, Volume 7A. Chapter 9 (Assignment and Special Duty Pays):

a. Paragraph 9-1 (Entitlement provisions) states, assignment and special duty pays are awarded for the performance of duty in an assignment, location, or unit designated and under the conditions of service specified by the Secretary of the Army. Assignment and special duty pays include:

- Assignment incentive pay
- Special duty assignment pay
- Hardship duty pay
- Sea pay (see AR 600–88)

b. Paragraph 9-3a (Payment) states, in pertinent part, the Defense Joint Military Pay System will credit all assignment and special duty pays established on the Master Military Pay Account each month until action is taken to stop the entitlement.

c. Paragraph 9-3c states, Soldiers may receive multiple assignment and special duty pays; however, Soldiers will not receive multiple assignment and special duty pays for the same purpose and period of service and the combination of all assignment and special duty pays listed in paragraph 9-1 will not exceed a monthly average of \$3,500.00.

2. U.S. Army Cyber Command Memorandum - Subject: Implementation Guidance for Fiscal Year 2023 CAIP, dated 17 November 2022, serves as the written agreement for implementing the CAIP Program for the Army Cyber Military Workforce across the Service, Combatant Command, and National level. The intent of the CAIP program is to address readiness challenges related to critical assignment shortfalls and difficulties training and certifying Soldiers to fill advanced in cyberspace operations and cyberspace enabler work role positions. The program is specifically targeting those personnel that possess advanced training, unique qualifications, and highly perishable skills. The workforce targeted for the CAIP Program includes Soldiers in the Active, National Guard, and Reserve Components, who are: (1) Fully trained and certified in a U.S. Cyber Command (USCYBERCOM) or U.S. Army Cyber Command (ARCYBER) work role; approved work roles can be found in Appendix A (Authorized Cyber Mission Force Work Roles); (2) Assigned to a unit that has a valid cyberspace operations mission. In pertinent part:

a. As directed by Office of the Deputy Chief of Staff G-1, the Commander, ARCYBER serves as the Army's single Executive Agent for all Cyber Assignment Incentive Pay Programs to include cyber trained and certified work role professionals outside of ARCYBER organic units. Therefore, the Commanding General, USCYBERCOM delegated CAIP approval authority to the ARCYBER Deputy to the Commanding General. This authorization may not be further delegated.

b. Soldiers (Enlisted, Warrant Officers, and Officers) in all components (Active, National Guard and Reserve) must be fully certified in a USCYBERCOM or ARCYBER work role, assigned to a unit that has a valid cyberspace operations mission, and executing cyberspace operations.

c. Tier III: Includes Soldiers trained and certified in all other USCYBERCOM or ARCYBER work roles not specifically identified in Tier I or Tier II. This includes Officers, Warrant Officers, and Enlisted Soldiers assigned to a Cyber Mission Force Team, the U.S. Army Cyber School, the 11th Cyber Warfare Battalion, or Joint Special Operations Command. These Soldiers may receive a monthly CAIP stipend based on their level of proficiency.

- Basic Proficiency Level is \$250.00
- Senior Proficiency Level is \$400.00
- Master Proficiency Level is \$600.00

d. The effective date of CAIP disbursement is the date the JQR is certified on the DA Form 4187. This date must be annotated in the remarks section of the form. All DA Forms 4187 must be digitally signed by the Brigade Commander. If the O-6 is not available, the Acting Brigade Commander can digitally sign with Assumption of Command orders. Wet signatures will not be accepted.

//NOTHING FOLLOWS//