DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000

MCO 7220.52E
I/IOP
JUN 0 6 2006

MARINE CORPS ORDER 7220.52E

From: Commandant of the Marine Corps
To: Distribution List

Subj: FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) PROGRAM

Ref: (a) DOD Instruction 7280.3, "Special Pay for Foreign Language Proficiency," Feb 23, 2000
(b) 37 USC 316
(c) DOD Directive 5160.41E, "Defense Language Program," Oct 21, 2005
(d) MCO P1200.16
(e) MCO 1230.5A

Encl: (1) Request for Foreign Language Proficiency Pay (FLPP) Entitlement (Sample)
(2) List of Defense Language Proficiency Tests Maintained by Testing and Classification Branch (CMC/MPP-50) HQMC
(3) Request for Specialized Language Proficiency Assessment (Sample)

1. Situation. To provide policy, guidance, and to promulgate changes to the criteria for determining eligibility for Foreign Language Proficiency Pay (FLPP) and instructions for the administration of FLPP entitlement for Marine Corps personnel. The Secretary of the Navy has delegated authority to the Commandant of the Marine Corps to develop policy and procedures to administer the FLPP and to establish and modify the FLPP rates within the Marine Corps.

2. Cancellation. MCO 7220.52D.

3. Mission. This Order provides the policy and establishes the criteria for the FLPP to provide incentive pay to Marines with demonstrated foreign language skills.

4. Execution

a. Commander's Intent. The FLPP is intended to provide incentive pay to Marines with demonstrated foreign language skills that meet the criteria established by this Order. Assignments involving foreign language translation and interpretation duties involve extraordinary efforts to learn, sustain, and improve foreign language skills, which by nature are very perishable. FLPP is a bonus pay designed to identify and retain a cadre of highly qualified personnel who are motivated to maintain and improve proficiency in designated foreign languages. As such, FLPP provides an incentive to become proficient, or to increase proficiency and to increase the capability in languages of importance to the Marine Corps.

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b. Concept of Operations

(1) Eligibility. In accordance with references (a) and (b), FLPP is intended for those officers and enlisted personnel who have demonstrated a capability in a validated foreign language. FLPP is an annual bonus paid in 12 monthly installments to Marines who maintain foreign language proficiency needed to accomplish Marine Corps missions. The Director, Intelligence, in coordination with the Deputy Commandant, Manpower and Reserve Affairs; Deputy Commandant, Plans, Policies, and Operations; and the Commanding General, Marine Corps Combat Development Command to determine which foreign languages, occupational specialties, billets, and missions are eligible under this program. Qualified Marines must demonstrate proficiency in one or more of the qualifying languages listed in the Marine Corps FLPP eligible language list.

(2) Specified Languages. In accordance with reference (c), specific languages for which FLPP may be authorized are determined by the Defense Language Steering Committee and published annually by the Under Secretary of Defense for Personnel and Readiness (USD(P&R)).

(a) Lists and Prioritization. Based on National Security and Defense Strategies and the needs of the Combatant Commands, Combat Support Agencies and Military Departments, USD(P&R)'s published list is prioritized into "Strategic" (further categorized into "Immediate Investment" and "Stronghold") and "Other DOD-approved" languages. FLPP rates are graduated accordingly, with Immediate Investment (FLPP A) authorized the highest amounts, followed by Stronghold (FLPP B), and "Other DOD-approved" languages not on the strategic list (FLPP C). The entire list is reviewed annually to ensure its priorities reflect the long-term strategic objectives and mission focus of DOD.

(b) Marine Corps Additions. Reference (c) recognizes that DoD's Immediate Investment and Stronghold language lists may not include all languages for which the Services require a capability. Therefore, the Services are permitted to pay higher rates for languages not prioritized as Immediate Investment or Stronghold by USD(P&R), provided they have been otherwise approved by DoD for FLPP disbursement. Accordingly, CMC (I), supported by PP&O and CG TECOM, annually develops and publishes a list of languages that are eligible for FLPP that complements the USD(P&R) lists. Languages added will be authorized for FLPP A or B as prescribed in the published list. Languages considered necessary to the Marine Corps mission but not prioritized at the Immediate Investment or Stronghold level will be authorized for FLPP C payment.

