

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 26 August 2025

DOCKET NUMBER: AR20240007454

APPLICANT REQUESTS: retroactive payment of his Cyber Assignment Incentive Pay (CAIP) for the period of 26 July 2023 to 26 July 2026.

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

- DD Form 149 (Application for Correction of Military Record)
- Certificate of Training, dated 26 July 2023 showing he successfully completed Target Digital Network Analyst Senior Proficiency course
- DA Form 4187 (Personnel Action), dated 28 July 2023 showing commander's approval for CAIP in the amount of \$400.00 per month for 36 months, for the period of 26 July 2023 to 26 July 2026

FACTS:

1. The applicant states, in pertinent part, he qualified for CAIP in fiscal year 2023 but did not receive the payments.
2. A review of the applicant's service record reflects the following:
 - On 23 May 2016, he enlisted in the Regular Army
 - DA Form 1059 (Service School Academic Evaluation Report), dated 7 December 2022 shows he successfully completed Signals Intelligence Analyst Advanced Leaders Course
 - He continues service in the Regular Army
3. On 24 April 2025, the U.S. Army Cyber Command (ARCYBER), Deputy, Military Personnel Division provided an advisory opinion recommending approval of the applicant's request stating, in pertinent part, he has provided documentation establishing he was eligible to receive CAIP. Document could not be located by unit; however, ARCYBER G-3/57 found his archived documentation on a secure site verifying his eligibility. According to ARCYBER training records, he is JQR complete. Recommend the applicant be granted administrative relief effective 26 July 2023.

4. On 4 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 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 (ARCYBER), Deputy, Military Personnel Division concerning the applicant's eligibility for CAIP, the Board determined the applicant is entitled to CAIP. The Board noted that the applicant provided documentation establishing he was eligible to receive CAIP, that the ARCYBER G-3/57 found his archived documentation on a secure site verifying his eligibility and that he completed his required training. Therefore, the Board determined relief was warranted and granted relief.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
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XX	XX	XX	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 to show he is authorized retroactive payment of his Cyber Assignment Incentive Pay (CAIP) effective 26 July 2023.

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//