CHAPTER 19

SPECIAL PAY-FOREIGN LANGUAGE PROFICIENCY

1901 ENTITLEMENT PROVISIONS AND POLICY

190101. Entitlement

A. An officer or enlisted member of the Armed Forces entitled to basic pay, who has been certified by the Secretary concerned in accordance with Military Service regulations to be proficient in a foreign language, identified by the Secretary of Defense for such pay, and who meets one of the following conditions, may be paid foreign language proficiency pay:

1. Is qualified in a military specialty requiring a foreign language; or

2. Has received training under regulations prescribed by the Secretary concerned assigned to develop such proficiency; or

3. Is assigned to military duties requiring such proficiency; or

4. Is proficient in foreign language for which the Department of Defense may have a critical need (as determined by the Secretary of Defense).

B. Certification. The Secretary of the Military Department will annually certify member's level of proficiency.

C. Foreign language proficiency pay may be paid in addition to other pay and allowances to which a member may be entitled.

190102. Definitions

A. Critical Language. Any foreign language identified by the Secretary of Defense in which it is necessary to have proficient personnel because of national defense considerations. The Office of the Assistant Secretary of Defense (Intelligence) is the custodian of the critical language list.

B. Language Proficiency. Level of proficiency a member possesses in a foreign language skill (listening, reading and/or speaking) as certified by the Secretary concerned.

190103. Amount of Payment

A. The monthly rate of foreign language proficiency pay shall be determined by the Secretary concerned as prescribed in this paragraph:

Foreign Language Proficiency	Monthly Rate
FLPP-1	$ 25
FLPP-2	$ 50
FLPP-3	$ 75
FLPP-4	$100

B. Foreign language proficiency pay may be awarded for proficiency in multiple foreign languages; however, the monthly rate may not exceed $100 payable to a member.

C. Entitlement to foreign language proficiency pay is computed on a 30-day month. Entitlement accrues from the date of authorization through the effective date of the termination order. Payment will be prorated for that portion of the month in which entitlement begins or ends.

1902 CONDITIONS OF ENTITLEMENT

190201. Entitlement. Detailed instructions on maintenance, retention, and termination of foreign language proficiency pay status are specified in regulations by the Secretary of each Military Department. Entitlement may be terminated at any time in accordance with such regulations.

190202. Tax. Foreign language proficiency pay is an item of pay subject to federal withholding tax. It is not subject to FICA tax.