

Army Regulation 11–6

Army Programs

Army Foreign Language Program

Headquarters
Department of the Army
Washington, DC
25 February 2022

UNCLASSIFIED

SUMMARY of CHANGE

AR 11–6

Army Foreign Language Program

This administrative revision, dated 2 March 2022—

- o Removes tables 4–1, 4–2, 5–1, 5–2, and 6–1 (relocated to DA Pam 11–8).

This major revision, dated 25 February 2022—

- o Requires components to provide an annual informal estimate of the oral proficiency interview by language and number of tests to the Headquarters, Department of the Army, Deputy Chief of Staff, G–2 Foreign Language Team no later than 1 June (paras 1–10*l*, 1–12*w*, 1–14*j*, 1–15*l*, and 1–21*j*).
- o Establishes requirement for commands to inspect their subordinate unit’s command language program every 24 months (paras 1–12*u*, 1–14*i*, and 1–15*m*).
- o Authorizes units with 70 or more assigned linguists to use The Army Language Program funds to hire contract command language program managers (para 1–15*h*).
- o Changes the requirement for the commander to appoint a unit command language program manager from 150 authorized linguists to 70 authorized linguists (paras 1–15*h*, 1–20*e*, and 3–4*d*).
- o Requires commanders to provide language capable and language dependent Soldiers with 150 consecutive hours of language training or equivalent (paras 1–20*l* and 3–2*a*(1)).
- o Authorizes linguists who score 3/3 or higher on the Defense Language Proficiency Test to test every 24 months (para 2–4*b*(1)).
- o Requires language qualified Military Occupational Specialty 35M Soldiers to take an annual oral proficiency interview and score a minimum of 1+ to maintain military occupational specialty qualification (paras 2–4*d*(4) and 4–3*h*).
- o Raises the minimum proficiency level for Army Special Operations Forces from a 1/1 to a 1+/1+ on the Defense Language Proficiency Test or 1+ on the oral proficiency interview in their control language (paras 2–5*c* and 5–4*b*(1)).
- o Prohibits grandfathered 35M Soldiers who never received language training at government expense from requesting a dominant language as their control language (para 2–7*j*).
- o Lowers the Defense Language Proficiency Test requirement to cross train into another language from 2+/2+ to 2/2 (para 3–3).
- o Changes the requirement for a command language council to optional (but highly recommended) (para 3–4*e*).
- o Establishes Military Occupational Specialty 35M as a language dependent military occupational specialty for Soldiers who entered service as either a 35W or a 35M Military Occupational Specialty Soldier (para 3–6*a*(2)).
- o Eliminates Military Occupational Specialties 00S, 35L, 35N, 35Y, and 35V as language capable military occupational specialties and clarifies that 35Z is only authorized to draw a foreign language proficiency bonus if

their previous military occupational specialty was a language dependent feeder military occupational specialty (para 3–6c).

- o Eliminates Area of Concentration 351L as a language capable area of concentration. Adds warrant officer Military Occupational Specialty 351Y as a language capable military occupational specialty. Designates warrant officer Military Occupational Specialties 351M and 352N as language capable military occupational specialties. Limits 352N eligibility for a foreign language proficiency bonus to Soldiers whose feeder military occupational specialty was a language dependent military occupational specialty (paras 3–7b(2) and 4–6b).
- o Establishes the maximum monthly foreign language proficiency bonus rate for one language is \$500 and the maximum monthly foreign language proficiency bonus rate for multiple languages is \$1,000 (para 4–3a(5)).
- o Changes the foreign language proficiency bonus expiration date to the last day of the month in which the Defense Language Proficiency Test was taken (12 months ago) (para 4–3b).
- o Authorizes sub 2/2 foreign language proficiency bonus pay for Active Component, Army National Guard, and U.S. Army Reserve Career Management Field 37 and 38 Soldiers and Area of Concentration 37 and 38 officers (para 4–3j).
- o Exempts language dependent and language capable Military Occupational Specialty Soldiers and warrant officers serving as drill sergeants, recruiters, and observer controllers (within First Army and at the combat training centers) from the requirement to take the Defense Language Proficiency Test for 24 months while serving in these positions. This exception to policy does not apply to drill sergeants serving at the Defense Language Institute or at Goodfellow Air Force Base (paras 4–6h and 4–6i).
- o Designates the oral proficiency interview as the preferred testing method for all Special Operations Forces (para 5–4d(4)).
- o Requires Regular Army and Reserve Component Special Operations Forces to complete 80 hours of foreign language training annually in their control language (paras 5–10a and 5–10b).
- o Authorizes payment of Foreign Language Proficiency Pay to Civilian employees regardless of assignment to a language-coded billet at the discretion of their unit (para 6–1b).
- o Requires units scheduling Defense Language Institute Mobile Training Teams without using the Structure and Manning Decision Review process to request an exception to policy from the Department of the Army, G–2 Foreign Language Team (para 7–5k).
- o Eliminates the B foreign language proficiency bonus payment list. All Soldiers will calculate their foreign language proficiency bonus pay using table 6–1 or table 6–2 in DA Pam 11–8.

Effective 25 March 2022

Army Programs
Army Foreign Language Program

By Order of the Secretary of the Army:

JAMES C. MCCONVILLE
General, United States Army
Chief of Staff

Official:



MARK F. AVERILL
Administrative Assistant to the
Secretary of the Army

History. This publication is an administrative revision. The portions affected by this administrative revision are listed in the summary of change.

Summary. This regulation sets policies and procedures for enabling linguist support to military operations. Linguist support includes policy for establishing Army linguist requirements for the Army's Command Language Programs; identifying, testing, reporting, evaluating, reevaluating, training, rewarding, and assigning Army linguists; and the use of contract linguists to support military operations. This regulation also delineates minimum proficiency standards and establishes program planning and reporting requirements and inspection standards for the Army

Command Language Program. Finally, this regulation describes responsibilities for the management of Army linguists and policy for the payment of the Army's foreign language proficiency bonus.

Applicability. This regulation applies to the Regular Army, the Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve, unless otherwise stated. It also applies to Department of the Army Civilians. During mobilization, the proponent may modify chapters and policies contained in this regulation.

Proponent and exception authority. The proponent of this regulation is the Deputy Chief of Staff, G–2. The proponent has the authority to approve exceptions or waivers to this AR that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a division chief within the proponent agency or its direct reporting unit or field operating agency, in the grade of Colonel or the civilian equivalent. Activities may request a waiver to this regulation by providing justification that includes a full analysis of the expected benefits and must include formal review by the activity's senior legal officer. Commanders or senior leaders of the requesting activity will endorse all

waiver requests and forward them through their higher headquarters to the policy proponent. Refer to AR 25–30 for specific guidance.

Army internal control process. This regulation contains internal control provisions in accordance with AR 11–2 and identifies key internal controls that must be evaluated (see appendix B).

Supplementation. Supplementation of this regulation and the establishment of command and local forms are prohibited without prior approval from the Deputy Chief of Staff, G–2 (DAMI–PIO–L), usarmy.pentagon.hqda-dcs-g-2.list.foreign-language-office@mail.mil.

Suggested improvements. Users are invited to send comments and suggested improvements on a DA Form 2028 (Recommended changes to publications and Blank Forms) directly to the Deputy Chief of Staff, G–2 (DAMI–PIO–L), usarmy.pentagon.hqda-dcs-g-2.list.foreign-language-office@mail.mil.

Distribution. This publication is available in electronic media only and is intended for the Regular Army, Army National Guard/Army National Guard of the United States, and the U.S. Army Reserve.

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Chapter 1

Introduction

Section I

General

1–1. Purpose

This regulation holistically describes the Army Foreign Language Program to include the use of military, Department of the Army (DA) Civilians, and contract linguists to provide linguistic support to Army missions. It delineates policies for managing Army language dependent and language capable military occupational specialty (MOS) Soldiers, DA Civilians, the management and acquisition of contract linguists, command language programs (CLPs), foreign language proficiency bonus (FLPB) pay for both Soldiers and DA Civilians, management of Army special operations forces (ARSOF) Soldiers, and policy for the use of The Army Language Program (TALP) funds. This regulation establishes responsibilities within the Army Foreign Language Program, delineates minimum language training and language proficiency standards, and establishes associated language testing requirements. Additionally, this regulation establishes program planning, resourcing, and reporting requirements, and describes the different types of contract linguists available and the process required to coordinate for contract linguist support.

1–2. References and forms

See appendix A.

1–3. Explanation of abbreviations and terms

See the glossary.

1–4. Responsibilities

See section II of chapter 1 and paragraph 8–2.

1–5. Records management (recordkeeping) requirements

The records management requirement for all record numbers, associated forms, and reports required by this regulation are addressed in the Records Retention Schedule-Army (RRS–A). Detailed information for all related record numbers, forms, and reports are located in Army Records Information Management System (ARIMS)/RRS–A at <https://www.arims.army.mil>. If any record numbers, forms, and reports are not current, addressed, and/or published correctly in ARIMS/RRS–A, see DA Pam 25–403 for guidance.

1–6. The Army Language and Cultural Enterprise

a. Composition.

(1) The Deputy Chief of Staff, G–3/5/7 Training (DCS, G–3/5/7 TR), as the Army’s Senior Language Authority (SLA), will provide a chairperson, an action officer, and a recording secretary to the Army Language and Cultural Enterprise (ALCE). The Deputy Chief of Staff, G–2 (DCS, G–2) will serve as the ALCE deputy chair.

(2) The ALCE is composed of senior officers or senior executive service members from the following organizations: Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)); Assistant Secretary of the Army (Financial Management and Comptroller) (ASA (FM&C)); Deputy Chief of Staff, G–1 (DCS, G–1); DCS, G–2; DCS, G–3/5/7; DCS, G–8; U.S. Army Human Resources Command (USAHRC); Chief, National Guard Bureau (CNGB); Chief, Army Reserve (CAR); U.S. Army Intelligence and Security Command (INSCOM); U.S. Army Forces Command (FORSCOM); U.S. Army Training and Doctrine Command (TRADOC); U.S. Army Special Operations Command (USASOC); U.S. Army Accessions Command; the U.S. Army Intelligence Center of Excellence; and the Defense Language Institute Foreign Language Center (DLIFLC).

(3) Other principal Headquarters, Department of the Army (HQDA) officials, Army commands (ACOMs), Army service component commands (ASCCs), and direct reporting units (DRUs) will provide representatives when issues affecting their organizations are discussed.

b. Direction and control. The ALCE will—

(1) Meet semi-annually or as the chair may direct.

(2) Have the authority to communicate directly with any organization on foreign language and cultural matters.

- (3) Facilitate communications related to language, regional expertise, and culture (LREC) issues among key Army leaders and staffs.
- (4) Focus Army efforts in the various functional areas (FAs) related to LREC issues and policy.
- (5) Monitor accomplishment of Army tasks outlined in the 2020 Defense LREC Readiness Roadmap.
- (6) Assess the Army's language needs.
- (7) Track language assets.
- (8) Recommend language policy.
- (9) Identify present and emerging language needs.
- (10) Identify language training and financial requirements.
- (11) Assess those mission areas and tasks that machine foreign language translation technology is able to meet, mitigate, or enhance.

1-7. Scope

- a.* The Army must recruit, train, and maintain or contract for proficient linguists to respond to worldwide roles, missions, and contingencies.
- b.* The Army will ensure resources are available to certify language proficiency annually in languages for which Defense Language Proficiency Tests (DLPTs) are available (in accordance with para 2-4). If DLPTs are not available, administer an oral proficiency interview (OPI) or other Department of Defense (DoD) approved proficiency test according to paragraph 2-4d of this regulation. Vendors must certify contract linguists to the proficiency levels designated by the performance work statement (PWS).
- c.* Commands not authorized linguists or with linguist requirements that exceed the number of linguists authorized or with regular or periodic mission requirements for foreign language capability will identify those requirements to the DCS, G-2 (DAMI-PIO-L) Foreign Language Team.

Section II

Responsibilities

1-8. The Assistant Secretary of the Army (Financial Management and Comptroller)

The ASA (FM&C) will—

- a.* Develop procedures for the payment and accounting of FLPB by installation finance and accounting offices.
- b.* Provide monthly accounting of disbursements by category (officer, warrant officer, enlisted, and DA Civilian), FLPB level, language identification code (LIC), MOS, and total amount paid.

1-9. The Assistant Secretary of the Army (Manpower and Reserve Affairs)

The ASA (M&RA) will—

- a.* Provide oversight to the FLPB program in coordination with DCS, G-1; DCS, G-2; DCS, G-3/5/7; USAHRC; the Army National Guard (ARNG); the U.S. Army Reserve (USAR); and the Defense Finance and Accounting System (DFAS).
- b.* Coordinate all FLPB policy changes in coordination with DCS, G-1 (DAPE-PRC) and DCS, G-2 (DAMI-PIO-L).
- c.* Identify the critical languages (CLs) for which the Army will pay a FLPB.

1-10. Chief, National Guard Bureau

The CNGB delegates oversight to the Director, Army National Guard (DARNG). The DARNG will—

- a.* Develop requirements for the DLIFLC structure and manning decision review (SMDR) and submit them to the DCS, G-2 (DAMO-PIO-L) Foreign Language Team for review and approval. Once approved, the DARNG will submit their requirements into the Army Training Requirements and Reporting System (ATRRS) system in accordance with the schedule developed by the DCS, G-3/5/7.
- b.* Provide policy and procedural guidance on the Army Foreign Language Program's implementation and Army linguist management to The Adjutants General (TAGs) of the states and territories.
- c.* Exercise staff supervision and management of the FLPB program as it pertains to the Army National Guard of the United States (ARNGUS).
- d.* Maintain an inventory of authorized language positions within the ARNG.
- e.* Submit linguist status reports to the DCS, G-2 upon request.
- f.* Designate an office to monitor TALP activities and subordinate CLPs within the ARNG.

- g. Ensure that adequate resources and facilities are available to support foreign language training for ARNG linguists.
- h. Report TALP requirements and expenditures for the ARNG as required by chapter 7 of this regulation to the DCS, G-2 TALP manager.
- i. Document the ARNG language force structure in coordination with the DCS, G-2 to ensure that inventory and training is accurate (for example, 35M10 QB should read 35M1LQB).
- j. Ensure subordinate unit language programs are inspected every 2 years to ensure compliance with this regulation and AR 11-2.
- k. Monitor FLPB recipients by position, language, pay rate, and category (officer, warrant officer, enlisted, and DA Civilian), to ensure personnel are entitled to receive FLPB and that they are receiving the amount of FLPB they are entitled to.
- l. Provide an annual informal estimate of the OPIs by language and number of tests to the HQDA, DCS, G-2 (DAMO-PIO-L) Foreign Language Team no later than 1 June. For example, the ARNG would provide the estimated number of OPIs for fiscal year (FY) 22 on 1 June 2021.

1-11. Deputy Chief of Staff, G-1

The DCS, G-1 will—

- a. Be responsible for oversight of the FLPB program in coordination with ASA (M&RA); HQDA DCS, G-2; DCS, G-3/5/7; TRADOC; USAHRC; ARNG; USAR; and DFAS.
- b. Submit linguist status reports upon request from the HQDA DCS, G-2.
- c. Provide guidance concerning the FLPB program report preparation to the ARNG, USAR, TRADOC, USAHRC, and DFAS.
- d. Develop policies and provide guidance to ensure that the Army Continuing Education System (ACES) and the Army Learning Centers support foreign language proficiency testing.
- e. Monitor and recommend for approval to the DCS, G-2 any changes to linguist table of distribution and allowances (TDA) and table of organization and equipment (TOE) authorizations for which they have staff proponentcy (see para 1-13i).
- f. Participate in the review of linguist procedures, policies, and requirements.
- g. Delegate the following responsibilities to the Commanding General (CG), USAHRC. The CG, USAHRC will—
 - (1) Have overall staff supervisory authority for the acquisition, assignment, utilization, and retention of Army linguists.
 - (2) Develop personnel management systems and procedures for the operation of the Army Foreign Language Program.
 - (3) Ensure testing policies, facilities, and equipment support DLPT testing.
 - (4) Coordinate with the DCS, G-1 and users to manage a career program based on Armywide requirements of officer, warrant officer, and enlisted linguists.
 - (5) Conduct language inventory analysis and provide requirements to develop Active Component (AC) Army language training requirements. Determine requirements to maintain language inventory and readiness for the SMDR and the training resources arbitration panel (TRAP). Manages the training cycle for all language requirements at the DLIFLC and for advanced individual training (AIT) training seats for AC MOSs 35P, 35M, and foreign area officers (FAOs).
 - (6) Coordinate Army linguist management policies and procedures with the DCS, G-3/5/7 SLA, the DCS, G-2 deputy SLA, DCS, G-1; DCS, G-2 (DAMO-PIO-L) Foreign Language Team; and the Office of the Chief of Military Intelligence at Fort Huachuca.
 - (7) Provide annual and quarterly language reports and ensure that linguist data is current and accessible to the HQDA staff, ACOMs, ASCCs, DRUs, and language personnel managers.
 - (8) Announce changes to FLPB policy, proficiency requirements, pay rates, and procedures.
 - (9) Monitor AC and USAR FLPB recipients by position, language, pay rate, and category (officer, warrant officer, enlisted, and DA Civilian), and report this information to the DCS, G-1 and the DCS, G-2.
 - (10) Assist the DCS, G-1; the DCS, G-2 (DAMI-PIO-L) Foreign Language Team; the USAR; and the ARNG in implementing provisions of chapter 4 (FLPB) of this regulation.
 - (11) In consultation with the DCS, G-2, approve exceptions to policy for the retesting of language proficiency within 6 months.
 - (12) In coordination with the USAR, ensure adequate resources are available to support foreign language training for USAR individual mobilization augmentees (IMAs).

(13) Ensure personnel management systems are properly coded to identify sub-proficient linguists serving in language dependent MOSs.

(14) Manage assignments and track the military career for Military Accessions Vital to the National Interest (MAVNI) Soldiers in accordance with regional alignment and professional development requirements.

(15) Review and make final disposition on requests to change the control language (CLANG) for AC language dependent and language capable MOSs (not including ARSOF career management fields (CMFs) 18, 37, and 38 or FA 48 FAOs) in accordance with Army readiness requirements, policy, and professional development requirements.

(16) Conduct analysis and make recommendations to the DCS, G-1 on the Army Civilian Acquired Skills Program (ACASP) annual mission letter.

(17) Determine MOS 35P (Skill Level 2 and 3 only) promotions monthly by language and complete the promotion allocation report.

(18) Distribute all initial entry training assignments for MOSs 35P, 35M, and MAVNI Soldiers.

(19) As the executing agency for the DCS, G-1, manage the acquisition, assignment, utilization, and retention of Army language dependent MOSs and MAVNI Soldiers.

(20) Provide a senior level representative to the SMDR and TRAP meetings.

(21) Provide a senior level representative to the ALCE.

(22) Screen language dependent MOSs inventory monthly to ensure Soldiers meet language proficiency requirements. USAHRC will code any Soldier not in compliance with language proficiency requirements with an Immediate Reenlistment Prohibition (IMREPR) code 9P indicating non-MOS qualified. USAHRC will remove the IMREPR code 9P from a Soldiers record after they achieve language proficiency requirements.

1-12. Deputy Chief of Staff, G-2

The DCS, G-2 will—

a. Serve as the Army's deputy SLA and deputy chairperson of the ALCE.

b. Serve as the Army's foreign language proponent.

c. Represent the Army at the following meetings: ALCE; Foreign Language Executive Committee; the Technology Working Group; the Education and Instructional Technology Working Group; Testing Assessment Working Group; the Defense Language Testing Working Group; SMDR; TRAP; the Defense Language Steering Committee (DLSC); the Defense Language Action Panel (DLAP); the Defense Intelligence Foreign Language Advisory Group; the Advanced Command Language Program Managers Workshop; the Cryptologic Language Advisory Committee (C-LAC); the Cryptologic Training Advisory Committee; and the Defense Language Curriculum Working Group.

d. Serve as the Service Program Manager (SPM) with overall staff responsibilities for the development, coordination, and conduct of the Army Foreign Language Program.

e. Serves as the responsible official (RO) for all DoD contract linguist support and execute responsibilities in accordance with paragraphs 8-2a, 8-2b, and 8-2c.

f. Develop FLPB program policy and publish the annual Army Strategic Language List (SLL), the ARSOF SLL, and the dominant language list. The last SLL published remains in effect if an annual SLL is not published.

g. Announce changes to the DA Civilian foreign language proficiency pay (FLPP) policy for DA Civilians performing intelligence duties to include proficiency requirements, pay rates, and procedures.

h. Identify CLs to meet Army requirements and document in the SLL.

i. Review and validate foreign language proficiency requirements for modified table of organization and equipment (MTOE) and TDA language positions.

j. In conjunction with the DCS, G-3/5/7, establish the Army's foreign language proficiency standard for all MOSs except 35P. The Director of the National Security Agency (NSA) establishes the language proficiency standards for the NSA/Central Security Service (CSS) linguists.

k. Conduct an annual review of authorization documents for units with language-coded positions. Approve/disapprove unit submissions and coordinate with the appropriate HQDA staff elements for changes to these language-coded positions.

l. Appoint a TALP functional manager.

m. Assist the DCS, G-3/5/7 (DAMO-TRI) with the management and requirements build process of the TALP management decision package (MDEP) throughout the annual programming and budget cycles.

n. Develop and implement policies, objectives, and guidelines designed to achieve, maintain, and improve Army linguists' language proficiency.

o. Develop, disseminate, and update CLP planning and reporting guidance and provide CLP oversight.

- p. Determine the overall Army language requirements based on the National Defense Strategy and provide guidance to ACOMs, ASCCs, and DRUs based on their areas of responsibility, estimated future contingencies, and foreign policy needs. Disseminate guidance annually in the Army Command Plan.
- q. Stabilize language requirements by monitoring and limiting changes to overall unit MTOE/TDA language requirements. Units may not increase their MTOE/TDA language requirements by more 10% annually nor decrease by 20%.
- r. Coordinate changes in language requirements with USAHRC to allow sufficient lead-time to identify, recruit, and train Soldiers prior to linguist requirements affecting the manning of the force.
- s. Monitor and recommend for approval to the DCS, G-2 any changes to linguist TDA and TOE authorizations for which they have staff proponenty (see para 1-13i).
- t. Participate in the review of linguist policies, procedures, and requirements.
- u. Ensure subordinate commands inspect their CLPs every 24 months in accordance with this regulation and AR 11-2.
- v. Approve all Defense Language Aptitude Battery (DLAB) waivers.
- w. Consolidate input from the ARNG, USAR, ACOMs and ASCCs, and provide an annual informal estimate of the OPIs by language and number of tests for the upcoming FY to the DLIFLC no later than 1 June.

