

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 24 February 2025

DOCKET NUMBER: AR20240005913

APPLICANT REQUESTS: retroactive Cyber Assignment Incentive Pay (CAIP) for the period of 13 March through 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)
- DA Form 87 (Certificate of Training)

FACTS:

1. The applicant states he requests to be paid retroactive CAIP for the period of 13 March through 30 September 2023. His personnel action for this CAIP was submitted to the Army Cyber Command but was never process. He is fully trained, qualified and eligible to receive the incentive pay.

2. A review of the applicant's service record shows due to his current assignment his service records are not available; however, the Soldier Management Services – WEB Portal shows the applicant enlisted in the Regular Army on 4 March 2013.

3. The applicant provides:

a. DA Form 4187 dated 13 March 2023 which shows the applicant requested to receive CIP in the amount of \$300.00 per month for his duties as the Army Cyber Operator Basic Level. He completed his required training on 13 March 2023 and the certification expires on 12 March 2026. His commander recommended approval of his request.

b. DA Form 87 shows the applicant completed the Cyberspace Operator Senior Proficiency course on 17 July 2023 and the certificate will expire on 17 July 2026.

4. On 18 February 2025, in the processing of this case, the Office of the Deputy Chief of Staff G1 provided an advisory opinion regarding the applicant's request for retroactive CAIP. The advisory official recommended approval of his request. The applicant is

currently serving on the “dark side” and therefore, their office does not have the ability to properly review his account. Per Department of Defense Instruction 1340.26, a member cannot receive both special duty assignment pay (SDAP) and assignment incentive pay (AIP) for the same qualification and skill. The applicant has been receiving \$375.00 for SDAP since 16 June 2022 and AIP in the amount of \$600.00 a month since 1 October 2023. A service member may receive multiple assignment and special duty pays; however, he or she 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.

5. On 20 February 2025, the Army Review Boards Agency Case Management Division provided the applicant the advisory opinion for review and comment. The applicant 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 within the HQDA advisory opinion, the Board concluded there was sufficient evidence to pay the applicant Cyber Assignment Incentive Pay (CAIP) for the period of 13 March through 30 September 2023.

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 amending the applicant’s pay record to show he is paid for Cyber Assignment Incentive Pay (CAIP) for the period of 13 March through 30 September 2023; the specific amount of payment to be determined by the Defense Finance and Accounting Service (DFAS).

X //SIGNED//

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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. 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//