

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 26 August 2025

DOCKET NUMBER: AR20240005019

APPLICANT REQUESTS: retroactive payment of his Cyber Assignment Incentive Pay (CAIP) for the following periods:

- Basic pay, at \$300.00 per month, from 13 March 2023 to 16 July 2023
- Senior pay, at \$600.00 per month, from 17 July 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 4187 (Personnel Action), showing his commander approved his request for CAIP basic pay in the amount of \$300.00 from 13 March 2023 to 16 July 2023
- DA Form 4187 showing his commander approved his request for CAIP basic pay in the amount of \$300.00 from 13 March 2023 to 12 March 2026
- Certificate of Training, dated 17 July 2023 showing he successfully completed Cyberspace Operator Senior Proficiency course

FACTS:

1. The applicant states, in pertinent part:

- He qualified for and submitted his request for CAIP under the Army Cyber Command (ARCYBER) during fiscal year 2023
- During that time ARCYBER stopped processing applications
- He is owed backpay for monies earned for 2023 on both basic pay at \$300.00 per month and senior pay at \$600.00 per month from between 13 March 2023 to 30 September 2023
- All Soldiers who submitted a CAIP packet in 2023 were instructed to contact the Army Board for Correction of Military Records (ABCMR) for assistance

2. The applicant's service record is unavailable based on his current unit of assignment.

3. On 6 February 2025, the U.S. Army Cyber Command, Deputy, Military Personnel Division provided an advisory opinion recommending disapproval of the applicant’s request stating, in pertinent part, the G-35/7 Training recommends denial of this application. The applicant has a USCYBERCOM Senior Cyberspace Operator job qualification requirement (JQR) but has no record of completion of FORGE or AOCA/ P. The JQR explicitly states line items cannot be opened until completion of FORGE 101-501 or AOC-A and AOC-P. Army Remote Operator is no longer a recognized work role and is not equivalent to T10 USCYBERCOM Cyberspace Operator. Recommend he contact ARCYBER G35/7, arcyber-g357-tng@army.mil, for clarification on training requirements

4. On 6 June 2025, the applicant was provided a copy of the advisory opinion and afforded an opportunity to respond. 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 not 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 concurred with the advisory opinion that the applicant has a USCYBERCOM Senior Cyberspace Operator job qualification requirement (JQR) but has no record of completion of FORGE or AOCA. The JQR explicitly states line items cannot be opened until completion of FORGE 101-501 or AOC-A and AOC-P. The Army Remote Operator is no longer a recognized work role and is not equivalent to T10 USCYBERCOM Cyberspace Operator. Therefore, the Board found insufficient evidence to grant relief.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:	:	:	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
XX	XX	XX	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.

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. 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.

a. Paragraph 3 (Procedures), A member may receive multiple assignment, and special duty pays under Section 4 of this issuance; however, a Service Member may not receive multiple pays for the same purpose and period of service. Assignment and special duty pays are not to be continuous in nature and should be for a specified period of time. However, back-to-back assignment and special duty pays are authorized as long as the Service member continues to meet Service regulations and perform duties in assignments designated for the pay. A member who extends an assignment or special duty may continue to receive the pay under conditions specified by the Secretary of the Military Department concerned but may not exceed the maximum amounts authorized. Assignment and special duty pay may be paid in monthly, installment, or lump sum amounts, but may not exceed the amounts may not exceed an average monthly amount of \$3,500.00.

b. 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),

a. 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

b. Chapter 8 (Special Duty Assignment Pay (SDAP)), is awarded to Service members for the performance of duty in an assignment, location, or unit designated, where the assigned duties are determined to be extremely demanding, involving an unusual degree of responsibility or difficulty, or requiring special qualifications. Assignment and special duty pays are not to be continuous in nature and should be for a specified period. However, back-to-back assignment and special duty pays are authorized as long as the Service member continues to meet Service regulations and perform duties in assignments designated for the pay. A member may receive multiple assignment and special duty pays. However, a Service member may not receive multiple pays for the same purpose and period of service.

3. Title 37 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//