



SECRETARY OF WAR  
1000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1000

SEP 30 2025

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP  
COMMANDERS OF THE COMBATANT COMMANDS  
DEPARTMENT OF WAR AGENCY AND DOW FIELD ACTIVITY  
DIRECTORS

SUBJECT: Military Fitness Standards

As I stated in my initial message to the Force, “Our standards will be high, uncompromising, and clear.” To ensure the lethality and readiness of America’s fighting Force, military leaders at all levels must ensure our Warfighters are prepared to meet the demanding requirements of combat by enforcing standards and leading by example. Our military’s discipline and excellence are what sets it above others across the globe.

My goal is unmistakable: our core fighting formations must not just meet the standard — they must embody it. We need high, uncompromising, sex-neutral standards rooted in combat effectiveness. Every warfighter must be held to the same rigorous expectations.

This directive outlines immediate actions to ensure every warfighter meets the physical and professional demands of combat, for which every Service member must be prepared. These requirements are not optional — they are foundational to our lethality and readiness.

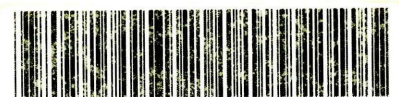
**Fitness Testing Requirements**

Active Component Service members will execute two fitness tests annually:

- One will be the existing Service Fitness Test.
- The second will be:
  - A Combat Field Test for combat arms personnel (see attached list).
  - A Combat Readiness Test for non-combat arms personnel or the Service Fitness Test.
- Service members will perform physical fitness training every duty day.

National Guard and Reserve Component members will:

- Take personal responsibility to maintain an appropriate physical fitness regimen, regardless of duty status.
- Complete one fitness test annually, aligned to their combat or non-combat arms designation.



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Each Military Department will verify and validate its Combat Field Test within 60 days and submit an execution plan for National Guard and Reserve Component implementation.

Regardless of Component, failure to meet established standards may be used to withhold favorable personnel actions, to include denied promotions, and administrative separation in accordance with standing regulations.

### **Fitness Testing Matrix**

The following matrix outlines the specific fitness test requirements for combat arms and non-combat arms personnel. It is designed to clarify which evaluations apply to each category of Service member and ensure consistent enforcement across the Joint Force.

<b><i>Test Type</i></b>	<b><i>Combat Arms Personnel</i></b>	<b><i>Non-Combat Arms Personnel</i></b>
<b>Service Fitness Test</b>	Sex-neutral; age-normed (simplified); male-standard; must achieve 70% average across all elements	Sex-normed, age-normed
<b>Combat Field Test</b>	Required: Service-determined standards*; must be executable in any environment, at any time, with combat equipment	Not applicable
<b>Combat Readiness Test</b>	Not applicable	Required; but may be substituted with the Service Fitness Test; must be executable in any environment, at any time, with combat equipment as appropriate.
<i>*For example, Army Expert Physical Fitness Assessment or Marine Corps Combat Fitness Test</i>		

### **Body Composition**

Each Military Department will align with medically validated, streamlined approaches — using height and waist circumference method — to promote consistency and fairness across the Joint Force. The Military Departments will ensure that Service members are evaluated twice per year.

Within 60 days, the Office of the Under Secretary of War for Personnel and Readiness will publish additional guidance on the height and waist standards that will take effect during the next calendar year.

High performers on fitness tests may be granted exemptions, but only within defined limits. High performance does not excuse non-compliance with body composition standards.

Members exceeding body composition limits will be placed in remedial programs; those not demonstrating adequate progress will be subject to administrative measures to include processing for administrative separation.

## **Leadership and Enforcement**

To uphold these standards across the Force, leadership must be both entrusted to lead and accountable for failure. The following actions are required to ensure consistent enforcement and transparency at every level:

- Standards must be clearly communicated across the Force to set high expectations.
- Leaders at all levels are expected and empowered to enforce standards consistently. Standards left unenforced are not truly standards.
- Leaders will be held accountable if physical fitness and body composition standards are not enforced within their units.

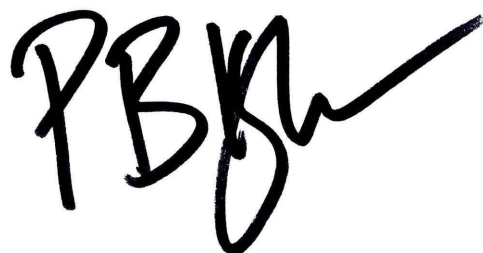
Each Military Service will establish or enhance electronic training records to ensure:

- Performance outcomes, including scores — not just pass/fail — are recorded and reflected in fitness reports and evaluations.
- Individual physical training requirements are documented and visible to each Service member.
- Regular evaluations of the electronic training records are conducted to assess compliance.

