

**BY ORDER OF THE SECRETARY  
OF THE AIR FORCE**

**AIR FORCE MANUAL 36-2930**

**8 JULY 2025**



**Personnel**

**EXPLOSIVE ORDNANCE DISPOSAL  
(EOD) OCCUPATIONALLY SPECIFIC  
PHYSICAL FITNESS ASSESSMENT  
(OSPFA)**

**COMPLIANCE WITH THIS PUBLICATION IS MANDATORY**

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This publication implements Department of the Air Force (DAF) Policy Directive (DAFPD) 36-29, *Military Standards*, Department of Defense (DoD) Instruction (DoDI) 1308.03, *DoD Physical Fitness/Body Composition Program*, and Department of the Air Force Manual (DAFMAN) 36-2905, *Department of the Air Force Fitness Program*. It provides guidance and procedures on Occupationally Specific Physical Fitness Assessment (OSPFA) for the Explosive Ordnance Disposal (EOD) career field. This publication applies to the Regular Air Force, the Air Force Reserve, and the Air National Guard. This publication does not apply to the United States Space Force. This manual requires the collection and or maintenance of information protected by the Privacy Act of 1974 authorized by Department of Defense Instruction 5400.11, DoDI Privacy and Civil Liberties Programs. The applicable System of Record Notice (SORN) DoD-0020, Military Human Resource Records is available at <https://dpcl.d.defense.gov/Privacy/SORNs/>. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction (AFI) 33-322, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to the office of primary responsibility (OPR), using the DAF Form 847, *Recommendation for Change of Publication*; route DAF Forms 847 from the field through the appropriate functional chain of command. This publication may be supplemented at any level, but all supplements must be routed to the OPR, Air Force Director of Civil Engineers (AF/A4C), for coordination prior to certification and approval. The authorities to waive wing or unit level requirements in this publication are identified with a tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. See DAFMAN 90-161, *Publishing Process and Procedures*, for a

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## Chapter 1

### OVERVIEW

**1.1. Background.** All Air Force Airmen must maintain a necessary level of physical fitness to meet the science-based standards of the Air Force Physical Fitness Assessment (PFA) using the guidance found in DAFMAN 36-2905. The PFA is designed with health criteria standards to ensure Airmen are present for duty in good health and general fitness, to include proper cardiorespiratory conditioning, muscular endurance training, and healthy eating. However, the PFA does not account for career field or occupationally relevant physical fitness requirements. This manual outlines the standards for Explosive Ordnance Disposal (EOD) Occupationally Specific Physical Fitness Assessment (OSPFA), formally referred to as the Tier 2 test. The standards of the OSPFA are based on mission-specific, physical duty requirements for EOD personnel, independent of age and sex.

#### **1.2. Purpose.**

1.2.1. The OSPFA requirements ensure 3E8XX technicians and 32EXH EOD-qualified officers in an EOD position have the necessary physical abilities to perform the physical tasks inherent to their operational duties. This test captures the physical duty requirements necessary to accomplish the EOD mission set and assists in the measurement of fitness levels of EOD technicians and therefore does not allow for component exemptions.

1.2.2. The EOD OSPFA is a tool for commanders to assess the current physical fitness status of individual EOD technicians across operationally relevant physical fitness components. EOD units, along with EOD OSPFA Physical Training Leaders (PTLs), may use the EOD OSPFA to develop individual exercise training habits to build and maintain performance-criterion physical fitness, determine physical strengths and weaknesses of individual technicians, and assess EOD team operational capabilities.

1.2.3. The standards in this four-component assessment surpass DoDI 1308.03 and DAFMAN 36-2905 cardiorespiratory fitness, muscular strength, and core endurance components requirements. Therefore, a current, passing EOD OSPFA score exempts the member from the PFA.

## Chapter 2

### ROLES AND RESPONSIBILITIES

**2.1. Chief of Staff of the Air Force.** Directs the implementation of a physical fitness program (PFP) and renders final decision on all policy proposals pertaining to this AFMAN.

**2.2. Assistant Secretary of the Air Force, Manpower and Reserve Affairs (SAF/MR).**

2.2.1. Provides policy oversight and advocacy of PFPs.

2.2.2. Reviews and coordinates on all fitness-related policy proposals.

**2.3. Deputy Assistant Secretary of the Air Force for Force Management Integration (SAF/MRM).** Oversees compliance with existing legislation and policies.

**2.4. Deputy Assistant Secretary for Reserve Affairs and Member Readiness (SAF/MRR).** Oversees the health promotion and body composition programs and ensures compliance with existing legislation and policies.

**2.5. Air Force Deputy Chief of Staff for Manpower, Personnel, and Services (AF/A1).**

2.5.1. Establishes, develops, coordinates, and executes physical fitness policies and guidance through the Director of Military Force Management Policy (AF/A1PP). **Note:** AF/A1 approves all new or altered PFAs.

2.5.2. Consults with SAF/MR and the Air Force Surgeon General (AF/SG) for medically related fitness issues and body composition standards.

**2.6. Director of Military Force Management Policy (AF/A1PP).**

2.6.1. Reviews guidance regarding implementation and administration of PFAs.

2.6.2. Coordinates on all tier 1 waiver requests.

2.6.3. Provides oversight for the development and improvement of the myFitness software application to accommodate OSPFA.

2.6.4. Periodically collaborates with Headquarters Air Force Civil Engineer Explosive Ordnance Disposal Branch (AF/A4CXD) to review EOD OSPFA standards and results.

**2.7. Director of Plans and Integration (AF/A1X).** Provides software development and administration for PFAs through the A1 Digital Transformation Activity.

**2.8. Air Force Personnel Center (AFPC).**

2.8.1. Serves as the execution authority for this publication; implements and disseminates guidance and procedures.

2.8.2. Provides updates to AFPC Public Affairs (AFPC/PA) physical fitness webpage.

2.8.3. Renders decision on elevated user access to the physical fitness software.

**2.9. Air Force Deputy Chief of Staff for Logistics, Engineering & Force Protection (AF/A4).** Coordinates and executes OSPFA policies and guidance for EOD personnel through the Director of Air Force Civil Engineers (AF/A4C).

**2.10. Director of Air Force Civil Engineers (AF/A4C).**

- 2.10.1. Advises AF/A4 on EOD OSPFA requirements and policy.
- 2.10.2. Identifies and documents EOD OSPFA requirements for EOD personnel.
- 2.10.3. Coordinates EOD OSPFA guidance with AF/A1P.

**2.11. Air Force Surgeon General (AF/SG).**

- 2.11.1. Coordinates with AF/A1 on policies and programs that promote physical fitness.
- 2.11.2. Coordinates with A4C on EOD OSPFA, as requested.

**2.12. Air Force Installation and Mission Support Center Operations Center (AFIMSC/A33O) (through Air Force Materiel Command).** Validates and programs funds for EOD OSPFA assessment equipment sustainment and/or replacement.**2.13. Installation/Wing Commander (or equivalent).**

- 2.13.1. Oversees the installation/base PFP and ensures compliance with this AFMAN.
- 2.13.2. Provides appropriate manpower, safe facilities, equipment, resources, and funding to support the Force Support Squadron (FSS) in support of the PFP and where applicable to the Fitness Assessment Cell (FAC).
- 2.13.3. Ensures subordinate commanders implement and maintain unit PFPs.
- 2.13.4. Plans, programs, and budgets training to support the installation programs, to include Fitness Assessment Cell (FAC), Unit Fitness Assessment Cell (UFAC), Unit Fitness Program Manager (UFPM) and Physical Training Leader (PTL) training and the Fitness Improvement Program (FIP) education and intervention program.
- 2.13.5. Coordinates with the host military treatment facility (MTF) to establish medical support for the PFP, to include space-available access to FIP, UFAC, UFPM, and PTL training.

