

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 17 December 2024

DOCKET NUMBER: AR20240003388

APPLICANT REQUESTS: retroactive Cyber Assignment Incentive Pay (CAIP) for the period of 15 July through 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) for Basic Target Digital Network Analyst (TDNA)
- U.S. Army Cyber Command, Memorandum, Subject: CAIP
- U.S. Army Cyber Command, Memorandum, Subject: Request Backpay for CAIP

FACTS:

1. The applicant states he completed the prerequisite training to received CAIP in July 2023. He requests payment for retroactive CAIP for the period of 15 July through 30 September 2023. Cyber Command is the executive agent and the approval authority for CAIP; however, approval for CAIP cannot be for prior Fiscal Year (FY). Therefore, he requests the Board to grant him full relief.

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

a. On 11 February 2009, the applicant enlisted in the Regular Army and he has continuous service through extensions and reenlistments. He has served in Military Occupational Specialty (MOS) 13B (Cannon Crewmember) and 35N (Signal Intelligence Analyst) positions.

b. Enlisted Record Brief shows the applicant's primary MOS is 35N and has served in positions of the duty MOS of 35N since:

- 11 February 2022 at U.S. Army Intelligence Center of Excellence, Goodfellow Airforce Base, TX
- 30 September 2022 at U.S. Army Cyber Military Intelligence Group, Fort Eisenhower (Formerly Gordon), GA

- 4 October 2022 at U.S. Army Company B Operations Battalion, Fort Eisenhower, GA as a Signal Intelligence Sergeant

c. On 3 January 2022, Orders Number 003-14, issued by HQs, U.S. Army Installation Management Command U. S. Army Garrison, Presidio of Monterey, the applicant was assigned to Company A, U.S. Army Intelligence Center of Excellence, Goodfellow Airforce Base, TX, effective 11 February 2022 as a student to attend the Electronic Warfare/35N course.

d. On 18 August 2022, the applicant achieved course standards for the Electronic Warfare, Signals Intelligence Analyst Course during the period of 16 February through 18 August 2022.

e. On 21 March 2024, U.S. Army Cyber Command Memorandum shows the applicant assigned to the Cyber Military Intelligence Group, Fort Eisenhower, GA was awarded CAIP in the amount of \$200.00 per month for the basic level Tier IV, effective 1 October 2023, for assignment as a Target Digital Network Analyst for each full month of qualified period of assignment. He would continue to receive CAIP provided he remained assigned to the position and performing the duties authorized for the pay.

3. The applicant provides, U.S. Army Cyber Command Memorandum, Subject: Request Backpay for CAIP stated the U.S. Army Cyber Command is the executive agent and the approving authority for CAIP; however, the command does not have the authority to approve CAIP outside the current FY.

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 applicant's contentions, the military record, and regulatory guidance were carefully considered. The evidence shows the applicant completed the prerequisite training to receive CAIP in July 2023. He requests payment for retroactive CAIP for the period of 15 July through 30 September 2023. The evidence consists of a memorandum, 21 March 2024, from the U.S. Army Cyber Command that shows the applicant assigned to the Cyber Military Intelligence Group, Fort Eisenhower, GA was awarded CAIP in the amount of \$200.00 per month for the basic level Tier IV, effective 1 October 2023, for assignment as a Target Digital Network Analyst for each full month of qualified period of assignment. Since he completed the prerequisite training to receive CAIP in 15 July 2023, the Board determined he should be authorized retroactive CAIP beginning on 15 July 2023 and through 30 September 2023.

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 authorizing the applicant Cyber Assignment Incentive Pay (CAIP) in the amount of \$200 per month from 15 July 2023 to 30 September 2023, 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. Department of Defense (DoD) Instruction 1340.26 (Assignment And Special Duty Pays), policies, assigns responsibilities, and prescribes procedures concerning eligibility and requirements for receipt of all assignment and special duty pays. Paragraph 4 (Assignment and Special Duty Pay), assignment incentive pay is designed to encourage Service members to volunteer for difficult-to-fill or less desirable assignments, locations, or units designated by, and under the conditions of service specified by the Secretary of the Military Department concerned.

2. DoD Financial Management Regulation 7000.14-R, Volume 7A (Military Pay), chapter 15 (Special Pay – Assignment Incentive Pay), Paragraph 3.2 Army Cyber (ARCYBER) Command Eligibility, 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 (CMF) or those directly executing strategic to tactical level cyber missions required outside of the CMF; and;
 - Enter into a written agreement to serve 1 to 3-years in an ARCYBER approved billet, 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 Soldier serving as a: Basic under the ARCYBER AIP program will start at \$200.00 and will not exceed \$1,000.00; Senior under the ARCYBER AIP program will start at \$300.00 and will not exceed \$1,250.00; and Master under the ARCYBER AIP program will start at \$500.00 and will not exceed \$1,500.00

3. Title 37 United States Code (USC), section 307a) Special pay: assignment incentive pay), the Secretary concerned may pay incentive pay to a member of a uniformed service who performs service, while entitled to basic pay, in an assignment designated by the Secretary concerned. Incentive pay payable under this section may be paid on a monthly basis, in a lump sum, or in installments. (b) Written Agreement- the Secretary concerned may require a member performing service in an assignment designated under subsection (a) to enter into a written agreement with the Secretary in order to qualify for the payment of incentive pay on a monthly basis under this section. The written agreement shall specify the period for which the incentive pay will be paid to the member and, subject to subsection (c), the monthly rate of the incentive pay.

//NOTHING FOLLOWS//