Our Warfighters must always demonstrate the highest standards of physical fitness and combat readiness. Where expectations are not met, we must choose quality over quantity and lethality over complacency.

Fitness should be regarded with the same seriousness as Professional Military Education. Fitness is not a checkbox — it is a core competency, as vital as Professional Military Education. Every Military Unit and individual Service member must strive to exceed the standard, not settle for it.

If someone consistently treats the bare minimum as their standard, then they are not a fit for our fighting Force. The American people expect nothing less — and we must deliver.

A large, bold, handwritten signature in black ink, appearing to read 'PBG' with a stylized flourish at the end.

Attachment:  
As stated



## Attachment: Combat Arms Occupations

### Army

11A Infantry Officer  
11B Infantry Soldier  
11C Indirect Fire Infantry Soldier  
11Z Senior Infantry Leader  
12A Engineer Officer  
12B Combat Engineer  
12D Army Diver  
13A Field Artillery Officer  
13F Fire Support Specialist  
180A Special Forces Warrant Officer  
18A Special Forces Officer  
18B Special Forces Weapons Sergeant  
18C Special Forces Engineer Sergeant  
18D Special Forces Medical Sergeant  
18E Special Forces Communications Sergeant  
18F Special Forces Assistant Operations and Intelligence Sergeant  
18Z Special Forces Team Sergeant  
19A Armor Officer  
19C Bradley Fighting Vehicle Crewman  
19D Cavalry Scout  
19K M1 Armor Crewman  
19Z Armor Senior Sergeant  
89D Explosive Ordnance Disposal Specialist

### Navy

113X Sea, Air, Land Officer  
114X Explosive Ordnance Disposal Officer  
1190 Explosive Ordnance Disposal Candidate  
6480 Explosive Ordnance Disposal Limited Duty Officer  
715X Chief Warrant Officer Sea, Air, Land  
717X Chief Warrant Officer Special Warfare Combat Crewman  
720X Chief Warrant Officer Diving Officer  
M00A Explosive Ordnance Disposal Mobile Unit Apprentice  
M02A Basic Explosive Ordnance Disposal Technician  
M03A Senior Explosive Ordnance Disposal Technician  
M04X Master Explosive Ordnance Disposal Technician  
M1DV Diver First Class  
M2DV Diver Second Class  
MMDV Master Diver  
O20A Special Operator Candidate  
O23X Sea, Air, Land Delivery Vehicle Operator  
O26X Sea, Air, Land Operator  
O50A Special Warfare Boat Operator Candidate  
O52X Special Warfare Combat Crewman/Boat Operator

**Marine Corps**

0302 Infantry Officer  
0306 Infantry Weapons Officer  
0311 Rifleman  
0313 Light-Armored Reconnaissance Marine  
0321 Reconnaissance Marine  
0331 Machine Gunner  
0341 Mortarman  
0352 Antitank Missile Gunner  
0363 Light-Armored Reconnaissance Unit Leader  
0369 Infantry Unit Leader  
0370 Marine Raider Officer  
0372 Marine Raider  
0393 Light-Armored Reconnaissance Operations Chief  
0399 Operations Chief  
0802 Field Artillery Officer  
0803 Target Acquisition Officer  
0811 Field Artillery Cannoneer  
0842 Field Artillery Radar Operator  
0844 Field Artillery Fire Control Marine  
0847 Field Artillery Sensor Support Marine  
0848 Field Artillery Operations Chief  
0861 Fire Support Marine  
0869 Artillery Unit Leader  
0871 Joint Fires and Effects Integrator  
1302 Combat Engineer Officer  
1371 Combat Engineer  
1803 Assault Amphibian Officer  
1833 Assault Amphibious Vehicle Crewmember  
1834 Amphibious Combat Vehicle Crewmember  
2305 Explosive Ordnance Disposal Officer  
2336 Explosive Ordnance Disposal Technician  
2339 Marine Explosive Ordnance Disposal Diver

**Air Force**

19ZXA Special Tactics Officer  
19ZXB Tactical Air Control Party Officer  
19ZXC Combat Rescue Officer  
1Z1X1 Pararescue  
1Z2X1 Combat Control  
1Z3X1 Tactical Air Control Party  
1Z4X1 Special Reconnaissance  
3E8X1 Explosive Ordnance Disposal