1-13. Deputy Chief of Staff, G-3/5/7

The DCS, G-3/5/7 will—

- a. Serve as the SLA for the Army and chair the ALCE.
- b. Formulate, present, and defend foreign language training resource requirements to the program evaluation group for the Defense Language Program (TDLP) MDEP.
- c. Serve as the DoD EA for the DLIFLC.
- d. Oversee DLIFLC and TALP budget execution.
- e. Represent the Army on the DLAP and the DLSC.
- f. Serve as the FAO proponent.
- g. Validate foreign language training seat requirements during the SMDR and reconcile those requirements to an affordable, acceptable, and executable training program.
- h. Manage and implement foreign language training program adjustments in the budget and execution years via the TRAP.
- i. Monitor and recommend for approval to the DCS, G-2 any changes to linguist TDA and TOE authorizations for which they have staff proponenty:
 - (1) *DCS, G-1 positions* : Personnel management; FLPB, U.S. Army Recruiting Command (USAREC).
 - (2) *DCS, G-2 positions* : Intelligence and electronic warfare or standard requirement code 35.
 - (3) *DCS, G-3/5/7 positions* : Military Assistance Advisory Groups; Security Force Assistance Brigades; missions (less intelligence); chemical and nuclear; FAOs; command, control, and communications; TOE and TDA positions unless otherwise designated herein, where operational requirements override Officer Personnel Management System (OPMS) or Enlisted Personnel Management System considerations; and law enforcement.
- j. Participate in the review of linguist policies, procedures, and requirements.
- k. In coordination with DCS, G-2, establish the Army's foreign language proficiency standard.

1-14. Chief, Army Reserve

The CAR will—

- a. Develop the USAR initial entry and prior service language requirements for the DLIFLC SMDR, manage USAR fill rates for DLIFLC, and submit the SMDR requirements to the DCS, G-2 (DAMI-PIO-L) for review and approval. Once the G2 completes their review, input SMDR requirements into ATRRS in accordance with the SMDR schedule developed by the DCS, G-3/5/7 (DAMO-TRI).
- b. Exercise staff supervision and management of the USAR FLPB program.
- c. Maintain an inventory of authorized USAR language positions.
- d. Submit linguist status reports to the DCS, G-2 upon request.
- e. Designate an office to manage and monitor TALP resources and provide oversight of subordinate CLPs.
- f. Ensure adequate resources and facilities are available to support foreign language training for USAR linguists.
- g. Report troop program unit (TPU) TALP requirements and expenditures for the USAR, as required in chapter 7 of this regulation, to the DCS, G-2 TALP manager.
- h. Properly document and code the USAR language force structure in coordination with the DCS, G-2 to ensure inventory and training is accurate (for example, "35M10 QB" should read "35M1LQB").

- i. Inspect subordinate unit language programs every 2 years to ensure compliance with this regulation and AR 11–2.
- j. Provide an annual estimate of the OPIs by language and number of tests to the HQDA, DCS, G–2 (DAMI–PIO–L) Foreign language Team no later than 1 June. For example, the USARC would provide the estimated number of OPIs for FY 22 on 1 June 2021.

1–15. Commanders, Army commands, Army service component commands, and direct reporting units

Commanders (CDRs), ACOMS, ASCCs, and DRUs will—

- a. Direct subordinate commands to manage nonresident foreign language maintenance, remedial, refresher, and enhancement training to ensure they achieve readiness objectives. Assign language training with the same priority given to physical fitness, common Soldier skill training, weapons qualification training, and MOS training.
- b. Develop personnel systems and procedures to ensure linguists are utilized in authorized positions that require foreign language capability.
- c. Designate officials to approve positions and duties that meet the requirements for FLPB.
- d. Identify, justify, and obtain approval from DCS, G–2 (DAMI–PIO–L) prior to the modification of authorization documents affecting numbers of linguist authorizations, languages, and proficiency levels. Consolidate subordinate unit language code changes annually and submit to the DCS, G–2 (DAMI–PIO–L) Foreign Language Team for review and approval prior to submitting through force management channels. Ensure subordinate units do not change more than 10% of their language codes annually.
- e. Coordinate with the U.S. Army Installation Management Command (IMCOM) for the facilities to support the effective training of assigned linguists.
- f. Document the command’s TALP requirements and the method used to determine them. Support the DCS, G–2’s TALP functional manager as required by chapter 7 of this regulation.
- g. Use TALP funds for the language training of assigned military linguists (travel, per diem, meals and incidental expenses, and so forth). This includes the use of TALP funds to hire contract command language program managers (CLPMs) (units with 70 or more assigned linguists only) and to send the unit’s (contract, civilian, military) CLPM to the DLIFLC resident or nonresident CLPM Course. See paragraph 7–5a for exceptions to this policy.
- h. Maintain a CLP and designate a CLPM responsible for all aspects of the development, implementation, and management of the CLP. AC CDRs of units with 70 or more linguists assigned will use a full-time CLPM with a specified job description to manage their CLP. Schedule CLPMs for attendance at the DLIFLC resident or nonresident CLPM course using the ATRRS within 6 months of hiring or assuming the position.
- i. Submit TALP reports on the request for and execution of TALP dollars to DCS, G–2 (DAMI–PIO–L) in accordance with paragraph 7–6.
- j. Execute contract linguists’ responsibilities in accordance with paragraph 8–2d.
- k. Establish a unit policy for the payment of DA Civilian FLPP and review this policy annually to determine if it is still applicable.
- l. Provide an annual informal estimate of the OPIs by language and number of tests to the DCS, G–2 (DAMI–PIO–L) Foreign Language Team no later than 1 June. For example, FORSCOM would provide the estimated number of OPIs for FY 22 on 1 June 2021.
- m. Inspect subordinate unit language programs every 2 years to ensure compliance with this regulation and AR 11–2.
- n. USASOC will—
 - (1) Establish the qualifying DLAB scores for special operations forces (SOF) Soldiers selected for nonresident DLIFLC basic language courses.
 - (2) Determine the minimum language proficiency standard for SOF personnel.
 - (3) Request TALP funding for CMF 35 linguists only.
 - (4) Coordinate with U.S. Special Operations Command (USSOCOM) for CLP funding to provide language training to ARSOF MOS Soldiers.
 - (5) Coordinate with USSOCOM to determine the preferred proficiency test for SOF linguists.

1–16. Commanding General, U.S. Army Training and Doctrine Command

CG, TRADOC has overall responsibility for the training of Army linguists. CG, TRADOC will—

- a. Provide a representative to the ALCE.
- b. The CG, TRADOC delegates to the CG, USAREC, the following responsibilities:
 - (1) Interview every applicant to determine all foreign languages spoken by the applicant.

- (2) Inform applicants of—
 - (a) The ACASP for those who claim foreign language proficiency.
 - (b) Specific MOS options that guarantee language training for those who qualify. This includes all Soldiers who score 85 or higher on the Armed Forces Qualification Test.
- (3) Record foreign language capability on the DD Form 1966 (Record of Military Processing Armed Forces of the United States) on page 1 (Block 13) and indicate on page 4 in the “Remarks” section for all recruits enlisting as part of the ACASP program.
- (4) Include completed DA Form 330 (Language Proficiency Questionnaire) as part of the enlistment packet.

1–17. Commanders, U.S. Army Reception Battalions

The CDRs of U.S. Army Reception Battalions will—

- a. Screen every applicant’s record and ensure language capabilities other than English are entered in the Total Army Personnel Database or its replacement system, the Integrated Personnel and Pay System – Army.
- b. Test all applicants who claim knowledge of a foreign language with the DLPT or OPI in languages where testing is available.
- c. Record DLAB scores according to AR 612–201.
- d. Upload all completed DA Forms 330 to include those received from the Military Entrance Processing Station to iPERMS.

1–18. Directors of Army Continuing Education System

Directors of ACES will—

- a. Assist in providing non-mission language education such as Headstart and off-duty college courses.
- b. Provide DLAB, DLPT, and OPI testing capability. Proctor the administration of these tests.

1–19. Commanders of Military Personnel Division/Human Resource Office, Regular Army Military Personnel Division, the States’ Adjutants General, Army National Guard of the United States, and U.S. Army Reserve units responsible for the custody of military records

The CDRs of Military Personnel Division/Human Resource Office (MPD/HRO), AC Military Personnel Division, the States’ Adjutants General, ARNGUS, and USAR units responsible for the custody of military records will—

- a. Upload DA Form 330 to iPERMS.
- b. Publish orders according to AR 600–8–105 to record the award or withdrawal of the skill qualifications identifier (SQI) “L” to or from—
 - (1) The specialty code for commissioned officers according to DA Pam 611–21.
 - (2) The MOS for warrant officers and for enlisted personnel according to DA Pam 611–21.
- c. Record DLAB results on the Soldier’s personnel qualification records according to AR 600–8–104.
- d. Screen and verify personnel information on applications for language training or linguist assignment prior to forwarding to the CG, USAHRC.
- e. Advise and assist unit CDRs in administering the FLPB program.
- f. Ensure that Soldiers and civilians receiving FLPB meet all the eligibility requirements specified in chapters 4, 5, and 6 of this regulation.

1–20. Commanders at brigade, group, and battalion level

The CDRs with assigned linguists at brigade, group, and battalion level will—

- a. Establish, document, and maintain a CLP.
- b. Direct subordinate commands to manage nonresident foreign language maintenance, remedial, refresher, and enhancement training to ensure they achieve readiness objectives. Treat language training with the same priority given to physical fitness training, Soldier common skill training, and MOS training.
- c. Define specific training goals and objectives to meet mission requirements for authorized linguists.
- d. Arrange, through proper channels, for the administration of DLPTs and/or OPIs to all Soldiers with foreign language proficiency as required by this regulation and in accordance with AR 611–5.
- e. Appoint a unit CLPM to assist the CDR in overseeing the unit’s CLP. The CDRs with 70 or more linguists assigned will appoint a full time CLPM with a specified job description to manage their CLP. All personnel performing CLPM duties (either full time or as an additional duty) must attend a resident or nonresident (mobile training team) DLIFLC CLPM Course within the first 6 months of appointment. Schedule CLPMs for the DLIFLC CLPM training using ATRRS.

f. Ensure that raters address language proficiency requirements for language dependent MOSs and for any officer, warrant officer, Soldier, or DA Civilian serving in a position that requires an SQI “L”. Evaluation report comments are mandatory for a significant improvement in a linguist’s language capability or a failure to sustain the minimum level of language proficiency. Raters will not make a comment on the linguist’s evaluation report when they initially fail to achieve proficiency on their annual DLPT or OPI test. The CDRs will wait until the linguist has completed remediation retraining and retesting. If the linguist fails the post-remediation DLPT or OPI test, then the rater must address proficiency on the linguist’s evaluation report.

g. Identify and submit annual program and funding requirements to maintain the unit CLP through the appropriate chain of command.

h. Provide access to language training programs, instructors, and instructional materials to language dependent/language capable Soldiers.

i. Monitor the status of linguist proficiency within their command and evaluate the effectiveness of unit language programs.

j. Ensure all linguists in a language dependent MOS, language capable MOS, or FA who received language training at government expense or were recruited for their language capability (not to include Headstart, Gateway, or other familiarization courses) complete training and annual retesting requirements for their CLANG. Language trained at Government expense is defined as acquisition language training or enhancement training (intermediate course or advanced course) conducted at DLIFLC or a Government approved institution (Government or commercial). The AC Soldiers in language dependent MOSs who fail their DLPT; who fail to test annually and are past 60 days will receive an USAHRC emplaced reenlistment prohibition code of 9P. The AC Soldiers will then have 180 days to receive remedial training and retest (12 months for the Reserve Component (RC) and ARNG). If an AC Soldiers fails to achieve the minimum proficiency level after the 180-day remediation period (12 month remediation period for the RC and ARNG), CDRs will initiate the process to remove the linguist’s SQI “L” and initiate processing for separation or MOS reclassification of language dependent Soldiers within 12 months of the initial DLPT failure. CDRs with language capable Soldiers who fail to maintain their proficiency will initiate processing in accordance with paragraph 2–5b to remove the SQI “L”.

k. Provide access to maintenance, remedial, refresher, and enhancement training for all language dependent and language capable Soldiers and to Soldiers serving in language coded positions for their CLANG. CDRs may allow Soldiers with multiple language capability to receive training for other languages they have demonstrated proficiency in if they have the time and the funding available as long as the Soldier maintains proficiency in their CLANG.

l. Provide all language dependent and language capable Soldiers with an annual significant language training event (SLTE) consisting of 150 hours (80 hours RC) of consecutive language training or equivalent. Ideally, this SLTE should occur prior to the linguist’s annual DLPT.

m. Schedule remedial, maintenance, refresher, and enhancement training on the unit’s training schedule.

n. Maintain an individual linguist training plan (ILTP) for each linguist. The ILTP should contain assignments, training, proficiency requirements, and test results.

o. Ensure language dependent/capable Soldiers maintain their language proficiency and validate it by taking an annual DLPT or OPI. This does not apply to Soldiers who were reclassified from a language dependent or language capable MOS.

p. Consider establishing a command language council (CLC) if 50 or more language coded positions are authorized on Army manning documents.

q. Review MTOE and TDA language coded billets annually in accordance with Army Command Plan guidance and submit changes to the local higher headquarters. Do not change more than 10% of your language coded billets annually. The local higher headquarters will submit these language coded changes to the DCS, G–2 Foreign Language Team for approval prior to submitting through Force Management channels. Language training program requirements are determined by the SMDR process and restricted by rules that prohibit major changes to the training load during years of execution, which means the Army cannot TRAP to adjust training during the execution year. Forecasting requirements to the G2 will improve the Army’s ability to synchronize training requirements with changes to Unit Authorization Documents (UADs). In addition, during the annual SMDR, the Army can only increase training load by 10% and decrease by 20%, which makes it impossible to match UADs with the proper language and quantity when commands make major changes to LICs.

r. Maintain the FLPB program in accordance with chapters 4, 5, and 6 of this regulation (as applicable).

(1) Initiate actions at the installation level to determine Soldier eligibility for FLPB and issue orders if eligible.

(2) Establish internal controls to verify FLPB for accuracy and for audit purposes in accordance with AR 11–2.

(3) Sign the DA Form 4187 (Personnel Action) to authorize a Soldier to receive FLPB. Ensure linguists receiving FLPB meet the eligibility requirements in paragraphs 4–2, 5–2, and 6–3 as applicable.

(4) Process FLPB start and stop orders in accordance with DA Pam 11–8 and ensure that FLPB payments are accurately executed.

(5) Rescind Soldiers' FLPB orders when their FLPB eligibility terminates. The FLPB orders should authorize FLPB for a 12-month period for all linguists, except those who score a 3/3 on their proficiency test. FLPB orders for linguists scoring 3/3 or higher on their DLPT will authorize FLPB for 24 months. This ensures the linguist will take their DLPT test on time else their FLPB will stop.

(6) Report linguist readiness status by fill, fit, and proficiency in the personnel section of the net-centric unit status report. Fill is defined as the correct MOS and grade. Fit is defined as the correct language. For example, if a unit's MTOE/TDA languages are Korean and Russian and a 35P Soldier is assigned who speaks Arabic, they would not be counted as a filled language coded billet because Arabic is not one of the unit's wartime languages. Proficiency is defined as the correct proficiency as defined by the language proficiency indicator on the units TOE/TDA.

s. Execute the following to ensure eligible DA Civilian's receive their FLPP:

(1) Document required foreign language skills and proficiency requirement in the DA Civilian's duty position description.

(2) Annually certify the foreign language requirement for each DA Civilian's position description to ensure continued eligibility for FLPP in accordance with paragraph 6–3 (does not apply to Military Intelligence Civilian Ex-accepted Career Program (MICECP) employees).

(3) Ensure Standard Form (SF) 52 (Request for Personnel Action) is processed and FLPP payments are executed. FLPP orders should authorize FLPP for a 12-month period only unless the linguists scores 3/3 or higher on the DLPT. FLPP orders for linguists with a 3/3 or higher will authorize FLPP for a 24-month period. This ensures the linguist will take their DLPT test on time else their FLPP will stop.

(4) Reflect the requirement to maintain their foreign language proficiency in the employee's DCIPS objectives.

(5) Ensure the DA Civilian reviews and acknowledges the ACOM, ASCC, and DRU CDR's policy authorizing FLPP.

(6) Encourage agency-sponsored and self-development efforts to obtain, maintain, and enhance proficiencies in languages deemed critical by the Army or required by the command.

t. Code 70% or more of the unit's language billets with a language that supports the National Defense Strategy and the Army Command Plan guidance. Code the remaining 30% of language billets with another language that supports the unit's wartime mission. For example, a unit whose wartime mission supports the Indo-Pacific Command (INDOPACOM) AOR should code 70% or more of their language coded billets for Korean or Chinese Mandarin. Code the remaining 30% with another INDOPACOM language (for example, Indonesian of Tagalog).

1–21. Unit level Command Language Program Managers

Unit level CLPMs will—

- a. Consider scheduling and chairing CLC meetings for units with 50 or more language coded positions.
- b. Coordinate and report resource and training requirements.
- c. Coordinate language proficiency testing in accordance with AR 611–5 and chapter 2 of this regulation.
- d. Oversee the FLPB and FLPP program, coordinating with the servicing personnel office to ensure that qualified personnel receive the appropriate FLPB/FLPP amount and terminate FLPB/FLPP when a Soldier or Civilian ceases to be qualified. Ensure all personnel receiving FLPP/FLPB are eligible to receive this payment.
- e. Maintain current records of linguist qualification status within the command.
- f. Prepare TALP reports as required by paragraph 7–6 of this regulation.
- g. Maintain a separate CLP hand receipt for all property purchased with TALP funds in excess of \$250. Maintain the hand receipt in accordance with Army regulations.
- h. Serve as the CDR's primary advisor on all foreign language training, readiness, and administrative issues.
- i. Attend the DLIFLC CLPM Course in residence or via MTT within 6 months of appointment. Schedule attendance at the DLIFLC CLPM course through ATRRS.
- j. Provide an annual estimate of the OPIs for the next FY by language and number of tests to the higher headquarters CLPM no later than 1 June.

Chapter 2

Linguist Recruiting, Language Testing, and Control Language

Section I

Linguist Recruiting Programs

2–1. Recruiting programs

The Army recruits Soldiers with various language and cultural skills through accessions, in-service recruiting, and reclassification programs. The Army continually reviews language inventory and sustains that capability using various incentive programs such as FLPB/FLPP and enlistment and retention bonuses (see AR 612–201 for more information). Use the ACASP as much as possible to recruit personnel with foreign language and cultural skills consistent with current and future readiness requirements. The DCS, G–1 provides the ACASP requirements by a mission letter detailing specific recruiting targets by language to USAREC. The ACASP saves the Army training time and money and enhances Army readiness. To enhance the capability of the Army’s ACASP recruiting program, USAREC will assign and utilize Soldiers with language and cultural skills as language advocates. Use these Soldiers to augment the accession of language-qualified Soldiers to fill current and emerging requirements for the Army and the USAR. The 35P MOS has very stringent security requirements in order to control access to our most sensitive strategic networks. The Army must ensure that recruits/Soldiers meet the suitability standards defined in DA Pam 611–21 prior to accession or reclassification into this MOS.

2–2. Additional requirements for recruiting programs

- a.* Recruits desiring MOS 35P must ensure they meet the suitability requirements specified in chapter 10 of DA Pam 611–21.
- b.* Soldiers must be United States citizens.
- c.* The 35M does not have a notification of foreign national affiliation requirement and the recruitment of Soldiers or their spouses who have foreign contacts is not an issue unless it prevents a Soldier from obtaining a security clearance necessary to hold the MOS.
- d.* Soldiers accessed as 35Ps or 35Ms must demonstrate clear enunciation and comprehension of the English language and good grammar skills. Applicants who are not native-born citizens or who have not attended U.S. schools since the age of six must obtain a minimum score of 80 in reading and listening on the English Comprehensive Level Test (ECLT) to enlist or reclassify into these MOSs.
- e.* Basic combat training (BCT) trainees who have enlisted outside the continental United States will be required to take the ECLT. Screen these trainees upon arrival at the Fort Sill, OK Reception Battalion. Trainees who score between 64 and 74 on their ECLT are eligible to take the ECLT at the Fort Sill test site. Those trainees who score 75 or more will proceed to BCT. Send trainees who score less than 75 to Lackland Air Force Base (AFB) to improve their ECLT score prior to attending BCT. 09 series trainees will not be tested at Fort Sill and will proceed directly to Lackland AFB once they complete processing at the reception battalion.

