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SUBJ/FISCAL YEAR 2025 FOREIGN LANGUAGE ONE-TIME TESTING BONUS//

REF/A/DOC/OPNAV/8NOV18//
REF/B/DOC/NSLA/01MAR23//
REF/C/DOC/OPNAV/14JUN24//

NARR/REF A IS OPNAVINST 7220.7H, NAVY FOREIGN LANGUAGE PROFICIENCY BONUS PROGRAM INSTRUCTION.
REF B IS THE NAVY FOREIGN LANGUAGE PROFICIENCY BONUS PROGRAM GUIDANCE FOR ACTIVE AND RESERVE COMPONENTS.
REF C IS OPNAVINST 5200.37A, NAVY FOREIGN LANGUAGE TESTING PROGRAM INSTRUCTION.//

RMKS/1. This NAVADMIN announces Fiscal Year (FY) 2025 implementation of the One-Time Testing Bonus (OTTB) component of the Foreign Language Proficiency Bonus (FLPB) program. The Navy is offering a one-time bonus of \$500 per designated language to encourage foreign language testing and identification of capability in the force.

2. The intent of the FLPB program is to incentivize development and identification of critical foreign language and dialect capabilities needed to build a Navy that can fight and win. FLPB reinforces competencies vital to keeping pace with growing multi-domain threats, incentivizes capabilities necessary for interoperability with allies and partners, and supports priorities outlined in the National Defense Strategy. References (a) and (b) promulgate overarching policy, establish procedures, and provide guidance for the administration and payment of FLPB.

3. There are 15 languages designated for the OTTB between 1 April 2025 and 30 September 2025. They are Cebuano, Chinese-Amoy, Chinese-Cantonese, Chinese-Mandarin, Hindi, Ilocano, Indonesian, Japanese, Korean, Malay, Miao (Yao/Hmong), Punjabi (Western), Tausug/Moro, Urdu, and Vietnamese. These languages may be beneficial in supporting current operations with partners and allies, and they align with and complement languages identified as critical to the Department of Defense and the Navy. Since these languages have not been incentivized through monthly FLPB payments recently or previously, the Navy's current capability in these languages is not quantified. Navy's OTTB program may focus on other critical language and dialect capabilities in future iterations.

4. Sailors with capability in any of the OTTB-designated languages are encouraged to test and may test in more than one language. Sailors with skills in multiple languages may qualify for OTTB in up to two languages per month. Sailors may take more than two tests per month, however, the maximum allowable OTTB payment for each individual is \$1000 per month. Payments in excess of \$1000 per month are deferred to the next month.

5. Eligibility and Award Criteria

a. OTTB is available to personnel in both the Active (AC) and Reserve Components (RC) with at least 1 year left in the Navy, who are not currently receiving or eligible for monthly FLPB payments. Sailors in FLPB eligible groups or those currently receiving monthly FLPB payments for any language are not eligible for the OTTB. Groups of Sailors not eligible for OTTB include language professionals (e.g., Foreign Area Officers, Cryptologic Technicians Interpretive), graduates of Defense Language Institute Foreign Language Center, Special Forces personnel, and Sailors earning regular monthly FLPB for other reasons, such as assignment to language-coded billets.

b. Sailors with skills in one or more of the OTTB-designated languages may qualify for the one-time, \$500 bonus when they complete the required modalities of the Defense Language Proficiency Test (DLPT) and/or Oral Proficiency Interview (OPI) and meet the eligibility criteria for the bonus. For OTTB eligibility, all tests must be completed between 1 April 2025 and 30 September 2025.

Previous DLPT scores or Navy Enlisted Classification (NEC) codes awarded for language proficiency prior to 1 April 2025 do not count for OTTB purposes.

c. The minimum acceptable score for OTTB eligibility is Interagency Language Roundtable (ILR) level 2+. ILR level 2+ is generally understood to be close to the proficiency level of an educated, native speaker. More detail on the ILR and skill level descriptions can be found at <https://www.govtilr.org/>.

6. Testing for OTTB Purposes

a. Types of available tests vary for current OTTB-designated languages. Tests may consist of a DLPT with both listening and reading modalities, a DLPT for the listening modality only, or an OPI, which assesses speaking proficiency. More information on tests of the DLPT system can be found at <https://www.dlflc.edu/resources/dlpt-guides/>. Because the types of tests vary, the procedures for earning OTTB also vary. Read the testing requirements carefully to ensure proper demonstration of proficiency for the OTTB.

b. Chinese-Mandarin, Hindi, Indonesian, Japanese, Korean, Punjabi-Western, Urdu, and Vietnamese all have two modality DLPTs and OPIs available. Sailors must first attempt to demonstrate proficiency via the DLPT (both modalities) to earn OTTB for capability in these languages. Sailors who achieve ILR level 2+ or above in both listening and reading modalities meet the proficiency level requirement for OTTB. Sailors who achieve ILR level 2+ or above in one modality but only ILR level 2 in the other, may request an OPI, but only after first attempting to demonstrate proficiency via the DLPT (both modalities). Sailors who achieve less than ILR level 2 on either modality are not eligible to request an OPI. OPIs must be requested within 30 days of the corresponding DLPT and completed within 60 days. Sailors who achieve ILR level 2+ or above in speaking, after previously achieving ILR level 2+ or above in listening or reading and not less than ILR level 2 in the other modality, meet the proficiency level requirement for OTTB.

