

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 14 January 2025

DOCKET NUMBER: AR20240003107

APPLICANT REQUESTS:

- Retroactive payment of Tier 1 Cyber Assignment Incentive Pay (CAIP) at a rate of \$1,000.00 a month from the appropriate effective date
- A personal appearance before the Board

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

- DD Form 149 (Application for Correction of Military Record)
- U.S. Army Cyber Command Memorandum – Subject: Implementation Guidance for the Fiscal Year (FY) 2022 (FY22) Cyber Assignment Incentive Pay Program (CAIP), 4 November 2021
- DA Form 87 (Certificate of Training), 22 September 2022
- DA Form 4187 (Personnel Action), 26 September 2022

FACTS:

1. The applicant states:

a. He should have received CAIP at a rate of \$1,000.00/month for the timeframe between 22 September 2022 through the end of the FY23 on 30 September 2023. This is because he was certified in an appropriate work role (Army Remote Operator Basic proficiency) on a DA Form 87 effective 22 September 2022, which was before the end of the FY22. The work role he was certified in is outlined in the attached memo subject "Implementation Guidance for the FY 22 CAIP." Section 7: Tier I, outlines that "Officers fully certified in one of the following work roles: Remote Operator (RO) may receive monthly CAIP stipend based on their level of proficiency in the amount indicated below." Section 7a. defines the monthly stipend at his certified level: "Basic proficiency level is \$1,000.00."

b. He believes this military pay record is unjust because as the Soldier, he did everything within his power to complete the certification in an adequate timeframe to receive the monthly CAIP. He completed the training required, completed the required certification before the end of the FY 22, and submitted all necessary paperwork (see

attached "DA Forms 4187") to his Battalion S-1 prior to the end of the FY. He signed his DA Form 4187 to start CAIP payment on 26 September 2022. At the time he was doing this, his Brigade was trying various methods to streamline the processing of CAIP packets including using Microsoft Teams tools, Sharepoint sites, and email distros. Additionally, his National Mission Team was in transition from one company in the Battalion to another, and he suspects his paperwork was not prioritized. Regardless, after submitting his paperwork, he was notified on 17 October that his CAIP packet (consisting of his DA Form 87, and DA Forms 4187) was with the Brigade S-1. After that date, to his record, he received no correspondence about the status of his CAIP application until 1 February 2023 when his Company Executive Officer requested that he start an Exception to Policy (ETP) to get his CAIP interpreted under FY22 guidance.

c. This seemed unnecessary to him because he had completed the certification and submitted the required paperwork before the end of FY22, still subject to the FY22 CAIP guidance. However, he completed the ETP and resubmitted his CAIP packet. On 30 October 2023, he received final notification that his ETP was denied, and his last course of action was to utilize the Army Review Boards Agency.

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

a. On 19 April 2020, the United States Corps of Cadets, West Point, NY, published Orders Number 110-0255, which assigned the applicant to Headquarters, A Company, Training Battalion Student, Fort Gordon, GA, with a report date of 21 July 2020. In pertinent part, the additional instructions state, he would attend the Cyber Officer Basic Course starting 9 August 2020 and ending on or about 17 January 2021. The report date was amended to 9 August 2020.

b. DA Form 71 (Oath of Office – Military Personnel) shows he was appointed as a Regular Army Cyber Corps officer and executed his oath of office on 23 May 2020.

c. On 17 May 2021, DA Form 1059 (Service School Academic Evaluation Report) shows he completed all requirements of the Cyber Basic Officer Leader Course.

d. His record contains an Officer Record Brief dated 25 November 2022, which shows on or about:

- 4 June 2021, he was assigned to the 781st Military Intelligence Battalion, Fort Meade, MD
- 3 October 2022, he was assigned as a Section Leader to the National Mission Team 23, Fort Meade, MD

e. On 5 April 2024, the Department of the Army published Order Number 0007768388.00, which assigned the applicant to A Company, 781st Military Intelligence Battalion, Fort Meade, MD, effective 1 March 2024.

f. On 30 April 2024, the Department of the Army published Order Number 0007982091.00, which promoted the applicant to the rank/grade of captain (CPT)/O-3, effective 1 May 2024.

g. On 30 May 2024, the U.S. Army Cyber Command published Order Number 151-001, which awarded the applicant CAIP in the amount of \$600.00 for Senior Level and Tier II, effective 1 October 2023, with a termination date of 30 September 2025.

h. He is currently serving on active duty.

