DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

OPNAVINST 7220.7E
N132D8
March 24, 2000

OPNAV INSTRUCTION 7220.7E

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field addressees not having Navy personnel attached)

Subj: FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) PROGRAM

Ref: (a) DODINST 7280.3 (NOTAL)
(b) SECNAVINST 1160.1A
(c) CNETINST 1550.9B
(d) SECNAVINST 7220.38E

Encl: (1) Foreign Language Proficiency Pay (FLPP) Award Levels
(2) Foreign Languages, Codes, and Difficulty Categories

1. Purpose. To issue revised pay tables and amounts, to establish criteria for designating eligible personnel for the Foreign Language Proficiency Pay (FLPP) Program, and to provide instructions for administering the program. This instruction has been revised substantially and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 7220.7D.

3. Summary of Changes. This instruction establishes two FLPP categories, increases amounts awarded to qualified Cryptologic Technician Interpretive (CTI) personnel, and revises eligibility criteria to receive FLPP. Enclosure (1) proficiency criteria are revised and corrected.

4. Policy. References (a) and (b) establish policy and minimum procedures for administration of the FLPP program. This instruction amplifies provisions of references (a) and (b) from a service component perspective and provides additional guidance and clarification where necessary. Foreign language skills are, by nature, highly perishable and require constant practice to maintain. The initial cost of language training is substantial. Some languages require up to 63 weeks of concentrated study to achieve minimum skills. Attaining workable proficiency requires even more time. Moreover, the cost of retraining skills that will atrophy through non-use can be prohibitive. The cost in time for refresher training ranges from 8 weeks to 22 weeks, depending on language difficulty. It is cost-effective to encourage members to retain and improve language skills that require repeated (not necessarily repetitive) use during a career.

5. Personnel Eligible for FLPP. Personnel are eligible for FLPP as follows:

a. Entitled to basic pay under 37 U.S.C. 204.

b. Certified within the past 12 months as proficient in a foreign language identified by the Secretary of Defense as being a language in which it is necessary to have proficient personnel because of national defense considerations, and

(1) is a qualified CTI possessing a foreign language Navy Enlisted Classification (NEC) code(s) (hereafter referred to as a "career linguist"), or

(2) is permanently assigned to duties certified by an appropriate resource sponsor as requiring such a proficiency, or

(3) has received language training at the Defense Language Institute or other institution or academy deemed appropriate by Chief of Naval Operations (CNO)(N132D8), or

(4) is proficient in a foreign language for which CNO (N132D8) has identified a critical need, or

(5) is assigned temporary additional duty (TEMADD) in an operational linguistic role over 30 consecutive days (no waivers). Individuals in this category are required to be certified via Defense Foreign Language Proficiency Test (DLPT) prior to payment.

6. Certification of Language Proficiency. The DLPT will be used to determine language proficiency. In cases where no DLPT exists for the working language, individual authorizations from CNO (N132D8) are required. Personnel must be annually certified in writing by their commanding officers as meeting all eligibility criteria. In cases of questionable eligibility, commanding officers should request clarification from CNO (N132D8).

7. Continuous FLPP Pay Entitlements. Provided eligibility criteria are maintained, the following personnel can draw continuous FLPP:

a. CTIs holding language NECs.

b. Non-CTI's holding NECs 9520, 5323, or 5326.

c. 163X designated officers with subspecialties XX18.

d. Special Warfare officers (113X).

All others draw FLPP on a temporary basis when assigned to a language-coded billet or a command-certified foreign language required assignment, or when ordered TEMADD to support a contingency requiring their language skill.

8. Interruptions to FLPP

a. Continuous entitlement to FLPP by virtue of rating, NEC, or subspecialty is not affected by Permanent Change of Station (PCS)/TEMADD, or other interruptions to PCS assignment (leave, temporary duty (TEMDU), temporary duty under instruction (TEMDUINS), limited duty (LIMDU), etc.).

b. FLPP entitlement for members not eligible for continuous FLPP terminates upon PCS transfer/end of TEMADD. Pay entitlement documents will be required to restart FLPP. See paragraph 16 for submitting pay entitlement documents.

9. Additional Rating/NEC Eligibility Requirements

a. CTI Personnel. CTIs must hold the language NEC in which they are testing and must demonstrate proficiency on the DLPT in listening and reading. Speaking proficiency cannot be substituted for either of the other two proficiency categories. CTIs in a duty under instruction (DUINS), TEMDUINS, or TEMADDINS status in a foreign language course may use the previous year's examination results, or end-of-course DLPT to qualify for FLPP.

b. All others. Demonstrate listening comprehension and either speaking or reading proficiency.