Section II

Language Proficiency Tests

2–3. Scope

The following policy articulates the minimum language proficiency level Army linguists must achieve and sustain and the testing procedures used to evaluate a linguist’s proficiency:

2–4. Language proficiency tests

- a. Initial evaluation.* As an initial evaluation, potential recruits for 35M and 35P must take the DLAB during accessions to determine if they have the aptitude to learn a foreign language. Recruits who claim knowledge of a foreign language must take a DLPT or OPI to verify their foreign language capability. Personnel enlisting for a language dependent or language capable MOS are given the DLPT or OPI for any language in which they are trained (after they complete the training) or recruited at Government expense (excluding Gateway and Headstart courses or similar “survival level” courses and college foreign language courses) or for which proficiency is claimed. For languages in which there is no DLPT or other DoD-approved proficiency test, personnel will take an OPI according to the guidance found in paragraph 2–4d, provided certified testers are available. In addition to potential recruits for language dependent/capable MOSs, other personnel requiring tests are:

- (1) *Defense Language Aptitude Battery.*
 - (a) Cadets at the United States Military Academy (USMA) and contracted cadets in the Reserve Officer Training Corps (ROTC) upon completion of their junior year.
 - (b) Officers and warrant officers at basic branch courses or at their first duty station. Test officers and warrant officers who do not attend the basic branch course at their initial duty assignment.
- (2) *Defense Language Proficiency Test.*
 - (a) All contracted USMA and ROTC cadets and all USMA and ROTC cadets who are attending a semester abroad program.
 - (b) Enlistees for ACASP options requiring a determination of foreign language proficiency prior to enlistment.
 - (c) Enlistees processing through a U.S. Army Reception Battalion who claim proficiency in a foreign language to verify their language capability.
 - (d) Soldiers graduating from the DLIFLC or other military, DA Civilian, or contract foreign language training programs paid for by Army funds (this refers to acquisition, intermediate, or advanced language courses).
 - (e) Soldiers requesting an initial evaluation upon completion of a self-study course (for example, night school, college, or home study).
 - (f) Personnel whose records, evaluation reports, or other documents show knowledge of a foreign language not recorded on their qualification records. This includes personnel applying for a language-dependent MOS or FA.
 - (g) Soldiers not identified in paragraphs 2–4a(2)(a) through 2–4a(2)(f) who claim knowledge of a foreign language or languages.
 - (h) DA Civilians as a condition of employment.
- b. *Reevaluation.*
 - (1) The Army's minimum linguist proficiency level is 2/2 in their CLANG for all linguists except for 35M and ARSOF Soldiers. Language qualified MOS 35M Soldiers must score a minimum of a 2 on their OPI or a minimum of L2/R2/S1+ in their CLANG to maintain MOS qualification. ARSOF minimum language proficiency is 2+ on their OPI in their CLANG. ARSOF minimum linguist proficiency standard is 1+/1+ in their CLANG (see chapter 5 of this regulation). Annual language proficiency recertification is mandatory for Soldiers and DA Civilians who have received foreign language training at Government expense (and graduated), were recruited for their language capability, serve in a language dependent or language capable MOS career field (as defined in paragraph 4–6, this regulation), or are assigned to a language-coded position. All linguists must recertify annually (see paragraph 4–3b for specifics) to remain eligible to receive FLPB with the exception of those personnel who score 3/3 on their DLPT, OPI, or equivalent test. Servicemembers and civilians who score 3/3 or better on their DLPT or OPI are required to test every 2 years.
 - (2) Linguists who no longer serve in a language dependent or language capable MOS are encouraged but not required to recertify annually. These Soldiers will not receive FLPB pay unless they have a memorandum from the USAHRC enlisted or officer branch manager.
 - (3) The vendor validates a contract linguist's proficiency using a vendor administered test in accordance with the standards established in the contract's PWS. Do not use government administered DLPTs and OPIs to determine or validate a contract linguist's proficiency.
 - (4) All linguists who are sub-proficient in their CLANG have 180 days (12 months for the RC) to complete a SLTE of no less than 150 consecutive hours of language training or equivalent during which time the Soldier and their chain of command will apply the maximum level of training resources, time, and focus to improve their language proficiency. The CDRs, in consultation with their CLPM, must follow the counseling guidance provided in DA Pam 11–8 to clearly articulate the remediation training plan to sub-proficient linguists to include stopping their FLPB immediately once they fail their DPLT or OPI. USAHRC will place an IMREPR 9P (not MOS qualified) for any Soldier in a language dependent MOS who fails to maintain language proficiency standards.
 - (5) If a language dependent Soldier fails to achieve a passing score on their DLPT or OPI after completion of the remediation period, CDR's will initiate the administrative process to remove the linguist's SQI "L" and initiate processing for separation or MOS reclassification within 12 months of the initial DLPT failure.
 - (6) If a language capable Soldier fails to achieve a passing score on their DLPT after completion of the remediation period, CDRs must initiate action to withdraw the SQI "L" no later than 1 year from the date of the initial DLPT failure.
 - (7) FAOs who fail to maintain their language qualification will not be eligible to fill certain FAO positions, particularly those in overseas locations. In addition, non-language-qualified FAOs may not be competitive for promotions or school selections.

c. *Defense Language Proficiency Test.* Various evaluation techniques and instruments measure language skills in listening, reading comprehension, and speaking. The reading and listening DLPT tests must be taken within 30 days

of each other to count as a valid test. These include the DLPT in versions I, II, III, IV, and 5 which tests listening and reading skills.

(1) Administer and score each DLPT according to the administration and scoring manual appropriate for that particular test. The DLPT 5s will be scored automatically for multiple-choice tests or by DLIFLC for constructed response tests. Both military and civilian linguists must certify annually using the lower range or all-range DLPT 5-Computer Adaptive (DLPT5-CA) tests to sustain proficiency and to qualify for FLPB. The upper range DLPT may only be taken within 90 days of scoring a 3 on the lower range DLPT to show increased proficiency. Soldiers and civilians who score a 3/3 on their DLPT are exempt from the annual testing requirement and are only required to test every 24 months. This 24-month testing requirement for Soldiers and Civilians who score a 3/3 or higher on their DLPT applies to both the lower range and the upper range tests. Soldiers and Civilians taking a DLPT 5-CA test do not have to take the upper range DLPT since the DLPT 5-CA can determine proficiency levels from 0+-4. A DLPT 5-CA makes an upper range test obsolete.

(2) Linguists, language instructors and any Soldier or Civilian who takes the DLPT exam are not authorized to hold any testing positions, to include test control officer (TCO), assistant test control officer, or test examiner. These personnel involved in the testing process are not eligible to take a DLPT for a period of 180 days after leaving a testing position. Contract language and basic skills instructors and applicants for these positions are not authorized to take any Army language proficiency test. Military language instructors who do not have access to DLPT exams are required to take the DLPT annually.

(3) DA Civilians with access to DLPT development and foreign language instructors will take an OPI to satisfy annual foreign language certification requirements.

(4) If a DLPT5 is available for a language, that is the only authorized test. The DLIFLC Commandant has the authority to administer or to authorize administration of superseded versions of the DLPT only for conducting analyses of the performance of the tests. Direct all other requests to the DCS, G-2 Foreign Language Team (DAMI-PIO-L).

(5) Soldiers and DA Civilians with an Arabic dialect designated as their CLANG must take the modern standard Arabic (MSA) reading test and one or more of the listening dialect tests. Take the reading and listening test within 30 days of each other to count as a valid test.

(6) Soldiers with a valid and current DLPT in a previous version who are taking the DLPT5 or DLPT5-CA for the first time and score lower on the DLPT5 or DLPT5-CA may substitute their previous test score for annual certification one time only. The previous test score will be the test of record with an effective date of the new submission.

(7) Approval for DLPT and DLAB reevaluation.

(a) Administer no more than two iterations of the same DLPT to the same person in a 12-month period. Individuals who have completed a SLTE (minimum of 150 consecutive hours of training or equivalent for the AC; 80 hours for the RC) may retest in less than 6 months from the last test date as an exception to policy. Submit exceptions to policy for DLPT or OPI retesting to the CDR, TRADOC, ArmyU, ACCESS (AHRC-PDE) for approval. If the exception to policy for retesting is approved, at least 6 calendar months must elapse before any subsequent test. Only one exception to policy may be granted within a 12 month period to comply with the DoD policy which limits the number of times a year a DLPT in the same language may be taken to twice per 12 month period. For example, if a linguist takes a DLPT on 8 January 2021 and fails; takes a 150 hour SLTE from 1 through 28 February; receives an exception to policy to retest within 6 months and retakes their DLPT on 5 March; then they would not be able to take another DLPT until the anniversary of their first test on 8 January 2022.

(b) Reevaluate personnel on the DLAB if they have not received the minimum qualifying score on the initial test. Personnel may retest up to two times after a 6-month waiting period between each test. Administer no more than three DLAB tests to the same person.

(c) Requests for more than two DLAB retests. Requests for exceptions to the waiting period, and requests to retest after attaining the minimum score or higher, should be sent to Commanding General, TRADOC, ArmyU, ACCESS (AHRC-PDE), 1600 Spearhead Division Ave, Department 480, Fort Knox, KY 40122-5408.

(d) Soldiers scheduled to attend training courses that are 180 days in length or greater should make every effort to test prior to attending the course. If the Soldier cannot test prior to attending the course, they are authorized a waiver of recertification (in all languages they receive FLPB for), for 180 days after course graduation. This is to ensure Soldiers are not distracted during the training course by having to take a DLPT(s). IMREPR 9P will not be placed on individual personnel records and FLPB will continue to be paid while they are attending the course. Recertified DLPT(s) for students attending either a CAT III or CAT IV language course will expire during their time in the classroom therefore a waiver can be granted to extend FLPB payments.

1. Example 1 (CAT III 01PF-P 20-004): DLPT recertified 200115, course start date 200203, course graduation date 210211; Servicemember (SM) loses FLPB on 210201 – Soldier still in the classroom.

2. Example 2 (CAT IV 01AP-P 20-005): DLPT recertified 200115, course start date 200203, course graduation date 210603; SM loses FLPB on 210201 – Soldier still in the classroom.

d. Oral proficiency interviews.

(1) The OPIs may only be requested for MOSs and FAs (language qualified 35Ms, FAOs, CMFs 18, 37, and 38) which have a speaking requirement; languages on the SLL for which no written test exists; to enable a linguist (MOS immaterial) who received proficiency levels of 3 on all skills tested to demonstrate a higher proficiency rating in speaking (for example, MOS 35P Soldiers may request an OPI only if they score 3/3 on their DLPT); or to satisfy a critical mission requirement identified by the CDR, USSOCOM who determines the preferred proficiency test and OPI requirements for SOF Soldiers.

(2) The OPI interviewers can assign a speaking proficiency level of 0 through 5. A two-skill OPI can assign proficiency levels in listening in addition to speaking of 0 through 4. If a linguist requires an OPI, conduct a telephone or personal interview, provided advance notice is given to DLIFLC (ATFL-ESM). An OPI is conducted with a DLIFLC approved and certified tester in the following circumstances:

(a) When an individual claims proficiency in a language on the Army's SLL for which no DLPT is available. (Contact AHRC-PDE for a list of available tests.)

(b) When an individual who scores proficiency levels of 3 on all modalities of their DLPT requests the option of attempting to increase their proficiency rating. These individuals will not have their scores lowered as a result of taking the OPI. The purpose of the OPI would only be to attempt to demonstrate a higher proficiency level in speaking.

(c) To enable DLIFLC instructors to meet annual foreign language proficiency certification requirements.

(d) To determine AC reenlistment bonus levels and FLPB eligibility for CMF 18, 37, and 38 Soldiers.

(3) The OPIs will only be requested for languages on the SLL or other mission required languages.

(4) An OPI must be administered to all language qualified MOS 35M Soldiers as part of the annual certification to assess speaking proficiency. Soldiers must score a minimum of "1+" on their OPI to maintain MOS qualification.

(5) Only the TCO can coordinate for OPIs. For specific arrangements, the TCO should contact DLIFLC (ATFL-ESM).

(6) The USSOCOM CDR determines the preferred proficiency test and OPI requirements for SOF linguists. CDR, USSOCOM designated the OPI as the preferred testing method for all special operations forces personnel (CMFs and AOC 18, 37, and 38).

(7) The DLIFLC (ATFL-ESM) reports the results of an OPI to the requesting TCO who completes and submits DA Form 330 (see DA Pam 11-8 for guidance on preparing and submitting the DA Form 330). Soldiers and civilians who take a two-skill oral proficiency interview (TSOPI) will have a speaking and a participatory listening score annotated on the DA Form 330. The participatory listening score is equal to the speaking score. For example, a linguist who scores a 3 on the speaking portion of the OPI would also receive a 3 in participatory listening.

(8) When a DLIFLC approved interviewer is unavailable, the TCO should contact DLIFLC (ATFL-ESM) for self-appraisal guidance and forms. The highest rating awarded using self-appraisal is a speaking score of 3. Do not use self-appraisals to qualify for FLPB and do not report self-appraisal scores to USAHRC. The use of the self-appraisal process is highly encouraged for non-career linguists upon entry to the Army and for Soldiers claiming proficiency in low-density languages. The Soldier's unit S-1/MPD/HRO must use electronic military personnel office/Regional Level Application Software (for USAR) to identify Soldiers who claim knowledge of a foreign language.

2-5. Proficiency standards

a. The Army's minimum linguist proficiency standard is level 2 (limited working proficiency) in any two modalities as delineated by the interagency language roundtable (ILR) for all linguists, USACAPOC Soldiers, and ARSOF Soldiers. MOS 35P Soldiers can test their speaking ability using an OPI only if they score a 3/3 on their DLPT. Language qualified MOS 35M Soldiers are required to score a minimum of 2 on their OPI or L2/R2/S1+ on their DLPT/OPI to maintain MOS qualification. Language qualified MOS 35M Soldiers who score a 2 or higher on the listening and speaking modalities of a two-skill OPI are considered MOS qualified. 35M Soldiers who score a 2/2 on the listening and reading modalities of the DLPT must also take an OPI and score a minimum of 1+ to maintain MOS qualification. USACAPOC and ARSOF Soldiers minimum proficiency standard is 1+/1+.

b. AC Soldiers in language dependent MOSs who fail their DLPT or who fail to test annually, or are past 60 days (to recertify) will have their FLPB stopped and receive a USAHRC emplaced IMREPR code of 9P. AC Soldiers will then have 180 days (12 months for the RC and the ARNG) to receive remedial training and retest. If an AC language dependent Soldiers fails to achieve the minimum proficiency level after the 180-day remediation period (12-month remediation period for the RC), CDRs will initiate the process to remove the linguist's SQI "L" and to eliminate or reclassify the language dependent Soldiers within 12 months of the initial DLPT failure. Language capable Soldiers who fail their DLPT or who fail to test annually, and are past 60 days will have their FLPB stopped immediately. AC

Soldiers will then have 180 days (12 months for the RC and the ARNG) to receive remedial training and retest. If AC language capable Soldiers fail to achieve the minimum proficiency level after the 180-day remediation period (12-month remediation period for the RC and the ARNG), CDRs will initiate the process to remove the language capable linguist's SQI "L" within 12 months of the initial DLPT failure.

c. The CDR, USSOCOM determines the minimum proficiency standard for SOF. The minimum proficiency is 1+ on their OPI or 1+/1+ on their DLPT.

d. The goal for all linguists is level 3 in listening, reading, and speaking.

e. Linguists who speak a language for which no DLPT exists must test using the OPI or another DLIFLC approved test.

Section III

Control Language

2-6. General

The CLANG identifies the Soldier's primary foreign language for management and strength accountability purposes. The eighth and ninth characters of the enlisted Soldiers' MOS, the fifth and sixth characters of the warrant officers' MOS, and the fourth and fifth characters of the officers' specialty code identify their CLANG. Officers and warrant officers have a LIC that serves as a CLANG. Paragraph 2-7 defines how a linguist's CLANG is determined and how a linguist can change their CLANG.

2-7. Control language determination

a. The overriding factor in determining a Soldier or Civilian's CLANG is the needs of the Army. Additional considerations include:

(1) A Soldier's language proficiency.

(2) The desires of the individual.

b. AC Soldiers with skills in only one foreign language have that language designated as their CLANG.

c. For AC Soldiers with skills in more than one foreign language, the CLANG is the language for which the Soldier most recently attended a basic language acquisition course or was recruited for. If the Soldier has not attended a basic language acquisition course and has instead attended a language conversion course, such as Persian Farsi to Dari, the CLANG will not change. The first language trained or recruited for will be the Soldier's CLANG until the Soldier is no longer under an active duty service obligation (ADSO) for the language or as determined by USAHRC and their career manager. USAHRC Enlisted Language Branch and their career managers will review and approve CLANG changes based on requirements and proficiency level. The first O-6 in the Soldier's chain of command may request to change a CLANG by submitting a DA Form 4187 request for a CLANG change and a DA Form 330 demonstrating the required proficiency in the requested language. For AC enlisted Soldiers, CDRs will send the DA Form 4187 to the USAHRC, Enlisted Language Branch, (AHRC-EPB-M), 1600 Spearhead Division Ave, Fort Knox, KY 40122-5400. Officers and warrant officers will submit their CLANG change requests to their branch manager. USAHRC is the approval authority for all CLANG changes. USAHRC will consider Army readiness, bonus entitlements, and requirements before approving a CLANG change. USAHRC will respond with a memorandum approving/disapproving all CLANG change requests. For DLIFLC graduates assigned the wrong CLANG, USAHRC will correct and change the CLANG during record reviews conducted by the Enlisted Language Branch. Additionally, there are times when USAHRC will involuntarily change a Soldier's CLANG based on changes to language authorizations and the Soldier's language proficiency in other required foreign languages.

d. AC officers and warrant officers must contact their branch manager for determination of their CLANG.

e. For ARNG and USAR Soldiers, the CLANG is determined by the most recent language the Soldier was recruited for; trained in; or by the language-coded position to which the Soldier is assigned or as determined by:

(1) ARNG Soldiers: CNGB (NGB-ARH).

(2) USAR Soldiers: U.S. Army Reserve Command (USARC) G-1 (ARRC-PRP).

f. A DA Civilian's CLANG is determined by the most recent language they received training for at Government expense or the language they were recruited for. CDRs or supervisors must identify the CLANG in the DA Civilian's position description (MICECP excepted; see chapter 6). CDRs or supervisors may change or eliminate a DA Civilian's CLANG at any time by changing their position description.

g. MICECP employees may hold more than one CLANG. The MICECP Program Manager is the approval authority for multiple CLANGs for MICECP employees.

h. FA 48 officers may hold more than one CLANG. For FA 48 personnel, base their CLANG on billet and training requirements and AR 5–22. Chief, FAO Proponent Branch approves CLANGs or changes to CLANGs based on amended requirements for FA 48 personnel.

i. Operational GREAT SKILL personnel (MOS immaterial) may hold more than one CLANG. Base GREAT SKILL personnel's CLANGs on billet, operational requirements, training requirements, and AR 5–22 tasks. The GREAT SKILL Program Commander is the approval authority for multiple CLANGs for GREAT SKILL personnel. Additionally, the GREAT SKILL Program Commander approves CLANG changes based on amended requirements for GREAT SKILL program members.

j. Grandfathered 35M Soldiers who never received language training at government expense or who were not recruited for their language capability may request USAHRC assign a CLANG for a language they demonstrate proficiency in. Grandfathered 35M language choices are limited to CLs the Army has a requirement for (that is, the 4+1 languages). Grandfathered 35M Soldiers are not authorized to request dominant languages for their CLANG since sufficient capability in this language already exists within the Army. Grandfathered 35Ms may also request to attend DLIFLC to acquire a language. Refer to chapter 4 of DA Pam 11–8 for information on how to apply to attend DLIFLC.

2–8. Soldier initiated changes to their control language

Soldiers may request a CLANG change by submitting a DA Form 4187 through the first O6 in their chain of command. Soldiers and officers may submit the CLANG change request after the completion of all service obligations or after meeting all contractual requirements related to their enlistment or reenlistment bonuses. USAHRC Enlisted Language Branch is the approval authority for all language dependent MOSs. The career/branch manager is the approval authority for all officers, warrant officers, and language capable MOS Soldiers. There is not a requirement for a grandfathered 35M Soldier to obtain a language. Grandfathered 35M Soldiers who desire to learn a language must request approval from USAHRC Enlisted Branch.

Chapter 3 Linguist Training, Management, and Utilization

Section I

General

3–1. Scope

Foreign language proficiency is a highly perishable skill and requires constant training to ensure Soldiers' increase their language proficiency throughout their career. CDRs, supervisors, CLPMs, and members of the chain of command will develop a broad spectrum of training resources to tailor training programs. CDRs should tailor unit and individual training programs to meet both mission and individual requirements. The three components of language training are: institutional language training, unit language training, and self-study.

a. *National cryptologic schools.* Institutional language training is conducted at the DLIFLC main campus in Monterey, California, or at one of their satellite campuses. Institutional training remains the primary acquisition method for non-native professional linguists. See DA Pam 11–8 for procedures to send a Soldier to DLIFLC.

b. *Unit training.* CDRs with assigned linguists will establish a CLP in accordance with the policy articulated in paragraphs 1–20a, 3–2, and 3–4 of this regulation. CDRs should also refer to the procedures found in DA Pam 11–8 to develop and execute remedial, sustainment, refresher, and enhancement language training programs designed to ensure all assigned linguists meet the minimum language proficiency standard. Units with assigned cryptologic linguists in support of the NSA and/or CSS will develop and implement cryptologic language programs designed to develop L3/R3 linguists to meet NSA and/or CSS proficiency standards. CDRs of units supporting NSA missions will maximize the use of the national cryptologic schools language training detachments for enhancement training.

c. *Self-study.* CDRs should encourage the use of self-study materials. Self-study language training consists of supervised or self-paced language training accomplished by the individual Soldier on their own time and during prime training hours. The objectives should include general language proficiency and assurance of mission performance. For maximum effect, the training supervisor mentor should prepare an ILTP listing individual training objectives, tasks, performance standards, milestones, and a program schedule for each Soldier. Units may use TALP funds to purchase software/equipment/software applications to support self-study programs (see para 7–5j).

3-2. Unit training: command language programs

a. CDRs with Soldiers in language dependent/capable MOSs, will establish a CLP that provides foreign language maintenance, remedial, refresher, and enhancement training programs to ensure that foreign language proficiency is maintained and enhanced. Submit requests to establish new contract language training programs through the DCS, G-2 TALP program manager to the DLIFLC for approval. Failure to gain DCS, G-2 approval before establishing a contract language training program may result in the loss of TALP funding for the command. See DA Pam 11-8 for guidance on establishing a successful CLP.

(1) For the AC, all language dependent and language capable enlisted Soldiers, warrant officers, and officers are required to complete 150 consecutive hours of foreign language training or equivalent annually in their CLANG (as reflected in their ILTP). Training in their CLANG is the priority for all language dependent and language capable Soldiers with SQI "L." Do not train additional languages until the Soldier completes their 150 hours of annual training (AT) in their CLANG and successfully passes their DLPT (for their CLANG). Native/heritage speakers recruited for their language capability and are serving in a language capable language dependent MOS may substitute English language training for target language training.

(2) For the RC, all language dependent/capable enlisted Soldiers, warrant officers, and officers are required to complete 80 hours of foreign language training annually in their CLANG. Training in the CLANG is the priority for all language dependent and language capable Soldiers with SQI "L." Do not train Soldiers in an additional language until they complete their 80 hours of language training in their CLANG.

(3) Enlisted Soldiers, warrant officers, and officers who are assigned to a language coded position but are not linguists (have not been trained or assessed for foreign language proficiency) are exempt from the 150 hours (80 hours RC) annual language training requirement. SOF linguist serving in the operational force and all MSGs (E-8) and above are exempt from the 150 consecutive hours (80 hours RC) of annual language training or equivalent.

b. CDRs at all levels with Soldiers in language capable MOSs will provide foreign language maintenance, remedial, refresher, and enhancement training as resources are available.

c. CDRs will not expend TALP funding or other designated language training funds on Soldiers who are within 180 days of separation from the Army unless they are enlisting in the ARNG or the USAR in a language capable/dependent MOS. CDRs must also ensure that Soldiers meet service remaining requirements timelines in accordance with AR 614-200, table 4-1.

3-3. Training in additional languages

The minimum proficiency prerequisite to cross train in an additional language is a current DLPT rating of 2/2 in the Soldier's currently assigned CLANG. These cross-training prerequisites do not apply to GREAT SKILL personnel, SOF personnel, or to FA 48 officers.

a. Upon completion of cross training, the linguist must take the DLPT or OPI.

b. Change CLANGs in accordance with paragraph 2-7c.

c. Cross training is not acquisition training. Soldiers must demonstrate pre-existing proficiency in the language they are requesting cross training in.

d. The DCS, G-2 is the approval authority for all requests to use The Army Language Program to fund cross training involving acquisition of a second language.

