

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 17 March 2025

DOCKET NUMBER: AR20240007419

APPLICANT REQUESTS:

- entitlement to Cyber Assignment Incentive Pay (CAIP) effective 1 October 2023 for Work Group Basic Exploitation Analyst (Tier I)
- adjustment of CAIP for the period of 8 June 2023 - 30 September 2023 to reflect Tier I Basic Proficiency at a rate of \$1,000.00/month

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

- DD Form 149 (Application for Correction of Military Record)
- Certificate of Training – completion of the Exploitation Analyst – Basic Proficiency training on 8 June 2023
- Memorandum – Subject: Statement of CAIP and Special Duty Assignment Pay (SDAP) Eligibility, 6 May 2024 – verification of the applicant's assignment to a valid position within the 780th Military Intelligence Brigade/Cyber Protection Brigade and completion of the necessary requirements to receive CAIP or SDAP; certified effective 1 October 2023
- Memorandum – Subject: Implementation Guidance for the Fiscal Year 2023 (FY23) CAIP, 17 November 2022 – written agreement for implementing the CAIP Program; fully trained and properly assigned personnel (780th Intelligence Brigade) in the Basic Proficiency Level – Exploitation Analyst are entitled to CAIP Tier I at a rate of \$1,000.00 per month

FACTS:

1. The applicant states in pertinent part that:

- his pay entitlements have not been correct since 8 June 2023
- completed the qualification requirements as a Basic Exploitation Analyst on 8 June 2023
- unable to apply for CAIP as a Basic Exploitation Analyst due to policy changes until 1 October 2023
- CAIP entitlements have been less than that of his peers for almost 12 months

2. The applicant's personnel records are unable for review due to her current assignment. The Integrated Web Services (IWS) provides the following:

- 28 January 2019 – enlisted in the Regular Army with duty as a 17C (Cyber Operations Specialist)
- 1 August 2021 – promoted to sergeant (SGT)/E-5
- 10 September 2024 – assigned to the 717th Military Intelligence Battalion

3. On 21 February 2025, the Department of the Army, U.S. Army Cyber Command (ARCYBER), Deputy, Military Personnel Division provided an advisory opinion recommending approval of the applicant's request noting that if she was receiving SDAP during the period that she was CAIP eligible, it is recommended that the Board pay the higher of the two special pays as this would be most advantageous to the applicant based on her eligibility. ARCYBER can pay Cyber AIP or SDAP, but not both since the pays are for the same purpose and period of service.

4. On 7 March 2025, the applicant was provided with a copy of the advisory opinion and afforded 15 days to provide comments. As of 23 March 2025, 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 in the ARCYBER advisory opinion, the Board concluded there was sufficient evidence to pay the applicant Cyber Assignment Incentive Pay (CAIP) effective 1 October 2023 for Work Group Basic Exploitation Analyst (Tier I).

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 Army records of the individual concerned be corrected by paying the applicant the higher of the two special pays as this would be most advantageous to the applicant based on her eligibility. ARCYBER can pay Cyber AIP or SDAP, but not both since the pays are for the same purpose and period of service.

//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 (AR) 637-1 (Army Compensation and Entitlements Policy), Chapter 9 (Assignment and Special Duty Pays) provides that 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 SECARMY. Assignment and special duty pays will be paid in addition to any other pay and allowance to which the Soldier is entitled. Orders will be issued to award, change, terminate, and reinstate assignment and special duty pays. The request for orders must include the level/amount of assignment and special duty pay authorized. 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.

a. Paragraph 9-6 (Assignment Incentive Pay (AIP)) provides that AIP is designed to encourage Soldiers to volunteer for difficult-to-fill or less desirable assignments, locations, or units designated by, and under the conditions of service specified by the Assistant Secretary of the Army. The servicing personnel office will issue orders to justify the payment of AIP. Soldiers may receive multiple AIP payments; however, Soldiers will not receive multiple AIPs for the same purpose and period of service and the combination of AIP payments will not exceed a monthly average of \$1,500.00. AIP programs will be effective on the date of approval. Retroactive AIP program starts are not authorized.

b. Paragraph 9-7 (Special Duty Assignment Pay) provides that SDAP is designed to recognize Soldiers assigned to duties determined to be extremely demanding, require a greater than normal degree of responsibility or difficulty, or require special qualification. The servicing personnel office will issue orders to justify the payment of SDAP. The following monthly SDAP rates are authorized for approved special duty assignments:

- SD1: \$75.00
- SD2: \$150.00
- SD3: \$225.00
- SD4: \$300.00
- SD5: \$375.00
- SD6: \$450.00

2. Department of Defense (DOD) Financial Management Regulation 7000.14R, Volume 7A, provides that 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
- enter into a written agreement to serve 1 to 3 years in an ARCYBER approved billet and the 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 Soldiers serving at the Basic Level under the ARCYBER AIP program will start at \$200.00 and will not exceed \$1,000.00; Senior level will start at \$300.00 and will not exceed \$1,250.00; Master level will start at \$500.00 and will not exceed \$1,500.00.

3. AR 15-185 (ABCMR) paragraph 2-9 states the ABCMR begins its consideration of each case with the presumption of administrative regularity. The applicant has the burden of proving an error or injustice by a preponderance of the evidence.

//NOTHING FOLLOWS//