**2.14. Medical Group Commander.**

- 2.14.1. Provides medical support for EOD personnel.
- 2.14.2. Ensures MTF providers stay informed about EOD OSPFA events through policy and procedures, including duty-limiting conditions, medical conditions, and medications that may impact fitness assessments. MTF providers can access OSPFA videos on the HQ AFSVC Fitness & Sports SharePoint.

**2.15. Chief, Aerospace Medicine (or equivalent).**

- 2.15.1. Ensures AF Form 469, *Duty Limiting Condition Report*, fitness assessment restrictions are in compliance with AFI 48-133, *Duty Limiting Conditions*.
- 2.15.2. Oversees medical reporting for injuries sustained during fitness assessments, initiates line-of-duty determinations and profiling actions as appropriate.

**2.16. Military Treatment Facility (MTF), Guard Medical Unit (GMU), or Reserve Medical Unit (RMU) Provider.**

- 2.16.1. Maintains awareness of EOD OSPFA policy and implements duty limiting condition processes. Guidance on this is provided in AFI 48-133.

2.16.2. Makes a determination at any patient encounter in which the medical condition impacts fitness activity (to include training and testing).

2.16.2.1. Documents limitations and exemptions on AF Form 469. Guidance on this process is provided in AFI 48-133.

2.16.2.2. Evaluates personnel using AF Form 469 to determine whether a medical condition precludes the member from obtaining a passing score on the EOD OSPFA.

## **2.17. Unit/Squadron Commander (or equivalent).**

2.17.1. Appoints the UFPF, UFAC, and EOD OSPFA Physical Training Leaders (PTL) in writing using guidance found in DAFMAN 36-2905. **Note:** Recommend minimum four EOD OSPFA PTLs for large range flights and three EOD OSPFA PTLs for all other locations.

2.17.2. Ensures EOD technicians are enrolled in the Fitness Improvement Program (FIP) to meet program requirements or document when they are not able to complete those requirements.

2.17.3. Ensures home station Unit Fitness Assessment Cell (UFAC) enter exemption details into myFitness for members deployed on a contingency or exercise deployment when current EOD OSPFA expires. **Note:** Members may voluntarily conduct an EOD OSPFA during deployment but cannot be directed to do so.

2.17.4. May direct unofficial diagnostic assessments administered by certified EOD OSPFA PTLs. This allows commanders to assess unit compliance with EOD OSPFA standards. Commander directed diagnostic assessments are not the same as member elected diagnostic assessments.

2.17.5. Reviews EOD OSPFA results via myFitness system to assess unit fitness level/readiness.

2.17.6. Provides a minimum of 60 minutes per duty day to conduct physical fitness training.

## **2.18. Unit Fitness Assessment Cell (UFAC).**

2.18.1. Oversees the operation of the unit EOD OSPFA and ensures all procedures are in compliance with this AFMAN.

2.18.2. Files completed written orders ([Attachment 3](#)) for all EOD OSPFA administrators that are administering assessments.

2.18.3. Ensures only individuals appointed to the UFAC administer EOD OSPFAs.

2.18.4. Publishes EOD OSPFA assessment dates and times within myFitness.

2.18.5. Reviews EOD OSPFA scheduling requests in myFitness and validates DAF Form 4448A, *Air Force Explosive Ordnance Disposal Fitness Screening Questionnaire (FSQ)*, AF Form 469 status, and enters exemptions (if needed) into myFitness. Refers members with high-risk responses on the FSQ to an appropriate provider for assistance.

2.18.6. Ensures unit members are scheduled for EOD OSPFAs and PFAs (if necessary).

2.18.7. Ensures all portions of the EOD OSPFA are administered in accordance with [Chapter 3](#).



2.18.8. Ensures EOD OSPFA scores are entered into myFitness within five (5) duty days. The completed AF Form 4448A, AF Form 4448, *Air Force Explosive Ordnance Disposal Occupationally Specific Physical Fitness Assessment Scorecard*, and AF Form 469 (if applicable) will be uploaded into myFitness.

2.18.9. Informs members of FIP requirements and records counseling in myFitness.

## **2.19. Unit Fitness Program Manager (UFPM).**

2.19.1. Responsible to the unit commander for the unit PFP.

2.19.2. Tracks the number of tests conducted in the unit per year and provides EOD OSPFA metrics and unit status report to the unit commander and other leaders monthly.

## **2.20. EOD OSPFA Physical Training Leader (PTL).**

2.20.1. Appointed by unit commander and may be any rank unless also appointed to the UFAC.

2.20.2. Provides the following documents to the UFPM: written order (if conducting EOD OSPFAs), appointment letter, and proof of training

2.20.3. If also appointed to the UFAC:

2.20.3.1. Must be an NCO or above.

2.20.3.2. May administer EOD OSPFA.

2.20.3.3. Augments the UFPM and may enter EOD OSPFA scores into myFitness.

2.20.3.4. Ensures facilities and equipment have been coordinated/scheduled and prepared on test day as described in [Attachment 2](#).

2.20.3.5. Ensures safety checks are performed as described in [Chapter 3](#) and communicates all safety requirements prior to test.

2.20.3.6. Annotate scores on AF Form 4448 and is responsible for giving a copy of the Scorecard to the UFPM.

2.20.3.7. Ensures all components of the EOD OSPFA are administered in compliance with [Attachment 2](#).

## **2.21. EOD Technician.**

2.21.1. Maintains individual year-round physical fitness through self-directed and unit-based PFPs. Members must know when their assessment is due and are responsible for maintaining their EOD OSPFA currency IAW this AFMAN.

2.21.2. Schedules EOD OSPFA with UFAC personnel.

2.21.3. Seeks medical evaluation or intervention if a medical condition is believed to impact the ability to complete the EOD OSPFA.

2.21.4. Notifies UFAC upon receiving an AF Form 469 from healthcare provider with fitness restriction and/or fitness assessment exemptions. Guidance on this process is provided in AFI 48-133 and [Chapter 3](#).

2.21.5. If enrolled into FIP, completes all program requirements and, if appropriate, provides documentation of compliance.

2.21.6. Completes an DAF Form 4446A, *Department of the Air Force Physical Fitness Screening Questionnaire*. Member brings completed FSQ to their assessment.

2.21.7. Informs UFAC of any updates needed to be made to the FSQ between scheduling and administration of EOD OSPFA.

2.21.8. Acknowledges assessment component results by signing AF Form 4448 following completion of the assessment. Refusal to sign the scorecard does not invalidate the assessment results.

2.21.9. For safety, members must understand and comply with the guidelines contained in AFI 44-102, *Medical Care Management*, regarding the use of weight control drugs and surgery.

## Chapter 3

### EOD OCCUPATIONALLY SPECIFIC PERFORMANCE FITNESS ASSESSMENT (OSPFA)

#### 3.1. General.

3.1.1. The EOD OSPFA requires occupationally specific and operationally relevant physical fitness to ensure technicians can meet the physical demands across the spectrum of EOD operations. The EOD OSPFA promotes physical training dynamics across cardiorespiratory endurance (aerobic capacity), muscular strength and endurance, power, anaerobic capacity, speed, agility, balance, coordination, reaction time, and body composition. Physical training across these components ensures EOD technicians have the necessary physical abilities to perform job-related duties.