Section II

Command Language Program Policy

3-4. Mandatory Command Language Program requirements

At a minimum, ACOM, ASCC, DRU, and unit CLPs must satisfy the following criteria:

a. *Command driven.* The CLP is a CDR's program and should show evidence of command emphasis, support, and the CDR's involvement.

b. *Objectives.* The CLPs must have clearly stated quantifiable objectives. A CLP's objectives should address both global and technical language skills. Express these objectives as mission essential or critical tasks.

c. *Command Language Program Manager.* The ACOM, ASCC, DRU, and units with language dependent/language capable MOSs or language-coded positions must have a designated CLPM. Ideally, the CLPM is one of the unit's senior linguists who is a SSG or above who can also serve as a linguist mentor and advisor. The CLPM may also be a DA Civilian, preferably with experience as a military linguist, who is knowledgeable of the CLP. Contractors can serve as a CLPM and units can pay for these contract CLPM positions using TALP funding.

d. Commander's command language program managers' responsibilities. CDRs of units with 70 or more linguists assigned will establish a full time CLPM position with a specified job description to manage their language training program.

e. Command Language Council. CLCs are optional, however units with 50 or more language coded positions should consider establishing a CLC to manage their CLP. The purpose of the CLC is to promote linguistic excellence through sharing of ideas and information and to prioritize training. The CLC should include Soldiers from each of a unit's languages and MOSs. In addition, the CLC should include representatives from all sub-units with linguists. The CLC should also include the CDR, Command Sergeant Major, S-1, S-2, S-3, S-4, and the resource manager; however, the make-up of the CLC is up to the CDR. The CLC will meet at least quarterly and be chaired by the CLPM. A CLC is not required at the ACOM, ASCC, or DRU level as these functions are accomplished as part of normal staff operations.

f. Command language program documentation. The CLPM is responsible for maintaining required CLP documentation (reference copies of publications listed in app A of this regulation), the CLP linguist database, and the CLP files. Records retention schedules are located on the Army Electronic Library CD-ROM (EM 0001), at table X: File Category X.

(1) *Reference publications.* At a minimum, CLPs must have on hand their CLP Command Guidance and electronic access to all publications listed in section I and II of appendix A. Units may access the publications on the Army Publishing Directorate website at <https://armypubs.army.mil/>.

(2) *Command Language Program linguist database.* The CLP linguist database is the most important CLP documentation. The CLPM should update the database regularly to ensure it is accurate. The CLPM should also develop a plan for maintaining current information in the database. At a minimum, the unit CLP database is comprised of all assigned personnel with foreign language skills. Ideally, the CLPM should enter the following information into the unit's CLP linguist database:

- (a) Basic demographic data, including duty assignment and primary occupational specialty and/or job title.
- (b) Additional language training completed following DLIFLC graduation.
- (c) Ongoing language training.
- (d) Expiration term of service (ETS) and permanent change of station (PCS) dates.
- (e) FLPB status.
- (f) Administration dates and results of all DLPTs and OPIs taken.
- (g) Required FLPB testing dates to prevent expiration of FLPB.

(3) *Command Language Program manager responsibilities and training.* Each unit that has language capable or language dependent MOS Soldiers, DA Civilians with language recorded in their position description, or Soldiers who received language training at Government expense will have an identified and filled CLPM position. CDRs with 70 or more authorized linguists will designate a full-time civilian CLPM with a specified job description; identify subordinate unit CLPMs as an additional duty. The CLPM will attend the DLIFLC resident or nonresident CLPM course or equivalent course (USSOCOM CLPM Course) within 6 months of appointment. Those CLPMs that manage Consolidated Cryptologic Program funded linguists will also attend the Cryptologic Language Training Manager (CLTM)-7100 course. Soldiers should not use TALP funds to attend the CLTM-7100 or the USSOCOM CLPM Course. Schedule attendance at these CLPM training courses through ATRRS. Appoint all CLPMs in writing. The CLPM position will be at a level of authority within the organizational structure that is compatible with the language requirements of the unit's mission. The CLPM will maintain the linguistic skills database and coordinate initial screening of all incoming personnel for language skills. Additionally, the INSCOM CLPM will maintain the NSA/CSS CHANDELIER linguist database for all Army MOS 35P Soldiers. ACOM/ASCC/DRU level CLPMs will coordinate directly with the INSCOM G-3's Language Training Division (IOAP-TRL) to facilitate CHANDELIER updates. Units will request CLPM course attendance through ATRRS. Units may use TALP funds to pay for CLPM training.

3-5. Command Language Program required reporting

There are two categories of required reporting for all CLPs. They are—

- a.* The TALP reports required by the DCS, G-2 TALP Manager, as required by paragraph 7-6, for units receiving TALP funds.
- b.* The CLP reporting through the ACOM, ASCC, and DRU to DLIFLC as required by AR 350-20.

3-6. Managing enlisted linguists

Army enlisted linguists are managed using the following three categories: personnel in language dependent MOSs, personnel in language capable MOSs, and personnel possessing a foreign language capability not related to their MOS.

- a.* Language-dependent MOS are—

(1) 35P Cryptologic Linguist.

(2) 35M HUMINT Collector: Not all 35M Soldiers are language dependent. AC and ARNG 35M Soldiers who did not attend language training prior to 30 September 2020 are grandfathered and do not have to attend language training to maintain MOS qualification for the duration of their careers. AC and ARNG Soldiers who entered service as a 35W or a 35M who graduated from DLIFLC or were recruited for their language are subject to the provisions of this regulation. USAR 35M Soldiers who signed a contract prior to 15 July 2020 are grandfathered. These 35M Soldiers are considered language capable for the duration of their career. USAR 35M Soldiers who enter service after 15 July 2020 are considered language dependent and are subject to the provisions of this regulation.

b. Career branch managers and unit CDRs must closely monitor the training, assignment, and utilization of language dependent MOS Soldiers to ensure their career development stresses the progressive acquisition and use of higher level language skills. Incorporate intermediate and advanced language courses, when available, into their career progression.

c. Language capable MOSs are— 00Z (limited to those with an 18, 37, and 38 CMF background or feeder MOS of 35P or 35M), 35Z, and CMFs 18, 37, and 38 series Soldiers. MOS 35Z must come from a feeder MOS (MOS 35P, or 35M).

d. Identify personnel, trained in a foreign language in preparation for a specific assignment as linguist assets after their initial use and to ensure they are considered for subsequent linguist assignments. However, the attainment of a language skill should not block or hinder the individual's normal pattern for career development in their primary military occupational specialty (PMOS) or CMF.

e. Utilization of personnel found by voluntary testing and self-identification to meet routine language requirements will depend on the overall needs of the Army and the individual's language proficiency and availability. The primary reason for identifying such individuals is for potential use in national emergencies or mobilization. These personnel may be eligible for reclassification into a language dependent or language capable MOS; however, their language capability normally does not influence career development within their PMOS or CMF.

3-7. Managing officer and warrant officer linguists

a. Base officer and warrant officer linguist career development on confirmed requirements and administer under the OPMS specialties or warrant officer MOS.

b. Designated MOS and area of concentration (AOC) with language requirements are—

(1) Language dependent: FAs 47A, 47G, and 48 series.

(2) Language capable: 351M, 351Y, 351Z, 352N (limited to those 352Ns who previously served in a language dependent MOS), 180A warrant officers, and AOCs 37, 38, and 18 series officers.

3-8. Officer, warrant officer, and enlisted linguist utilization

a. Upon completion of language training, assign individuals against the linguist authorizations for which they were trained.

b. When requirements are canceled, assign the individual, when possible, to a position or location where they can use their language capabilities.

c. Assign enlistment bonus and selective reenlistment bonus recipients against the MOS and language requirements for which they received the bonus (see AR 601-210 and AR 601-280).

d. This utilization policy will not serve as a basis for preventing enlisted personnel from applying for ROTC, Officer Candidate School, a direct commission, or appointment to warrant officer.

e. Utilization of enlisted personnel in language capable MOSs and of officer and warrant officer linguists to fill language requirements is determined on a case-by-case basis depending on the needs of the Army and the impact on the individual's professional development.

3-9. Payment and Non-repayment of Bonuses

The provisions of Department of Defense Instruction (DoDI) 1332.18, Enclosure 3, Section 5 and DoD 7000.14-R, Volume 7A, Chapter 2 apply to the repayment and non-repayment conditions when a Soldier entitled to a bonus for language proficiency is found unfit by the Disability Evaluation System.

Chapter 4

Foreign Language Proficiency Bonus

4-1. Foreign language proficiency bonus overview

- a. This chapter prescribes policy and guidance for the administration of the FLPB at the proficiency levels of 2 or higher in two of the three modalities (listening, reading, and speaking) for qualified AC, USAR, and ARNG Soldiers.
- b. The FLPB is a monthly monetary bonus paid to officers, warrant officers, and enlisted Soldiers who maintain the required proficiency in designated languages.
- c. Languages or specialties recommended for FLPB must satisfy the conditions prescribed by chapters 4, 5, and 6 of this regulation.
- d. ASA (M&RA) and DCS, G-1 (DAPE-PRC) approve all pay, military compensation, and entitlements.
- e. Pay FLPB in addition to any other pay or allowance to which the Soldier is entitled.
- f. The DCS, G-2 is the proponent for administrative or policy changes to the FLPB program.
 - (1) *Regular Army.* ACOMs may forward FLPB policy changes to the DCS, G-2 (DAMI-PIO-L), 1000 Army Pentagon, 2D382, Washington DC 20310-1000, with a copy furnished to ASA (M&RA) and DCS, G-1 (DAPE-PRC).
 - (2) *Army National Guard.* All ARNG CDRs may submit change requests through their State Adjutants General to the DARNG (ARNG-ZA), 111 S. George Mason Drive, Arlington, VA 22204.
 - (3) *United States Army Reserve.* USAR commands will forward requests through USARC G-1 (AFRC-PR), and a copy to USARC G-2 (AFRC-IN), Marshall Hall, 4710 Knox St. (Bldg. 8-1808), Fort Bragg, NC 28310-3231.
- g. The FLPB program is authorized under the provisions of Section 353(b), Title 37, United States Code (37 USC 353(b)). It is administered according to DoDI 1340.27 and DoD 7000.14-R, Volume 7a, Chapter 19.
- h. A Soldier's language proficiency is determined by the level of proficiency they possess in a foreign language skill as certified by an approved ILR compliant testing method.

4-2. Criteria for individual Soldier eligibility for the foreign language proficiency bonus

A Soldier is eligible to receive FLPB if they meet all of the following conditions:

- a. The AC Soldiers must—
 - (1) Be on active duty and entitled to basic pay.
 - (2) For enlisted Soldiers, eligibility begins when AIT is completed, the MOS is awarded, and the Soldier has arrived at their first permanent duty station after training.
 - (3) For officers and warrant officers, eligibility begins when their officer basic course (OBC) or warrant officer basic course (WOBC) is completed or the officer/warrant officer is branch qualified and has arrived at their first permanent duty station. WOBC students whose feeder MOS was a language capable/language dependent MOS who are designated for a language capable/language dependent warrant officer specialty may continue to receive FLPB while attending the WOBC and are exempt from the requirements to complete WOBC to be eligible for FLPB pay.
 - (4) Be certified proficient within the past 12 months (24 months if the linguist scores 3/3 or higher on their DLPT/OPI) in their CLANG to be eligible for FLPB. Language capable/dependent Soldiers may draw additional FLPB for demonstrated proficiency in a language listed on the Army SLL the DCS, G-2 publishes annually.
- b. ARNG and USAR Soldiers must—
 - (1) Be assigned to a drilling TPU or IMA paid status, "Active Guard and Reserve (AGR)", or on active duty orders (ADOS).
 - (a) Soldiers serving on an ADOS tour that require proficiency in a foreign language must ensure the language required and proficiency level is specified in their orders to receive FLPB.
 - (b) For FLPB purposes, the language specified in the ADOS orders will take priority over the CLANG and the home station MTOE and/or TDA language coded billet. For example, if a Soldier who is proficient in multiple languages with Arabic designated as their CLANG is mobilized, deployed, or ordered to active duty to support a requirement for French, they will be paid FLPB for both French and their CLANG.
 - (2) Not adjudicated as an unsatisfactory participant in the previous 12 months as defined in 10 USC 10147 and AR 135-91.
 - (3) Meet minimum annual service requirements for retirement eligibility pursuant to 10 USC 12732 during the 12-month certification period for which FLPB was paid.
 - (a) For the ARNG, FLPB is pro-rated at the value of two percent (2%) for each retirement point less than 50 points. A Soldier who earns 25 retirement points during the 12-month certification period is entitled to 50 percent of the amount listed in the appropriate payment table in chapter 6 of DA Pam 11-8. For example: an ARNG member who scores a 2/2 for their authorized language would receive an annual FLPB amount of \$2,400 (\$200 monthly) for earning

50 retirement points in an anniversary year. However, if the ARNG member only amasses 25 points in their anniversary year, the member would only qualify to receive \$1,200 (\$100 monthly) for the same period.

(b) For the USAR, Soldiers designated as unsatisfactory participants as defined by AR 135–91 while receiving FLPB will have the FLPB terminated and the entire amount recouped for the entire period of the orders.

(4) Enlisted Soldiers must hold an MOS (military occupational specialty qualification (MOSQ)) to be eligible.

(5) For officers and warrant officers, eligibility begins when they complete OBC/WOBC or the officer/warrant officer is branch qualified and has arrived at their first permanent duty station. WOBC students whose feeder MOS was a language capable or language dependent MOS who are designated for a language capable or language dependent warrant officer specialty may continue to receive FLPB while attending the WOBC and are exempt from the requirements to complete WOBC to be eligible for FLPB pay.

(6) Not be required to have performed duty or received base pay in the month for which they are entitled to FLPB and are not subject to the 1/30th rule.

(7) Be certified proficient within the past 12 months (24 months if the linguist scores 3/3 or higher on their DLPT/OPI) in their CLANG. Language capable/dependent Soldiers may draw additional FLPB for demonstrated proficiency in a foreign language listed on the Army SLL the DCS, G–2 publishes annually. When eligibility, award, or termination of FLPB cannot be determined, forward the case with recommendations through command channels to—

(a) For AC Soldiers: Commanding General, USAHRC (AHRC–PDP–I), 1600 Spearhead Division Avenue, Department 480, Fort Knox, KY 40122–5408. Team email address: usarmy.knox.hrc.mbx.tagd-flpb@mail.mil.

(b) For USAR Soldiers, submit through USARC G–1 (AFRC–PR), Marshall Hall, 4710 Knox St. (Bldg. 8–1808), Fort Bragg, NC 28310–3231.

(c) For ARNG Soldiers, submit through Director, Army National Guard (ARNG–ZA), 111 S. George Mason Drive, Arlington, VA 22204.

4–3. Foreign language proficiency bonus proficiency requirements

a. Soldiers must obtain a minimum score in at least two modalities (listening, reading, or speaking) of 2 or higher to be considered proficient for FLPB purposes. See chapter 5 for ARSOF FLPB proficiency requirements.

(1) MOS 35P is required to maintain a proficiency rating of 2 in both listening and reading to be considered MOS qualified. The speaking OPI score will only be used to determine proficiency for MOS 35P if no listening or reading portion of the DLPT is available or to show a higher proficiency as the third modality. 35P Soldiers can request an OPI to test their speaking modality only if they score a proficiency level of 3 in the reading and listening modalities. Language qualified MOS 35M Soldiers are required to score a minimum of 2 on their OPI or L2/R2/S1+ on their DLPT/OPI to maintain MOS qualification. Language qualified MOS 35M Soldiers who score a 2/2 or higher on the listening and speaking modalities are considered MOS qualified. 35M Soldiers who score a 2/2 on the listening and reading modalities of the DLPT must also take an OPI and score a minimum of 1+ to maintain MOS qualification.

(2) All other language dependent/language capable Soldiers/officers/warrant officers may test in any two of the three modalities and must score a minimum of 2 in each modality.

(3) Soldiers/officers/warrant officers will use table 6–1 or table 6–2 in DA Pam 11–8 to determine their rate of FLPB pay.

(4) Soldiers taking a TSOPI will draw FLPB for proficiency in the listening and speaking modalities. For example, a Soldier who scores a 2+ on a TSOPI is authorized FLPB at the 2+/2+ rate. See table 6–2 in DA Pam 11–8 for FLPB pay rates for approved TSOPI tests.

(5) The maximum rate for any one language is \$500 and the maximum monthly rate for multiple languages is \$1,000 per month.

b. Proficiency expires on the last day of the month in which the DLPT was taken one year later. For example: A DLPT taken on 5 January 2022 would expire on 31 January 2023. For linguists scoring 3/3 or higher on their DLPT or OPI, their proficiency would expire on the last day of the month in which the DLPT/OPI is taken 2 years later. For example, a DLPT/OPI taken by a 3/3 linguist on 5 January 2022 would expire on 31 January 2024. This applies to both military and civilian linguists.

c. Soldiers must recertify proficiency standards annually (24 months if the linguist scores 3/3 or higher on their DLPT/OPI) using the Lower Range DLPT, the DLPT5–CA, or the OPI to be considered proficient for FLPB purposes.

d. Use of a corresponding modality from a different dialect of the same language may be required. Currently all Arabic languages/dialects require the Arabic-Modern Standard (AD) reading modality in addition to either the listening or speaking modality (in dialect). Portuguese-Brazilian (PQ) and Portuguese-European (PT) have a common Portuguese (PY) reading modality.

e. For languages in which only one modality is available, the rate of FLPB will be determined as follows: score of 2 will equal a 2/2 FLPB rate (see table 6–2 in DA Pam 11–8); 2+ will equal 2+/2+ and a 3 or higher will equal a 3/3 rate.

f. Base the effective date and termination of the FLPB payments on the date in which the second modality is tested and requirements in paragraph 4–2 are met. FLPB certification will expire 1 year from the last day of the month after certification. Take the two modalities within 30 days of each other for the test to be considered valid. Example: If a Soldier tests in listening on 2 January 2022 and tests on reading on 5 January 2022, then the certification will expire on 31 January 2023 except as provided for in paragraph 2–4b(1) of this regulation.

g. Soldiers may take the upper range DLPT or the third modality within 90 days from the date proficiency was established to qualify for increased FLPB at the 4/4 or 3/3/3 rate. The increased rate will expire on the date initial proficiency was established. For example, a Soldier takes both listening and reading on 15 January 2022 and takes the upper range on 4 February 2022. The 4/4 rate is effective 4 February 2022 until 31 January 2024, 2 years later when recertification is required as provided for in paragraph 2–4b(1) of this regulation.

h. 35M Soldiers must maintain a minimum proficiency of L2/R2/S1+ or a TSOPI score of 2 to maintain MOS qualification. 35M Soldiers who score a DLPT proficiency of 2/2 or higher but less than a 1+ in the speaking modality are not MOS qualified. 35M Soldiers who take a DLPT and an OPI and score 1+ on their OPI but less than 2/2 on their DLPT are not considered MOS qualified. MOS 35P Soldiers are only authorized to take an OPI if they score 3/3 on their DLPT. FAOs and ARSOF personnel may take the OPI upon request.

i. Soldiers who have a valid and current proficiency in a previous version of the DLPT and are taking the DLPT5 or DLPT5–CA for the first time and score lower are authorized a “one-time” exception to policy to substitute the previous year’s score. The effective date of the previous year’s scores is the date the Soldier took the DLPT5 or DLPT5–CA.

j. CMF 37 and 38 Soldiers and AOC 37 and 38 officers are eligible to draw FLPB at the sub 2/2 rate for their CLANG (see table 6–1 or table 6–2 in DA Pam 11–8).

(1) AOC 37 and 38 officers and CMF 37 and 38 Soldiers who have completed a foreign language acquisition course with a graduation standard of 2/2 are not eligible to receive FLPB for scores below 2/2 for that language.

(2) AOC 37/38 officers and CMF 37/38 Soldiers not assigned or attached to an ARSOF unit will use the Army SLL to determine payment for additional languages.

(3) AOC and CMF 37/38 officers and Soldiers assigned or attached to an ARSOF unit fall under the provisions of chapter 5 of this regulation.

4–4. Eligibility for foreign language proficiency bonus payments

Soldiers must meet one of the following criteria to qualify for FLPB:

a. Any PMOS or Branch designated as language dependent or language capable in accordance with paragraph 4–6.

b. Be assigned to a language coded billet on the unit’s MTOE/TDA as verified through FMSWeb; attending or providing instruction in a professional military education (PME) course requiring foreign language proficiency; or participating in the military personnel exchange program (MPEP).

c. Certified proficient for one or more of the languages on the current Army SLL classified as Immediate Investment, Emerging, or Enduring.

4–5. Dominant languages

a. Dominant languages are not a training priority for the Army since the Army has sufficient capability resident in the force. Refer to the SLL for a list of dominant languages.

b. Pay FLPB to Soldiers who demonstrate proficiency in a dominant language if one of the following applies: assigned to language a coded billet; attending PME (where the dominant language is spoken); providing instruction in a PME course; participating in the MPEP as outlined in paragraph 4–7; and language dependent/language capable MOS/Branches identified in paragraph 4–6 with a dominant language as a CLANG.

4–6. Language dependent and language capable military occupational specialties and branches for foreign language proficiency bonus purposes

The following MOSs, CMFs, and branches (of all components) are considered language dependent or language capable for FLPB purposes:

a. Enlisted: PMOS 18, 35M, 35P, 35Z (who were previously a 35M, or 35P), 37, and 38. Command Sergeant Majors designated as PMOS 00Z with a 35M, 35P, 18, 37, or 38 CMF background.

b. Warrant officer: MOS 351M, 351Y, 351Z, and 352N (limited to those 351Ms and 352Ns who previously served in a language dependent MOS). MOS 180A is eligible in accordance with chapter 5.

- c. Officer: FA 47A, 47G, FA 48 and AOCs 18, 37, and 38 officers.
- d. Language dependent and language capable PMOSs and branches in this paragraph are authorized to receive FLPB for their CLANG as outlined in paragraphs 2–5, 2–6, and 4–2. Pay additional FLPB for languages on the Army SLL provided minimum proficiency is met in accordance with paragraph 4–3.
- e. FA 48 officers are authorized to maintain multiple CLANGs as approved by the FAO proponent in the Army G–3/5/7.
- f. Military personnel (MOS immaterial) assigned to the GREAT SKILL Program are authorized to receive FLPB and maintain multiple CLANGs as approved by the GREAT SKILL Program Commander.
- g. Language dependent PMOS and branches must first be proficient in their CLANG to be eligible to receive FLPB for other languages. Pay additional FLPB for languages on the Army SLL provided minimum proficiency is met in accordance with paragraph 4–3.
- h. Language dependent/language capable warrant officers serving as observer – controllers within First Army or at the combat training centers are authorized up to a 24-month waiver of recertification while serving in these positions. These warrant officers must recertify their current proficiency no later than 90 days before reporting for observer-controller duty. Individual waivers will be considered on a case-by-case basis. Send all waiver requests to the DA G–2 Foreign Language Team.
- i. Soldiers with a language dependent or language capable MOS who have been DA selected for observer controller positions at the combat training centers, observer controller/trainer positions within First Army, drill sergeant duty, or recruiting duty are authorized up to a 24-month waiver of recertification while serving in those positions. Soldiers must recertify their language proficiency no later than 90 days before reporting for observer-controller duty, drill sergeant or recruiting duty. Individual waivers will be considered on a case-by-case basis. Send all waiver requests to the DA G–2 Foreign Language Team.
- (1) Soldiers may elect to take the DLPT while serving in these assignments. If taken, this DLPT becomes the test of record until their next recertification. The same 24-month recertification waiver is authorized.
- (2) Drill sergeants assigned to DLIFLC and the 344th Military Intelligence Battalion at Goodfellow Air Force Base are not eligible for the 24-month waiver and must recertify annually except as provided for in paragraph 2–4b(1) of this regulation.
- j. Effective the publication date of this AR, MOSs no longer designated as language capable (351L, 35L, 35N, and 35Y) are not eligible to receive FLPB. FLPB eligibility for former language capable MOSs expires when their current DLPT expires unless they are serving in a language coded billet or demonstrate proficiency in an Emerging or Immediate Investment language on the Army SLL.