(3) Dominant in the Force Languages. Where sufficient strategic capability exists in specified foreign languages; that is, when the language is "dominant in the force," reference (a) authorizes the Services to limit payment of FLPP to career linguists as defined in paragraph 4b(3)(a) and members assigned duties requiring proficiency in that language. Authority to declare languages "dominant in the force" rests solely with USD(P&R), who will assess DoD-wide foreign language capacity annually and publish a corresponding list. For languages identified as "dominant in the force," Marines must satisfy at least one of the requirements below to be eligible:

(a) Be in possession of a primary MOS in Occupational Field (OccFld) 26xx or 02xx. Maintain an additional MOS in OccFld 26xx or 02xx, or the AMOS 8611 (Interpreter), or AMOS 9940-9949 (Foreign Area Officer).

Note: Marines temporarily designated 0200 or 2600 during initial entry-MOS training are ineligible until completion of 02xx/26xx MOS-producing school and assignment of a primary MOS. Marines who previously possessed the AMOS 8611 prior to lateral move into the 02xx/26xx OccFlds for training continue to rate FLPP based on the AMOS 8611 until awarded a PMOS in the 02xx/26xx OccFld.

(b) Qualifying Marines who do not meet the MOS/AMOS eligibility requirements of paragraph 4b(3)(a) above, but who are temporarily assigned duties as interpreters/translators due to a demonstrated proficiency in a foreign language, are also eligible for FLPP entitlement. In these cases, FLPP entitlement will be paid for the duration of the assignment only. In order to qualify, Marines must be assigned, either permanently or temporarily to duty assignments designated by the commanding officer/officer in charge of the unit as requiring foreign language proficiency on a regular and necessary basis. CMC (I) will adjudicate requests for FLPP in these cases. All requests must be forwarded through the normal chain of command via standard naval message or correspondence. Enclosure (1) contains a sample format for FLPP entitlement requests. Requests should be forwarded to the CMC (I) Intelligence Operations and Personnel Branch (IOP) at the following address:

Commandant of the Marine Corps (I/IOP)
Headquarters U.S. Marine Corps
2 Navy Annex
Washington DC 20380-1775

Or via naval message using the following Plain Language Address (PLA):

CMC WASHINGTON DC/I/IOP//

c. Coordinating Instructions

(1) Testing. In accordance with references (a) and (d), FLPP entitlement certification requires that all qualified Marines must have tested within the last 12 months as proficient in a foreign language using the current version of the Defense Language Proficiency Test (DLPT) or other test designated by the Commander of the Defense Language Institute, Foreign Language Center. The DLPT is the standard DoD test for determining proficiency in a foreign language and, when available, is the only approved test on which to base the receipt of FLPP. In order to continue to meet eligibility requirements for continuous FLPP entitlement, qualified Marines must re-certify annually.

(a) DLPT versions III, IV, and 5 contain three subtests: reading, listening, and speaking. FLPP entitlement is awarded based on a minimum qualifying proficiency of level 2 in any 2 of the 3 subtests. During the annual in-service retest of the language, Marines will be administered the reading and listening subtests of the DLPT. In languages for which only a single DLPT subtest exists, there is no requirement to attain a qualifying proficiency in a second modality. Enclosure (2) is a list of all DLPTs currently maintained by the Commandant of the Marine Corps, Manpower Plans Programs and Budget, Integration and Analysis (CMC (MPP-50)).

(b) In those instances where there is no DLPT available for the language in question, certification and qualification must be validated by CMC (IOP). Under these circumstances, a specialized language proficiency assessment can be authorized for the purpose of FLPP entitlement certification.

Specialized language assessments will be authorized for purposes of FLPP certification to validate foreign language skills for which there is a demonstrated or anticipated operational requirement. CMC (IOP) will notify the Defense Language Institute Foreign Language Center that a specialized language proficiency assessment is required and arrange testing with local commands.

(c) Specialized language proficiency assessments will normally be comprised of an Oral Proficiency Interview consisting of a 30-45 minute phone dialogue between a certified instructor and the Marine being tested. This test is designed to validate listening/speaking proficiency. In every case, parent commands must provide a testing control officer to validate and coordinate testing on-site and to insure the presence of the Marine being tested on the assigned date. Requests for specialized language proficiency assessments should be forwarded via the normal chain of command to CMC (IOP) via standard naval message or correspondence. Enclosure (3) contains a sample format for requests for a specialized language proficiency assessment. All requests should be forwarded to CMC (IOP) at the following address:

Commandant of the Marine Corps (I/IOP)
Headquarters U.S. Marine Corps
2 Navy Annex
Washington DC 20380-1775

Or via naval message using the following PLA

CMC WASHINGTON DC/I/IOP//

(2) Award Levels

(a) FLPP entitlement will be awarded based on current DLPT proficiency levels in accordance with the three payment levels below. Utilizing the applicable FLPP Category award level matrix, monthly pay amounts are computed by correlating the combined DLPT proficiency scores for the highest two DLPT subtests taken in the language (listening/reading/speaking) with the appropriate monthly pay schedule (e.g., 3/2/1+ would be paid at the 2+/2 rate). In cases of CMC (IOP) coordinated specialized language proficiency assessments, CMC (IOP) will coordinate test results with local commands, CMC (MPP-50) testing and Defense Finance Accounting Service Center (DFAS).