3.1.2. Members of the EOD career field taking the EOD OSPFA are exempt from all components of the DAF PFA. **(T-1)** If exempted from one or more EOD OSPFA components, members are considered exempt from the entire EOD OSPFA until they are medically cleared to complete. **(T-1)** Additionally, commanders and supervisors should consider the member's suitability to perform mission areas until the member is medically cleared and obtains a passing EOD OFSPA score. **Note:** Members with an "Unsatisfactory" EOD OSPFA must schedule a PFA IAW [Chapter 8](#). **(T-1)**

3.1.3. This test captures the physical duty requirements necessary to accomplish a mission and therefore does not allow for component exemptions.

3.1.4. The EOD OSPFA is mandatory for all EOD Airmen (officers and enlisted) in EOD duty positions. **(T-1)** Air Reserve Component (ARC) members must be in military duty status for assessments. **(T-1)**

3.1.5. EOD Airmen assigned to the Air Force Special Operations Command (AFSOC) Geographically Separated Unit (GSU) will take the operational fitness assessment required based on their duty position and are not required to take the EOD OSPFA.

3.1.6. EOD members must meet the minimum component requirements or times in all components and meet the minimum overall score to pass the OSPFA. **(T-1)**

3.1.7. Height and weight will be obtained in accordance with DoDI 1308.03. **(T-0)** The EOD member must have height and weight accomplished prior to their OSPFA. **(T-3)** These measurements are taken prior to the scored components of the OSPFA; however, they are not factored into the score. The measurements will be logged into myFitness. **(T-1)** Height and weight are still mandatory, even if the OSPFA is exempted, and will be obtained based on the guidance in DAFMAN 36-2905.

#### 3.2. Medical Evaluation.

3.2.1. Member must complete the FSQ prior to their OSPFA. **(T-1)**

3.2.2. A medical provider must evaluate all members with risk factors identified on the FSQ prior to the EOD OSPFA. **(T-1)** If any item on the FSQ indicates a condition which might limit performance of any component of the EOD OSPFA and there is not an accompanying current AF Form 469, the UFAC will refer them to the servicing medical facility to undergo medical evaluation. **(T-2)**

3.2.2.1. The member must carry the FSQ to the medical evaluation. **(T-1)**

3.2.2.2. The provider will complete and sign the appropriate place on the FSQ, and complete an AF Form 469, if applicable, and the member will return the FSQ to the UFAC. **(T-1)**

3.2.2.3. The member must bring their completed and signed AF Form 469 to the UFAC to annotate medical exemption in the member's electronic record as noted in DAFMAN 36-2905. **(T-3)**

### 3.3. EOD OSPFA Administration.

3.3.1. Must be appointed to the UFAC, PTL-trained, and have a current "Satisfactory" score on the EOD OSPFA to administer the EOD OSPFA to other personnel.

3.3.1.1. The UFAC is comprised of Unit Fitness Program Managers (UFPD) and EOD PTLs appointed by the unit commander. UFAC personnel must be an NCO or above. Additional guidance can be found in DAFMAN 36-2905.

3.3.1.2. The UFPD is appointed by the unit commander and must be NCO or above (including Appropriated Funds-funded civilian equivalents) and trained using guidance found in DAFMAN 36-2905.

3.3.1.3. UFAC, UFPD, and PTLs are trained using the guidance found in DAFMAN 36-2905 and will provide the following documents to the Installation FAC: DD Form 2875, *System Authorization Access Request*, written order (**Attachment 3**), user agreement, and appointment letter.

3.3.1.4. PTLs must have a current Satisfactory EOD OSPFA. **Note:** Civilian PTLs are not required to take a PFA.

3.3.1.4.1. If, at any time, a PTL's fitness assessment score becomes "Marginal", "Unsatisfactory", or noncurrent, their appointment will be voided.

3.3.1.4.2. For commanders to reinstate an EOD OSPFA PTL, the member must achieve a satisfactory score and re-accomplish necessary training.

3.3.2. EOD OSPFA administrators must ensure two EOD OSPFA PTLs are present during the entire assessment. **(T-1)**

3.3.2.1. EOD OSPFA administrators will receive initial PTL training from the FAC and will then complete the specific EOD OSPFA training designed by AF/A1P and hosted on the official AF EOD Teams Site.

3.3.2.2. Initial training will include documentation on DAF Form 797, *Job Qualification Standard Continuation/Command Job Qualification Standard*, outlining the member understands the safety parameters and components of the test.

3.3.3. EOD OSPFA administrators must observe at least one EOD OSPFA conducted in its entirety prior to certification. (T-3)

3.3.4. All components of the EOD OSPFA must be completed on the same day and in the order of the EOD OSPFA instructions identified in [Attachment 2](#). (T-3)

3.3.5. An Automated External Defibrillator must be present during testing. (T-1)

3.3.6. The test terminates for the individual if there is a question of safety or if an injury occurs.

3.3.7. Others may continue the EOD OSPFA if there is no risk imposed to remaining members.

3.3.8. Members have one opportunity to complete each of the four EOD OSPFA components.

3.3.8.1. Refer to EOD OSPFA Score Matrix (located on official AF EOD Teams channel) for points assigned for each component of the EOD OSPFA.

3.3.8.2. If a member fails to meet the minimum in one or multiple components and chooses to forfeit the remainder of the test the incomplete EOD OSPFA is recorded as an official assessment unless it is an approved diagnostic EOD OSPFA in accordance with [paragraph 3.8.3](#).

3.3.8.3. All scores are annotated on AF Form 4448.

3.3.8.4. Scores for all components are final when annotated.

3.3.9. If a unit member received an “Unsatisfactory” EOD OSPFA, UFAC must initiate AF Form 130, *Air Force Explosive Ordnance Disposal Fitness Education and Intervention Processing*, in myFitness to include mandatory FIP option(s) and FIP appointment date, time, and location.

**3.4. Extenuating Circumstances.** If EOD OSPFA administrators determine extenuating circumstances prevent completion of the EOD OSPFA, (e.g., rapidly changing, or severe weather conditions, emergencies, injury, or travel time needed to complete other components at alternate location) then all components must be rescheduled and completed within 14 calendar days. (T-3) ARC Airmen must reassess the next date they are in qualified military duty status and official EOD OSPFAs are being conducted. (T-1)

### **3.5. EOD OSPFA Components.**

3.5.1. Row Ergometer, 1000 meters (1093.6 yards). Additional information can be found in [Table A2.1](#) and [Figure A2.1](#).

3.5.2. Medicine Ball Toss, back, side, and log 20 lb. (9.1 kg). Additional information can be found in [Table A2.2](#) and [Figure A2.2](#).

3.5.3. Trap Bar Lift, 5 repetition maximum. Additional information can be found in [Table A2.3](#) and [Figure A2.3](#).

3.5.4. Grusetter 30 lb. (13.6 kg) vest, 50 lb. (22.7 kg) sandbag, 20 x 15 meters. Additional information can be found in [Table A2.4](#) and [Figure A2.4](#).

### 3.6. Fitness Categories.

3.6.1. Excellent. Passing score meeting minimum component requirements (score of 1) in all categories and scoring the minimum excellent overall score IAW EOD OSPFA Score Matrix (located on official AF EOD Teams channel).