4–7. Language coded billets, attendance at professional military education or assigned to military personnel exchange program

- a. Soldiers, warrant officers, and officers who do not hold a language dependent or language capable MOS, CMF, AOC, or FA may receive FLPB if they are assigned and are Duty MOS qualified (DMOSQ) to an authorized language coded billet on the unit's MTOE/TDA verified using FMSWeb. The paragraph and line number must have a LIC showing the required language skills to qualify for FLPB.
- b. Soldiers, warrant officers, officers, and DA Civilians attending/instructing at a PME course conducted in a foreign language are authorized FLPB. Examples of courses include but is not limited to a foreign military school, Western Hemisphere Institute for Security Cooperation, or the Olmsted Scholar Program.
- c. Soldiers that are participating in MPEP are authorized FLPB.
- d. FLPB eligibility for language coded billets, attendance at PME, or assignment as MPEP is terminated once the Soldier is reassigned.
- e. It is the Soldier's responsibility to ensure FLPB is stopped in a timely manner once they no longer occupy a language coded billet.

4–8. Languages designated as Immediate Investment, Emerging, and Enduring on the Army Strategic Language List

- a. Soldiers regardless of MOS/Branch or duty position are authorized to receive FLPB for languages designated by the DCS, G–2 on the current Army SLL as Immediate Investment and Emerging languages. Soldiers may be authorized to draw FLPB for languages on the Army SLL's enduring list provided they meet the additional requirements established by the DCS, G–2.
- b. When a language is added to the Army SLL, FLPB eligibility will begin effective the date of the list if a Soldier already has a valid proficiency score or the date the Soldier obtains proficiency.

c. When a language is removed from the Army SLL by the DCS, G-2, Soldiers will be authorized FLPB for the removed language until the completion of their current DLPT proficiency expires (if they were proficient prior to the date of the new language list). For example, a Soldier passed their DLPT on 5 January 2020. The language they demonstrated proficiency in was removed from the Army SLL on 1 March 2020. The Soldier can continue to draw FLPB until 31 January 2021. Linguists with a 3/3 proficiency in the dropped language will also continue to receive FLPB until 31 January 2021.

4-9. Waiver of annual recertification

a. In situations where no testing facility is available: Soldiers who are stationed OCONUS; deployed for greater than 180 days; or in a temporary change of station (TCS) status of greater than 180 days are authorized to receive a CDR's (O6 or above) waiver of recertification. The total number of months authorized will not exceed 36 consecutive months from the date of the original qualifying test. For example, a Soldier/warrant officer/officer took a DLPT on 15 January 2020 (valid until 31 January 2021). Add a total of 24 months to the expiration date of 31 January 2021 not to exceed 31 January 2023.

b. CDR's (O6 or above) waiver of recertification is authorized for up to 180 days for AC and 360 days for USAR from the expected date of redeployment.

c. In order to initiate a CDR's waiver of recertification, the CDR (O6 or above) must sign a DA Form 4187 with the statement, "The CDR certifies that the recipient can perform their linguistic duties in a satisfactory manner and is proficient at a level consistent with the FLPB rate for the previous qualifying test. This waiver confirms that the linguist requesting the waiver has not or is not scheduled to travel to a location where the DLPT is administered (for example, military installation with an education center, Military headquarters) during the waiver period."

d. Once approved, the DA Form 4187 then becomes the source document for the new written agreement in place of the DA Form 330.

e. FAOs stationed OCONUS/deployed for greater than 180 days, or in a TCS status of greater than 180 days are authorized to receive a DLPT waiver approved by their respective security cooperation officer, senior Defense official, or Defense attaché.

f. Soldiers/officers/warrant officers receiving an annual recertification waiver for their CLANG are also entitled to receive a recertification waiver for all languages for which they are entitled to receive FLPB as long as they demonstrate minimum proficiency.

g. CDRs (O6 or above) may authorize a recertification waiver for language capable and language dependent MOS/branch Soldiers/warrant officers/officers whose proficiency expires within 180 days of returning from a deployment of greater than 180 days (360 days for the USAR and ARNG) to allow the Soldier/officer/warrant officer to receive the 150 consecutive hours (80 hours USAR and ARNG) of required language training or equivalent prior to taking their DLPT. The CDR's waiver is only valid for 180 days for the AC and 360 days for the RC and the ARNG.

h. CDRs (O6 or above) will grant a language recertification waiver for language capable/dependent MOS/branch Soldiers who will attend a MOS producing course or language course (includes language courses exceeding 180 days and the Defense Threat Reduction Agency Course) that is 180 days or longer if their language proficiency expires within 180 days prior to their course report date. Soldiers should strive to test prior to the departure for the course if possible. DCS, G-2 is the approval authority for all Soldiers who request to take a DLPT early. While attending the course, language dependent/language capable Soldiers may receive multiple CDR recertification waivers not to exceed 24 months. Once the course ends, CDRs must ensure that AC Soldiers receive 150 consecutive hours and RC Soldiers receive 80 consecutive hours of language training or equivalent before taking their language proficiency test. The purpose of this policy is to eliminate training distractions that will impede the Soldier's ability to focus on training and passing a course. As an example, this recertification waiver would apply to a Soldier in a language dependent capable MOS/branch who is attending the Defense Language Institute (DLI) to learn a new language, or a Soldier attending a Special Forces Qualification Course. This recertification waiver applies to all languages for which the Soldier/warrant officer/officer receives FLPB.

i. CDRs (O6 or above) may request recertification for Soldiers in a language capable/dependent MOS/branch if they have a medical condition that prevents the completion of annual training or testing. The request must specify that the Soldier was unable to complete annual training and testing with supporting documentation from a physician (profile). The USAHRC Enlisted Language Branch or the officer's branch manager will review the request and adjudicate. The purpose of this policy is to ensure that Soldiers receive annual training prior to taking their language proficiency test and continue to receive FLPB pay if a medical condition prohibits training and testing.

j. Language capable and language dependent MOS Soldiers promoted to E-8 (MSG) and higher are no longer required to maintain language proficiency. The Soldier should contact USAHRC Enlisted Branch and notify them if

they no longer wish to test annually so they can stop their FLPB once their current proficiency expires. However, if they want to continue to draw FLPB, they must continue to maintain their language proficiency and test annually.

Chapter 5

Army Special Operations Forces Foreign Language Program

Section I

General

5–1. Overview

This chapter prescribes policy and guidance for the administration of the ARSOF foreign language program and the administering of FLPB payments for ARSOF Soldiers in the AC, USAR, and ARNG.

a. The FLPB is a monthly monetary bonus paid to officers, warrant officers, and enlisted Soldiers who maintain the required proficiency in designated languages.

b. This chapter is structured as ARSOF specific policy. In all instances, the policy set forth in this chapter will take precedence over policy in other chapters within this regulation.

5–2. Soldiers subject to the provisions of Army Special Operations Forces foreign language program criteria

a. A Soldier is subject to the provisions of this chapter if they meet the criteria by serving in at least one of the following CMFs or organizations:

(1) CMF: 18 (PMOS), 180A, and Officer Branch 18.

(2) CMF: AC 37 (PMOS) and Officer Branch 37.

(3) CMF: AC 38 (PMOS) and Officer Branch 38.

(4) ARNG CMF 37 and 38 and Officer Branches 37 and 38 assigned to 19th and 20th Special Forces Group.

(5) Assigned to a Security Forces Assistance Brigade, the 75th Ranger Regiment, or the 160th SOAR; limited to languages supporting a deployment for an overseas contingency operation (OCO). This applies to all personnel assigned to these units except for Soldiers who were language trained at government expense (refers to language acquisition training courses taught at DLIFLC or one of their satellite campuses). (CMF 35 and 351 are not eligible under this chapter).

(6) Assigned for duty (not attached) to a special mission unit (SMU) (MOS Immaterial).

(7) General officers and nominative position sergeants major assigned to ARSOF.

b. Direct all ARSOF FLPB eligibility questions to Headquarters, 1st Special Forces Command (Airborne) G–37 Language Training Office, Building H–2313, Psyop Lane, Fort Bragg, NC 28310. This applies to all ARSOF Soldiers (75th Ranger Regiment, 160th SOAR, Civil Affairs and Psychological Operations, SMUs and so forth).

c. Soldiers eligible under this chapter must score a minimum proficiency as determined in paragraph 5–4 in their CLANG to be eligible for FLPB payments under this chapter. These payments include payments where the Soldier meets the minimum proficiency and other requirements set forth for in the current Army SLL published annually by the DCS, G–2.

d. Soldiers who have completed a foreign language basic course (graduation standard of 2/2) are not eligible for FLPB below 2/2 proficiency for that language.

e. Soldiers are not eligible to receive FLPB at multiple levels for the same language.

Section II

Testing and Control Language Determination

5–3. Proficiency testing and control language determination

Soldier's subject to this chapter must maintain the minimum proficiency level and adhere to the testing procedures set forth within this chapter. This chapter also regulates policy when determining a Soldiers' CLANG and the procedure used to voluntarily or involuntarily change their CLANG.

5–4. Army Special Operations Forces language proficiency testing

a. Initial evaluation. Requirements for initial evaluation prior to being accessed into a designated ARSOF MOS/AOC are covered in paragraph 2–4 of this regulation.

b. Reevaluation.

(1) The minimum proficiency level is 1+ OPI or 1+/1+ DLPT in their CLANG for Soldiers subject to this chapter. Annual language proficiency recertification is mandatory for all ARSOF MOS/AOC Soldiers scoring under the 3/3 DLPT level or 3 OPI level; all others have a biennial mandatory recertification requirement. CDRs must adhere to the procedures identified in this chapter to reevaluate their assigned ARSOF Soldiers' proficiency.

(2) ARSOF Soldiers who upon reevaluation do not meet the minimum proficiency standard must undergo a remediation period of no less than 180 days (12 months for the RC) during which time the Soldier and their chain of command will apply the maximum level of training resources, time, and focus to improve their language proficiency. CDRs, in consultation with their CLPM, must follow the counseling guidance provided in DA Pam 11–8 to clearly articulate the remediation training plan to sub-proficient Soldiers.

c. Defense Language Proficiency Test. Various evaluation techniques and instruments measure language skills in listening, reading comprehension, and speaking. Take the reading and listening tests within 30 days of each other for the test to count as a valid test. This includes DLPT versions 1, 2, 3, 4, and 5.

(1) Administer and score each DLPT according to the Administration and Scoring Manual appropriate for that particular test. DLPT 5s will be scored automatically for multiple-choice tests or by DLIFLC for constructed response tests.

(a) Only administer an upper range DLPT 5, if available, when a linguist scores 3/3 on the lower range DLPT5. Only the skill(s) tested using the lower range test will be authorized for testing at the upper range level. The upper range DLPT must be taken within 90 days of the lower range DLPT. The upper range DLPTs are only used to test the capability to listen and/or read at a higher level and to qualify for higher FLPB payment rates (achieve 4/4 only). Soldiers taking a DLPT5–CA test do not have to take the upper range DLPT since the DLPT5–CA can determine proficiency levels from 0+–4.

(b) ARSOF soldiers must recertify annually using the lower range, CA DLPT, or OPI to continue to qualify for FLPB and to demonstrate their language proficiency (except for 3/3 linguists who must certify every 2 years). The upper range test, without a valid lower range DLPT, does not extend the time a Soldier is eligible for FLPB provided by the lower range DLPT. An upper range DLPT does not substitute/qualify for the annual recertification requirement.

(2) Soldiers with an Arabic language (non-MSA) or Portuguese-Brazilian as their CLANG, secondary language capability or are assigned to a billet requiring those languages must take specific DLPT reading or listening tests to be eligible for FLPB or take the appropriate OPI. For Soldiers with an Arabic language (non-MSA) as their CLANG, the Arabic (MSA) DLPT reading test must be taken in conjunction with one or more of the DLPT listening language tests. For Soldiers with a CLANG of Portuguese-Brazilian, a DLPT listening in Portuguese-Brazilian must be taken and a DLPT reading in Portuguese.

(3) Soldiers who have a valid and current DLPT in a previous version and are taking the DLPT5 for the first time (to include CA DLPTs) and score lower on the DLPT5 may substitute their previous test score for annual certification one time only. The previous test score will be the test of record with an effective date of the new submission.

(4) Approval for DLPT reevaluation.

(a) Administer no more than two iterations of the same DLPT to the same person in a 12-month period. Individuals who have completed SLTEs (minimum of 120 hours of training) may retest in less than 6 months from the last test date as an exception to policy. Submit exceptions to policy for DLPT or OPI retesting to the CG, TRADOC, ArmyU, ACCESS (AHRC–PDE) for approval. If the exception to policy for retesting is approved, 6 calendar months must elapse before any subsequent test. Only one exception to policy may be granted within a 12-month period to comply with the DoD policy which limits the number of times a year a DLPT in the same language may be taken to twice per 12-month period.

(b) Requests for more than two retests. Send requests for exceptions to the waiting period, and requests to retest after attaining the minimum score or higher to Commanding General, TRADOC, ArmyU, ACCESS (AHRC–PDE), 1600 Spearhead Division Ave, Department 480, Fort Knox, KY 40122–5408.

(c) Soldiers scheduled to attend training courses, where the course will end after the Soldier's current FLPB certification period will end, are allowed to recertify their FLPB certification as an exception to policy. This exception to policy is automatically granted and does not need to be requested separately. Official notification of the training course may be required by the testing facility to verify eligibility for the automatic exception.

d. Oral proficiency interviews.

(1) All ARSOF Soldiers may request an OPI.

(2) The OPI interviewers can assign a speaking proficiency level of 0 through 5. A multi-skill OPI can assign proficiency levels in listening and reading in addition to speaking in the 0–4 range. An OPI by telephone or personal interview may be conducted, provided advance notice is given to DLIFLC (ATFL–ESM). An OPI is conducted with DLIFLC approved and certified testers. When a Soldier has a current and valid DLPT score and achieves a lower OPI score than that DLPT, their DLPT score will not be lowered as a result; the resulting OPI score is a separate score.

(3) Only appointed testing officials can schedule OPIs. For specific scheduling concerns, the testing official should contact DLIFLC (ATFL–ESM).

(4) CDR, USSOCOM determines the preferred proficiency test and OPI requirements for all ARSOF Soldiers. The OPI is the preferred testing method.

(5) The DLIFLC (ATFL–ESM) reports the results of a TSOPI to the requesting TCO who completes and submits DA Form 330 (See DA Pam 11–8 for guidance on preparing and submitting the DA Form 330). Annotate the DA Form 330 for a speaking and a listening score. For example, a Soldier scoring a 2+ on a TSOPI would have 2+ annotated for speaking and a 2+ annotated for listening on their DA Form 330.

5–5. Control language (general)

The CLANG identifies the Soldier’s primary foreign language for management and strength accountability purposes. The eighth and ninth characters of the enlisted Soldiers’ MOS, the fifth and sixth characters of the warrant officers’ MOS, and the fourth and fifth characters of the officers’ specialty code identify their language qualifications. Officers and warrant officers have a LIC that serves as a CLANG.

5–6. Control language determination

- a. The overriding factor in determining the CLANG is the needs of the Army. Additional considerations include:
 - (1) A Soldier’s language proficiency providing it meets the minimum ARSOF standard.
 - (2) Strength of desired language within the Soldiers assigned or projected unit.
 - (3) Theatre Special Operations Command (TSOC) language requirements.
 - (4) The desires of the individual.
- b. AC ARSOF Soldiers with skills in only one foreign language have that language designated as their CLANG.
- c. For AC ARSOF Soldiers with skills in more than one foreign language, the CLANG is the language for which the Soldier most recently attended a basic language acquisition course or was recruited for. If the Soldier has not attended a basic language acquisition course and has instead attended a language conversion course, such as Persian Farsi to Dari, the CLANG will not change. The first language trained or recruited for will be the Soldier’s CLANG until the Soldier is no longer under an ADSO for the language or as determined by USAHRC and their career manager. Career managers will determine the CLANG based on requirements and proficiency level. The first O–6 in the Soldier’s chain of command may initiate a request to change a Soldier’s CLANG (command directed) by submitting a DA Form 4187 (Request for CLANG Change) and a DA Form 330 (dated within the last 12 months) that demonstrates the required proficiency in the requested language. For AC enlisted Soldiers, CDRs will send the DA Form 4187 through Headquarters, 1st Special Forces Command (Airborne) G–37 Language Training Office, BLDG H–2313, Psyop Lane, Fort Bragg, NC 28310 to the USAHRC, Enlisted Language Branch, (AHRC–EPB–M), 1600 Spearhead Division Ave, Fort Knox, KY 40122–5400. Officers and warrant officers will submit their requests through Headquarters, 1st Special Forces Command (Airborne) G–37 Language Training Office, BLDG H–2313, Psyop Lane, Fort Bragg, NC 28310 to their branch manager. USAHRC is the approval authority for all CLANG changes. USAHRC will consider Army readiness, bonus entitlements, and requirements before approving a CLANG change. USAHRC will respond via email with an endorsement memorandum approving or disapproving all CLANG change requests. For Soldiers that graduate DLIFLC or Special Operations Language Training and are assigned the wrong CLANG, USAHRC will correct and change the CLANG during record reviews conducted by the language branch. Additionally, there are times when USAHRC will change a Soldier’s CLANG based on changes to language authorizations and the Soldier’s language proficiency in other required foreign languages.
- d. AC ARSOF officers and warrant officers must contact their branch manager for determination of their CLANG.
- e. ARNG ARSOF Soldiers CLANG is determined by the most recent language the Soldier was recruited for; trained in; by the language-coded position to which the Soldier is assigned; or as determined by CNGB (NGB–ARH).

5–7. Voluntary control language changes initiated by Soldier

a. Upon completion of their language training ADSO and scoring 1+/1+ on their DLPT or a 1+ on their OPI, Soldiers may initiate a CLANG change request on DA Form 4187 through the first O–5 in the Soldier’s chain of command. Submit the DA 4187 through Headquarters, 1st Special Forces Command (Airborne) Language Training Office, BLDG H–2313, Psyop Lane, Fort Bragg, NC 28310 to the appropriate USAHRC personnel manager. ADSO requirements must be met prior to submission:

- (1) United States Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) language courses two-year ADSO begins on the date the Soldier arrives at their assigned ARSOF unit.
- (2) DLIFLC Language Courses three-year ADSO begins on the date Soldier arrives at their assigned ARSOF unit.

(3) There is no additional ADSO for language training in support of units undergoing area of responsibility (AOR) realignment.

(4) CLANG changes, within the same unit, to a different TSOC validated language, and not part of an AOR realignment incur a two-year ADSO.

b. AC ARSOF officers and warrant officers must contact their branch manager for determination of their CLANG.

c. ARNG ARSOF Soldiers CLANG is determined by, the most recent language the Soldier was recruited for; trained in; by the language-coded position to which the Soldier is assigned; or as determined by CNGB (NGB–ARH).

5–8. Dominant languages

ARSOF Soldiers are exempt from the provisions of paragraph 4–5 of this regulation.

Section III

Training and Utilization

5–9. Language training, management, and utilization

Foreign language proficiency is a highly perishable skill and requires constant training to ensure Soldiers' maintain proficiency. CDRs, supervisors, CLPMs, and members of the chain of command will develop a broad spectrum of training resources to tailor training programs. CDRs should tailor unit and individual training programs to meet both mission and individual requirements. The three components of language training are: institutional language training, unit language training, and self-study.

a. *Institutional language training.* Primary institutional language training is conducted at USAJFKSWCS and unit language training facilities (LTFs).

b. *Unit language training facilities.* CDRs will establish a CLP in accordance with the policy articulated in paragraph 1–20a and chapter 5 of this regulation. CDRs should also refer to the procedures found in DA Pam 11–8 to develop and execute remedial, sustainment, refresher, and enhancement language training designed to ensure all assigned ARSOF Soldiers meet the minimum language proficiency standard.

c. *Self-study.* CDRs should encourage the use of self-study materials during off-duty hours. Self-study language training consists of supervised or self-paced language training accomplished by the individual Soldier on their own time and during prime training hours. The objectives should include general language proficiency and assurance of mission performance. For maximum effect, the training supervisor should prepare an ILTP listing individual training objectives, tasks, performance standards, milestones, and a program schedule.

5–10. Unit training: command language programs

CDRs at all levels will, as part of the CLP, establish foreign language maintenance, remedial, refresher, and enhancement training programs to ensure that foreign language proficiency is sustained/increased.

a. AC ARSOF Soldiers are required to complete 80 hours of foreign language training annually in their CLANG.

b. ARNG ARSOF Soldiers are also required to complete 80 hours of foreign language training annually in their CLANG.

Section IV

Foreign Language Proficiency Bonus Eligibility and Payment Criteria

5–11. Foreign language proficiency bonus overview

a. This paragraph prescribes policy and guidance for the administration of all ARSOF FLPB payments for qualified AC and ARNG ARSOF Soldiers.

b. The FLPB is a monthly monetary bonus paid to officers, warrant officers, and enlisted Soldiers who maintain the required proficiency in designated languages.

c. ASA (M&RA) and DCS, G–1 (DAPE–PRC) approves all pay, military compensation, and entitlements.

d. The HQDA DCS, G–2 is the proponent for administrative or policy changes to the FLPB program.

e. The FLPB program is authorized under the provisions of Title 37 United States Code Section 353(b) (37 USC 353) and administered according to DoDI 1340.27 and DoD Financial Management Regulation 7000.14–R (Volume 7a, Chapter 19).

f. For the purposes of the following policy; a Soldier's language proficiency is determined by the level of proficiency they possess in a foreign language skill as certified by an approved ILR compliant testing method.