(b) The minimum qualifying proficiency level approval for FLPP entitlement on all DLPT subtests (reading, writing, and listening) is level 2. FLPP entitlement at level 1 may be authorized for units, individual billets, or special missions where that level of language skill is required. These circumstances will be published annually or as needed by CMC (I) in coordination with CMC (MP and PP&O), and CG (TECOM) via separate correspondence.

(c) The annual FLPP entitlement may not exceed $12,000.00 per Marine. Entitlements will be paid on a monthly basis and is in addition to any other pay or allowance.

(d) The monthly FLPP entitlement for one foreign language may not exceed $500.00 per Marine or for multiple foreign languages may not exceed $1,000.00 per Marine.

(3) The following specific eligibility requirements apply.

(a) FLPP Payment Schedule A. FLPP A is authorized for Marines regardless of rank or billet with a current DLPT score of 2/2 or higher in any language listed on the DoD and/or Marine Corps Immediate Investment list with the exception of languages identified by USD(P&R) as being "dominant in the force." Personnel eligible to receive FLPP A for proficiency in "dominant in the force" Immediate Investment languages must meet the criteria established in paragraph 4b(3)(a) or 4b(3)(b). All other personnel will be eligible for FLPP C for proficiency in "dominant in the force" languages unless otherwise restricted.

Foreign Language Proficiency Pay (FLPP) Schedule A

1/1, 1+/1 or 1/1+	$100.00
2/2	$200.00
2+/2 or 2/2+	$250.00
2+/2+	$300.00
3/2+ or 2+/3	$350.00
3/3	$400.00
3/3/3/ or 4/4	$500.00

Table 1 (monthly rates)

(b) FLPP Payment Schedule B. FLPP B is authorized for Marines regardless of rank or billet with a current DLPT score of 2/2 or higher in any language listed on the DoD and/or Marine Corps Stronghold list with the exception of languages identified by USD(P&R) as being "dominant in the force." Personnel eligible to receive FLPP B for proficiency in "dominant in the force" Stronghold languages must meet the criteria established in paragraph 4b(3)(a) or 4b(3)(b). All other personnel will be eligible for FLPP C for proficiency in "dominant in the force" languages unless otherwise restricted.

Foreign Language Proficiency Pay (FLPP) Schedule B

1/1, 1+/1 or 1/1+	$50.00
2/2	$150.00
2+/2 or 2/2+	$175.00
2+/2+	$200.00
3/2+ or 2+/3	$250.00
3/3	$300.00
3/3/3/ or 4/4	$400.00

Table 2 (monthly rates)

(c) FLPP Payment Schedule C. FLPP C is authorized for Marines regardless of rank or billet with a current DLPT score of 2/2 or higher in any language contained in the DoD and/or Marine Corps "Other" language list.

Foreign Language Proficiency Pay (FLPP) Schedule C

1/1, 1+/1 or 1/1+	$25.00
2/2	$125.0
2+/2 or 2/2+	$150.00
2+/2+	$175.00
3/2+ or 2+/3	$200.00
3/3	$275.00
3/3/3/ or 4/4	$300.00

Table 3 (monthly rates)

(4) Entitlement Start/Restart Dates. FLPP entitlement starts or continues automatically on the DLPT test date for those active duty and reserve Marines who meet the eligibility criteria contained in paragraphs 4b(2) and 4b(3)(a) whose DLPT remains current by annual re-certification in accordance with the provisions of this Order. Those Marines entitled to receive FLPP under the provisions contained in paragraph 4b(3)(b) must submit requests for additional or continued FLPP entitlement as required upon completion of annual re-certification. Requests should be forwarded to CMC (IOP) in accordance with paragraph 4b(3)(b).

(5) Individual Eligibility Termination. Continued payment of FLPP entitlement is contingent upon the qualified Marine maintaining qualifications and eligibility. FLPP will automatically terminate if any of the following conditions occur:

(a) Failure to meet the annual re-certification requirements of this Order. FLPP entitlement will terminate on the 366th day since the last DLPT date.