3.6.2. Satisfactory. Passing score meeting minimum component requirements (score of 1) in all categories and meeting the minimum satisfactory overall score IAW EOD OSPFA Score Matrix (located on official AF EOD Teams channel).

3.6.3. Marginal. A marginal score is considered passing; however, it may indicate risk in the member performing in the highest physically demanding missions. Marginal is meeting minimum component requirements in all categories (score of 1) and meeting the minimum marginal overall score IAW EOD OSPFA Score Matrix (located on official AF EOD Teams channel).

3.6.4. Unsatisfactory. Not meeting any one of the minimum requirements in any category (score of 1) and/or not meeting the minimum marginal score IAW EOD OSPFA Score Matrix (located on official AF EOD Teams channel).

3.6.4.1. Members who receive an “Unsatisfactory” on the EOD OSPFA will be due again in 3 months (e.g., if member receives an “Unsatisfactory” on 15 April, then member’s due month is July of the same year). **(T-1)**

3.6.4.2. It is the member's responsibility to ensure they retest before the end of the 3rd month as non-currency begins on 1st calendar day of the 4th month. **Note:** Individual Mobilization Augmentee (IMA), Traditional Reserve (TR), and Drill Status Guardsmen (DSG) will be due again in 6 months.

3.6.4.3. Members require commander’s approval to test earlier than the third calendar month. **(T-3)**

3.6.4.4. Members who fail the EOD OSPFA must take the PFA as described in **Chapter 8** of this AFMAN.

**3.7. Currency.** Currency is established by the member’s most recent EOD OSPFA. A member is current when they fall into one of the below categories. If member does not meet the criteria in the below categories, the member is not current.

3.7.1. Performed a passing EOD OSPFA within the last 12 months.

3.7.2. Performed an “Unsatisfactory” EOD OSPFA within the last 90 days.

3.7.3. Presently under a Composite Exemption

### 3.8. Frequency.

3.8.1. The required frequency of an official EOD OSPFA is 12 months. This requirement is synced to a calendar month, not a specific day. All EOD Airmen will assess by the last day of the month, 12 calendar months following their previous passing EOD OSPFA unless an earlier assessment is necessary to accommodate a temporary duty, professional military education or other training courses, permanent change of station moves, leave schedules, or other situations that would preclude member from maintaining fitness currency. **(T-1)**

3.8.2. It is each member's responsibility to know when their EOD OSPFA is due in order to remain current.

3.8.3. The diagnostic test is a non-attribution assessment aimed to provide feedback and help members identify and improve any problem areas.

3.8.3.1. Diagnostic EOD OSPFAs are at the discretion of the unit commander and are based on availability of EOD OSPFA administrators.

3.8.3.2. EOD OSPFAs that are administered before the 16th day of the calendar month the member is due may be counted as a diagnostic assessment.

3.8.3.3. After completion of the EOD OSPFA and receiving the composite score from the administrator, the member may elect to accept the result or decline results to make the EOD OSPFA a diagnostic test.

3.8.3.3.1. A member will have no more than three diagnostic assessments logged within a 365-day period. **(T-2)** If a member has logged three diagnostic assessments within 365 days, this option is not available, and they must accept the results of the EOD OSPFA. **(T-2)**

3.8.3.3.2. If a member declines the results, the diagnostic assessment must still be entered into myFitness, but without the results. **(T-3)** Only after a member elects to count the EOD OSPFA as official will the results be recorded in myFitness. **(T-3)**

### **3.9. Illness or Injury.**

3.9.1. Before departing the test location, the member must notify the EOD OSPFA administrator of the presence of illness or injury that developed or occurred during the test. The EOD OSPFA administrator will indicate the presence of illness or injury on the AF Form 4448. Additionally, members must promptly report any medical condition (e.g., disease, injury, operative procedure, or hospitalization) that might impact their utilization and readiness to their commander, supervisor, and supporting military medical facility personnel. **(T-1)**

3.9.2. If the medical evaluation validates the illness or injury, the unit commander may invalidate the EOD OSPFA results.

3.9.3. If during or after the EOD OSPFA the member experiences unusual shortness of breath, chest pain, dizziness or lightheadedness, any other unusual symptoms, or injury, they should notify EOD OSPFA administrator immediately. The member has the option to be evaluated at the MTF whether or not the member completes the EOD OSPFA; however, the unit commander may only invalidate the EOD OSPFA after an evaluation from the MTF.

3.9.4. Members will inform their chain of command regarding the injury or illness immediately after the fitness assessment. This is to ensure communication between the unit commander and UFAC occurs prior to score entry into myFitness. **(T-1)** If the illness or injury block of the AF Form 4448 is marked, the UFAC will sign the form acknowledging that they will hold scores to allow for medical evaluation and the unit commander's review. **(T-1)**

3.9.5. UFAC will transmit a copy of the AF Form 4448 indicating injury/illness to the UFPD for the unit commander's review within two duty days. **(T-2)**

3.9.6. UFAC will enter the EOD OSPFA results in myFitness on the 6th duty day if the member does not seek a MTF or civilian provider (ARC) evaluation. **(T-2)** If the injured/ill member has a pending MTF appointment, UFAC will wait to enter the EOD OSPFA results until the 6th duty day after the appointment.

3.9.7. For Title-32 Drill Status Guardsmen and Traditional Reserve members, UFAC will enter scores into myFitness at the conclusion of the next unit training assembly if the commander does not invalidate the assessment results or if the UFAC does not receive a response from the commander. **(T-2)**

3.9.8. If the medical evaluation validates the illness or injury, the unit commander may invalidate the fitness assessment results by checking the “I render this assessment invalid” block of the AF Form 4448, signing, and returning the form to the UFAC.

3.9.9. If the fitness assessment is invalidated, the member’s new due month will be the following calendar month. **(T-2) Note:** ARC members must be reassessed at the next available Unit Training Assembly. **(T-2)**

**3.10. Deployments.** Members are considered exempt in the deployed location per **Chapter 4** of this AFMAN.

**3.11. Acclimatization Period.**

3.11.1. This time period is to ensure members safely adjust to a change in environmental or physical conditions.

3.11.2. Acclimatization periods are granted after member is away from their home station for more than 21 consecutive days (e.g., travel, leave), and/or after exemption types listed in **Chapter 4**.

3.11.2.1. During this time, members may not be mandated to take an EOD OSPFA but may volunteer to do so.

3.11.2.2. Calculation of the acclimatization period is determined by counting the 3 calendar months from the day *after* returning to duty/from restrictions. **(T-2) Note:** ARC personnel may only receive an acclimatization period for 90 consecutive days away from home station only at the discretion of their commander.

3.11.2.3. Example 1: Member’s exemption expires (or returns to area after 21 days away) on 31 January. Calculate from 1 February, so acclimatization period would be February and March, and member’s due month would be April.

3.11.2.4. Example 2: Member’s exemption expires (or returns to area after 21 days away) on 30 January. Calculate from 31 January, so acclimatization period would be January and February, and member’s due month would be March.

**3.12. Safety and Environmental Conditions.** Evaluation is necessary to determine if assessment can be properly conducted. **(T-3)**

3.12.1. Snow: no snow accumulation on testing surfaces.

3.12.2. Ice: no ice on testing surfaces that cannot be easily avoided.

3.12.3. Water (rain): no standing water that a large group cannot easily avoid on the testing surface. No significant rain as defined as measurable at 0.10 of inch per hour.



