

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 11 July 2025

DOCKET NUMBER: AR20240003218

APPLICANT REQUESTS: entitlement to Cyber Assignment Incentive Pay (CAIP) through 14 November 2022 rather than 13 December 2021.

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

- DD Form 149 (Application for Correction of Military Record)
- Memorandum – Subject: Implementation Guidance for Fiscal Year (FY) 2024 CAIP Program, 29 February 2024 – reflective of the written agreement associated with implementing the CAIP across the service
- Memorandum – Subject: Implementation Guidance for FY 2023 CAIP Program, 17 November 2023 – reflective of the written agreement associated with implementing the CAIP across the service
- Memorandum – Subject: Implementation Guidance for FY 2022 CAIP Program – reflective of the written agreement associated with implementing the CAIP across the service
- Memorandum – Subject: Implementation Guidance for FY 2021 CAIP Program, 29 September 2020 – reflective of the written agreement associated with implementing the CAIP across the service
- Leave and Earnings Statement (LES), 31 July 2023 – reflective of the applicant's pay and entitlements for the month of July
- Orders Number 293-22, 20 October 2022 – reflective of the applicant being reassigned to the 103rd Military Intelligence (MI) Battalion effective 15 November 2022
- LES (April – June 2023) – reflective of the applicant's pay and entitlements from April – June 2023
 - April – debt for \$2,741.67 (Save Pay)
 - June – debt for \$2,741.67
- DA Form 4187 (Personnel Action), 12 June 2023 – reflective of the applicants submitted request to terminate his CAIP (\$250.00) effective 14 November 2022 due to his permanent change of station
- DA Form 4187, 12 June 2023 – reflective of the applicants written agreement to serve in a Cyber Career Management Work Roll and to accept CAIP at a rate of

\$250.00 per month for 36 months for Tier III, Basic Level as a Target Digital Network Analyst, effective 8 December 2021

- DA Form 4187, 27 February 2023 – reflective of the applicant's request to stop his CAIP effective 13 December 2021 due to no longer being qualified per the CAIP policy
- Memorandum – Subject: Request Exception to Policy (ETP) for Processing CAIP Outside the Current FY – reflective of his submitted request to receive CAIP, Tier III (\$250.00 monthly) effective 8 December 2021; pay issue is the result of an oversight made by the CAIP Manager regarding the termination date

FACTS:

1. The applicant states in part:

- The date on his stop CAIP form was the same date as the start date on his DA Form 4187 (13 December 2021) instead of his last day at the 780th MI Brigade (14 November 2022); loss of \$2,750.00 in CAIP entitlements
- On 27 February 2023 – incorrect orders were submitted to finance
- On 2 May 2023 – the incorrect date information was identified; CAIP Manager was notified
- 12 June 2023 – corrected forms resubmitted; packet was not processed until 24 August 2023 due to medical emergency and leave
- 27 September 2023 – advised that all ETPs were being held pending additional guidance
- 13 March 2024 – advised to submit his request to this Board

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

- On 5 October 2015 – the applicant enlisted in the Regular Army for 4 years and 38 weeks with duty as a 35N (Signals Intelligence Analyst)
- On 13 May 2019 – the applicant reenlisted for 3 years
- On 13 May 2020 – the applicant reenlisted for 3 years
- On 13 July 2020 (Orders Number 195-2010) – the applicant was reassigned to the 780th MI Brigade, effective 10 August 2020
- On 23 August 2021 (Orders Number 235-103) – the applicant was promoted to sergeant (SGT/E-5), effective 1 September 2021
- On 15 July 2022 – the applicant reenlisted for 6 years
- On 20 October 2022 (Orders Number 293-22) – the applicant was reassigned to the 103rd MI Battalion, effective 15 November 2022

3. On 20 March 2025, the U.S. Army Cyber Command, Deputy, Military Personnel Division, provided an advisory opinion recommending that the applicant should be paid the difference of the higher amount of CAIP for the period of 13 December 2021 -

14 November 2022, when he proceeded on permanent change of station. The applicant had a valid Job Qualification Record as of 8 December 2021 and eligible for CAIP. His CAIP was erroneously terminated on 13 December 2021; he proceeded on permanent change of station on 14 November 2022 and should have been paid CAIP through the date that he proceeded on leave. Therefore, the termination date may differ based on his leave start date. Additionally, the applicant received Special Duty Assignment Pay from 8 December 2021 to 13 November 2022. A member 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.

4. On 24 March 2025, the applicant was provided with a copy of the advisory opinion and afforded 7 days to provide comments. 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. Upon review of the applicant's petition, available military records, and the ARCYBER advisory opinion, the Board concurred with the advisory official finding the applicant was eligible to receive CAIP at the Tier III Basic Level from 13 December 2021 through 14 November 2022.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:XX	:XX	:XX	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined that the evidence presented was 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:

- Disbursing to the applicant CAIP at the Tier III Basic Level for the period 13 December 2021 through 14 November 2022
- DFAS paying his entitlement to CAIP utilizing the Military Pay Account and not the ABCMR funds payable through Debts and Claims

X //signed//

CHAIRPERSON

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 (AR) 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

c. Soldiers receiving SDAP must serve in the assignment on which the SDAP is based. When a Soldier receiving SDAP is reassigned to a location or to a position not designated for SDAP, the pay will terminate on the date of departure from the SDAP assignment. SDAP will continue when a Soldier is on authorized leave.

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.

3. AR 15-185 (ABCMR) paragraph 2-9 states the ABCMR begins its consideration of each case with the presumption of administrative regularity. The applicant has the burden of proving an error or injustice by a preponderance of the evidence.

//NOTHING FOLLOWS//