

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 25 February 2025

DOCKET NUMBER: AR20240005071

APPLICANT REQUESTS: retroactive payment for Tier III Cyber Assignment Incentive Pay (CAIP) as a senior Digital Network Exploitation Analyst (DNEA), requested on 7 July 2022.

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

- DD Form 149 (Application for Correction of Military Record)
- DA Form 87 (Certificate of Training), 9 June 2022
- DA Form 4187 (Personnel Action), 7 July 2022
- DA Form 4187, 7 July 2022
- U.S. Army Cyber (ARCYBER) Command Memorandum - Subject: Approved CAIP for Army Cyber Workforce, 13 June 2023
- Office of the Deputy Chief of Staff G-1 Memorandum - Subject: Request an Exception to Policy (ETP) to the Assignment Incentive Pay (AIP) [Applicant], 13 June 2023

FACTS:

1. The applicant states that by regulation, he is still eligible for Tier III CAIP as a senior DNEA under Fiscal Year 2023 (FY23) guidance which he applied for on 7 July 2022 and has not received. The non-receipt of pay was caused by an audit at the ARCYBER level. His eligibility was valid from the time he applied through present date and is still valid.

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

a. He enlisted in the Regular Army on 3 July 2017.

b. On 7 February 2019, Headquarters ARCYBER Center of Excellence and Fort Gordon published Orders Number 038-014, which awarded the applicant Military Occupational Specialty 17C (Cyber Operations Specialist), effective 22 February 2019.

c. On 16 March 2021, Headquarters, U.S. Army Garrison Fort Meade published Orders Number 076-108, which awarded the applicant Special Duty Assignment Pay (SD2/\$150.00) for DNEA, effective 22 December 2020.

d. On 26 January 2022, DA Form 1059 (Service School Academic Evaluation Report) shows he achieved course standards and completed the Cyber Operations Specialist Advanced Leader Course.

e. On 9 June 2022, DA Form 87 (Certificate of Training) shows he completed the DNEA Senior Proficiency course.

f. On 23 August 2022, ARCYBER Command published Permanent Order Number 235-410, which awarded the applicant Area of Concentration-Skill Identifier 17C3OE4 (Cyber Mission Force Service), effective 23 August 2022.

g. On 21 October 2024, ARCYBER Command published Orders Number 295-12, which awarded the applicant CAIP in the amount of \$600.00 for a specified period for Senior Level and Tier III, effective "10/1/2023" [1 October 2023].

3. In support of his petition to the Board, the applicant provides:

a. DA Forms 4187 dated 7 July 2022, which show:

(1) He requested termination of his AIP contract to stop payment in the amount of \$250.00, due to certification at the senior level per ARCYBER AIP policy, effective 14 July 2022. The brigade commander approved the request on 15 July 2022.

(2) He requested CAIP at the rate of \$400.00 per month for 12 months for Senior Level, while he was assigned and performing duties as a DNEA. He acknowledged that he was entering into a written agreement to serve in an approved U.S. Cyber Command (USCYBERCOM) or ARCYBER Cyber Mission Force (CMF) Work Role. The brigade commander approved and signed the request on 15 July 2022.

b. ARCYBER Command Memorandum, Subject: Approved CAIP for Army Cyber Workforce, dated 13 June 2023, which shows, the ARCYBER Command, Chief of Staff approved DNEA/Tier III in the amount of \$400.00, effective 15 July 2022 for the applicant. CAIP will be terminated as soon as the applicant is no longer assigned to a designated Cyber Mission Forces Work Role.

c. Office of the Deputy Chief of Staff G-1 Memorandum - Subject: Request an ETP to the AIP [Applicant], dated 13 June 2023, which shows the Office of the Deputy Chief of Staff G-1, Director, Plans and Resources Directorate approved an ETP to

retroactively pay AIP for the applicant. The following information was provided for the approval:

(1) Justification: Failure of Army Cyber Command to timely process the AIP approval.

(2) AIP retroactive change is effective 18 December 2022, for 12 months at the rate of \$400.00 a month. The applicant's previous AIP for \$250.00 stopped 17 December 2022.

