

VOLUME 7A, CHAPTER 19 “FOREIGN LANGUAGE PROFICIENCY BONUS”

SUMMARY OF MAJOR CHANGES

All changes are denoted by **blue font**.

Substantive revisions are denoted by an * symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by **bold, italic, blue and underlined font**.

The previous version dated November 2010 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
190201	Inserted “Note” to ensure pay personnel takes into account the current Department of Defense Strategic Language List.	Add
Table 19-1	Updated Category A to read Immediate.	Change
Table 19-1	Updated Category B to read Emerging and Enduring.	Change
Bibliography	Updated statutes.	Update

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CHAPTER 19

FOREIGN LANGUAGE PROFICIENCY BONUS

1901 ENTITLEMENT PROVISIONS AND POLICY

190101. Eligibility

A. The Secretary of the Military Department concerned shall pay a Foreign Language Proficiency Bonus (FLPB) to a member of the uniformed services who meets at least one of the following conditions:

1. Is qualified in a military career specialty requiring proficiency in a foreign language;
2. Has received training under regulations prescribed by the Secretary of the Military Department concerned designed to develop proficiency in a foreign language;
3. Is assigned to military duties requiring a proficiency in a foreign language; **or**
4. Is proficient in a foreign language for which the Secretary of the Military Department concerned has identified a critical need.

B. Reserve Component members must meet the requirements:

1. Of eligibility outlined in subparagraph 190101.A;
2. Of certification outlined in paragraph 190102; and
3. Must fulfill minimum annual service requirements for retirement eligibility under [Title 10, United States Code \(U.S.C.\), section 12732](#), unless waived by Secretary of the Military Department concerned.

190102. Certification

A. A member must be eligible and certified by the Secretary of the Military department concerned as being proficient in the foreign language for which the bonus is offered.

B. The certification of members' language proficiency will expire at the end of the 1-year period beginning on the first day of the first month after the certification date. Members must test annually in each language for which they are receiving FLPB in order to continue receiving FLPB unless they are recertified under the conditions stipulated in subparagraph 190102.D. Members may retest no earlier than 6-months from the last administration of a test in that foreign language or upon completion of a significant language education or training event in that foreign language.

C. A member must be certified as proficient in any combination of 2 of 3 modalities (reading, listening, and speaking) to receive FLPB.

D. The Secretary of the Military Department concerned may elect to recertify members' foreign language proficiency using their last recorded score when:

1. Members are assigned to duty in connection with a contingency operation or assigned outside the continental United States to a location where web-delivered testing facilities are not available and/or accessible. In such cases, members will complete the certification requirements provided in paragraph 190102 in the foreign language for which they receive FLPB not later than the end of the 180-day period beginning on the date they are released from the duty assignment; and

2. Members whose certification in the foreign language for which they receive FLPB expires while attending a significant education or training event in which Defense Language Proficiency Testing is required for course completion. In such cases, members' next 1-year certification period shall begin when they test and/or immediately upon completion of the significant education or training event.

190103. Amount and Method of Payment

A. The bonus rate of FLPB may not exceed \$12,000 per 1-year certification period. The Secretary of the Military Department concerned may pay the bonus in monthly installments, or in a lump sum during the certification period.

B. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages. The bonus is in addition to any other pay or allowance payable to a member under any other provision of law.

C. To receive the maximum monthly bonus installment allowed in any payment category (A, B, or C), Service members must acquire 3/3/3 proficiency in all three modalities or attain an Interagency Language Roundtable (ILR) skill level 4 or above in any two modalities. See Table 19-1.

D. The Secretary of the Military Department concerned:

1. Shall submit a waiver request to Deputy Under Secretary of Defense (Plans) for approval to pay Service members a bonus for foreign languages that are not identified on the Strategic Language List (SLL) or other [Department of Defense \(DoD\)](#)-approved language list;

2. May authorize FLPB at either Payment A, B or C rates (see Table 19-1) for DoD-approved languages not on the SLL and where there is a need to ensure sufficient number of proficient personnel to accomplish DoD Component-specific missions;

3. May, in the case of foreign languages considered dominant in the force, limit the payment of FLPB to those Service members whose duties require proficiency in such languages or as determined by the Military Secretary concerned; and

4. May authorize the payment of FLPB to Service members whose duties require an ILR skill below level 2 in the listening and reading or speaking modalities.

1902 CONDITIONS OF ENTITLEMENT

*190201. Guidance

The member must qualify under any additional eligibility requirements prescribed by the Secretary of the Military Department concerned, and is subject to Service specific certification requirements and amount of payment restrictions as outlined in:

- A. DoD: [DoDI 7280.03](#) (FLPB) and [DoDI 5160.71](#) (DoD Language Testing Program);
- B. Army: [AR 11-6](#);
- C. Navy: [OPNAV Instruction 7220.7G](#);
- D. Air Force: [AFI 36-2605](#); or
- E. Marine Corps: [MCO 7220.52E](#).

NOTE: Pay authorizing officials must access the current DoD SLL and the Component's unique foreign language bonus pay authorizations, additional eligibility rules, and certification requirements in order to ensure the correct FLPB payment is authorized.

190202. Tax

FLPB is an item of pay subject to federal withholding tax. It is not subject to the Federal Insurance Contributions Act tax.

190203. Repayment

A member who receives FLPB, but does not satisfy eligibility and certification requirements specified in section 1901 of this chapter will be subject to the repayment provisions of Chapter 2 of this volume.

Table 19-1. Foreign Language Proficiency Bonus Installment Rates			
Proficiency in any combination of the reading, listening, and speaking modality	*Payment A For foreign languages on the SLL (Immediate)	*Payment B For foreign languages on the SLL (Emerging and Enduring)	Payment C For other DoD-approved foreign languages not on the SLL
ILR SKILL LEVELS	MONTHLY PAY	MONTHLY PAY	MONTHLY PAY
1/1	\$100.00	\$ 50.00	\$ 25.00
2/2	\$200.00	\$150.00	\$125.00
2/2+	\$250.00	\$175.00	\$150.00
2+/2+ or 2/3	\$300.00	\$200.00	\$175.00
2+/3	\$350.00	\$250.00	\$200.00
3/3	\$400.00	\$300.00	\$275.00
3/3/3 or 4/4	\$500.00	\$400.00	\$300.00

* Table 19-1. Foreign Language Proficiency Bonus Installment Rates

BIBLIOGRAPHY**CHAPTER 19 – FOREIGN LANGUAGE PROFICIENCY BONUS**

1901 – ENTITLEMENT PROVISIONS AND POLICY

190101	37 U.S.C. 316
190101. B	DoDI 7280.03, August 20, 2007
190102	37 U.S.C. 316(c)(d)
	DoDI 7280.03, August 20,2007
190103.A	37 U.S.C. 316(b)
190103.B	DoDI 7280.03, August 20, 2007
190103.C	DoDI 7280.03, August 20, 2007
190103.D	DoDI 7280.03, August 20, 2007

1902 – CONDITIONS OF ENTITLEMENT

190201	37 U.S.C. 316(f)
190203	37 U.S.C. 316(e)
	DoDI 7280.03, August 20, 2007

*Table 19-1

DoDI 7280.03, August 20, 2007
[OUSD \(P&R\) Memo, March 9, 2011](#)