- 3.12.4. Mud: no mud on the running surface that cannot be easily avoided.
- 3.12.5. Lightning: no lightning within five nautical miles (six miles) and wait at least 30 minutes after the last observed lightning.
- 3.12.6. Hail: no hail forecasted or reported within 25 miles.
- 3.12.7. Wind Speed: max wind allowed 15 mph sustained, or 20 mph gusting.
- 3.12.8. Cold Stress: Air temperatures must be  $> 34$  degrees Fahrenheit, including wind chill.
- 3.12.9. Heat Stress: wet bulb globe temperature may be used at the start of the test (should be  $\leq 86$  degrees Fahrenheit). **(T-3)**

## Chapter 4

### EXEMPTIONS

**4.1. Exemptions.** Guidance found in DAFMAN 36-3905 outlines how exemptions are categorized as composite” or component exemptions. Exemptions prevent a member from official testing, but do not prevent the member from training on the remaining components for the EOD OSPFA, if doing so does not jeopardize the safety of the member.

**4.2. EOD OSPFA Component Exemptions.** This test captures the physical duty requirements necessary to accomplish a mission and therefore does not allow for component exemptions. EOD technicians are exempt from all components of the EOD OSPFA when one or more components is listed as exempt. Members in this exemption status must still have their height and weight measured and entered into myFitness.

**4.3. EOD OSPFA Composite Exemptions.**

4.3.1. Medical. Exemptions for medical reasons can only be determined by a servicing medical provider (or ARC medical liaison officer or other appropriate designee) and will be entered into myFitness by UFAC using current AF Form 469. **(T-1)**

4.3.1.1. Limitations are transcribed by a military provider to an AF Form 469. Guidance on this is provided in AFI 48-133.

4.3.1.2. Set the next EOD OSPFA due date to the month after the acclimatization period in accordance with [paragraph 3.11](#) after the expiration of the AF Form 469. **(T-1)**

4.3.1.3. Members with chronic medical duty limiting conditions preventing them from performing one or more components of the EOD OSPFA will be medically reviewed during the annual physical health assessment, at a minimum, and referred to the Airman Medical Readiness Optimization Board (AMRO) for evaluation as appropriate. Guidance on this is provided in DAFMAN 48-123, *Medical Examinations and Standards*, AFI 48-133, and AFMAN 41-210, *TRICARE Operations and Patient Administration*.

4.3.2. Pregnancy. Members are prohibited from completing the EOD OSPFA while pregnant but are encouraged to maintain a physical fitness routine. Post-pregnancy members will comply with PFA requirements identified in DAFMAN 36-2905.

4.3.2.1. Post-pregnancy EOD OSPFA will be due the 13th month after delivery for a pregnancy lasting 20 weeks or more. **(T-1)**

4.3.2.2. Medical Providers will make a recommendation for pregnancies fewer than 20 weeks. **(T-1)**

4.3.2.3. To assist with postpartum recovery and facilitate a safe return to training, members will consult with a multi-disciplinary team to include a physical therapist specializing in pelvic floor therapy. **(T-3)**

4.3.3. Deployment. Members deployed on a contingency or exercise deployment or on military personnel appropriation orders in direct support of a contingency operation will have their home station UFAC enter this exemption into myFitness when their current EOD OSPFA expires. The exemption will be valid for the remaining duration of the deployment and set the next EOD OSPFA due date to the month after the acclimatization period in accordance with [paragraph 3.11](#) after arriving back to their home station.

4.3.3.1. Members with a composite deployment exemption may complete the EOD OSPFA on a voluntary basis only and if the unit is capable of administering the test.

4.3.3.2. Members may volunteer to be assessed during either the post-deployment or acclimatization period but cannot be directed to do so.

4.3.3.3. Members deployed 365 days or more will test when their current EOD OSPFA expires in the deployed location, unless the location is not resourced, equipped, or otherwise capable of administering the assessment. (T-2)

4.3.4. Extended TDY. Members sent on TDY for greater than 21 days outside the local area and are unavailable to conduct their EOD OSPFA prior to departure will have their home station UFAC enter this exemption into myFitness when their current EOD OSPFA expires. The exemption will be valid for the remaining duration of the extended TDY, and the next EOD OSPFA due date will be the month after the acclimatization period in accordance with [paragraph 3.11](#) after arriving back to their home station.

4.3.5. Commander (Other). Member is unable to complete an assessment for a time-limited, unforeseen event that precludes training and assessments for greater than 30 calendar days (e.g., bereavement, emergency leave, hardships, etc.), and/or for approved separations and retirements. Commanders will exempt members who are incarcerated or on appellate or excess leave pending separation. (T-1) UFAC will enter this exemption into myFitness when their current EOD OSPFA expires. The exemption will be valid for the remaining duration of the event and the next EOD OSPFA due date will be set to the month after the acclimatization period in accordance with [paragraph 3.11](#) after situation has resolved.

4.3.6. Permanent Change of Station.

4.3.6.1. Members pending permanent change of station to another EOD assignment must have a current EOD OSPFA that does not expire through the report no later than date (RNLTD). (T-2)

4.3.6.2. If the current EOD OSPFA expires prior to the member's RNLTD, the member must complete an assessment prior to departing their losing duty station.

4.3.6.3. Members are allowed the acclimatization period in accordance with [paragraph 3.10](#) from the date they arrived on station to complete an EOD OSPFA. (T-2)

4.3.6.4. If a member is due to permanent change of station during an acclimatization period, the existing composite exemption will be extended through another acclimatization period from the day after they arrived on station.

4.3.7. Retirements and Separation. All members are exempt from taking any additional EOD OSPFAs when the member has an approved separation or retirement date. If the retirement or separation date is cancelled, members will complete the fitness assessment in accordance with their original fitness assessment cycle or, if the original cycle month has passed, the due month will be after an acclimatization period in accordance with [paragraph 3.11](#) after the cancellation. (T-2)

## Chapter 5

### EDUCATION, IMPROVEMENT, AND INTERVENTION

**5.1. Physical Fitness and Nutrition Education.** Physical fitness occupationally directed physical training and nutrition education will be incorporated into training programs and unit physical training for the EOD OSPFA. **(T-2)**

**5.2. Fitness Improvement Program (FIP).** Reference DAFMAN 36-2905 for components of the Fitness Improvement Program.

5.2.1. Members failing to meet EOD OSPFA standards will be enrolled in a FIP and take the PFA using guidance found in DAFMAN 36-2905. **(T-3)**

5.2.2. Members are ultimately responsible for improving their fitness level to achieve a minimum “Marginal” EOD OSPFA score, and if appropriate, provide documentation of compliance with FIP to their leadership.

**5.3. AF Form 130, Air Force Fitness Explosive Ordnance Disposal Fitness Education and Intervention Processing.**

5.3.1. The unit commander or equivalent will use the AF Form 130 as a tool to document mandatory education and intervention requirements. **(T-3)**

5.3.2. The facilitator signs the AF Form 130 upon the member’s completion of the education or intervention program. Facilitator signature on AF Form 130 is not required for virtual FIP. Annotations can be made on the back of the AF Form 130 for programs requiring multiple attendances.

5.3.3. Commanders or First Sergeants may request a clinical case review on members with “Unsatisfactory” score(s) to determine if there are documented medical conditions that prohibit program success. This does not require a face-to-face encounter with the member unless determined by the healthcare provider to be clinically indicated. For purposes of the PFP, obesity will not be used as a diagnosis prohibiting program success. More information can be found in DAFMAN 36-2905.

