

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 31 March 2025

DOCKET NUMBER: AR20240007807

APPLICANT REQUESTS: retroactive payment of U.S. Army Special Operations Command (USASOC) Assignment Incentive Pay (AIP), for the period 7 March 2023 to 10 April 2024.

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

- Two DD Forms 149 (Application for Correction of Military Record)
- Emails with attachments, 15 pages
- USASOC Orders
- DA Form 4187 (Personnel Action)

FACTS:

1. The applicant states, in effect:

- USASOC authorized him to receive AIP in the amount of \$500 per month (\$6,666.67 in lump sum); as a consequence of the Army's implementation of IPPS-A (Integrated Personnel and Pay System Army), his request for AIP payment was not received by proper authority in time
- In support of his request, he provides:
 - Emails showing his efforts to be paid AIP and the recommendation to seek relief from the Army Review Boards Agency
 - DA Form 4187, showing his AIP request, on 7 March 2023, and his battalion commander's approval recommendation, on 31 July 2023
 - USASOC orders authorizing AIP

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

- On 2 May 2016, the applicant enlisted into the Regular Army for 4 years and 19 weeks; the Army awarded him military occupational specialty 11B1P (Infantryman with Parachutist Special Qualification Identifier (SQI)) and orders assigned him to Fort Lewis, WA; he arrived, on or about 15 May 2017

- On 8 December 2017, the Army awarded the applicant the Ranger Tab and SQI "V" (Ranger Parachutist); on or about 11 August 2022, permanent change of station orders reassigned the applicant to a Ranger unit at Fort Benning, GA
- The applicant provides USASOC orders awarding him AIP in the amount of \$500 per month, starting 4 January 2023 and terminating, on 3 January 2025

3. On 19 March 2025, the Deputy Chief of Staff (DCS), G-1 provided an advisory opinion:

- After a careful review, DCS, G-1 recommends approval
- The applicant's DA Form 4187, wherein he requested AIP, was initially approved, on 31 July 2023 (apparently referring to date of the battalion commander's approval recommendation); DCS, G-1 recommends payment from 31 July 2023 through 10 April 2024, at the rate of \$500 per month

4. On 27 March 2025, the Army Review Boards Agency provided the applicant with a copy of the advisory opinion for his review and the opportunity to submit a response; to date, no response has been received.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined partial 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 the applicant USASOC Assignment Incentive Pay (AIP), for the period 31 July 2023 to 10 April 2024.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:	:	:	GRANT FULL RELIEF
:XXX	:XXX	:XXX	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

1. The Board determined the evidence presented is sufficient to warrant a recommendation for partial relief. As a result, the Board recommends that all Department of Army records of the individual concerned be corrected by paying the applicant USASOC AIP from 31 July 2023 through 10 April 2024, at the rate of \$500 per month.
2. The Board further determined the evidence presented is insufficient to warrant a portion of the requested relief. As a result, the Board recommends denial of so much of the application that pertains to any more payment than that requested above.

//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 Instruction (DODI) 1340.26 (Assignment and Special Duty Pays), currently in effect, prescribes policies and procedures for assignment and special duty pays.

a. Paragraph 1.2 (Policy). DOD may give assignment and special duty pays to eligible Active/Regular and Reserve Component Service members; these 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 Military Department concerned. Assignment and special duty pays include but are not limited to assignment incentive pay.

b. Paragraph 4.1 (Assignment Incentive Pay (AIP)). 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.

(1) Secretaries of the Military Departments concerned will establish eligibility criteria based on Service-specific needs, but personnel shortages and the ability of the unit to meet mission requirements should be given primary consideration.

(2) Secretaries of the Military Departments concerned will establish payment levels to be either monthly payments, installments, or a lump sum amount, not to exceed a monthly average of \$1,500.

2. DOD Financial Management Regulation, Volume 7a (Military Pay Policy – Active Duty and Reserve Pay), chapter 15 (Special Pay – AIP), currently in effect, states:

a. The Secretary of the Military Department concerned may pay AIP to a member of an Active/Regular or RC who is entitled to basic pay. The Secretaries of Military Departments will establish eligibility criteria based on Service-specific needs. Personnel shortages and the ability of a unit to meet mission requirements should be given primary consideration.

b. The Headquarters, Department of the Army (HQDA), Office of the Deputy Chief of Staff (ODCS) G-1 authorizes AIP programs. All HQDA authorized programs have a termination date. No new agreements may be entered into without DA reauthorization of the programs.

//NOTHING FOLLOWS//