3. In support of his case the applicant provides:

a. ARCYBER Command Memorandum - Subject: Implementation Guidance for FY22 CAIP, dated 4 November 2021, which states in pertinent part, Tier I: Includes Officers, Warrant Officers, and Enlisted Soldiers fully certified in one of the following work roles: Cyberspace Capability Developer (CCD), Exploitation Analyst (EA), Remote Operator, Data Engineer (DE) and Analytical Support Officer (ASO). Officers and Warrant Officers certified as CCDs are only authorized CAIP after achieving Senior and Master proficiency levels. Basic CAIP for CCDs is reserved for Enlisted Soldiers only. A remote operator must have completed the NSA operator training program (i.e., RIOT, FORGE). Tier I includes those directly assigned to a Cyber Mission Force Team, those serving as an institutional or foundational training instructor, or those performing cyber operations in other organizations listed in Tier IV. Those Tier I personnel that are assigned as instructors or in Tier IV units, to include the 915th Cyber Warfare Battalion, and those serving as an institutional or foundational training instructor, or those performing cyber operations in other organizations listed in Tier IV can only enter into a 12-month CAIP agreement. These Soldiers may receive a monthly CAIP stipend based on their level of proficiency in the amount indicated below (7a thru 7c).

- Basic proficiency level is \$1,000.00 (Excluding Warrant and Officer CCD work roles);
- Senior proficiency level is \$1,250.00;
- Master proficiency level is \$1,500.00

b. DA Form 87, showing he completed the training/course for “Army Remote Operator Basic Proficiency”, effective 22 September 2022, with an expiration date of 20 September 2025.

c. DA Form 4187 dated 26 September 2022, which shows he requested FY22 CAIP at the rate of \$1,000.00 per month for 12 months for Tier I, Basic level while he was assigned and performing duties as an Army Basic Remote Operator. He acknowledged he was entering into a written agreement to serve in an approved USCYBERCOM or ARCYBER Cyber Mission Forces Work Role. The form is signed by the applicant and does not contain his chain of command's signatures.

4. On 2 December 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 disapprove the applicant's request for administrative relief. The G-1 official stated:

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

b. We were advised by Army Cyber Command that work role of remote operator ended 30 September 2021. The work role was removed because the requirements for this work role no longer meet the training requirements for the program and at the pay level. The Soldiers in 780th who did not meet the deadline for submitting the action at the end of fiscal year 2021 are trying to get compensated for this obsolete work role.

5. On 4 December 2024, the applicant responded to the G-1 advisory opinion and stated:

a. According to the Army Cyber Command's Implementation Guidance for Fiscal Year 2022 CAIP, signed 4 November 2021, Section 7, "Tier I", the "Remote Operator (RO)" work role was a listed and active work role covering the entirety of FY22 from 1 October 2021 to 30 September 2022.

b. According to the signed and dated DA Form 4187, he fully attained the Basic Proficiency of that Remote Operator work role on 22 September 2022 within FY22 when that work role was still active based on ARCYBER's published guidance.

c. He submitted his DA Form 4187, used for CAIP authorization at the time to his Company Commander on 26 September 2022, again before the change of the Fiscal Year. His DA Form 4187 was stagnated at the Battalion, Brigade, and ARCYBER staffs as the Force awaited the FY23 CAIP Implementation Guidance.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was not warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation and the findings and recommendation outlined in the G1 advisory opinion, the Board concluded there was insufficient evidence of an error or injustice warranting the payment of CAIP to the applicant.

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.

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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. United States Army Cyber (ARCYBER) Command Memorandum - Subject: Implementation Guidance for Fiscal Year (FY) 22 (FY22) CAIP, dated 4 November 2021, in pertinent part:

a. Serves as the written agreement for implementing the CAIP Program for the Cyber Workforce, to include those personnel that possess advanced training, unique qualifications, and highly perishable skills in support of cyberspace operations at the Service, Combatant Command, and National level. The workforce targeted for the CAIP Program includes Soldiers that are: 1) fully trained and certified in a U.S. Cyber Command (USCYBERCOM) or ARCYBER work role; and 2) assigned to a unit that has a valid cyberspace operations mission. The specific units the CAIP Program targets are: Cyber Mission Forces teams, Joint Mission Operations Centers, Support Division and Analytic Support Cells, Cyber Readiness Inspection Activity, Joint Special Operations Command, Intelligence, Information, Cyber, Electronic Warfare, and Space unit (I2CEWS)/Multi-Domain Task Force (MDTF), 915th Cyber Warfare Battalion, and other cyber units directly executing cyberspace missions at the tactical and strategic level.