5-12. Criteria for individual Soldier eligibility for the foreign language proficiency bonus

A Soldier is eligible to receive FLPB if they meet all the following conditions:

- a. AC Soldiers must—
 - (1) Be on active duty and entitled to basic pay.
 - (2) For enlisted Soldiers, eligibility begins when they complete AIT, has been awarded an MOS, and has signed in to their first permanent duty station after completing ARSOF MOS/AOC training.
 - (3) For officers and warrant officers, eligibility begins when they complete the OBC or WOBC or is branch qualified and signs into their first permanent duty station after completing ARSOF AOC training.
 - (4) Be certified proficient within the past 12 months (24 months if the linguist scores 3/3 or higher on their DLPT/OPI) in a foreign language listed on the Army SLL the DCS, G-2 publishes annually. All Soldiers trained at Government expense must be proficient in their CLANG before they are eligible for FLPB. Soldiers assigned to a SMU are exempt from this rule.
- b. ARNG Soldiers must—
 - (1) Be assigned to a drilling TPU (mobilization day status) or IMA paid status, “AGR,” or on ADOS.
 - (a) Soldiers serving an ADOS tour that requires proficiency in a foreign language must ensure their orders specify the language required and the proficiency level to receive FLPB.
 - (b) For FLPB purposes, the language specified in the ADOS orders will take priority over the CLANG and the home station MTOE and/or TDA language coded billet. For example, if a Soldier who is proficient in multiple languages with Arabic designated as their CLANG is mobilized, deployed, or ordered to active duty to support a requirement for a French, they will be paid FLPB for French and their CLANG.
 - (2) Not adjudicated as an unsatisfactory participant in the previous 12 months as defined in 10 USC 10147 and AR 135-91.
 - (a) Meet minimum annual service requirements for retirement eligibility pursuant to 10 USC 12732 during the 12-month certification period for FLPB. For ARNG Soldiers, FLPB is only pro-rated (at a value of 2 percent for each retirement point less than 50 points) if the Soldier will earn less than 50 points in a retirement year. A Soldier who earns 25 retirement points during the 12-month certification period is entitled to 50 percent of the amount listed in the appropriate payment table in DA Pam 11-8. For example: An RC Soldier who scores 2/2 in a Category A language would receive annual FLPB of \$2,400 for earning 50 retirement points in an anniversary year – the same as the AC member who was certified proficient for a full year.
 - (b) However, another RC Soldier with identical foreign language qualifications as the RC Soldier in paragraph 5-12b(2)(a) only amassed 25 points in their anniversary year, that member would receive: 25 points/50 points or 1/2 the annual FLPB of \$2,400 = \$1,200 FLPB.
 - (3) Enlisted Soldiers must hold an MOS to be eligible.
 - (4) Warrant officers and officers must have completed WOBC and/or OBC or be branch qualified to be eligible. WOBC students whose feeder MOS was a language capable or language dependent MOS who are designated for a language capable or language dependent warrant officer specialty may continue to receive FLPB while attending the WOBC and are exempt from the requirement to complete WOBC to be eligible for the FLPB pay.
 - (5) Not be required to have performed duty or received base pay in the month for which they are entitled to FLPB and are not subject to the 1/30th rule.
 - (6) Be certified proficient within the past 12 months (24 months if the linguist scores 3/3 or higher on their DLPT/OPI in a foreign language for which the Army has authorized payment).
- c. When eligibility, award, or termination of FLPB cannot be determined, forward the case with recommendations through command channels to—
 - (1) For AC Soldiers: Commander, 1st Special Forces Command (Airborne) G-37 Language Training Office, Building H-2313, Psyop Lane, Fort Bragg, NC 28310. This includes all ARSOF Soldiers to include those assigned to the 75th Ranger Regiment, 160th SOAR, Civil Affairs and Psychological Operations, SMUs, and so forth.
 - (2) For ARNG Soldiers, submit through Director, Army National Guard (ARNG-ZA), 111 S. George Mason Drive, Arlington, VA 22204.

5-13. Foreign language proficiency bonus payment criteria

- a. Pay FLPB in addition to any other pay or allowance to which the Soldier is entitled.
- b. Determine the FLPB payment level by proficiency ratings and the annual Army SLL the DCS, G-2 publishes (see table 6-1 or table 6-2 in DA Pam 11-8).
- c. Soldiers may not be paid more than \$500 per month for a single language, and \$1,000 per month for multiple languages.

d. The effective date of FLPB payments is the date of the DLPT, OPI, or the date eligibility begins (see paragraph 5–12), whichever of the two dates is later. If the DLPT is administered on 2 separate days, then the effective date of the FLPB will begin on the later of the two dates; however, Soldiers must complete all testing within 30 days for the test to be valid. If an OPI is taken in addition to a DLPT, it must be taken within the same 30-day period. For example, if a Soldier is administered the listening DLPT on January 1, and the reading DLPT on January 2, FLPB is not effective until January 2.

e. For DLPT scores under 3/3 or OPI under 3, FLPB entitlement ends on the last day of the month the DLPT/OPI was taken one year (12 months) later. Soldiers must recertify before the one-year anniversary of their DLPT or OPI to remain eligible to receive FLPB. For example, a Soldier takes an OPI on 21 October 2020; the Soldier must test on 31 October 2021 or before to remain eligible to receive FLPB.

f. For DLPT scores of 3/3 or higher or TSOPi scores of 3 or higher, FLPB entitlement ends on the last day of the month the DLPT or OPI was taken 2 years later (24 months). Soldiers must recertify before the 2-year anniversary of their DLPT or OPI to remain eligible to receive FLPB. For example, a Soldier takes an OPI on 21 October 2020; the Soldier must test on 31 October 2022 or before to remain eligible to receive FLPB.

g. Arabic Languages (non-MSA).

(1) To qualify for FLPB for any Arabic language (non-MSA) where there is a DLPT listening test, Soldiers must take the MSA reading test (AD) (DLPT5) and the listening test (DLPT5) or an OPI for one of the Arabic languages.

(2) Soldiers must complete the listening, reading, and/or OPI tests within 30 days to qualify for FLPB.

h. Soldiers are paid depending on the languages on the Army SLL. Exceptions follow:

(1) Always pay Soldiers for their CLANG. Soldiers must be proficient in their CLANG first to be eligible for FLPB in any additional languages (Soldiers assigned to a SMU are exempt from this rule). A Soldier cannot be assigned more than one CLANG. A CLANG determination will be made in accordance with paragraphs 5–6 and 5–7. The single CLANG determination does not apply to Special Operations Liaison Officer (SOLO) and Special Operations Forces Liaison Element (SOFLE). The CDR, USSOCOM will make SOLO and SOFLE CLANG determinations. Upon termination of assignment as a SOLO or SOFLE, remove any additional CLANGs assigned.

(2) SOLO or SOFLE are authorized FLPB for any language in which they are qualified at the 2/2 level or higher.

(3) Dominant languages. In accordance with paragraph 5–8, ARSOF Soldiers are exempt from the restrictions pertaining to dominant languages in reference to FLPB eligibility and payment criteria.

5–14. Army Special Operations Forces language capability

For the purpose of this regulation, all Soldiers subject to this chapter are considered as language capable Soldiers.

5–15. Foreign language proficiency bonus proficiency criteria

a. The FLPB payment levels are based on proficiency ratings in listening, reading, and/or speaking with a minimum proficiency score of 1+L/1+R (see table 6–1 in DA Pam 11–8) and/or speaking OPI score of 1+ (see table 6–2 in DA Pam 11–8).

b. Soldiers must take both the reading and listening test of the same level DLPT (very low range, lower range, upper range or computer adaptive), and/or OPI within 30 days to have a valid test and be eligible for FLPB. However, the upper range DLPT test scores will only be used for FLPB purposes for the modalities on which the Soldier scored a 3 on a valid lower range DLPT and may be taken up to 90 days after the effective date of the lower range DLPT. If a Soldier taking the upper range DLPT improves the score sufficiently to receive an increase in FLPB (4/4), the date the Soldier took the upper range test is the date used to calculate their FLPB but does not change the termination of eligibility for FLPB, which is determined by the date of the lower range DLPT.

c. Use the lower of the proficiency rating received in reading or listening to determine the FLPB payment level when FLPB eligibility is determined solely by the DLPT score. Use the speaking skill (OPI), if taken, for FLPB determination when a DLPT score (if taken) would result in a lower payment eligibility to the Soldier. If a DLPT and OPI are taken within 30 days of each other (all testing modalities occur within the 30-day period), the Soldier is entitled to FLPB based on the highest two (2) modalities (does not apply to proficiency rating).

(1) For Soldiers with a valid DLPT score only, base FLPB on the DLPT. Always use the most recent effective date as the DLPT date.

(2) For Soldiers with a valid OPI score only, base FLPB on the OPI. Always use the most recent effective date as the OPI date.

(3) For Soldiers with both a valid OPI and DLPT score, base FLPB on the following criteria:

(a) Base FLPB on the test that authorizes the highest FLPB amount.

(b) Upon expiration of each test used for FLPB payments or when a new valid DLPT or OPI is taken, reevaluate FLPB eligibility based on paragraph 5–15c(1), 5–15c(2), and 5–15c(3)(a).

(c) For Soldiers with both a valid DLPT score of 3/3 or higher and OPI 3 or higher, base FLPB on both the DLPT and the OPI (that is, 3/3/3).

(d) For ARSOF Soldiers, emphasis should be on Soldiers testing using the OPI versus the DLPT given the unique ARSOF mission environment.

(e) A DLPT under the 3/3 level or OPI under the 3 level remains valid (or is replaced under 5–15c(3)) for payment of FLPB for 12 months. A DLPT of 3/3 and higher or an OPI of 3 or higher is valid (or is replaced under 5–15c(3)) for payment of FLPB for 24 months.

5–16. Annual or biennial certification

a. Annual or biennial certification criteria (Soldiers assigned to an SMU who meet the certification criteria (in paragraphs 5–16a(1) and 5–16a(2)) in a non-CLANG language are eligible for FLPB regardless of their qualification status in their CLANG language):

(1) *Annual certification.* Soldiers who score under a 3/3 on the DLPT or under 3 on the OPI must recertify prior to last day of the month in which they took their DLPT/OPI 12 months later to maintain eligibility to receive FLPB.

(2) *Biennial certification.* Soldiers who score a 3/3 or higher on the DLPT or 3 or higher on the OPI must recertify prior to the last day of their month they took their DLPT/OPI 24 months later to maintain eligibility to receive FLPB.

b. In situations where no testing facilities are available: CDRs (0–5 and above) may use their discretion to waive the annual recertification requirement for Soldiers who are deployed (for 25 days or longer and current certification expires during the deployment) or assigned outside the continental United States (OCONUS). For example, if a Soldier is assigned to a European country close enough to Germany where they conduct administrative actions such as renewing identification cards, an appointment to take the language test should be arranged. This example would not qualify as not being near a testing location. There is no limit to the number of waivers that can be granted, however, the total number of months waived will not exceed 36 consecutive months from the effective date of the original qualifying test. After 36 months from original qualifying test effective date, no further waiver is authorized and the Soldier must obtain a new qualifying test score to retain FLPB entitlement.

(1) Document the recertification on a DA Form 4187 with the following annotation: “The commander certifies that the recipient can perform their linguistic duties in a satisfactory manner and remains proficient at a level consistent with the FLPB rate received for the previous qualifying test.”

(2) If the recertification is for a deployment (for 25 days or longer), include the anticipated redeployment date on the DA Form 4187. The recertification period cannot exceed 180 days post-redeployment (as calculated in paragraph 5–16b(3)). In the event the Soldier returns before the anticipated redeployment date annotated on the DA Form 4187 then it is the Soldiers responsibility to notify the appropriate record custodian for recalculation of a recertified waiver period. Adjust the date of the exemption to reflect the actual redeployment date. The initial calculated waived period and verbiage notifying the Soldier of their responsibility to report any changes to their deployment start and end dates will be entered on the DA Form 4187.

(3) Waived recertification period calculation: Calculate at 2 times the number of days deployed (to include travel time). The minimum waived certification period is 90 days and the maximum is 180 days. Add the waived recertification period to the Soldiers redeployment date (or expected redeployment date) and adjusted post-redeployment when necessary.

(4) Forward the DA Form 4187 to the appropriate record custodian for issuance of orders to authorize FLPB. Issue amended FLPB orders when changes to the waived recertification period are necessary based on the actual redeployment date.

(5) Waivers granted under this paragraph cover the Soldiers CLANG and any other non-CLANG languages for which they are otherwise entitled to receive FLPB.

(6) CDRs may request a medical waiver to annual recertification for Soldiers if they have a medical condition that prevents the completion of their annual recertification testing. The request must specify that the Soldier was unable to complete annual recertification testing with supporting documentation from a physician or profile. The USAHRC Enlisted Language Branch or the warrant officers/officer’s branch manager will review the request and adjudicate. The purpose of this policy is to ensure that Soldiers unable to recertify annually due to a medical prohibition continue to receive FLPB.

c. Recertify Soldiers using the DLPT or OPI as soon as practicable within 180 days of the order’s date releasing them from the duty assignment. If scheduling an OPI takes longer than 180 days, the TCO must contact the USAHRC FLPB program manager (AHRC–PDP–I) for an exception to policy.

d. Soldiers who are already certified proficient in languages for which they are receiving FLPB and are in a training program longer than 180 days must recertify for the languages for which they receive FLPB prior to the start of the course. Soldiers who require a waiver to take the DLPT or OPI earlier than 180 days from their most recent DLPT or

OPI in order to meet this requirement must request a DLPT/OPI test waiver from their CDR prior to reporting to the course.

Chapter 6

Department of the Army Civilian Foreign Language Proficiency Pay

Section I

General

6–1. Overview

a. This chapter prescribes policy and guidance for the DA Civilian FLPP program. Nonappropriated fund (NAF) employees and contractors are not eligible to receive FLPP.

b. The purpose of the FLPP is to provide an incentive for DA Civilians to maintain their language proficiency. The DA Civilian FLPP is a command driven program based on mission requirements and available funding. CDRs and heads of activities will determine if their DA Civilian employees receive FLPP. In order for a DA Civilian employee to receive FLPP, the CDR or head of activities must document the language requirement in the DA Civilian's position description in accordance with the ACOM, ASCC, or DRU CDRs, heads of HQDA activities, and United States Property and Fiscal Officers policy for the payment of FLPP to DA Civilian employees.

c. The FLPP is a bi-weekly monetary bonus that paid to DA Civilians who maintain the required proficiency in designated foreign languages in accordance with the Army's needs.

d. The DA Civilian FLPP program is authorized under the provisions of the following:

- (1) 10 USC 1596 and 10 USC 1596a.
- (2) DODI 1400.25, Volume 2016.

6–2. Department of the Army Civilian foreign language proficiency pay program

a. Languages or specialties recommended for FLPP must satisfy the conditions prescribed by this chapter.

b. Forward requests for administrative or policy changes to the DCS, G–1 (DAPE–CPD–EP), 1000 Army, Pentagon, Washington, DC 20310–0300, with an information copy to the DCS, G–2 (DAMI–CP and DAMI–PIO–L).

c. DA Civilians are responsible for scheduling their own foreign language proficiency tests for annual recertification except as provided for in paragraph 2–4b(1) of this regulation for civilian linguists who score 3/3 or higher on their proficiency test. These linguists are required to recertify biennially.

Section II

Policy

6–3. Criteria for individual Department of the Army Civilian eligibility

a. CDRs and heads of activities are encouraged to authorize FLPP as an incentive for DA Civilians to maintain their foreign language proficiency regardless of billet. A DA Civilian is eligible to receive FLPP if both of the conditions in paragraphs 6–3a(1) and 6–3a(2) are met.

(1) The CDR and/or head of activity makes a determination that a DA Civilian is eligible to receive FLPP. This determination must be provided in writing to the DA Civilian, signed by the DA Civilian, and be in compliance with the ACOM, ASCC, and DRU CDR's policy.

(2) The employee is certified proficient within the last 12 months (24 months if the linguist scores 3/3 or higher on their DLPT/OPI) in a foreign language. Determine proficiency by the DLPT, OPI, or other DoD approved proficiency test.

b. The effective date of FLPP eligibility is determined in accordance with paragraph 4–3f.

c. DA Civilians remain eligible for FLPP while attending non-language training courses of 119 days or less.

d. DA Civilians whose position description does not specify a language requirement are not eligible for FLPP based solely on their proficiency in a language listed on the Army SLL.

e. Do not pay FLPP if the employee is in a leave without pay or other unpaid status in excess of 10 consecutive workdays, or in an extended paid absence in excess of 30 consecutive workdays.

f. Terminate an employee's FLPP when the—

(1) CDR or head of activity determines the need for the language in which the employee has skills is no longer required.

(2) Employee no longer meets the certification requirements.

(3) Employee's most recent performance evaluation (for example, closeout or early annual) was less than successful.

(4) CDR or head of activity uses their discretion to terminate the employees FLPP.

g. Consider DA Civilians who are part of the MICECP language dependent, and as such are eligible for FLPP based on their CLANG or any other language authorized in writing by the United States Army Field Support Center (USAFSC) CDR or MICECP director. MICECP employees will have their language requirements documented in their personnel folders maintained by the USAFSC human resources (HR) section.

6-4. Amount of foreign language proficiency pay payment

a. FLPP is available to all grade and pay bands.

b. Pay FLPP in addition to any other pay or allowance to which the DA Civilian is entitled.

c. FLPP is taxable and such taxes withheld on a pay period basis.

d. FLPP is included in determining maximum pay subject to the pay cap.

e. Do not consider FLPP as an employee's rate of basic pay for any purpose (for example, retirement or insurance).

f. Consider the overpayment or unauthorized payment of FLPP a debt owed to the Government that the civilian employee must be repay.

g. The amount of FLPP may not exceed \$184.62 per bi-weekly pay for a single language, and \$461.54 per bi-weekly pay period for a combination of languages. Total FLPP payments cannot exceed \$12,000 for any 12-month period (see table 6-3 in DA Pam 11-8). FLPP payment requires the following:

(1) Document a language requirement in the DA Civilian's position description; the only exception to this requirement are MICECP employees. MICECP employees will have their language capability documented in their personnel files maintained by the USAFSC HR section. Multiple languages may be authorized for pay; however, only one language may be designated as the CLANG.

(2) Do not pay FLPP if there is no DLIFLC certified testing method for a language.

(3) DA Civilians who are attending or instructing PME or equivalent courses must comply with paragraph 4-7 of this regulation for payment of FLPP.

(4) FLPP entitlement becomes effective on the pay period after the appropriate DA Civilian pay system has received all documentation and approvals.

(5) DA Civilians serving in non-intelligence positions who are proficient in a language identified by the Secretary of Defense as necessary for national security interests are eligible for FLPP in accordance with 10 USC 1596a if approved by their CDR or head of activity and documented in their position description. The amount of FLPP these DA Civilians are eligible for may not exceed a maximum of 5 percent of their pay and must be documented in their position description.

6-5. Annual recertification

a. Annual recertification is a requirement for FLPP.

(1) If no DLPT exists for the language, use an OPI or another DLIFLC approved test to determine FLPP eligibility based on speaking proficiency only (see table 6-3 in DA Pam 11-8).

(2) DA Civilians who are due recertification, but are deployed or assigned OCONUS where testing facilities are not available, can have their CDR or supervisor recertify their current proficiency in lieu of the DLPT or OPI. Document the recertification on an SF 52 (Request for Personnel Action) with the following annotation: "The supervisor certifies that the recipient can perform their linguistic duties in a satisfactory manner and is proficient at a level consistent with the FLPP rate for the previous year." There is a two-year consecutive limit on this exemption not directly tied to contingency operations. Recertify DA Civilians using the DLPT or OPI as soon as practicable within 180 days after they return to their permanent duty station starting the date the employee is released from the assignment or redeploy. If a DA Civilian cannot schedule an OPI within 180 days of the employee's release from assignment or redeployment, then the TCO must contact the DCS, G-1 (DAPE-CPD-EP) for an exception to policy.

(a) DA Civilians who are due to rotate to a foreign country where no Army language testing facility is available and are within 6 months of their recertification date must recertify before rotating overseas.

(b) Supervisors may require DA Civilians to recertify who are within 6 months of their recertification date when performance is unacceptable based on a demonstrated lack of language proficiency.

(3) SF 52s authorizing FLPP are effective for not longer than 12 months from the recertification date except as provided for in paragraph 2-4b(1) of this regulation.

b. DA Civilians who are certified proficient in a language for which they are receiving FLPP and are in a training program for that same language are exempt from the annual certification requirement while they are attending the course. The DA Civilian's supervisor is responsible for generating a memorandum (subject: Request for Exemption)

and must ensure that the SF 52 authorizes the extension of FLPP to the end of the course. This exemption applies to all languages for which the Civilian is receiving FLPP.

c. DA Civilians will follow the provisions for testing in accordance with paragraph 2–4 of this regulation.

d. Proficiency expires on the last day of the month in which the DLPT is taken one year later. For example, A DLPT taken on 5 January 2021 would expire on 31 January 2022. For linguists scoring 3/3 or higher on their DLPT, their proficiency would expire on the last day of the month in which the DLPT is taken 2 years later. For example, a DLPT taken on 5 January 2021 would expire on 31 January 2023.

e. DA Civilians who score 3/3 proficiency level or higher on their DLPT are only required to test every 24 months.

6–6. Certification funding

a. ACES conducts foreign language testing with visibility operating readiness (VOPR) funding. IMCOM has oversight of VOPR funding.

b. Organizations may be responsible for funding of foreign language testing for their employee if VOPR funding is not available.

Chapter 7

Language Programming and Budgeting

7–1. Definition and purpose of The Army Language Program

TALP is the Army's mechanism to provide CDRs and linguists with sufficient resources to sustain and enhance foreign language skills required to perform mission essential tasks critical to the success of Army missions. TALP provides essential funding for the operation of unit-level CLPs and their nonresident language maintenance training activities within the Army. However, TALP does not fund CLPs operated by USASOC to train CMFs 18, 37, and USASOC assigned CMF 38 Soldiers since USSOCOM resources SOF CLPs. Only the CMF 35 linguists assigned to USASOC are supported with TALP funding. TALP funds may be used for CMFs 18, 37, and 38 if they are assigned to general purpose forces (GPFs) and not to USASOC.

7–2. The Defense Language Program management decision package

For the purpose of resource planning, programming, and budgeting, manage TALP as an element and component of the TDLP MDEP managed by the G–3/5/7TR (DAMO–TRI). The DCS, G–2 SPM manages TALP and ensures TALP is adequately resourced, regulated, and administered.

