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**UNITED STATES AIR FORCE  
BOARD FOR CORRECTION OF MILITARY RECORDS**

**RECORD OF PROCEEDINGS**

**IN THE MATTER OF:** **DOCKET NUMBER:** BC-2024-00807  
**COUNSEL:** NONE  
**HEARING REQUESTED:** YES

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**APPLICANT’S REQUEST**

He receive backpay for Foreign Language Proficiency Bonus (FLPB) for languages Hindi and Urdu while on active duty.

**APPLICANT’S CONTENTIONS**

He is due payment of \$1,910.00 for FLPB for Hindi for the period 14 September 2020 to 15 October 2022. He is also due payment of \$3,520.00 for FLPB for Urdu for the period 10 February 2020 to 1 March 2021 and 11 March 2021 to 15 October 2022. According to AFI 36-4005, *Total Force Language, Regional Expertise, and Culture Program*, he qualified for these payments as both of these languages were on the Strategic Language List (SLL). He has tried to open multiple CMS cases while on active duty and in the Air National Guard (ANG) but has received no clear answer.

The applicant’s complete submission is at Exhibit A.

**STATEMENT OF FACTS**

The applicant is a currently serving ANG staff sergeant (E-5).

On 3 April 2018, according to DD Form 214, *Certificate of Release or Discharge from Active Duty*, the applicant entered active duty. On 15 October 2022, the applicant was honorably released and transferred to the ANG. He served 4 years, 6 months and 13 days on active duty. His narrative reason for separation reflects “Intradepartmental Transfer.”

According to AF Form 2096, *Classification-on-the-Job Training Action*, the applicant was authorized FLP for Urdu and Hindi. The assignment proficiency pay reflects \$200.00 effective 7 February 2019 and was approved by the commander on 16 April 2019.

According to AF Form 2096, the applicant was authorized FLP for Urdu. The assignment proficiency pay reflects \$300.00 effective 2 March 2020 and was approved by the commander on 27 May 2020.

According to AF Form 2096, the applicant was authorized FLP for Hindi. The assignment proficiency pay reflects \$300.00 effective 14 September 2020 and was approved by the commander on 27 October 2020.

According to AF Form 2096, the applicant was authorized FLP for Urdu. The assignment proficiency pay reflects \$300.00 effective 11 March 2021 and was approved by the commander on 26 May 2022.

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Controlled by: SAF/MRB  
CUI Categories: Work-Product  
Limited Dissemination Control: N/A  
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On 16 October 2022, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant entered the ANG for a period of three years and six months beginning in pay grade E-4.

According to a Memorandum for AFPC/DP3SA, from the Chief, Air Force Language, Regional Expertise & Culture Division, Approved Exception to Policy (ETP) for Foreign Language Proficiency Bonus (FLPB), dated 8 December 2022, “This ETP authorizes back-dating the April 2022 FLPB certification for the applicant, who deployed to support an adhoc mission requirement using Hindi foreign language skills but did not have a valid Hindi FLPB certification until approximately three months after his return. The applicant provided critical foreign language support using his Hindi language skills as an interpreter/translator for TF Liberty in support of Operation [redacted] from 12 September 2021 thru 31 December 2021. Just prior to his deployment, the applicant certified proficiency on the Hindi listening DLPT (L3, 25 August 2021); however, he did not have a valid FLPB certification since he did not certify proficiency in a second modality until approximately three months after his deployment ended (HJ: S2, 24 March 2022). This ETP backdates the applicant’s 14 April 2022 HJ FLPB certification (L3/S2) to 12 September 2022 (deployment start date) and authorizes FLPB eligibility through the expiration date of that certification. FLPB at the Enhancement rate for HJ (L3/S2) is hereby authorized for the period of 12 September 2021 to 1 May 2023.”

For more information, see the excerpt of the applicant’s record at Exhibit B and the advisory at Exhibit C.

## AIR FORCE EVALUATION

AFPC/DPMSSM recommends granting the application. Based on the documentation provided by the applicant and analysis of the facts, there is evidence of an error or injustice. After review of the provided documentation and audit conducted in January 2024, the applicant is owed backpay while they were on active duty. Upon reviewing the applicant’s pay record, he is missing pay at the rate of \$300 monthly effective 2 October 2021 to 13 April 2022 for language Hindi. Also, the applicant’s pay should have increased from \$250 to \$300 monthly effective 10 February 2020 until 1 March 2020 for language Urdu. Additionally, he is missing pay at the rate of \$300 monthly effective 11 March 2021 to 2 March 2022 for language Urdu. The evidence shows the applicant is owed backpay for FLPB.