10. Testing Standards. The DLPT is based on ILR standards. Testing is required annually for all personnel, except those identified in paragraph 8a. Effective 1 October 1995, the DLPT is the only test that establishes eligibility criteria.

a. The DLPT measures listening, reading and speaking proficiency. Speaking proficiency is determined by responses to taped portions of the DLPT or by an oral interview, or a combination of both. With the increasing variety of languages required, some languages are not adequately covered in all areas by the DLPT (see paragraph 12). Exceptions to the DLPT method for establishing FLPP levels will be considered on a case-by-case basis and will be addressed to CNO (N132D8).

b. Appendix A-1 to reference (c) provides DLPT scoring criteria.

11. DLPT Administration Procedures. Reference (c) provides procedures for ordering and administering tests for the foreign language program.

12. Other Proficiency Tests. In many cases, proficiency testing by the Defense Language Institute, Foreign Language Center (DLIFLC) staff or other Federal agencies is possible for languages or dialects that currently lack a DLPT, or a DLPT spoken component. In these cases, commanding officers should request additional testing information from the Commandant, Defense Language Institute, Foreign Language Center (Attn: ATFL-EST), Presidio of Monterey, CA 93944-5006, DSN: 878-5228/542 or commercial: (408) 647-5228

13. Award Levels. For career linguists (CTI) the FLPP amount is determined by adding the award amounts for each proficiency area tested. For non-career linguists the FLPP award level is determined by the lowest score attained on the proficiency areas tested. Members may only be awarded amounts within their appropriate pay category. Use enclosure (1) to determine the monthly rate. Enclosure (2) lists the designated languages/dialects, codes, and their associated difficulty categories approved for FLPP.

14. Payment Start/Restart dates. FLPP starts on the date the member's commanding officer certifies and recommends such action and stops 1 year to the date after. Adjustments to FLPP may be made by the member's commanding officer during the year and stop dates will adjust after the date of the adjustment.

a. CNO (N132D8) will specify an effective date in responding to FLPP determination of eligibility requests.

b. FLPP discontinued for failure to maintain the minimum level of proficiency may not be re-established until the following fiscal year.

c. Personnel Support Detachments (PSDs) shall terminate FLPP for members who are not eligible for continuous FLPP upon PCS transfer or end of TEMADD period. Once pay has been terminated, it is the individual member's responsibility to initiate application for FLPP.

d. Members augmented to contingency operations in a linguist support role (e.g., Haitian-Creole, Serbo-Croatian) must submit the following within 30 days of completion of TAD in order to receive pay:

(1) Proof of language proficiency (DLPT or equivalent).

(2) A letter from their commanding officer certifying the linguistic support provided, and period of time fulfilling linguistic duties. PSDs are authorized to pay lump sum FLPP for the period of the operation at the appropriate language pay level.

e. CTI personnel must have the language NEC to be eligible for FLPP in that language.

f. Individuals and commands are responsible for starting and discontinuing FLPP.

15. Pay Level Change, Scheduled Termination and Duty Assignment Disestablishment. If a language-coded billet is disestablished, the member's FLPP will be stopped on the effective date of disestablishment. (Members eligible for continuous FLPP are exempted from this provision.)

16. Individual Eligibility Termination. Payment depends on continued qualification and eligibility. Payment will be stopped on the date that a member

a. loses eligibility through PCS assignment or reassignment. Pay continues through the day before detachment from the foreign language duty assignment.

b. fails to maintain a minimum level qualification. This includes removal of NEC, reassignment to non-language coded billet, loss of designator ,or any other administrative action that makes the member ineligible or unavailable to perform language-related duties.

c. is transferred to the U.S. Naval Academy or other programs leading to commissioned status.

17. Responsibilities

a. Unit/Activity Commanding Officers. Commanding officers shall annually certify eligibility for payment, payment level adjustments, or termination of FLPP.

(1) To accomplish recertification, commanding officers must verify ILR proficiency levels and validate foreign language billets against the unit's Manpower Authorization (OPNAV 1000/2) and submit Military Pay Orders, NAVCOMPT 3060, or Source Data System (SDS) Military Pay Orders when the pay review event is completed.

(2) Upon completion of a DLPT, submit test scores to the members servicing PSD for inclusion into the Diary Message

b. PSD

(1) Process NAVCOMPT 3060, or SDS Military Pay Orders using the effective date(s) provided by the unit commanding officer.

(2) Assist members requesting FLPP by ensuring the data in their personnel records is current and complete. The field service record, as well as the Automated Personnel Record maintained by Navy Personnel Command must be reviewed and updated as necessary. Specific data to be reviewed: Language Identity, Language Listening Proficiency, Language Reading Proficiency, Language Speaking Proficiency, Language Evaluation Method, and Language Qualification Date (see SDS screen M50 or Diary Message Reporting System Manual, section 18).

c. Service Program Manager (CNO [N132D8])

(1) Resolve questions with regard to FLPP eligibility.

(2) Issue FLPP policy.

(3) Submit FLPP programming and budget issues.