7–3. The Army Language Program requirements in the program objective memorandum process

The preparation of the TALP budget begins with the DA program objective memorandum (POM) process at HQDA. The DCS, G–2 participates in this process to justify TALP resources as part of the TDLP MDEP. The DA POM process normally begins in the first quarter of the FY and concludes during the third quarter.

a. The DCS, G–2 TALP manager provides TALP requirements data, justifications, and recommendations, as appropriate, through the MDEP TDLP manager to the DCS, G–3/5/7 Training Program Evaluation Group.

b. The DCS, G–2 TALP manager uses a TALP requirements model to determine the POM funding requirements for the entire program (within the TDLP MDEP) on behalf of the participating commands (ACOMs, ASCCs, DRUs, NGB, and USAR). Review the TALP requirements model annually with the participating commands (usually through email) and update as necessary.

c. In its current form, the DA TALP requirements model includes the following steps:

- (1) Determine linguist population to train (for example, those in CLP-based language maintenance programs).
- (2) Gather proficiency data and assess level of training required considering standard versus specific training needs.
- (3) Calculate total annual hours to train per linguist; identify basic sustainment and intensive or immersion hours by component.

(4) Calculate average training cost per hour (average instruction, support, and temporary duty (TDY) costs) by component.

(5) Determine total program AT costs (total population times hours required to train times cost per hour).

d. The DCS, G–2 TALP manager also conducts the following analysis of the DA TALP POM requirements prior to submission:

- (1) Review and validate TALP funded training requirements.
- (2) Review and validate ACOMs, ASCCs, and DRUs TALP execution data.
- (3) Evaluate language proficiency levels as a measure of program success.

- (4) Review linguist mission requirements from the field.
- (5) Examine future requirements to identify the potential impact to funding levels based on changes in language and number of linguists, increased proficiency requirements, and changing force structure.
- (6) Verify TALP total, validated, and critical funding requirements.
- (7) Coordinate the TALP POM requirements with the participating commands prior to submission to the TDLP MDEP manager in G-3/5/7 (DAMO-TR).

7-4. Other guidance for The Army Language Program

- a. HQDA, including other staff elements besides the DCS, G-2, may task the participating commands to submit POM requirements through their channels. Participating commands will respond to this and any other HQDA TALP planning, programming, and budgeting guidance. Use the proper channels (according to AR 1-1) to make your submissions. Always provide an information copy of your submission to the DCS, G-2 TALP manager.
- b. Participating commands will identify TALP requirements separately in the POM and command operating budget. Do not submit or include TALP requirements in other major programs.
- c. Establish accounting processing codes that identify CLP language training expenses to monitor execution of TALP funds.
- d. Coordinate all TALP fund transfers conducted by the DCS, G-2 TALP manager with the impacted ACOM, ASCC, DRU, or participating command's CLPM.
- e. Submit all unfunded requirements for end-of-year funding through the ACOM, ASCC, or DRU to the DCS, G-2 TALP manager by 1 April or as soon as the requirement is identified.

7-5. Restrictions on the use of The Army Language Program funds

- a. All TALP funds are limited to funding training for Soldiers in language dependent or language capable MOSs. Exceptions to this policy include—
 - (1) The use of TALP funds to pay for DA Civilian and contractor CLPM training.
 - (2) DA Civilian and contractor CLPM attendance at CLPM workshops and conferences.
 - (3) DA Civilian and contractor CLPM travel cost associated with subordinate CLP inspections.
 - (4) Soldiers who acquired their skills at government expense or who were recruited for their language skill.
- b. Use TALP funds to resource unit CLPs, with the exception of CLPs within USASOC, in which only language training for CMF 35 Soldiers and their pro-rated share of CLP overhead costs is TALP funded. This does not preclude local programming of other P2 training funds to support CLP or language maintenance training.
- c. Only use TALP funds for approved language maintenance and enhancement training activities and opportunities. Do not use TALP funds for acquisition language training, to include acquisition of a second language. Any exception to this policy requires DCS, G-2 approval.
- d. Do not use TALP funds for other programs or subaccounts.
- e. TALP funds may not be mixed with, used instead of, or used to supplement funds specifically appropriated to pay for MOS-producing training; to fund formal civilian education resulting in a degree (that is, travel and per diem costs to attend an MOS-producing course or tuition fees at a civilian institute to obtain a college degree).
- f. Do not use TALP to fund foreign language training for DA Civilians or contractors. TALP may be used for DA Civilian and contractor CLPM training, conference attendance, and inspections required by this regulation as this enables language training for Soldiers. Units may also use TALP funding to fund contract instructors and contract CLPM travel when appropriately allocated to a new or existing contract. Language enabled DA Civilians may also participate in TALP funded installation sustainment language training if space is available.
- g. Units are authorized to use TALP funds to provide English language training and foreign language sustainment training to heritage speaking language dependent/capable MOS/AOC/FA Soldiers. Units may not request additional TALP funding to support English language training.
- h. Units may use no more than 5 percent of their allocated TALP funding to support the administrative overhead required for language conferences approved in accordance with current HQDA policy and in accordance with AR 1-50.
- i. CDRs will not expend TALP funding or other designated language training funds on Soldiers who are within 180 days of separation from the Army. This does not apply to Soldiers who are enlisting in an ARNG or a USAR unit in a language capable or language dependent MOS.
- j. TALP funds are authorized for the purchase of equipment directly related to the enhancement, and sustainment of language skills. Funds may be used for, but are not limited to, the purchase of: televisions, digital video disk players, personal media devices, computers (desktops and laptops), commercial internet, contract instructors, contract CLPMs

for units with 70 or more linguists authorized only, dictionaries, periodicals, subscriptions to target language publications and media, applications to support distance language training and so forth. CLPMs may purchase other equipment for the language lab as long as it is used to enhance language training and is not available through the installation. All equipment purchased must be accounted for and maintained on a proper Army hand receipt and should be properly accounted for and inventoried as part of the unit's Command Supply Discipline Program. CLPMs should use the guidance contained in AR 25-1 to purchase and manage information technology, including commercial internet.

k. Units must schedule all DLIFLC mobile training teams through the SMDR process. Units requesting DLI MTTs without using the SMDR process must request an exception to policy from the DA G-2 Foreign Language Team.

7-6. The Army Language Program mandatory reporting

The ACOMs, ASCCs, DRUs, the ARNG and the USAR are required to submit three annual TALP reports to the DCS, G-2 (DAMI-PIO-L) TALP manager. Submit the TALP plan (annual funding request) by 1 August. Units should submit a 6-month TALP report no later than 15 April detailing how much of their TALP budget they have obligated as of 1 April and a spend plan for the remaining funds. Submit the end of FY TALP report (language funding status report) by 1 December. The TALP report details how the unit spent their TALP budget for the FY that just ended. Subordinate CLPs will provide supporting data to their major subordinate command or the DCS, G-2 TALP manager upon request. The ACOM, ASCC, DRU, ARNG, and USAR TALP managers will consolidate the reports from their subordinate units and provide a report to the DCS, G-2 TALP manager. See DA Pam 11-8 for these report formats.

Chapter 8

Contract Linguist Support

8-1. Purpose

a. The Secretary of Defense designated SECARMY as the DoD EA for all DoD contract linguist support (in accordance with DoDD 5160.41E; SECARMY may delegate the authority to an RO in a written memorandum (see AR 10-90)). The RO for DoD contract linguist support is DCS, G-2 (DAMI-PIO).

b. All linguist contracts, including those let with an exception to policy, must comply with the policies and procedures established by the DCS, G-2.

c. These procedures do not apply to contracts whose purpose is primarily foreign language instruction.

d. The scope of these procedures is limited to interpretation and translation services. Do not use linguists hired under these procedures as cultural advisors.

e. Exceptions include combat support agencies (NSA, Defense Intelligence Agency, and so forth.) and the USSOCOM. Other DoD components are prohibited from executing their own contracts for contract linguist support without a written exception from the DCS, G-2 RO. Send requests for exception to policy by email to the DCS, G-2 (DAMI-PIO-L) 1000 Army Pentagon, Washington, DC 20310-1040. DCS, G-2 will review the requests for an exception to policy on a case-by-case basis and provide notification to the requestor concerning the status of the waiver request. As a minimum, requests for exception to policy should include—

(1) Scope of the contract to include mission, number of required linguists, language requirements, and security clearance requirements.

(2) A justification statement.

(3) Acknowledgment of requirement for counterintelligence (CI) vetting of contract linguists.

(4) The DoD component POC and contact information for the proposed contract.

f. Failure to obtain validation by the AOR command, the COCOM, or DCS, G-3/5/7 will prevent funding and necessitate customer funding to satisfy requirements. Validated linguist requirements are provided to eligible units with no associated labor costs. Units are required to provide all life support requirements per the terms of the contract. If the unit requires the linguist to travel in a TDY status, the unit must provide funding to reimburse travel expenses to the INSCOM G-3's Contract Linguist and Intelligence Program Support Office (CLIPSO). Units must coordinate the TDY with the CLIPSO COR and provide fund before CLIPSO will authorize the linguists to travel.

8-2. Responsibilities relating to the contract linguist program

a. Deputy Chief of Staff, G-2 will—

(1) (DAMI-CD)—in cooperation with DAMI-PIO-L, develop and execute policy for the screening and vetting of contract linguists.

(2) (DAMI-RI)—secure funding for the execution of linguist contracts and RO responsibilities.

b. Deputy Chief of Staff, G-2, (DAMI-PIO-L) will—

(1) Manage the contract linguist program on behalf of the Secretary of Defense and the SECARMY serving in the role of the RO for all DoD contract linguist support.

(2) Provide oversight to the contract linguist effort and establish policy to enable the provision of sufficient numbers of linguists to support military operations.

(3) Provide overall policy guidance for contract linguist support.

(4) Coordinate with DoD components for the responsibilities and activities necessary to provide continuous, sustainable, and global linguist support required by end-users. This will include development of a coordinated process for transition from peacetime to contingency operations and back.

(5) Execute RO responsibilities to include the development of an annual budget.

(6) Maintain oversight of linguist contracts and the use of contract linguist resources and related expenditures.

(7) Grant exceptions to policy (waivers) for the award of contracts for contract linguist services.

(8) Delegate the responsibility of managing the linguist contracts to the CG, INSCOM. The INSCOM G-3's CLIPSO manages the contracts that provide linguists to support military operations.

(9) Coordinate with the Army Budget Office for funding to support contract linguist operations. Additionally, the DCS, G-2 responds to congressional inquiries on the funding required to sustain contract linguist operations and responds to all Army and DoD audits and DoD Inspector General assistance visits.

c. Commanding General, Installation and Security Command will—

(1) On behalf of CG, INSCOM, CLIPSO will—

(a) Administer the DoD linguist contracts providing worldwide contract linguist support to DoD components.

(b) Coordinate and perform actions as necessary to ensure DoD has a contract vehicle(s) available to procure linguist support services.

(c) Conduct appropriate administration and oversight regarding the requirements placed on the linguist contract(s) to include the execution of funds provided for contract linguist support.

(d) Serve as the requiring activity for contract program management and provide the contracting officer's representative (COR) for appointment by the contracting officer (KO). The COR serves as the primary interface between the Government and the vendor's program management personnel.

(e) Report funding shortfall projections as soon as they are known to the DCS, G-2 RO.

(f) Monitor contract linguist support and conduct quality assurance assessments of vendor services.

(g) Provide legal counsel for execution of the program and worldwide DoD program requirements.

(h) Provide Soldiers on a continuing basis to function as alternate CORs (ACORs) in areas with deployed linguists.

1. The ACOR is a forward deployed INSCOM Soldier directly appointed by the KO to perform certain administrative functions regarding the DoD language contract on the COR's behalf. ACORs work in an administrative control relationship with the theater of operations and serves as the primary interface between the supported military units, theater leadership, and the vendor.

2. ACORs perform contract surveillance and inspections to ensure contract support is provided in accordance with the contract PWS. This includes assisting military units with obtaining contract linguist support to include coordinating for life support, equipment, transportation, and facilities to support contract linguists and vendor management.

3. ACORs seek resolution of contract related issues between supported units and the vendor. They also develop and submit performance evaluation reports on vendor execution of contractual requirements to the COR.

(i) Submits weekly status reports to the Office of the DCS, G-2 (DAMI-PIO-L). These reports include information on linguist fill rate (percentage of fill against requirements).

(2) On behalf of the CG, INSCOM, INSCOM G-2X and Security Vetting Office (SVO) will—

(a) Provide program management to ensure the screening and vetting of contract linguists occurs in accordance with established procedures, applicable DODDs, U.S. Army security regulations and policies, and established memorandum of agreements and MOUs.

(b) Ensure all screening and vetting (SaV) process findings are completed with the results and supporting documentation made available to the Army Screening and Vetting System (ASVS) and the Contract Linguist Information Portal (CLIP) for all linguists hired in the continental United States for mission support.

(c) For all category I, II, and III contract linguist candidates, ensure SaV and the CI-focused security interview results are available for processing and adjudication by the Department of Defense Consolidated Adjudications Facility (DoDCAF). The SVO will submit security referrals to the INSCOM Security Operations Center and counterterrorism/counterintelligence referrals to the INSCOM G2X Army Counterintelligence Coordinating Authority.

(d) For category III contract linguist candidates, ensure candidates undergo additional screening in the form of a counterintelligence polygraph examination conducted in accordance with DoD polygraph standards. Category III linguists supporting SIGINT missions must also favorably complete NSA screening.

(e) SVO inputs screening and vetting data on all linguists into CLIP and ASVS to facilitate linguist tracking through the vetting process and submits finalized screening and vetting results to the Army Investigative Records Repository to maintain historical information on a contract linguist.

d. Requiring commands will—

(1) For contract linguist support provided through OCO supplemental funds, submit AOR validated contract linguist requirements through command channels to DCS G-2 (DAMI-PIO-L). Requests must include the number of required linguists, language, required security clearance level(s), requisite skills (that is, reading, writing, or speaking), and any specific requirements (physical fitness level, simultaneous translation capability, dual language, and so forth.). Requesting units should also submit a justification for each linguist requirement explaining why they require the linguist. Units are required to revalidate their contract linguist requirements annually. However, pending immediate operational need, units may submit requirements for validation up to three times a year (on or about 15 March, 15 July, and 15 November).

(2) For non-OCO contract linguist support provided by the DoD linguist contract but reimbursed by the requestor, submit agency validated requests for contract linguist support to the INSCOM CLIPSO with a copy furnished to DCS, G-2 (DAMI-PIO-L). Additionally, the requester must—

(a) Identify the funding source when submitting the request for contract linguist support.

(b) In conjunction with local CDRs, ensure contract linguists hired in-theater undergo a security screening, with referrals to local CI authorities made for any screening indicating force protection or counterintelligence concerns prior to hire. At a minimum, this screening will include an interview, biometrics checks, and a check against existing counterterrorism databases.

(3) Appoint a theater linguist manager to manage all contract linguist operations with the AOR. Theater linguist managers will—

(a) Consolidate, prioritize, and process contract linguist requests for the theater.

(b) Manage language mix to meet mission requirements.

(c) Provide requests for contract linguist requirements validation to the RO (DCS, G-2). Additionally, submit requirements to DCS, G-2 (DAMI-PIO-L) up to three times per year (on or about 15 March, 15 July, 15 November) or as dictated by operational requirements.

(d) Authorize and assign linguists to units for fill in conjunction with the ACOR.

(e) Maintain theater-wide accountability of linguists.

Chapter 9

Command Language Program Inspection Program

9-1. General

Inspections are an important tool to ensure unit CLPs meet HQDA and other supported organizations' standards. Inspections are the primary means by which expenditures are monitored, programs are evaluated, and problems and issues are identified and corrected. The inspection process identifies best practices and reinforces key CLP principles. The inspection process synchronizes the CLP across all levels. Year-round compliance with the standards also ensures a properly functioning CLP. See appendix B for the internal controls inspection checklist.

9-2. Requirements

a. The CLP inspection will be incorporated into each unit's Organizational Inspection Program in accordance with AR 1-201. Units will inspect all subordinate CLPs at least biennially to monitor compliance with this regulation, all applicable higher headquarters guidance, and unit policies and standard operating procedures (SOPs).

b. Maintain reports of all inspections that include language related subjects for at least 2 years.

c. All units who receive language related inspections or official visits from agencies outside of the DA will forward a copy of the inspection or visit report to DCS, G-2, (DAMI-PIO-L) within 30 days of receipt of the report.

9-3. Internal controls: Command Language Program inspection requirements and penalties

a. The DCS, G-2 SPM may impose penalties on participating commands, or subordinate commands for non-compliance with this regulation. While DA does not fence language funds, the clear intent is for units to use TALP to train language dependent and language capable MOS linguists so they can support mission requirements. Language management personnel at all levels of the command are obligated to report potential program abuses through their chain of command. ACOMs, ASCCs, DRUs, and their subordinate commands will use the Army Internal Control Program

and inspection criteria located at appendix B and prescribed in AR 11–2 to guide their inspection programs as appropriate.

b. Penalties may include the following:

- (1) Withholding or reallocation of funds.
- (2) Withdrawal of exception to policy authority.

c. Maintain files on SPM and ACOM, ASCC, and DRU inspection results for 2 years.

9–4. Contract linguist inspections

Use the inspection checklist in appendix B of this regulation to prepare your unit prior to an inspection by the RO.

Appendix A

References

Section I

Required Publications

Unless otherwise indicated, all Army documents are available at <https://armypubs.army.mil/>. Department of Defense issuances are available at <https://www.esd.whs.mil/>.

AR 1–50

Army Conference Policy (Cited in para 7–5*h*.)

AR 1–201

Army Inspection Policy (Cited in para 9–2*a*.)

AR 5–22

The Army Force Modernization Proponent System (Cited in para 2–7*h*.)

AR 11–2

Managers' Internal Control Program (Cited on title page.)

AR 25–1

Army Information Technology (Cited in para 7–5*j*.)

AR 350–20

Management of the Defense Foreign Language Training (Cited in para 3–5*b*.)

AR 600–8–104

Army Military Human Resource Records Management (Cited in para 1–19*c*.)

AR 600–8–105

Military Orders (Cited in para 1–19*b*.)

AR 601–210

Regular Army and Reserve Components Enlistment Program (Cited in para 3–8*c*.)

AR 601–280

Army Retention Program (Cited in para 3–8*c*.)

AR 611–5

Personnel and Classification Testing (Cited in para 1–20*d*.)

AR 612–201

Initial Entry/Prior Service Trainee Support (Cited in para 1–17*c*.)

DA Pam 11–8

Army Foreign Language Program Handbook (Cited in para 1–20*r*(4).)

DoD 7000.14–R, Volume 7a, Chapter 19

Department of Defense Financial Management Regulation: Military Pay Policy – Active Duty and Reserve Pay; Foreign Language Proficiency Bonus (Cited in para 4–1*g*) (Available at <https://comptroller.defense.gov/>.)

DoDD 5160.41E

Defense Language, Regional Expertise, and Culture (LREC) Program (Cited in para 8–1*a*.)

DoDI 1340.27

Military Foreign Language Skill Proficiency Bonuses (Cited in para 4–1*g*.)

Section II

Related Publications

A related publication is merely a source of additional information. The user does not have to read it to understand this publication. Unless otherwise indicated, all Army documents are available at <https://armypubs.army.mil/>. Department of Defense issuances are available at <https://www.esd.whs.mil/>. Defense Language Institute Foreign Language Center

publications are available at <https://www.dliflc.edu/resources/>. United States Codes are available at <https://us-code.house.gov/>.

AR 1–1

Planning, Programming, Budgeting, and Execution

AR 10–90

Department of Defense Executive Agent Responsibilities of the Secretary of the Army

AR 15–39

Department of the Army Intergovernmental and Intragovernmental Committee Management Program

AR 25–30

Army Publishing Program

AR 25–400–2

The Army Records Information Management System (ARIMS)

AR 40–501

Standards of Medical Fitness

AR 135–91

Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Provisions

AR 135–200

Active Duty for Missions, Projects, and Training for Reserve Component Soldiers

AR 135–210

Order to Active Duty as Individuals for Other than a Presidential Reserve Call-Up, Partial or Full Mobilization

AR 140–1

Mission, Organization, and Training

AR 220–1

Army Unit Status Reporting and Force Registration – Consolidated Policies

AR 350–1

Army Training and Leader Development

AR 350–32

Army Foundry Intelligence Training Program

AR 350–100

Officer Active Duty Service Obligations

AR 351–9

Inter-Service Training

AR 380–67

Personnel Security Program

AR 600–8

Military Human Resources Management

AR 600–8–10

Leaves and Passes

AR 600–8–19

Enlisted Promotions and Reductions

AR 600–9

The Army Body Composition Program

AR 614–100

Officer Assignment Policies, Details, and Transfers

AR 614–200

Enlisted Assignments and Utilization Management

AR 621–1

Advanced Education Programs and Requirements for Military Personnel

AR 621–5

Army Continuing Education System

AR 638–8

Army Casualty Program

DA Pam 25–91

Visual Information Procedures

DA Pam 25–403

Guide to Recordkeeping in the Army

DA Pam 600–8

Military Human Resources Management Administrative Procedures

DA Pam 611–21

Military Occupational Classification and Structure

DoD 1400.25–M

Department of Defense Civilian Personnel Manual (CPM)

DoD 7000.14–R, Volume 7A, Chapter 2

Financial Management Regulation: Repayment of Unearned Portion of Bonuses and Other Benefits (Available at <https://comptroller.defense.gov/>.)

DoDI 1332.18, Enclosure 3, Appendix 5

Disability Evaluation System (DES): Operational Standards for the Des; Administrative Determinations

DoDI 1400.25

DoD Civilian Personnel Management System

DoDI 5160.70

Management of the Defense Language, Regional Expertise, and Culture (LREC) Program

NGR 600–200

Enlisted Personnel Management (Available at <https://www.ngbpmc.ng.mil/ngr/>.)

10 USC 1596

Foreign language proficiency: special pay for proficiency beneficial for intelligence interests

10 USC 1596a

Foreign language proficiency: special pay for proficiency beneficial for other national security interests

10 USC 10147

Ready Reserve: training requirements

10 USC 12732

Entitlement to retired pay: computation of years of service

37 USC 316

Special pay: bonus for members with foreign language proficiency

37 USC 353

Skill incentive pay or proficiency bonus

Section III**Prescribed Forms**

Unless otherwise indicated, DA Forms are available on the Army Publishing Directorate (APD) website (<https://armypubs.army.mil/>)

DA Form 330

Language Proficiency Questionnaire (Prescribed in para 1–16b(4).)

Section IV

Referenced Forms

Unless otherwise indicated, DA Forms are available on the Army Publishing Directorate (APD) website (<https://armypubs.army.mil/>) and SF Forms are available on the GSA website (<https://www.gsa.gov/>).

DA Form 11–2

Internal Control Evaluation Certification

DA Form 2028

Recommended Changes to Publications and Blank Forms

DA Form 4187

Personnel Action

SF 52

Request for Personnel Action

Appendix B

Internal Control Evaluation

B-1. Function

The function covered by this checklist is the Army Foreign Language Program (in-unit training, readiness, utilization, and FLPB).

B-2. Purpose

The purpose of this evaluation is to assist CLPMs and their counterparts at ACOM, ASCC, and DRU headquarters in evaluating and inspecting the key internal controls outlined in paragraph B-4.