4. On 4 February 2025, 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 approval. The G-1 advisory official states:

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

b. A Soldier 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. The applicant may receive the rate of pay for the higher authorized special or incentive pays.

c. The applicant received Cyber AIP 8 January 2021 – 14 July 2022 for \$250.00 a month and Special Duty Assignment Pay 9 June 2022 – 31 March 2024 for \$225.00 a month.

5. The applicant was provided with a copy of the advisory on 4 February 2025 to allow for comments or rebuttal. As of today, he has not responded.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation and the findings and recommendations outlined in the G1 advisory opinion, the board concluded there was sufficient evidence to pay Tier III Cyber Assignment Incentive Pay (CAIP) as a senior Digital Network Exploitation Analyst (DNEA), as requested for twelve months at \$400 per month.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:XXX	:XXX	:XXX	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 Army records of the individual concerned be corrected by paying the applicant Tier III Cyber Assignment Incentive Pay (CAIP) as a senior Digital Network Exploitation Analyst (DNEA) for twelve months at \$400 per month.

//SIGNED//
X

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 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. The Soldier's unit commander will re-certify all assignment and special duty pay annually. The commander will use the unit commanders finance report to identify Soldiers who are receiving a special pay and ensure that they have access to financial literacy training in compliance with DTM–19–009.

c. 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 \$3,500.00.

2. U.S. Army Cyber (ARCYBER) Command Memorandum - Subject: Implementation Guidance for Fiscal Year 2023 CAIP, dated 17 November 2022, serves as the written agreement for implementing the CAIP Program for the Army Cyber Military Workforce across the Service, Combatant Command, and National level. The intent of the CAIP program is to address readiness challenges related to critical assignment shortfalls and difficulties training and certifying Soldiers to fill advanced in cyberspace operations and cyberspace enabler work role positions. The program is specifically targeting those personnel that possess advanced training, unique qualifications, and highly perishable skills. The workforce targeted for the CAIP Program includes Soldiers in the Active, National Guard, and Reserve Components, who are: (1) Fully trained and certified in a U.S. Cyber Command (USCYBERCOM) or ARCYBER work role; approved work roles can be found in Appendix A (Authorized Cyber Mission Force Work Roles); (2) Assigned to a unit that has a valid cyberspace operations mission. In pertinent part:

a. 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, USCYBERCOM delegated CAIP approval authority to the ARCYBER Deputy to the Commanding General. This authorization may not be further delegated.

b. Soldiers (Enlisted, Warrant Officers, and Officers) in all components (Active, National Guard and Reserve) must be fully certified in a USCYBERCOM or ARCYBER

work role, assigned to a unit that has a valid cyberspace operations mission, and executing cyberspace operations.

c. Tier III: Includes Soldiers trained and certified in all other USCYBERCOM or ARCYBER work roles not specifically identified in Tier I or Tier II. This includes Officers, Warrant Officers, and Enlisted Soldiers assigned to a Cyber Mission Force Team, the U.S. Army Cyber School, the 11th Cyber Warfare Battalion, or Joint Special Operations Command. These Soldiers may receive a monthly CAIP stipend based on their level of proficiency.

- Basic Proficiency Level is \$250.00
- Senior Proficiency Level is \$400.00
- Master Proficiency Level is \$600.00

d. Regardless of Tier level, all Soldiers eligible for CAIP will complete and digitally sign and date a DA Form 4187. The DA Form 4187 will serve as the CAIP written agreement for the Soldier to serve one to three years within the Cyber Mission Force for Tier I, II, or III levels.

e. The effective date of CAIP disbursement is the date the JQR [Job Qualification Record/Requirement] is certified on the DA Form 4187. This date must be annotated in the remarks section of the form. All DA Forms 4187 must be digitally signed by the Brigade Commander. If the O-6 is not available, the Acting Brigade Commander can digitally sign with Assumption of Command orders. Wet signatures will not be accepted.

//NOTHING FOLLOWS//