

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 2 October 2024

DOCKET NUMBER: AR20240001309

APPLICANT REQUESTS: entitlement to Cyber Assignment Incentive Pay (CAIP).

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

- DD Form 149 (Application for Correction of Military Record)
- Certificate of Training, 24 April 2023
- Fiscal Year (FY) 2023 CAIP/Special Duty Assignment Pay (SDAP) 4187 Bundle

FACTS:

1. The applicant states in pertinent part that he obtained the job role of Senior Digital Network Exploitation Analyst (DNEA) during FY23 and submitted his request for CAIP. However, due to administrative errors with the automated forms he has not received this entitlement. He has repeatedly sought the assistance of his leadership but has now been redirected to this Board to request relief.

2. A review of the applicant's available service records reflects the following:

- a. On 6 July 2020, the applicant enlisted in the Regular Army for 6 years and 5 weeks with duty as a 17C (Cyber Operations Specialist).
- b. On 24 July 2023, the Department of the Army issued Orders Number 5453731 announcing the applicant's assignment to a 17C position with entitlement to Special Duty Assignment Pay (SDAP)-2 (\$150.00 per month), effective 9 February 2023, with a 24 April 2023 end date.
- c. On 1 August 2023, the Department of the Army issued Orders Number 5549216 announcing the applicant's assignment to a 17C position with entitlement to SDAP-3 (\$225.00 per month), effective 24 April 2023, with a 3 April 2026 end date.
- d. On 2 October 2023, the Department of the Army issued Orders Number 6177386 (later revoked) announcing the applicant's assignment to a 17C position with entitlement to SDAP-3 (\$225.00 per month), effective 25 April 2023, with a 3 April 2026 end date.

e. On 22 April 2024, the Department of the Army issued Orders Number 6177386.01 announcing the revocation of Orders Number 6177386.

f. On 30 April 2024, the Department of the Army issued Orders Number 7971952 announcing the applicant's promotion to sergeant (SGT), effective 1 May 2024.

g. On 12 August 2024, the U.S. Army Cyber Command issued Orders Number 225-007 which awarded CAIP (\$600.00 per month) as Senior DNEA (Digital Network Exploitation Analyst) effective 2 December 2023 with a termination date of 24 April 2026.

3. The applicant provides the following a:

a. Certificate of Training, 24 April 2023, reflective of the applicant's completion of the DNEA (Digital Network Exploitation Analyst) Senior Proficiency requirements.

b. FY 2023 CAIP/Special Duty Assignment Pay (SDAP) 4187 Bundle, reflective of the applicant's submitted request for the termination of his CAIP (\$600.00 per month), effective 23 April 2023. In a subsequent document (27 October 2023), the applicant requests entitlement to CAIP (\$600.00 per month) assigned to a Senior DNEA role, effective 23 April 2023 with a termination date of 23 April 2026.

4. On 27 August 2024, the Department of the Army, Office of the Deputy Chief of Staff, G-1, Program Analyst Compensation and Entitlements Division provided an advisory opinion recommending disapproval of the applicant's request noting that there was no CAIP contract provided which would reflect that the applicant performed qualifying duty other than as a Senior Analyst for which he received SDAP for the period of 25 April 2023 – 31 March 2024. If the applicant can provide the approved Assignment Incentive Pay contract, he may receive the rate of pay for the higher authorized special or incentive pay.

5. On 28 August 2024, the applicant was provided with a copy of the advisory opinion and afforded 15 days to provide comments. As of 25 September 2024, the applicant has not responded.

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 applicant's contentions, the military record, and regulatory guidance were carefully considered. The applicant contends that he obtained the job role of Senior Digital Network Exploitation Analyst (DNEA) during FY23 and submitted his request for Cyber Assignment Incentive Pay (CAIP). However, due to administrative errors with the automated forms he has not

received this entitlement. The Board reviewed and agreed with the G-1 advisory officials' determination noting that there was no CAIP contract provided which would reflect that the applicant performed qualifying duty other than as a Senior Analyst for which he received SDAP for the period of 25 April 2023 – 31 March 2024. If the applicant can provide the approved Assignment Incentive Pay contract, he may receive the rate of pay for the higher authorized special or incentive pay. Therefore, the Board determined there is insufficient evidence to grant him the requested relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:	:	:	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
■	■	■	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.

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), Chapter 9 (Assignment and Special Duty Pays) provides that 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 SECARMY. Assignment and special duty pays will be paid in addition to any other pay and allowance to which the Soldier is entitled. Orders will be issued to award, change, terminate, and reinstate assignment and special duty pays. The request for orders must include the level/amount of assignment and special duty pay authorized. 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.

a. Paragraph 9-6 (Assignment Incentive Pay (AIP)) provides that AIP is designed to encourage Soldiers to volunteer for difficult-to-fill or less desirable assignments, locations, or units designated by, and under the conditions of service specified by the Assistant Secretary of the Army. The servicing personnel office will issue orders to justify the payment of AIP. Soldiers may receive multiple AIP payments; however, Soldiers will not receive multiple AIPs for the same purpose and period of service and the combination of AIP payments will not exceed a monthly average of \$1,500.00. AIP programs will be effective on the date of approval. Retroactive AIP program starts are not authorized.

b. Paragraph 9-7 (Special Duty Assignment Pay) provides that SDAP is designed to recognize Soldiers assigned to duties determined to be extremely demanding, require a greater than normal degree of responsibility or difficulty, or require special qualification. The servicing personnel office will issue orders to justify the payment of SDAP. The following monthly SDAP rates are authorized for approved special duty assignments:

- SD1: \$75.00
- SD2: \$150.00
- SD3: \$225.00
- SD4: \$300.00
- SD5: \$375.00
- SD6: \$450.00

2. Department of Defense (DOD) Financial Management Regulation 7000.14R, Volume 7A, provides that Enlisted Soldiers, Warrant Officers, and Commissioned Officers must be fully trained and certified in a U.S. Cyber Command or ARCYBER work role. Soldiers must:

- have completed the appropriate training and have been awarded the appropriate certifications located inside the Cyber Mission Force
- enter into a written agreement to serve 1 to 3 years in an ARCYBER approved billet and the written agreement will specify the period for which the AIP will be paid and the amount of the monthly rate of the AIP

The maximum monthly rate payable to any Soldiers serving at the Basic Level under the ARCYBER AIP program will start at \$200.00 and will not exceed \$1,000.00; Senior level will start at \$300.00 and will not exceed \$1,250.00; Master level will start at \$500.00 and will not exceed \$1,500.00.

//NOTHING FOLLOWS//