B-3. Instructions

Base responses on the actual testing of key internal controls such as document analysis, direct observation, interviewing, sampling, and simulation. Explain responses that indicate deficiencies and take corrective action as indicated in supporting documentation. Evaluate these internal controls every 2 years. Certification that this evaluation has been conducted must be accomplished on DA Form 11-2 (Internal Control Evaluation Certification).

B-4. Test questions

a. Command level considerations

- (1) Do subordinate units authorize regularly scheduled training time, especially for sub-proficient linguists?
- (2) Has an ACOM, ASCC, or DRU developed a CLP in accordance with AR 11-6 and DA Pam 11-8?
- (3) Has the ACOM, ASCC, or DRU conducted at least a biennial inspection of all subordinate units CLP? Please provide copies of the inspections of subordinate units conducted since the last DCS, G-2 inspection.
- (4) Do subordinate units inspect their subordinate's CLPs (that is, Corps CLPMs inspect Division CLPs? Expeditionary Military Intelligence Brigades). How often are these inspections conducted at each level?
- (5) Does the CDR's training guidance at each level (ACOM – Corps – Division – Brigade; ACOM and so forth) address language training?

b. Command Language Council (optional in accordance with guidance from the Deputy Chief of Staff, G-2)

- (1) Does the ACOM, ASCC, or DRU have a standing CLC? Do any subordinate units have a CLC?
- (2) Does the council meet regularly (quarterly or more often)?
- (3) If you do not conduct a CLC, how do you communicate meet with the subordinate units CLPMs to disseminate information and share ideas?

c. Command Language Program Manager

- (1) Has consideration been given to using a full-time civilian or contract CLPM with a specified job description?
- (2) Does the unit have an alternate and filled CLPM?
- (3) Has the CLPM/subordinate unit CLPMs attended DLIFLC's CLPM course within 6 months of appointment? Do you have their training certificates on file?
- (4) Does the CLPM regularly brief the CDR on the status of language training and proficiency within the Command?
- (5) Is the CLPM's continuous tenure assured for at least a year, preferably longer? How about your subordinate units?
- (6) Have all substantive functions of the CLPM at each level been adequately documented through job descriptions, SOPs, or other means?
- (7) Are subordinate unit primary and alternate CLPMs appointed in writing?
- (8) Is the CLPM/subordinate unit CLPM maintain a linguist skills database? Do all units use the linguist skills database or do they have their own?

d. Linguist recordkeeping and tracking

- (1) Does the CLPM maintain a database with the following elements for each linguist in the unit:
 - (a) Basic demographic data, including duty assignment and primary occupational specialty and/or job title.
 - (b) Additional language training completed following DLIFLC graduation.
 - (c) Ongoing language training.
 - (d) ETS and PCS dates.
 - (e) FLPB status.
 - (f) Administration dates and results of all DLPTs and OPIs taken.
 - (g) Required FLPB testing dates to prevent expiration of FLPB.

(h) ILTPs including language maintenance and improvement objectives driven by the requirements of the mission, personnel manning tables, and authorizations.

(2) Does the CLPM maintain copies of any exceptions to policy or waivers that have been granted?

(3) Are procedures (quarterly updates for example) in place to ensure that the data remains current and accurate?

e. Linguist retention and incentives

(1) Are subordinate units/linguists routinely alerted and advised on linguist life-cycle opportunities such as the military language Instructor program; Middle Enlisted Cryptologic Career Advancement program and Military Language Analyst program for SIGINT Soldiers and on intermediate and advanced DLIFLC courses? How do you accomplish this?

(2) Is an ACOM, ASCC, or DRU linguist incentive and awards program that carries tangible benefits in place, such as ACOM, ASCC, or DRU Language Professional of the Year?

(3) Does the CLP offer unique opportunities such as live-environment training opportunities? How is this managed? Centrally managed, decentralized, or what?

f. Standard operating procedures

(1) Has the CLPM established and implemented an SOP covering all aspects of the unit's CLP?

(2) Does it explain the rationale for the program, as well as outline procedures?

(3) Is the SOP updated on a regular basis to reflect changes in mission, personnel, procedures, and so on?

(4) Is the CLP SOP or policy letter published?

(5) Does the CLPM regularly publish disseminate a CLP newsletter or updates?

g. Adequate funding

(1) Has the ACOM, ASCC, or DRU CLPM submitted an annual language budget report on the execution of TALP and General Defense Intelligence Program dollars no later than 1 December?

(2) Has the ACOM, ASCC, or DRU CLPM established internal fiscal control policies (annual plans, periodic reports, and subordinate command inspections)? Are expended funds documented? How?

(3) Are accountability procedures adequate?

(4) Were TALP funds expended to satisfy requirements set forth in the plan?

(5) Were all requests to establish new contract language training programs submitted through the DCS, G-2 TALP program manager to DLIFLC for approval?

(6) Are CLP budget requirements adequately identified and documented on a routine basis?

(7) Are CLP funding requirements explicitly addressed in annual unit budget planning?

(8) Is the CLPM knowledgeable about procedures to obtain needed CLP funding?

(9) Are CLP funding requirements separate from other training budgets?

(10) Was the annual unit TALP report provided to the DCS, G-2 TALP program manager in accordance with this regulation?

h. Linguists utilization

(1) Are linguists assigned against billets for the language they were trained? How is this tracked?

(2) Are authorized language coded positions updated in accordance with DCS G-2 guidance? What is your percentage fills for the 4+1 languages? Are you compliant with the 70% 4+1 and 30% other DCS, G-2 and Army Command Plan guidance?

(3) Who is responsible for updating the language identification codes? What is your process?

(4) Have sub 2/2 linguists with expired remediation periods been reclassified or separated in accordance with AR 11-6 and DA Pam 11-8? How do you provide remedial training to Soldiers who are sub-proficient?

i. Dedicated instructional time

(1) How many linguists in this command are sub proficient? Do sub-proficient linguists receive minimum 150 hours language training and are they retested every 6 months? How many sub-pro Soldiers are assigned. Have any received IMREPR codes this year and either reclassified or involuntarily separated? How do you track this at your headquarters (both number of sub-proficient linguists and actions taken to retrain/reclassify or separate them)?

(2) Has every linguist been tested for proficiency every 12 months (below 3/3) and 24 months (3/3 or better)? How do you track this at your headquarters? Do you pay FLPB to linguists who are out of tolerance on their DLPT test?

(3) Are you tracking linguists who are unable to access NSA systems or facilities?

(4) How many linguists denied access by the NSA's Military Affairs Division (MAD) or - Virtual Access Request System (VARS) process have been reclassified in the last 12 months? How do you track this at your headquarters? What are you doing with the linguists affected by the MAD/VARS policy?

(5) How many linguists were denied VARS access? What are you doing with the linguists who are unable to work in their MOS due to their inability to access NSA systems?

j. Dedicated space and other training program resources

(1) Has the ACOM, ASCC, or DRU provided funding to ensure adequate, dedicated facilities to support language training?

(2) If the current language training facility is not adequate, are there specific plans to upgrade it? How often do you check a unit's language lab?

(3) Is the equipment (computers) adequate to support language training? If not, is there a plan to execute lifecycle replacements?

(4) Are current, appropriate foreign language texts, supplementary materials, newspapers, magazines, and other resources available in the subordinate unit language training facilities?

(5) Is it clear to subordinate unit CLPMs where training materials can be obtained? How do you disseminate information to them on what training materials are available?

(6) Is the furniture and equipment adequate for classroom instruction and self-study? How do you pay for language lab classroom furniture?

(7) Do subordinate unit language training facilities have space and equipment for individual listening and studying?

k. Use of training options

(1) Are self-study materials available at subordinate unit language labs? Can linguists check out self-study materials and devices to use during off-duty hours? How are these ordered and whose responsibility is it to order these materials?

(2) Do your linguists have CL 150 or a similar self-study app available? How many Soldiers are using it? Are the CLPMs tracking linguist use of these self-study training materials?

(3) Do subordinate unit CLPMs regularly request enrollment in the DLIFLC intermediate and advanced courses for assigned linguists? How many are currently attending or scheduled to attend? If funds were available, would you send linguists to intermediate or advanced language training?

(4) Does the CLPM/subordinate unit CLPM know what maintenance, enhancement, refresher, and remedial, courses are available? How is information on these course disseminated to the field?

l. Use of the Defense Language Institute Foreign Language Center services

(1) Has the CLPM identified which of the unit's requirements could be met by DLI assistance with the following:

(a) DLIFLC instructional materials.

(b) CLPM course or CDR's course.

(c) On-site language training through MTTs.

(d) Clarification on DLAB, DLPT administration, and/or interpretation issues.

(e) Telephonic oral proficiency interviews.

(2) Has the CLPM requested DLI MTTs using the SMDR process?

B-5. Supersession

This evaluation replaces the evaluation for the Army Foreign Language Program previously published in AR 11-6, dated 18 February 2016.

B-6. Contract Linguist Program internal controls

a. Purpose. These internal controls assist the DCS, G-2's DoD EM for Contract Linguist Program, INSCOM G-3's CLIPSO, and supported DoD components in evaluating and/or inspecting the key internal controls outlined in paragraph B-6b. At a minimum, evaluate internal controls biennially.

b. Key controls.

(1) *Resource management.*

(a) Are procedures and methodologies in place to track resource projections and document rationale for estimated resource requirements?

(b) Are procedures and methodologies in place to track actual resource expenditures and project future resource burn rates?

(2) *Contract management.*

(a) Are contract planning procedures in place to ensure availability of viable contract vehicles?

(b) Are contract monitoring procedures in place to evaluate contract execution and ensure available contract ceiling to satisfy projected linguist requirements?

(c) Are procedures in place to maintain visibility of competing contractual requirements?

(3) *Requirements management.*

(a) Are local command and COCOM approvals verified prior to accepting and validating requests for requirements validation?

- (b) Does the requirements validation process include vetting requests for requirements validation against historical force ratios, linguist allocation documentation, and theater justification?
- (c) Are requirement fill rates tracked on a weekly basis?
- (4) *Linguist management.*
 - (a) Are procedures in place to ensure initial and recurring linguist security vetting?
 - (b) Have linguist's undergone security re-screening within 24 months of hire?
 - (c) Are procedures in place to ensure initial and periodic testing of language skills?
 - (d) Are procedures in place to track linguist assignment and employment history?
 - (e) Are linguists assigned against validated requirements?
- (5) *Data management.*
 - (a) Is there a means for centralized contract linguist program data management?
 - (b) Are procedures in place to ensure protection of personal information?
 - (c) Are procedures in place to maintain historical linguist, requirements, contractual, and financial records?

B-7. Comments

Help make this a better tool for evaluating internal controls. Submit comments to DCS, G-2 (DAMI-PIO-L), usarmy.pentagon.hqda-dcs-g-2.list.foreign-language-office@mail.mil.

Glossary

Section I

Abbreviations

AC

Active Component

ACASP

Army Civilian Acquired Skills Program

ACCESS

Army Credentialing Continuing Education Services

ACES

Army Continuing Education System

ACOM

Army command

ADSO

active duty service obligation

AFB

Air Force Base

AGR

Active Guard and Reserve

AIT

advanced individual training

ALCE

Army language and cultural enterprise

AOC

area of concentration

AOR

area of responsibility

AR

Army regulation

ARIMS

Army Records Information Management System

ARNG

Army National Guard

ARNGUS

Army National Guard of the United States

ARSOF

Army special operations forces

ASA (FM&C)

Assistant Secretary of the Army (Financial Management and Comptroller)

ASA (M&RA)

Assistant Secretary of the Army (Manpower and Reserve Affairs)

ASCC

Army service component command

ASVS

Army Screening and Vetting System

AT

annual training

ATRRS

Army Training Requirements and Reporting System

BCT

basic combat training

CAR

Chief, Army Reserve

CDR

commander

CG

commanding general

CI

counterintelligence

CL

critical language

CLANG

control language

CLC

command language council

CLIP

Contract linguist information portal

CLP

Command Language Program

CLPM

Command Language Program Manager

CLTM

Cryptologic Language Training Manager

CMF

career management field

CNGB

Chief, National Guard Bureau

COCOM

combatant command

COR

contracting officer's representative

CSS

Central Security Service

DA

Department of the Army

DA Pam

Department of the Army pamphlet

DARNG

Director, Army National Guard

DCIPS

Defense Civilian Intelligence Personnel System

DCS, G–1

Deputy Chief of Staff, G–1

DCS, G–2

Deputy Chief of Staff, G–2

DCS, G–3/5/7

Deputy Chief of Staff, G–3/5/7

DCS, G–3/5/7 TR

Deputy Chief of Staff, G–3/5/7 Training

DCS, G–8

Deputy Chief of Staff, G–8

DFAS

Defense Finance and Accounting System

DFLP

Defense Foreign Language Program

DLAB

Defense Language Aptitude Battery

DLAP

Defense Language Action Panel

DLI

Defense Language Institute

DLIFLC

Defense Language Institute Foreign Language Center

DLPT

Defense Language Proficiency Test

DMOSQ

duty military occupational specialty qualified

DoD

Department of Defense

DoDD

Department of Defense directive

DoDI

Department of Defense instruction

DRU

direct reporting unit

EA

executive agent

ECLT

English Comprehensive Level Test

ETS

expiration term of service

FA

functional area

FAO

foreign area officer

FLPP

foreign language proficiency pay

FORSCOM

U.S. Army Forces Command

FY

fiscal year

GPF

general purpose force

HQDA

Headquarters, Department of the Army

HR

Human resources

HUMINT

human intelligence

ILR

interagency language roundtable

ILTP

individual language training plan

IMA

individual mobilization augmentee

IMCOM

Installation Management Command

IMREPR

Immediate Reenlistment Prohibition

INSCOM

United States Army Intelligence and Security Command

KO

contracting officer

LIC

language identification code

LREC

language, regional expertise, and culture

LTF

language training facility

MAD

Military Affairs Division

MDEP

management decision package

MICECP

Military Intelligence Civilian Excepted Career Program

MOS

military occupational specialty

MOU

memorandum of understanding

MPD/HRO

Military Personnel Division/Human Resource Office

MPEP

Military Personnel Exchange Program

MTOE

modified table of organization and equipment

NAF

Nonappropriated funds

NGB

National Guard Bureau

NSA

National Security Agency

OBC

Officer Basic Course

OCO

Overseas Contingency Operation

OCONUS

outside the continental United States

OPI

oral proficiency interview

OPMS

Officer Personnel Management System

PCS

permanent change of station

PME

professional military education

PMOS

primary military occupational specialty

POC

point of contact

POM

program objective memorandum

PWS

performance work statement

R

reading

RC

reserve component

ROTC

Reserve Officer Training Corps

S

speaking

SaV

Screening and Vetting Program

SECARMY

Secretary of the Army

SF

standard form

SIGINT

signals intelligence

SLA
Senior Language Authority

SLL
Strategic Language List

SLTE
significant language training event

SM
Servicemember

SMDR
structure and manning decision review

SMU
special mission unit

SOAR
Special Operations Aviation Regiment

SOF
Special Operations Forces

SOFLE
Special Operations Forces Liaison Element

SOLO
Special Operations Liaison Officer

SOP
standard operating procedure

SPM
Service Program Manager

SQI
skill qualifications identifier

SVO
Security Vetting Office

TAG
The Adjutant General

TALP
The Army Language Program

TCO
test control officer

TCS
Temporary Change of Station

TDA
table of distribution and allowances

TDY
temporary duty

TOE
table of organization and equipment

TPU
troop program unit

TRADOC
U.S. Army Training and Doctrine Command

TRAP

Training Resources Arbitration Panel

TSOC

Theatre Special Operations Command

TSOPI

two-skill oral proficiency interview

UAD

Unit Authorization Document

USACAPOC

United States Army Civil Affairs and Psychological Operations Command

USAFSC

United States Army Field Support Center

USAHRC

U.S. Army Human Resources Command

USAJFKSWCS

United States Army John F. Kennedy Special Warfare Center and School

USAR

U.S. Army Reserve

USARC

U.S. Army Reserve Command

USAREC

U.S. Army Recruiting Command

USASOC

U.S. Army Special Operations Command

USC

United States Code

USD (P&R)

Under Secretary of Defense (Personnel and Readiness)

USMA

U.S. Military Academy

USSOCOM

U.S. Special Operations Command

VTC

video teleconference

WOBC

Warrant Officer Basic Course

Section II**Terms****Acquisition language training**

Initial language training conducted at an accredited institution of higher learning (DLIFLC or college) with the express purpose of learning a foreign language. When the Soldier does not possess a graduation certificate from a U.S. government managed or contracted training program, determine language acquisition by skill assessment on a DLPT or OPI demonstrating proficiency in two or more modalities.

Army Continuing Education System

An integrated system of academic and non-academic educational opportunities.

Army Strategic Language List

A list of languages the Army requires to execute its mission. The ODCS, G-2 publishes the SLL annually. The SLL lists the dominant languages. The ODCS, G-2 published a GPF SLL and a separate ARSOF SLL.

Command Language Program

Language training programs are managed, funded, and controlled by an ACOM, ASCC, or DRU chain-of-command. A CLP is designed to satisfy individual linguist proficiency requirements.

Control language

The language determined by USAHRC to be an individual's primary language based on completion of training, bonus entitlement, or the needs of the Army.

Conversion

Training an Army linguist in an additional foreign language designed to meet the Army's proficiency standard, for example, DLIFLC basic course.

Critical language

Any foreign language designated by the Secretary of Defense because of national defense considerations.

Cross-training

Foreign language training that is designed to provide limited capability in another language. Not considered an acquisition course.

Defense Language Institute Foreign Language Center

An Army school that provides resident foreign language acquisition training to the DoD. DLIFLC also provides a variety of nonresident programs such as MTTs and VTC.

Defense Language Proficiency Test 5

The latest DLPT test designed to more closely align testing with ILR standards. The test is web delivered. Only the most recently developed DLPT is valid; if a DLPT 5 is available to the field, an earlier test cannot be used.

Defense Language Proficiency Test 5-Computer Adaptive

A DLPT test designed to evaluate global proficiency from ILR 0+-4.

Defense Language Proficiency Test I and II

Proficiency tests which evaluate the listening and reading skills using the rating scale of 0, 0+, 1, 1+, 2, 2+, and 3.

Defense Language Proficiency Test II (renormed)

The DLPT II re-calibrated and scored using the ILR developed language skill level descriptions that employ the rating scale 0, 0+, 1, 1+, 2, 2+, and 3.

Defense Language Proficiency Test III

A DoD proficiency test which is designed to evaluate linguists in the listening, reading, and speaking skills using the ILR rating scale 0, 0+, 1, 1+, 2, 2+, and 3.

Defense Language Proficiency Test IV

A DLPT test which differed from previous tests by its use of authentic language materials. The test made extensive use of newspaper, television, and radio excerpts.

Diagnostic language test

A testing device designed to identify linguistic strengths and weaknesses as a first step in structuring individual remedial training. A DoD proficiency test designed to evaluate linguist in the reading skill only, using the individual language training rating scale.

Dominant language

A language in which sufficient inventory exists within the Army. Dominant languages are not a training priority for the Army and FLPB may or may not be paid to Soldiers who speak these languages. Dominant languages are identified on the annual Army Strategic Language List.

Enhancement language training

Training which improves the general language skills and proficiency of already qualified linguists.

Executive agent

The Military Department designated by the Secretary of Defense to be responsible for the management of common Service activities on a DoD-wide basis. SECARMY is the EA for the Defense Foreign Language Program (DFLP)

and the DoD Contract Linguist Program. ROs for the DFLP and the DoD Contract Linguist Program respectively are the ODCS, G-3/5/7 (DAMO-TR) and the ODCS, G-2 (DAMI-PIO-L).

Foundry

An Army wide program managed by the ODCS, G-2 (DAMI-PIO-L) designed to maintain and improve the technical skills of tactical intelligence personnel.

Government expense

Training paid by the Government to include the USMA, DLIFLC, DoD, or other Government agency training. Also, training conducted through colleges, universities, or contractors and reimbursed or paid for directly by the Government.

Language capable linguist

A Soldier who has some language proficiency but is not required to maintain language proficiency for MOS qualification purposes.

Language capable military occupational specialty

An MOS which benefits from having a language capability in the performance of tasks and duties, but does not require a Soldier to maintain language proficiency for MOS qualification purposes.

Language dependent military occupational specialties

An MOS that requires a foreign language capability to perform required critical tasks and duties. Soldiers in a language dependent MOS must maintain language proficiency to remain MOS qualified.

Language functional skill

Ability to perform specific language activities (that is, speaking, listening comprehension, writing, reading, transcribing, translating).

Language identification code

The two digit alpha codes used to designate a particular language as described in this regulation. An individual may hold as many LICs as they are qualified in. These two digit codes are scheduled to be replaced by a three digit code.

Language proficiency

Level of proficiency a Soldier possesses in a foreign language skill (listening, reading, and speaking).

Linguist

Anyone awarded the SQI "L."

Maintenance language training

Training which prevents skill deterioration through periodic general language review and frequent practice, but does not necessarily improve skills.

Nonresident Language Program

Training requested from and approved by the DLIFLC (ATFL-OPP) to satisfy specified mission-related or job-related requirements for language skills.

Proficiency level

Quantitative statement of the degree of overall ability using a language based on the ILR skill level descriptions and associated 0 to 5 level scale.

Refresher language training

Training intended to improve foreign language proficiency in linguists whose language skills no longer meet minimum proficiency standards.

Remedial language training

Training intended to help linguists meet or exceed minimum proficiency standards.

Resident Language Program

Training conducted by the DLIFLC at any of their facilities in which the Soldier's primary responsibility is to learn a language. Also, training conducted under contract to the DLIFLC.

Skill qualification indicator

The SQI of "L" is awarded to linguists who score at least 2/2 on the current DLPT.

Sub-proficient linguist

An individual who scores below the Army's minimum proficiency standard on any testable DLPT language skill.

Sustainment language training

See maintenance language training.

Target language

The foreign language in which one is trained, sustained, and tested.

Section III**Special Abbreviations and Terms****ACOR**

alternate contractor officer's representative

ADOS

active duty orders

ALL

Army Strategic Language List

CLIPSO

Contract Linguist and Intelligence Program Support Office

DLP

The Defense Language Program

DLSC

Defense Language Steering Committee

DoDCAF

Department of Defense Central Adjudication Facility

EA

executive agent

FLPB

foreign language proficiency bonus

ILRC

Individual Linguist Record and Certificate

MAVNI

Military Accessions Vital to the National Interest

MSA

Modern Standard Arabic

NIAC

National Intelligence Agency Check

ODNI

Office of the Director of National Intelligence

OEG

Operations Expert Group

PL

participatory listening

RO

responsible officer

VOPR

visibility operating readiness

UNCLASSIFIED

PIN 084365-000