

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 21 March 2025

DOCKET NUMBER: AR20240007204

APPLICANT REQUESTS: retroactive Cyber Assignment Incentive Pay (CAIP) (\$1,250.00 per month) for the period of August and September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- Certificate of Training, Cyberspace Capability Developer Senior Proficiency, dated 18 August 2023 that shows she successfully completed the course

FACTS:

1. The applicant states:

- she received her Senior Cyber Capabilities Developer qualification in August 2023 and submitted all paperwork
- the paperwork was not processed until after 1 October 2023 and she was given the guidance to wait until the new CAIP details were published
- once the new guidance was published, she was told she could not submit for retroactive pay before 1 October 2023 and would have to submit an application to the Army Board for Correction of Military Records

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

- She was appointed and commissioned as a second lieutenant in the Regular Army on 25 May 2019, and subsequently executed an Oath of Office in the Cyber branch
- On 6 July 2022 she successfully completed the Cyber Capabilities Developer Basic Officer Leader Course
- on 31 July 2024, she was awarded CAIP in the amount of \$1,250.00 for the Senior and Tier I effective 1 October 2023 through 16 August 2026 as the Cyberspace Capability Developer by Orders Number 213-003
- the applicant's records are void of any documents pertaining to additional Special Duty Assignment Pay (SDAP)

3. On 7 March 2025, in the processing of this case, the U.S. Army Cyber Command, provided an advisory opinion regarding the applicant's request for retroactive CAIP. The advisory official states the applicant is eligible to receive CAIP for the period of 17 August 2023 through 30 September 2023. If the applicant also received SDAP during that time, she is to receive the greater of the two pays.

4. On 17 March 2025, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment.

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 advisory from the U.S. Army Cyber Command, which states the applicant is eligible to receive retroactive CAIP for the period of 17 August 2023 through 30 September 2023. If the applicant also received SDAP during that time, she is to receive the greater of the two pays. The Board determined, by a preponderance of the evidence, that the applicant should have been entitled to receive CAIP pay or SDAP (whichever is the higher amount) during the period requested and unanimously voted to grant relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

: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 the Army records of the individual concerned be corrected by:

- Showing the applicant timely submitted the appropriate request/form for payment of CAIP for the period of 17 August 2023 through 30 September 2023 or SDAP, whichever is the higher amount
- Direct DFAS to pay the applicant CAIP or SDAP (whichever is the higher amount) for the period 17 August 2023 through 30 September 2023, as a result of this correction

//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. 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//