## Chapter 6

### SPECIAL POPULATIONS

#### 6.1. Technical Training Students.

6.1.1. All Airmen will have their first official EOD OSPFA due date set to the 6th month after arrival at their first duty station.

6.1.2. Members participating in U.S. professional military education will complete physical training and physical fitness assessments IAW school policy. Fitness assessment failures will be addressed IAW school policy.

**6.2. Geographically Separated Unit or Member.** For the purposes of this manual, a geographically separated unit is defined as a unit that is separated from the host or main operating base that provides support. The host or main operating base is defined as the base where the member's military personnel flight is located.

6.2.1. EOD Members outside of an EOD unit will test with a local EOD Flight or be approved to go TDY to an EOD unit with similar climate and elevation to complete the EOD OSPFA. In these instances, there is no acclimatization period. EOD OSPFA Scoresheet will be provided to member's FAC/UFAC for myFitness submittal upon return from TDY.

6.2.2. If member has exhausted the authorized alternatives to accomplish their EOD OSPFA a waiver may be submitted for AF/A1P consideration, through their MAJCOM to AFPC/DP3SA, requesting an exemption from EOD OSPFAs for the duration of that assignment.

**6.3. Individual Mobilization Augmentees (IMA).** The attached or assigned Regular Air Force (RegAF) unit will manage the PFP for IMAs. **(T-2)** Members must be in a qualified duty status during assessment, as defined in DAFMAN 36-2905. **(T-0)**

6.3.1. Reserve detachment commanders and program managers will monitor the timely completion of PFP requirements with the attached or assigned RegAF unit and the IMAs, and will provide EOD OSPFA expiration dates, if not accessible, by the attached or assigned RegAF unit. **(T-3)**

6.3.2. Members will be assessed by the attached or assigned RegAF unit during the member's annual tour, if possible, or during an inactive duty training period. **(T-3)** Members will contact the RegAF UFAC to schedule the EOD OSPFA.

6.3.3. IMAs who perform duty at locations outside their commuting area may perform their EOD OSPFA with an Air Force unit at or near their home, with commander's approval.

6.3.4. IMAs shall not perform personal physical fitness activities for the purpose of obtaining participation credit for annual training, UTA, inactive duty training, or additional training periods. **(T-2)**

6.3.5. The member's RegAF UFAC will coordinate an assessment date and time for the assessment IAW DAFMAN 36-2905. **(T-2)**

**6.4. Air Reserve Component (ARC) Tenant Support at RegAF/USSF Installations.** ARC tenants may utilize host UFAC to support EOD OSPFAs at collocated installations. UFAC must coordinate and provide support for ARC tenant units to conduct EOD OSPFAs on UTA weekends, as well as support other ARC members who are available for assessment during the week as outlined in their Host Tenant Agreement. **(T-2)**

**6.5. EOD Preliminary Students.** Must pass the “EOD Training-Initial Level” prior to beginning EOD Preliminary School. **(T-3)**

**6.6. Naval School Explosive Ordnance Disposal Students.** Must complete and pass the “EOD Training-Intermediate Level” as determined by the 366 Training Squadron, Detachment 3 (366 TRS, Det 3) Commander. Students must complete and pass an unofficial EOD OSPFA using the “Training Graduate Level” assessment standards prior to graduating Naval School Explosive Ordnance Disposal. **(T-3)**

**6.7. Prior Service Direct Duty.** EOD Airmen in this category must be able to complete and pass the “EOD Operational Level” assessment standards within 180 days of arrival at their permanent duty station. **(T-1)**

## Chapter 7

### SYSTEMS MANAGEMENT

**7.1. myFitness.** Refer to DAFMAN 36-2905 for systems management requirements.

**7.2. Protected Health Information.** EOD OSPFA components and composite scores do not meet the definition of protected health information as outlined in DoD manual (DoDM) 6025.18, *Implementation of the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule in DoD Health Care Programs*.

7.2.1. Medical providers, medical staff, and human performance personnel must handle information obtained from the member during education, intervention, assessment, or treatment for the PFP. Guidance on this is provided in DoDM 6025.18 and local MTF procedures.

7.2.2. If protected health information must be shared with the commander, documentation of the specific information released must occur as outlined in DoDM 6025.18 and in local MTF guidance, unless the member provides written authorization to disclose the information. **(T-0)**



## Chapter 8

### ADMINISTRATIVE AND PERSONNEL ACTIONS

#### 8.1. General.

8.1.1. The EOD OSPFA is an increased fitness standard that's primary purpose is to provide commander's a tool to evaluate a member ability to perform the EOD mission and their suitability to continue in the career field. Upon 3 failures within a 1-year period, Commanders should make a recommendation to keep the member in the EOD career field, remove their Air Force specialty code using guidance found in Chapter 2 of AFMAN 32-3001, *Explosive Ordnance Disposal (EOD) Program*, and retrain the member, or discharge the member from service. Commanders should consider the member's ability to pass the Air Force PFA when making a recommendation to retain in the Air Force. EOD Qualified officers should have their Air Force specialty code removed using guidance found in Chapter 2 of AFMAN 32-3001 and the Air Force Officer Classification Directory. Officers will no longer be qualified to fill EOD billets but can continue to serve in other Civil Engineer billets if they meet the Air Force PFA standards.

8.1.2. Entitlements that require a passing fitness score should be based upon the member's ability to pass the AF PFA if they have received an "Unsatisfactory" EOD OSPFA.

8.1.3. EOD members with an "Unsatisfactory" EOD OSPFA score are unable to deploy or operationally respond. **(T-3)**

**8.2. Adverse Personnel Actions.** Members are expected to be in compliance with Air Force fitness standards at all times. Members with an "Unsatisfactory" fitness assessment render themselves potentially subject to adverse actions. Commanders may consult with their servicing Staff Judge Advocate before taking such action.

##### 8.2.1. Prohibited Actions.

8.2.1.1. Commanders will not impose non judicial punishment (Article 15, *Uniform Code of Military Justice*) solely for failing to achieve a passing EOD OSPFA score. **(T-1)**

8.2.1.2. A member shall not be subject to adverse personnel action for inability to take the fitness assessment if the member is on an exemption that has been validated by the MTF/Airman Medical Readiness Optimization Board. **(T-1)**

##### 8.2.2. Authorized Actions.

8.2.2.1. Unit commanders will consider adverse administrative action upon a member's "Unsatisfactory" fitness score on an official PFA.

8.2.2.2. If adverse administrative action is not taken in response to an "Unsatisfactory" fitness score on an official PFA, unit commander will document in the member's fitness case file the reason no action is being taken. **(T-2)** Absence of commander documentation does not discount the assessment, failure as a basis in support of administrative discharge action.

8.2.2.3. Commanders may use administrative action to correct a member's failure to maintain currency. Unit commanders will document and take corrective action for a member's unexcused failures to participate in the physical fitness program such as failing to accomplish a scheduled fitness assessment, failing to attend a scheduled fitness appointment, or failing to complete mandatory educational intervention. **(T-2)**

8.2.2.4. For standards and requirements relating to performance report documentation of fitness, consult AFI 36-2406, *Officer and Enlisted Evaluation Systems*, and other official guidance specifically addressing performance reports.