The applicant is a Traditional Guardsman effective 16 October 2022; however, he was on active-duty 3 April 2018 to 15 October 2022. The applicant was receiving FLPB pay under the “All Others” category of AFI 36-4005 which authorizes service members FLPB for proficiency levels 2/2 and higher for all non-prevalent in the force languages in accordance with where the language appears on the Air Force SLI. The base Education and Testing section at [redacted] submitted CMS case [redacted] to the Air Force Personnel Center (AFPC) Special Pays team (AFPC/DPSTSB) on 28 June 2022 to request FLPB under “Ad-hoc” guidelines as the applicant deployed to support adhoc mission requirements using Hindi foreign language skills. HAF/AID approved the applicant to receive FLPB for Hindi at rate \$300 from 12 September 2021 to 1 May 2023. DFAS (AFPC OL AC Spec Pays (FLPP/OTEIP/ETC) commented in the case FLPB paid until the applicant’s date of separation (DOS) of 15 October 2022. The Guard-ANG-Base FM Pay Office at [redacted] NAS submitted CMS case [redacted] to AFPC/DPSTSB on 7 June 2023 requesting an audit as the applicant was missing pay while on active duty. The AFPC Special Pays (AFPC/DPMSSM) conducted an audit and submitted the applicant’s entitlements for Hindi and Urdu to DFAS on 9 January 2024. However, they responded indicating the applicant no longer has an active record and advised the applicant to apply to the Air Force Board for Correction of Military Records.

Total Force Language, Regional Expertise, and Culture Program dated 10 May 2019

3.1.1. FLPB is a monetary incentive paid with funds allocated by the DoD.

3.2.1. To be considered proficient for the purposes of FLPB, an Airman must demonstrate appropriate Interagency Language Roundtable proficiency in any two of the three modalities (or as defined by the AFSC) of listening, reading, or speaking on any range, Very Low Range, Lower Range, Upper Range, Computer-Adaptive, of the DLPT, OPL or other Defense Language Institute Foreign Language Center-certified and DoD-approved test in a foreign language or dialect listed on the current AF SLL (test scores cannot be combined between different test ranges).

3.20. All Others.

3.20.1. All other FLPB eligibilities not authorized under any of the previous categories are authorized FLPB for proficiency levels 2/2 and higher for all non-Prevalent in the Force languages in accordance with where the language appears on the Air Force SLL.

3.21. Ad-hoc Foreign Language Proficiency Bonus.

3.21.1. Airmen called upon to use their foreign language skills in ad-hoc situations are eligible for FLPB at the Enhancement Rate under certain conditions. Prevalent in the Force rules do not apply.

3.21.5. For ad-hoc requests, FLPB will be paid in a lump sum, upon completion of the ad-hoc situation, based on the length of time the language was used.

The complete advisory opinion is at Exhibit C.

## **APPLICANT'S REVIEW OF AIR FORCE EVALUATION**

The Board sent a copy of the advisory opinion to the applicant on 29 April 2024 for comment (Exhibit D), but has received no response.

## **FINDINGS AND CONCLUSION**

1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.
3. After reviewing all Exhibits, the Board concludes the applicant is the victim of an error or injustice. The Board concurs with the rationale and recommendation of AFPC/DPMSSM and finds a preponderance of the evidence substantiates the applicant's contentions. Therefore, the Board recommends correcting the applicant's records as indicated below.
4. The applicant has not shown a personal appearance, with or without counsel, would materially add to the Board's understanding of the issues involved.

## **RECOMMENDATION**

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show:

- a. Pay at the rate of \$300.00 monthly effective 2 October 2021 to 13 April 2022 for Foreign Language Proficiency in Hindi.
- b. Increase in pay from \$250.00 to \$300.00 monthly effective 10 February 2020 until 1 March 2020 for Foreign Language Proficiency in Urdu.

c. Pay at the rate of \$300.00 monthly effective 11 March 2021 to 2 March 2022 for Foreign Language Proficiency in Urdu.

**CERTIFICATION**

The following quorum of the Board, as defined in Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2024-00807 in Executive Session on 12 November 2024:

- Work-Product, Panel Chair
- Work-Product, Panel Member
- Work-Product, Panel Member

All members voted to correct the record. The panel considered the following:

- Exhibit A: Application, DD Form 149, w/atchs, dated 29 February 2024.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFPC/PMSSM, w/atchs, dated 25 April 2024.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 29 April 2024.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.12.9.

3/5/2025

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Board Operations Manager, AFBCMR

Signed by: Work-Product