



Department of Defense INSTRUCTION

NUMBER 7280.3

February 23, 2000

ASD(FMP)

SUBJECT: Special Pay for Foreign Language Proficiency

References: (a) DoD Instruction 7280.3, "Special Pay for Foreign Language Proficiency," April 15, 1987 (hereby canceled)
(b) Section 101(9) of title 10, United States Code
(c) Sections 204, 206 and 316 of title 37, United States Code

1. PURPOSE

This Instruction reissues reference (a) to implement policy, assign responsibilities, and provide procedures for the administration and payment of a special pay for foreign language proficiency for qualified members of the Armed Forces.

2. APPLICABILITY

This Instruction applies to the Office of the Secretary of Defense, the Military Departments (including the Coast Guard when it is not operating as a Military Service in the Department of the Navy by agreement with the Department of Transportation (DoT)), the Office of the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the Department of Defense.

3. DEFINITIONS

3.1. Active Duty for Training (ADT). A category of active duty used to provide structured individual and/or unit training or educational courses to Reserve component

members. The primary purpose of ADT is to provide individual and/or unit readiness training, but ADT may support active component missions and requirements.

3.2. Armed Forces. The term "Armed Forces" as used herein refers to the Army, the Navy, the Air Force, the Marine Corps, and the Coast Guard.

3.3. 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.

3.4. Inactive Duty Training (IDT). Authorized training performed by members of a Reserve component not on active duty, and performed in connection with the prescribed activities of the Reserve component of which they are members. It consists of regularly scheduled unit training periods, additional training periods, and equivalent training. IDT also encompasses muster duty in the performance of the annual screening program.

3.5. Language Proficiency. Level of proficiency a member possesses in a foreign language skill (listening, reading and/or speaking) as certified by the Secretary concerned through the Defense Language Proficiency Test (DLPT) or other test designated by the Commandant of the Defense Language Institute, Foreign Language Center (DLIFLC).

3.6. Secretary Concerned. The term "Secretary concerned" as used herein is defined in Section 101(9) of title 10, United States Code (reference (b)).

4. POLICY

37 U.S.C. 316 (reference (c)) authorizes a foreign language proficiency pay (FLPP). The Secretary of Defense must determine languages that are critical to the Department of Defense because of national defense considerations and to administer FLPP.

5. PROCEDURES

The following procedures shall apply regarding the administration of FLPP to members of the Armed Forces:

5.1. Eligibility. FLPP is authorized for a member of the Armed Forces who meets the following conditions:

5.1.1. Active Components.

5.1.1.1. Is entitled to basic pay under 37 U.S.C. 204 (reference (c)).

5.1.1.2. Has been certified by the Secretary concerned within the past 12 months to be proficient in a foreign language identified by OASD (C3I) as a language in which it is necessary to have proficient personnel because of national defense considerations, and

5.1.1.2.1. Is qualified in a career military linguist specialty (hereafter referred to as "career linguist") as defined by the Secretary concerned, or

5.1.1.2.2. Has received training under regulations prescribed by the Secretary concerned designed to develop such a proficiency, or

5.1.1.2.3. Is assigned to military duties requiring such a proficiency,
or

5.1.1.2.4. Is proficient in a foreign language for which the Secretary concerned has identified a critical need.

5.1.2. Reserve Components.

5.1.2.1. Meets the conditions for special pay authorized for the active components.

5.1.2.1.1. Members called to active duty or ADT who are entitled to basic pay under 37 U.S.C. 204 (reference (c)) may receive a prorated share of FLPP authorized under paragraph 5.2., below, for each day of duty performed.

5.1.2.1.2. Members attending IDT who are entitled to compensation under 37 U.S.C. 206 (reference (c)) are entitled to one-thirtieth of the rate of FLPP authorized under paragraph 5.2., below, for each regular period of instruction, training, or duty, up to a maximum of the monthly FLPP rate.

5.2. Amount and Method of Payment.

5.2.1. The monthly FLPP rate for career linguists and other eligible members shall be determined as follows:

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| Career linguists (FLPP I): | <u>FLPP I Baseline Rate</u> \$100 | <u>Increment</u> \$25.00 |
| Others (FLPP II): | <u>FLPP II Baseline Rate</u> Service sets but not to exceed FLPP I Baseline Rate | <u>Increment</u> \$12.50 |

The minimum qualifying proficiency for the baseline FLPP rate shall be established by the Secretary concerned but may not be less than level 2 in listening and not less than level 2 in reading or speaking. In languages for which only a single-modality DLPT or other designated test exists, there is no requirement to attain the minimum qualifying proficiency in a second modality, as set out above. For FLPP-I, one increment shall be added to the baseline pay amount for measured levels of proficiency attained above the minimum qualifier. For FLPP II, incremental increases of \$12.50 may be added to the FLPP-II baseline rate, as specified in applicable Service regulations, for levels of proficiency attained above the minimum qualifier. The monthly FLPP rate for one foreign language may not exceed \$200. FLPP may be awarded for proficiency in multiple foreign languages. Monthly FLPP paid to a member for proficiency in more than one foreign language may not exceed \$300.

5.2.2. FLPP is payable in addition to any other pay or allowance to which the member is entitled.

5.2.3. FLPP may be terminated at any time in accordance with applicable Service regulations.

5.3. Member Eligibility to Take DLPT. Members taking the DLPT will certify they have not taken the DLPT in the same language in the past six months, or have been granted an exception to policy to retest and have provided a copy of the memorandum/letter granting the exception to the DLPT Test Control Officer.

6. RESPONSIBILITIES

6.1. The Assistant Secretary of Defense (Command, Control, Communications, and Intelligence) shall:

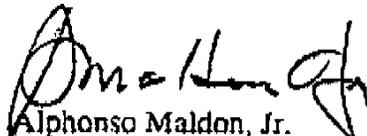
6.1.1. Annually determine which foreign languages are critical based on national defense considerations.

6.1.2. Furnish the critical languages list and subsequent changes to the Assistant Secretary of Defense (Force Management Policy).

- 6.2. The Assistant Secretary of Defense (Force Management Policy) shall:
- 6.2.1. Provide overall policy guidance regarding the administration of FLPP.
 - 6.2.2. Review Military Department implementation plans.
- 6.3. The Secretaries of the Military Departments shall:
- 6.3.1. Annually certify members' level of proficiency.
 - 6.3.2. Comply with this Instruction.

7. EFFECTIVE DATE

This Instruction is effective April 1, 2000.


Alphonso Maldon, Jr.
Assistant Secretary of Defense
for Force Management Policy