c. The Chinese-Amoy DLPT has two modalities, but there is no corresponding OPI. Sailors must achieve ILR level 2+ or above in both listening and reading to earn OTTB for capability in Chinese- Amoy.

d. The Tausug/Moro DLPT has only the listening modality, and there is no corresponding OPI. Sailors must achieve ILR level 2+ in listening to earn OTTB for capability in Tausug/Moro.

e. Cebuano and Chinese-Cantonese DLPTs have only the listening modality, but there are corresponding OPIs. Sailors who achieve ILR level 2+ or above in listening meet the proficiency level requirement for OTTB. Sailors who achieve ILR level 2 in listening may request an OPI, but only after first attempting to demonstrate proficiency via the DLPT (listening only). Sailors who achieve less than ILR level 2 in listening are not eligible to request an OPI in Cebuano or Chinese-Cantonese. OPIs must be requested within 30 days of the corresponding DLPT and completed within 60 days. Sailors who achieve ILR level 2+ or above in speaking, after previously achieving ILR level 2 in listening, meet the proficiency level requirement to earn the OTTB for capability in Cebuano or Chinese- Cantonese.

f. Ilocano, Malay, and Miao-Yao/Hmong only have OPIs and no corresponding DLPTs. Sailors must achieve ILR level 2+ or above in speaking via an OPI to earn the OTTB for capability in these languages.

g. Sailors must complete all tests between 1 April 2025 and 30 September 2025 to qualify for this one-time bonus. Sailors are encouraged to take the tests as soon as possible. Individuals must wait 180 days before retaking the same DLPT or OPI. More foreign language testing information can be found in reference (c).

7. DLPT Scheduling for OTTB

a. To schedule a DLPT, Sailors should visit <https://www.mnp.navy.mil/group/training-education-qualifications/appointment-scheduler>. If you need test site information or your desired testing location is not available in the appointment scheduler, contact the Navy Foreign Language Testing Office at languageTesting@us.navy.mil.

b. Listening and reading portions of the DLPT must be scheduled individually. When not contrary to command or testing facility policy, Sailors may take listening and reading portions in any order and may take both portions on the same day or on different days. However, Sailors must complete both portions of a 2-modality DLPT within 30 days of each other to comprise a valid test. Additionally, they must complete both portions of the DLPT before 30 September 2025 to be eligible for the OTTB.

8. OPI Scheduling for OTTB

a. Sailors are encouraged to schedule and take OPIs as soon as possible. OPIs can take up to 6 weeks to schedule, but still must be completed before 30 September 2025 for OTTB eligibility. To schedule an OPI, Sailors or their test administrator should contact the Navy Foreign Language Testing Office at languageTesting@us.navy.mil.

b. Sailors must identify a test administrator when scheduling their OPI. A test administrator must be a commissioned or warrant officer, E-7 or senior, or civil servant at level GS-5 or higher. Contact the Navy Foreign Language Testing Office at languageTesting@us.navy.mil if you have questions about OPI administration.

9. Once testing is completed, no action is required by AC Sailors or their command. AC FLPB is processed automatically by the Navy Language, Regional Expertise, and Culture Office (OPNAV N13F) FLPB Program Manager after test

completion and adjudication of eligibility. RC Sailors must follow RESPERS M-1001.5 (Navy Reserve Personnel Manual) 7220-010 to request payment.

10. FLPB is a special pay, not an entitlement, and is subject to change or discontinuation. Acceptance of FLPB constitutes acknowledgement of the recipient's possible eligibility for deployment for language-related duties.

11. Foreign language testing is beneficial to Sailors regardless of eligibility for FLPB or OTTB. Enlisted Sailors who achieve ILR scores of 1+ or better in listening and reading (when both are available) via a DLPT or an ILR speaking score of 1+ or better via an OPI also earn a NEC code to document language skill(s) in their personnel records. No action is required by Sailors or their command, after test completion and adjudication of eligibility, NECs are processed automatically by OPNAV N13F staff. The American Council on Education recommends college credits for certain languages based on proficiency levels achieved on the DLPT. Sailors interested in applying for college credit should contact the Defense Activity for Non-Traditional Education Support Military Training Evaluation Program. More information can be found on their website at <https://www.dantes.mil/credit4training/>. For Navy-specific assistance on getting started, Sailors may also contact the Navy College Virtual Education Center through their website at <https://www.navycollege.navy.mil/>.

12. Commanding Officers should ensure widest dissemination of this information.

13. Points of contact

a. For Language, Regional Expertise, and Culture policy questions or questions about OTTB, contact OPNAV N13F, at altn_N13F1@navy.mil or by phone at (703) 604-6220.

b. For specific FLPB payment questions, contact the program manager at nxag_n13f_flpb@navy.mil or by phone at (703) 604-5509.

c. For frequently asked questions regarding foreign language testing visit <https://www.netc.navy.mil/lrec/dfltp/>. For all other language testing questions contact the Navy Foreign Language Testing Office at languageTesting@us.navy.mil.

14. This NAVADMIN will remain in effect until superseded or 30 September 2025, whichever occurs first.

15. Released by Vice Admiral Richard J. Cheeseman, Jr., N1.//

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