(b) Failure to achieve or maintain the minimum level of proficiency required by reference (a) and this Order.

(c) Loss of eligibility due to loss of a qualifying MOS or AMOS as required by paragraphs 4a and 4b(3)(a).

(d) Marines eligible under paragraph 4b(3)(b): loss of eligibility through PCS or billet reassignment. Entitlement continues through date of detachment from qualifying assignment.

5. Administration and Logistics

a. Unit commanders can no longer report 'start' and 'stop' of FLPP entitlement on the unit diary. Only CMC (IOP) and DFAS-KC are authorized. 'Start' and 'Stop' of FLPP entitlement occurs automatically within Marine Corps Total Force System (MCTFS) for those active duty Marines authorized FLPP under paragraph 4b(2) and 4b(3)(a), based upon reporting of a qualifying DLPT score by CMC (MPP-50).

b. The DLPT will be administered at approved Marine Corps testing facilities utilizing current testing procedures. Those Marines who do not have access to a testing facility may request testing materials from CMC (MPP-50) in accordance with reference (e).

c. Those Marines who test at Joint Language Centers are responsible for ensuring the original DA Form 330 is sent to CMC (MPP-50) for input into MCTFS. DA Form 330 is the only DLPT score sheet authorized for reporting purposes.

d. DLPT Retesting

(1) Annual re-certification is a minimum requirement.

(2) Marines cannot retest within a 6-month period from the original test date. A minimum of 6 months and 1 day must pass before a retest.

(3) Marines who have completed significant training programs may in some cases be retested in less than 6 months as an exception to policy. Requests for exception must be submitted for approval to CMC (MP) in accordance with reference (e). Requests for exception must document significant training. Normally, this training consists of at least 6 weeks of immersion training or 6 weeks (5 hours a day) of classroom training. A statement from the Marine's commanding officer or officer in charge documenting the type, purpose, and accomplishment that warrants retesting consideration must be included in the request. Once a waiver is granted, the retesting date becomes the new date for annual re-certification. Consecutive requests for exception will not be considered.

e. Waivers. CMC (IOP) is granted authority to waive provisions of this Order within the limitations of references (a), (b), and (c). CMC (MP) is granted authority to waive retesting provisions of this Order within limitations of references (a) and (d).

f. Approval. Reviewed and approved this date. The entitlement provisions of this Order were approved by the Department of Defense Military Pay and Allowance Committee under procedures prescribed by the Secretary of Defense, pursuant to section 1001 of Title 37, U.S.C. and are in accordance with the guidelines of references (a) and (b).

g. Reserve Applicability. This Order is applicable to the Marine Corps Reserve.

(1) For purposes of the Reserve Component (RC), the acronym "FLPP" refers synonymously to pay and/or bonuses.

(2) For RC members serving on active duty, the monthly rate for FLPP is the same as for an Active Component (AC) member.

(3) RC members not on active duty but who satisfy the eligibility requirements under references (a) and (b) shall be paid a foreign language proficiency bonus. The maximum amount of a foreign language proficiency bonus may not exceed $12,000/year, payable in 12 monthly installments, during the certification period. Rates for specific proficiency levels are contained in tables 1-3.

(4) If an RC member receives a foreign language proficiency bonus during the certification period, and receives FLPP for any month during the same certification period while on active duty for more than 29 days, the amount of FLPP paid to the member for the month shall be reduced by an amount equal to $1/12^{th}$ the annual RC bonus amount.

6. Command and Signal

a. Command. This Order is applicable to the Marine Corps Total Force.

b. Signal. This Order is effective 1 June 2006.

R. MAGNUS
Assistant Commandant
of the Marine Corps

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Request for Foreign Language Proficiency Pay (FLPP) Entitlement
(Sample)

7220
Office Code
Date

From: Commanding Officer/Officer In Charge
To: Commandant of the Marine Corps (CODE: I/IOP), Headquarters U.S. Marine Corps, 2 Navy Annex, Washington DC 20380-1775

Subj: REQUEST FOR FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) ENTITLEMENT

Ref: (a) MCO 7220.52E

1. In accordance with the reference, request that Sgt I. M. Motivated 123 45 6789/ANY MOS be authorized to receive Foreign Language Proficiency Pay (FLPP) for duties involving the regular and necessary use of the (Spanish) language in the performance of his/her duties during the period 000101-001231.

2. (Billet/Duty assignment description). During the period 000101 to 001231, Sgt I. M. Motivated was assigned as the Section Operations Chief, Any Marine Unit, Overseas. The nature of this assignment required the regular and necessary use of (Spanish) language skills as a liaison between foreign nationals and the Marine unit, overseas and to effect logistical coordination within the host nation.

