

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 25 March 2025

DOCKET NUMBER: AR20240008378

APPLICANT REQUESTS: Exception to Policy (ETP):

- retroactive Cyber Assignment Incentive Pay (CAIP) for the period of June 2021 through November 2022 at the rate of \$250.00 per month for a total of \$4,250.00
- retroactive Special Duty Assignment Pay (SDAP) for the period of June 2021 through March 2024 at the rate of \$150.00.00 for a total of \$4,950.00

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

- DD Form 149 (Application for Correction of Military Record)
- DA Form 87 (Certificate of Training) for Expeditionary Cyber Operator Basic Proficiency effective 25 June 2021 through 23 June 2024
- Orders Number 077-308, 18 March 2022, Headquarters, U.S. Army Cyber Center of Excellence and Fort Gordon – awarding proficiency pay in the amount of \$150.00 per month (Expeditionary Cyberspace Operator)
- 915th Cyber Warfare Battalion, Memorandum, Subject: Request for ETP for Processing CAIP Outside the Current Fiscal Year (FY) – due to a 11-month delay in processing the packet

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code, section 1552(b); however, the Army Board for Correction of Military Records (ABCMR) conducted a substantive review of this case and determined it is in the interest of justice to excuse the applicant's failure to timely file.

2. The applicant states in effect:

- retroactive CAIP for the period of June 2021 through November 2022 at the rate of \$250.00 per month for a total of \$4,250.00
- retroactive SDAP for the period of June 2021 through March 2024 at the rate of \$150.00.00 for a total of \$4,950.00
- receipt of CAIP began in May 2023 which was back paid to October 2022
- received SDAP Orders but no pay

- working as Basic Expeditionary Cyber Operator sine 25 June 2021

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

- On 8 July 2019, enlisted in the Regular Army
- Enlisted Record Brief shows the applicants military occupational specialty as 17C (Cyber Operations Specialist) with assignment to the 915th Cyber Warfare Support Battalion on or about 2 February 2021
- On 18 March 2022, Orders Number 077-308, awarded the applicant proficiency pay for Expeditionary Cyberspace Operator effective 28 June 2021 in the amount of \$150.00 per month

4. On 6 March 2025, in the processing of this case, the U.S. Army Cyber Command provided an advisory opinion regarding the applicant's request to received CAIP. The advisory official recommended disapproval of the applicant's request. Based on the Army Cyber training records, the applicant did not a valid Job Qualification Record (JQR) in the JQR/CAIP tracker. There are no supporting records that would indicate the applicant was ever eligible for CAIP. Additionally, a member may have multiple assignment and special duty pay; 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 7 March 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 not warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation, the findings outlined in the Cyber Command advisory opinion and the lack of rebuttal of those findings submitted by the applicant, the Board concluded there was insufficient evidence of the error or injustice warranting a change to the applicant's military pay record.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

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

BOARD DETERMINATION/RECOMMENDATION:

The evidence presented does not demonstrate the existence of a probable error or injustice. Therefore, the Board determined the overall merits of this case are insufficient as a basis for correction of the records of the individual concerned.

//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. Title 10, U.S. Code, section 1552(b), provides that applications for correction of military records must be filed within 3 years after discovery of the alleged error or injustice. This provision of law also allows the ABCMR to excuse an applicant's failure to timely file within the 3-year statute of limitations if the ABCMR determines it would be in the interest of justice to do so.
2. 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 pays 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.

3. 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.

4. 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//