8.2.3. Administrative Separations. Refer to DAFI 36-3211, *Military Separations*.

8.2.3.1. Unit commanders must make an Air Force specialty code re-classification, discharge, or retention recommendation to the separation authority for enlisted members, show cause authority for officers, or appropriate discharge authority for ARC members once they receive 3 EOD OSPFA failures in a 1-year period and a military medical provider has reviewed the member's medical records to rule out medical conditions precluding the member from achieving a passing score. **(T-2)**

8.2.3.1.1. If a member fails the EOD OSPFA, the member should take the PFA as outlined in DAFMAN 36-2905. Only after failing to meet the requirements in DAFMAN 36-2905 should a member be recommended for discharge.

8.2.3.1.2. If appropriate authority non-concurs with the unit commander's retention recommendation, re-classification or discharge action is initiated pursuant to applicable re-classification or discharge instruction.

8.2.3.2. If a member is retained and a subsequent failure re-establishes the basis for re-classification (e.g., 3 EOD OSPFA failures in 12 months based on most recent failure date), the unit commander must initiate a medical records review and submit another re-classification, discharge, or retention recommendation. **(T-1)**

8.2.3.2.1. Retention does not prevent previous failures from being included in the most recent 12-month period for EOD OSPFA failure count.

8.2.3.2.2. Retention decision memorandums will be filed in the member's PFP case file. **(T-1)**

8.2.3.3. The 12-month period for re-classification, discharge, or retention recommendation is calculated from the most recent failure and is measured in months, not days, including the month of the most recent failure. For example, if the most recent failure is 15 June 2023, then count the failures in the previous 11 months plus the month of the most recent failure (June 2023). In this example, the inclusive months in which fitness failures must be counted are July 2022 through June 2023. Three EOD OSPFA failures anytime in those 12 months meets the criteria and would require the unit commander to make a re-classification or retention recommendation, provided the member does not have a medical condition to preclude them from achieving a passing score. A discharge recommendation will only be made once the member fails to pass the PFA as outlined in DAFMAN 36-2905. **(T-1)**

8.2.3.3.1. Individual Mobilization Augmentee (IMA), ANG Drill Status Guardsmen (DSG), and AFRC Traditional Reservists (TR) have a limited number of duty days to complete the EOD OSPFA and many members may not have the opportunity to test three times within a 12-month period. Unit commanders must make a re-classification, discharge, or retention recommendation to the appropriate discharge authority for a TR or DSG member receiving three “Unsatisfactory” EOD OSPFA scores within a 36-month period. **(T-1)** A military medical provider must have reviewed the member’s medical record to rule out medical conditions precluding the member from achieving a passing score. **(T-1)**

8.2.3.3.2. Unit commanders may initiate an enlisted member’s, or recommend an officer’s administrative discharge only after the member has: received three EOD OSPFA failures in a 12 month period (36 months for IMA, TR, and DSG); failed to demonstrate improvement (as determined by the commander) despite the reconditioning period; failed subsequent PFA as outlined in DAFMAN 36-2905, and a MTF medical provider has reviewed the member’s medical records to rule out medical conditions precluding the member from achieving a passing score.

**8.3. Fitness Appeals.** If a member believes the administration of their test or their EOD OSPFA score was in error or unjust, the member may submit an appeal to the Installation Commander, or equivalent, as described in [Table 8.1](#). **Note:** Information pertaining to the wing-level process and procedure and Fitness Assessment Appeals Board supplemental review can be found within AFPCI 36-115, *Fitness Assessment Appeals Board*). At installations with multiple wings or tenant organizations, the installation commander may delegate this action to the respective wing commander or equivalent.

**Table 8.1. Fitness Assessment Appeals Process.**

STEP	ACTION
1	Member submits an appeal request through myFitness and sends it to the UFPM. <b>Note:</b> Member may add any supporting documentation to the request prior to submitting.
2	UFPM will review the appeal request within myFitness and ensure a memorandum for record from the member is submitted that includes: 1. Requested Action; applicant must identify what action they request to be taken. <b>(T-1)</b> 2. Basis for request: applicant must be clear what they believe to be an injustice or error. <b>(T-1)</b> 3. References or supporting documentation. 4. Applicant information to include name, organization/office symbol, unit address, contact phone number, email address, and signature.
3	UFPM enters comments to the appeal within myFitness and routes through chain of command to wing commander or equivalent (may be delegated no lower than squadron commander or equivalent).
4	Wing commander or equivalent (may be delegated no lower than squadron commander or equivalent) will review the appeal request and select “Approve” or “Reject” and enter comments. If the wing commander or equivalent (see step 3) approves removal, UFPM or notifies Wing Fitness Installation Manager (FSS) of approved fitness assessment removal or correction. For disapproved requests, the commander or equivalent will provide the member with disapproval rationale.
5	For approval, Wing Fitness Installation Manager will update the member’s record.
6	If the member wants to appeal the denied request, UFAC must submit the complete package to Fitness Assessment Appeals Board at AFPC/DP2SSM via myPers (or equivalent) or email the package to: afpc.dp2ssm.specialprograms@us.af.mil. <b>(T-1)</b> If needed, the Air Force Board for Correction of Military Records will be the final decision authority. 1. Disapproval memorandum from the member signed by the wing commander, or equivalent (should include reason for disapproval). 2. FSQ 3. The completed and signed AF Form 4448, <i>Air Force Explosive Ordnance Disposal Occupationally Specific Physical Fitness Assessment Scorecard</i> 4. Any additional supporting documentation, i.e., AF Form 469, Official statements from the primary care manager (PCM), medical documents, and/or witness letters.

**8.4. Correcting Administrative Errors on Fitness Assessment Scores.** Refer to DAFMAN 36-2905 for corrections to scores in myFitness.

TOM D. MILLER, Lt Gen, USAF  
DCS/Logistics, Engineering and Force Protection

**Attachment 1****GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

UCMJ, *Uniform Code of Military Justice*

DoDI 1308.03, *DoD Physical Fitness/Body Composition Program*, 10 March 2022

DoDM 6025.18, *Implementation of the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule in DoD Health Care Programs*, 13 March 2019

DAFPD 36-29, *Military Standards*, 24 January 2023

DAFI 36-3211, *Military Separations*, 24 June 2022

AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020

AFI 36-2406, *Officer and Enlisted Evaluations Systems*, 6 August 2024

AFI 44-102, *Medical Care Management*, 17 March 2015

AFI 48-133, *Duty Limiting Conditions*, 7 August 2020

DAFMAN 36-2905, *Department of the Air Force Physical Fitness Program*, 21 April 2022

DAFMAN 48-123, *Medical Examinations and Standards*, 8 December 2020

DAFMAN 90-161, *Publishing Processes and Procedures*, 18 October 2023

AFMAN 32-3001, *Explosive Ordnance Disposal (EOD) Program*, 22 April 2022

AFMAN 41-210, *Tricare Operations and Patient Administration*, 10 September 2019

AFPCI 36-115, *Fitness Assessment Appeals Board*, 22 April 2024

***Prescribed Forms***

AF Form 130, *Air Force Explosive Ordnance Disposal Fitness Education and Intervention Processing*

AF Form 4448, *Air Force Explosive Ordnance Disposal Occupationally Specific Physical Fitness Assessment Scorecard*

AF Form 4448A, *Air Force Air Force Explosive Ordnance Disposal Fitness Screening Questionnaire (FSQ)*

***Adopted Forms***

DAF Form 797, *Job Qualification Standard Continuation/Command Job Qualification Standard*