b. 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, U.S. Army Cyber Command delegated CAIP approval authority to the Deputy to the Commander, ARCYBER and the Deputy Commanding General for Operations, ARCYBER. This authorization may not be further delegated.

c. The designated approval authorities, as stated in paragraph 3 (above), will provide oversight for the management of the CAIP Program. The G-1 will assist the Executive Agent with oversight for the management of the program and serve as the ARCYBER Program Manager. Brigade Commanders will appoint CAIP Program Managers for their respective commands. Brigade CAIP Program Managers will be appointed on orders.

d. Soldiers (enlisted personnel, warrant officers, commissioned officers, Reserve Component and National Guard) must be fully certified in a USCYBERCOM or ARCYBER work role, assigned to a designated cyber organization, and executing cyberspace operations. Soldiers must be in good standing, not flagged and not be under Uniform Code of Military Justice action at time of approval and must remain in good standing throughout the AIP tour. Soldiers must enter into a written agreement to serve one, two, or three years in a Cyber-approved position.

e. The intent of CAIP is to incentivize Soldiers to achieve the proficiency levels the

Army needs for its most critical work roles. This CAIP implementation guidance reduces several work role proficiency levels to incentivize Soldiers to pursue the next higher proficiency level. Soldiers who could be eligible under reference g (Memorandum, Office of the Deputy Chief of Staff, G-1, 10 August 2021, Subject: Request for CAIP for FY22, ARCYBER Command), but who are no longer eligible under the FY22 implementation guidance, may still be considered as long as their contract eligibility date falls between 1 October 2021 and 1 January 2022. Specifically, Soldiers that are excluded under Tier I Basic, Tier II Basic, and Senior Proficiency levels as discussed in paragraphs 7-10, below, should still submit their CAIP packets for consideration if their eligibility date falls in the above-mentioned range.

f. Soldiers serving within the CPB and 780th qualified at the Basic proficiency levels are not authorized for CAIP except the following work roles: Target Analyst Reporter (TAR), Analytic Support Officer (ASO), Data Engineer (DE), Interactive Operator (IO), Exploitation Analyst (EA), Army Cyber Operator (ACO), and Enlisted Cyberspace Capability Developer (CCD).

g. Paragraph 7 states, Tier I: Includes Officers, Warrant Officers, and Enlisted Soldiers fully certified in one of the following work roles: Cyberspace Capability Developer (CCD), Exploitation Analyst (EA), Remote Operator (RO), Data Engineer (DE) and Analytical Support Officer (ASO). Officers and Warrant Officers certified as CCDs are only authorized CAIP after achieving Senior and Master proficiency levels. Basic CAIP for CCDs is reserved for Enlisted Soldiers only. A remote operator must have completed the NSA operator training program (i.e., RIOT, FORGE). Tier I includes those directly assigned to a Cyber Mission Force Team, those serving as an institutional or foundational training instructor, or those performing cyber operations in other organizations listed in Tier IV. Those Tier I personnel that are assigned as instructors or in Tier IV units, to include the 915th Cyber Warfare Battalion, and those serving as an institutional or foundational training instructor, or those performing cyber operations in other organizations listed in Tier IV can only enter into a 12-month CAIP agreement. These Soldiers may receive a monthly CAIP stipend based on their level of proficiency in the amount indicated below (7a thru 7c).

- Basic proficiency level is \$1,000.00 (Excluding Warrant and Officer CCD work roles);
- Senior proficiency level is \$1,250.00;
- Master proficiency level is \$1,500.00

2. Army Regulation (AR) 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. 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.

3. AR 15-185 (Army Board for Correction of Military Records (ABCMR)) prescribes the policies and procedures for correction of military records by the Secretary of the Army, acting through the ABCMR. In pertinent part, the regulation states that the ABCMR begins its consideration of each case with the presumption of administrative regularity. It will decide cases based on the evidence of record and it is not an investigative body. The applicant has the burden of proving an error or injustice by a preponderance of the evidence. Paragraph 2-11 states that applicants do not have a right to a hearing before the ABCMR. The Director or the ABCMR may grant a formal hearing whenever justice requires.

//NOTHING FOLLOWS//