18. Erroneous Payments. If a member is erroneously awarded FLPP, recoupment is required. Reference (d) provides procedures for requesting waivers of indebtedness.

19. Form. NAVCOMPT 3060 (5-72), Military Pay Order, S/N 0104-LF-710-6101, may be ordered per NAVSUP P-600.

NORBERT R. RYAN, JR.
Vice Admiral, U.S. Navy
Deputy Chief of Naval Operations
(Manpower and Personnel)

Distribution:
SNDL Parts 1 and 2

FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) AWARD LEVEL

1. FLPP levels for non-career linguists. (All, other than Cyyptologic Technician Interpretive (CTI).) (Scores are based on the Defense Foreign Language Proficiency Test (DLPT).)

Proficiency Listening	Proficiency Reading/Speaking	Language Pay (LP) Level
1+	1+	N/A
2	2	LP-2
2+	2+	LP-3
3	3	LP-4

LP-1	None
LP-2	$ 50.00
LP-3	$ 75.00
LP-4	$100.00

Members proficient in two or more languages will require separate reporting entries for each language via a Military Pay Order, NAVCOMPT 3060, or SDS Military Pay Order. However, only report the languages for which payments will be made. In no case will the monthly rate exceed $100. Reduce the amount of the second language to ensure the monthly rate will not exceed $100.

2. Qualifying FLPP levels for CTIs. FLPP will be paid in $25.00 increments beginning at $100.00. Increments will be based on proficiency in listening and reading as measured by the DLPT. CTI's with one language NEC must achieve at least a 2+/2 or 2/2+ on the DLPT in listening and reading to be eligible for FLPP. FLPP will be paid for multiple languages if the member is eligible for FLPP in the primary language and achieves at least a 2/2 in listening and reading in the secondary language. To qualify for multiple language FLPP, one of the qualifying languages must be required by the billet to which currently assigned. Members proficient in two or more languages will require separate reporting entries for each language via a Military Pay Order, NAVCOMPT 3060, or Source Data System (SDS) Military Pay Order. However, only report the languages for which payments will be made. In no case will the monthly rate exceed $300. Reduce the amount of the second language to ensure the monthly rate will not exceed $300. CTI's will be paid based on the following scale:

DLPT PROFICIENCY		FLPP AMOUNT
2	=	$ 50.00
2+	=	$ 75.00
3	=	$100.00

A CTI who has achieved the minimum proficiency required to be eligible for FLPP (2/2+ or 2+/2) would be eligible for $125.00 FLPP (2 = $50.00, 2+ = $75.00). A member who has achieved 2/2+ or 2+/2 in one language and 2/2 in another is eligible for $225.00 FLPP. CTIs who achieve 3/3 in one language will be eligible for $200.00. Under no circumstances will members be eligible for more than the maximum amount allowable ($300.00).

FOREIGN LANGUAGES, CODES AND DIFFICULTY CATEGORIES

Language	Code	Category
Afrikaans	AA	I
Albanian	AB	III
Amharic	AC	III
Arabic	AZ	IV
Arabic-Egyptian	AE	IV
Arabic-Modern Standard	AD	IV
Arabic-Iraqi (Gulf)	DG	IV
Arabic-Maghrebi	Am	IV
Arabic-Saudi	AN	IV
Arabic-Sudanese	AV	IV
Arabic-Syrian	AP	IV
Arabic-Yemeni	AU	IV
Armenian	AR	III
Bengali	BN	III
Botswana	BS	III
Bulgarian	BU	III
Burmese	BY	II
Cambodian	CA	III
Chinese-Mandarin	CM	IV
Czech	CX	III
Danish	DA	I
Dutch	DU	I
Finnish	FJ	III
French	FR	I
Georgian	GG	III
German	GM	II
Greek	GE	III
Haitian-Creole	HC	I
Hebrew	HE	III
Hindi	HJ	II
Hungarian	HU	III
Indonesian	JN	II
Italian	JT	I
Japanese	JA	IV
Korean	KP	IV
Laotian	LC	III
Malay	ML	II
Norwegian	NR	I
Persian-Afghan (Dari)	PG	III
Persian-Farsi	PF	III
Polish	PL	III
Portuguese-Brazilian	PQ	I
Portuguese-European	PT	I
Pushtu-Afghan	PV	III
Pushtu-Peshawari	PW	III
Romanian	RQ	II

Language	Code	Category
Russian	RU	III
Serbo-Croation	SC	III
Somali	SM	III
Spanish	QB	I
Spanish-American	LA	I
Spanish-Castilian	SR	I
Swahili	SW	I
Swedish	SY	I
Tagalog	TA	III
Thai	TH	III
Turkish	TU	III
Ukrainian	UK	III
Urdu	UR	II
Vietnamese-Central	VC	III
Vietnamese-Hanoi	VN	III
Vietnamese-Saigon	VS	III