3. Sgt I. M. Motivated scored a 3 listening (proficiency level) and 3 reading (proficiency level) on the DLPT dated 000101.

4. Point of Contact for this request is Major I. M. InCharge, Commanding Officer, Marine Unit, Overseas at (123) 456-7890, DSN 456-7890.

I. M. INCHARGE

LIST OF DEFENSE LANGUAGE PROFICIENCY TESTS MAINTAINED BY TESTING AND CLASSIFICATION BRANCH (CMC/MPP-50) HQMC

LANGUAGE	DOD LANG CODE
ALBANIAN (LPT)	AB
ARABIC-MODERN STANDARD (DLPT IV)	AD
BULGARIAN (LPT)	BU
BURMESE (DLPT II)	BY
CAMBODIAN (DLPT II)	CA
CHINESE AMOY (DLPT II)	YD
CHINESE CANTONESE (DLPT II)	CC
CHINESE MANDARIN (DLPT IV)	CM
CZECH (DLPT IV)	CX
DANISH (LPT)	DA
DUTCH/FLEMISH (DLPT II)	DU
FINNISH (LPT)	FJ
FRENCH (DLPT IV)	FR
GERMAN (DLPT IV)	GM
GREEK (DLPT IV)	GR
HEBREW, MODERN (DLPT IV)	HE
HUNGARIAN (DLPT II)	HU
ICELANDIC (LPT)	JC
INDONESIAN (DLPT II)	JN
ITALIAN (DLPT IV)	JT
JAPANESE (DLPT IV)	JA
KOREAN (DLPT IV)	KP
LITHUANIAN (LPT)	LT
LAO (DLPT II)	LC
NORWEGIAN (LPT)	NR
PERSIAN (DLPT IV)	PF
TAGALOG (DLPT IV)	TA
POLISH (DLPT IV)	PL
PORTUGUESE EUROPEAN (DLPT III)	PT
PORTUGUESE BRAZILIAN (DLPT II)	PQ
ROMANIAN (DLPT III)	RQ
RUSSIAN (DLPT IV)	RU
SERBO-CROATIAN (DLPT IV)	SC
SLOVENIAN (LPT)	SL
SPANISH (DLPT IV)	QB
SWAHILI (LPT)	SW
SWEDISH (DLPT II)	SY
THAI (DLPT IV)	TH
TURKISH (DLPT IV)	TU
UKRAINIAN (DLPT IV)	UK
VIETNAMESE (DLPT IV)	VN
YIDDISH (LPT)	YJ

Request for Specialized Language Proficiency Assessment (Sample)

7220
Office Code
Date

From: Commanding Officer/Officer In Charge
To: Commandant of the Marine Corps (I/IOP), Headquarters U.S. Marine Corps, 2 Navy Annex, Washington DC 20380-1775

Subj: REQUEST FOR SPECIALIZED LANGUAGE PROFICIENCY ASSESSMENT

Ref: (a) MCO 7220.52E

1. In accordance with the reference, request a specialized language proficiency assessment in the (Urdu) language for Sgt I. M. Motivated 123 45 6789/ANY MOS.

2. Sgt I. M. Motivated is a native speaker (or) speaks (Urdu) from previous experience/training and is assigned (or is expected to be assigned) to duties involving the use of his/her (Urdu) language skills. SNM will be (is expected to be) employed in duties requiring the regular and necessary use of the (Urdu) language.

3. In accordance with the reference, the Marine Corps does not have the capability to test the (Urdu) language via the DoD standard Defense Foreign Language Proficiency Test (DLPT) and SNM cannot be awarded Foreign Language Proficiency Pay (FLPP) without validation of language skills.

4. The following information is submitted in support of this request:

Name of Marine to be tested:	Motivated, I. M.
Rank:	Sgt
SSN:	123 45 6789/ANY MOS
Language:	Urdu
How Acquired:	Native Speaker
Parent Command:	1st Marine Unit, Camp Marine
Testing Control Officer:	Captain I. C. Utest
Relationship:	Executive Officer
Phone #:	DSN 456-7890 Comm (123) 456-7890
Availability:	Wednesday and Friday from 0800 Thru 1230 EST during the period 000101-000229

5. Point of Contact for this request is Major I. M. InCharge, Commanding Officer, Marine Unit, Overseas at (123) 456-7890, DSN 456-7890.

I. M. INCHARGE

ENCLOSURE (3)