

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 27 June 2025

DOCKET NUMBER: AR20240010856

APPLICANT REQUESTS: retroactive Cyber Assignment Incentive Pay (CAIP) for the period of 1 December 2022 through 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- DA Form 87 (Certificate of Training) shows on 30 November 2022, the applicant successfully completed the Network Analyst Senior Job Qualification Record (JQR)
- U.S. Army Cyber Protection Brigade (CPB) Certificate of Training shows the applicant successfully completed the JQR as a Senior Network Analyst and is certified 30 November 2022 through 30 November 2024
- U.S. Army CPB, Memorandum, 22 May 2024, Subject: Delegation of Signature Authority for CPB Work Role Certification Program Training Certificates shows Major M-M-, Task Force Hunter Commander was authorized to sign DA Form 87
- Incentive Pay Portal screenshot shows until Fiscal Year 2024 (FY24) Implementation Guidance was published requests could not be submitted
- U.S. Army Cyber Command Memorandum, 17 November 2022, Subject: Implementation Guidance for the FY23 CAIP Program
- U.S. Army Cyber Command Memorandum, 29 February 2024, Subject: Implementation Guidance for the FY24 CAIP Program
- Cyber Command Frequently Asked Questions stated CAIP prior to FY24 was a contract and contracts can only be appealed through the Army Board for Correction of Military Records

FACTS:

1. The applicant states:

- He is owed \$6,000.00 backpay for CAIP for the period of 1 December 2022 through 30 September 2023
- He was paid CAIP for the period of 1 October 2023 until his terminal leave on 23 August 2024

- Due to mission requirements, he could not submit the request for CAIP until after 1 September 2023
- Due to an audit of the incentive pay submission process, the brigade staff directed CAIP requests submitted after 1 September 2023 could not be processed until FY24 implementation guidance was published

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

- On 18 September 2018, the applicant enlisted in the Regular Army
- On 22 April 2020, he was assigned to CPB, Fort Gordon, GA by Orders Number 108-003, dated 17 April 2020
- On 2 April 2020, he was awarded military occupational specialty 17C (Cyber Operations Specialist) by Orders Number 108-007, dated 17 April 2020
- On 1 December 2022, he was awarded Special Duty Assignment Pay as a Cyber Operations Sergeant in the amount of \$225.00 – Army Cyber Command Senior Level by Orders Number 6947661, dated 9 January 2024
- For the period 1 October 2023 through 23 August 2024, he was awarded CAIP under FY24 implementation guidance for Senior Level and Tier II in the amount of \$600.00 by Orders Number 317-013
- On 22 October 2024, he was honorably released from active duty and assigned to the U.S. Army Reserve Control Group (Reinforcement)

3. On 5 June 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 for the period of 1 December 2022 through 30 September 2023. The advisory official recommended approval of his request. The applicant had a valid JQR and would have qualified under the guidance at the time. The applicant received CAIP for the period of 3 September 2020 through 1 February 2023, Special Duty Assignment Pay (SDAP) and CAIP for the period of 1 December 2022 through 1 February 2023, SDAP for the period of 2 February 2023 through 12 March 2024. Based on this information the applicant is due \$3,220.00 for CAIP only payment of \$600.00 per month for the period of 13 March through 23 August 2024. CAIP is not authorized to pay both CAIP and SDAP for the same period and purpose.

4. On 6 June 2025, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment. 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 partial 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. The Board reviewed and concurred with the advisory opinion provided by the U.S. Army Cyber Command, which recommended approving the applicant's request for retroactive CAIP for the period of 1 December 2022 through 30 September 2023. Based on this information, the advisory official determined that the applicant is due \$3,220.00 for CAIP only payment of \$600.00 per month for the period of 13 March through 23 August 2024. CAIP is not authorized to pay both CAIP and SDAP for the same period and purpose. Based on the advising official's recommendation, the Board granted partial relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:	:	:	GRANT FULL RELIEF
■	■	■	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 the Army records of the individual concerned be corrected by retroactively paying the applicant for retroactive CAIP for the period of 1 December 2022 through 30 September 2023. Based on this information, applicant is due \$3220.00 for CAIP only payment of \$600/month for the period 13 March 2024 – 23 August 2024. ARCYBER is not authorized to pay both CAIP and SDAP for the same period and purpose.

2. The Board further determined that 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 additional incentive payment in excess of the above.

[REDACTED]

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//