AF Form 469, *Duty Limiting Condition Report*

AF Form 847, *Recommendation for Change of Publication*

DD Form 2875, *System Authorization Access Request*

*Abbreviations and Acronyms*

**AFI**—Air Force Instruction

**AFMAN**—Air Force Manual

**ARC**—Air Reserve Component

**DAF**—Department of the Air Force

**DAFMAN**—Department of the Air Force Manual

**DoD**—Department of Defense

**DoDI**—Department of Defense Instruction

**DoDM**—Department of Defense Manual

**EOD**—Explosive Ordnance Disposal

**FAC**—Fitness Assessment Cell

**FSQ**—Fitness Screening Questionnaire

**IAW**—In Accordance With

**IMA**—Individual Mobilization Augmentees

**MTF**—Military Treatment Facility

**OPR**—Office of Primary Responsibility

**OSPFA**—Occupationally Specific Physical Fitness Assessment

**PFA**—Physical Fitness Assessment

**PFP**—Physical Fitness Plan

**PTL**—Physical Training Leader

**TDY**—Temporary Duty

**UFAC**—Unit Fitness Assessment Cell

**UFPM**—Unit Fitness Program Manager

*Office Symbols*

**366 TRS, Det 3**—366 Training Squadron, Detachment 3

**AF/A1**—Air Force Manpower, Personnel, and Services

**AF/A1PP**—Air Force Military Force Management Policy

**AF/A1X**—Air Force Plans and Integration

**AF/A4**—Air Force Deputy Chief of Staff for Logistics, Engineering & Force Protection

**AF/A4C**—Director of Air Force Civil Engineers

**AF/A4CXD**—Headquarters Air Force Civil Engineer Explosive Ordnance Disposal Branch

**AF/SG**—Air Force Surgeon General

**AFIMSC/A330**—Air Force Installation and Mission Support Center Operations Center

**AFPC/PA**—Air Force Personnel Center Public Affairs

**SAF/MR**—Assistant Secretary of the Air Force Manpower and Reserve Affairs

**SAF/MRM**—Deputy Assistant Secretary of the Air Force for Force Management Integration

**SAF/MRR**—Deputy Assistant Secretary for Reserve Affairs and Member Readiness

### *Terms*

**Air Reserve Component**—Component consisting of all ANG and AF Reserve personnel.

**Automated External Defibrillator**—A device approved by the Federal Drug Administration for the purpose of administering an electric shock of preset voltage to the heart through the chest wall in an attempt to restore the normal rhythm of the heart during a life-threatening arrhythmia.

**Chronic Medical Condition**—A medical condition that active medical treatment cannot cure. Chronic conditions may involve periodic acute episodes and may require intermittent inpatient care. Sometimes medical treatment may control a chronic medical condition sufficiently to permit continuation of daily living activities such as work, or school. (Defined in AFMAN 41-210)

**Current**—Currency is established based on completion date and fitness level of last assessment. Members go non-current when they haven't tested within that timeframe. Note: Being "current" does not necessarily constitute meeting standards.

**Fitness Improvement Program (FIP)**—A remedial intervention program recommended for members identified with a composite unsatisfactory fitness score.

**Occupationally Specific Physical Fitness Assessment**—Performance based fitness test that is occupationally specific, operationally-relevant, and independent of age and sex.

**Physical Fitness Assessment**—Fitness test that indicates health and general fitness for total force.

**Prior Service Direct Duty**—Individual who graduated from Naval School Explosive Ordnance Disposal, served as an EOD technician in a military branch other than the Air Force, and is transitioning into an Air Force EOD position.

**Wet Bulb Globe Temperature**—A composite temperature used to estimate the effect of temperature, humidity, wind speed and solar radiation on humans. Industrial hygienists and athletes have used it to determine appropriate exposure levels to high temperatures.

## Attachment 2

## EOD OSPFA INSTRUCTIONS

Table A2.1. Row Ergometer.

<b>Row Ergometer, 1000 m (1093.6 yds.)</b>
<b>Purpose:</b> Measure cardiorespiratory endurance, anaerobic capacity, and muscular endurance
<b>Operational Relevance:</b> Range Clearance, Team Leader Procedures OCONUS, Decontamination Station, Protective Works/Contingency Airfield Support, Bomb Suit Operations (Team Leader Procedures CONUS)
<b>Equipment:</b> Concept 2 Model D Row Ergometer
<b>EOD OSPFA Administrator Guidance (do <u>not</u> read to member):</b> <ol style="list-style-type: none"> <li>1. Prepare equipment: assessment area, Concept 2 Model D row ergometer with PM2, PM3, PM4, or PM5 module, clipboards, scoresheets, ink pens</li> <li>2. Assessment area: clean dust, dirt, debris from ergometer seat, slide rail, fan housing</li> <li>3. Prior to assessment: set the damper to five (gross setting). Locate ergometer drag factor setting (fine setting) on interactive screen (More Options; Display Drag Factor). Begin rowing and screen will display the drag factor; adjust the damper until the drag factor reads <math>130 \pm 1</math>. Do not stand next to the fan or block the airflow in any fashion or at any time during calibration or during the assessment.</li> <li>4. Return to main menu, select "Select Workout," "New Workout," "Single Distance," input 1000m, and select "ü".</li> <li>5. Ensure member does not touch damper or alter settings in any way.</li> <li>6. Record time from the screen in minutes:seconds.tenths, e.g., 3:46.9.</li> <li>7. Maximum rest time = 60 minutes. Enforce all protocol requirements.</li> <li>8. Refer to manufacturer's guide for maintenance information.</li> </ol>
<b>EOD OSPFA Administrator Script (read to member):</b> <ol style="list-style-type: none"> <li>1. Start position: sit in ergometer with foot straps securely tightened around your shoes.</li> <li>2. Time starts on your first pull; ergometer module will track your time and distance.</li> <li>3. Time between assessment components: mandatory minimum time = 15 minutes.</li> </ol>

Figure A2.1. Row Ergometer.





Table A2.2. Medicine Ball Toss.

<b>Medicine Ball Toss: Back, Side, and Log, 20 lb. (9.1 kg)</b>
<b>Purpose:</b> Measure muscular power
<b>Operational Relevance:</b> Ladder Climb and Bag Haul, Range Clearance, Remove/Extract/Restore Small/Medium Robots and Cross-load Casualties, Decontamination Station, Protective Works/Contingency Airfield Support, Small Unit Tactics
<b>Equipment:</b> Medicine Ball, 20 lb., 14-inch diameter or Medicine Ball 20 lb., 9-inch diameter; Tape Measure, Marking Material, i.e., tape, chalk, paint
<b>EOD OSPFA Administrator Guidance (do <u>not</u> read to member):</b> <ol style="list-style-type: none"> <li>1. Prepare equipment: assessment area and surface, medicine ball(s) 20-pound, 14-inch diameter or 20-pound, 9-inch diameter; tape measure, marking tape, clipboards, scoresheets, ink pens</li> <li>2. Assessment surface: flat, clean surface; thin government carpet, rubber flooring, turf, or court</li> <li>3. Layout: mark start line with marking tape or paint, 5 feet in width; mark and label 10, 15, 20-, 25-, 30-, and 35-foot lines with marking tape or paint, 2.5 feet in width; mark all other lines in 1-foot increments with marking tape or paint, 1 foot in width</li> <li>4. Prior to assessment: ensure medicine balls are 14 inches in diameter; weigh medicine ball on calibrated scale to ensure ball weighs 20 lbs. <math>\pm</math> 0.4 lbs.</li> <li>5. Staff requirement: requires one PTL for the component with one assistant; lead PTL directs assessment, measures distance, and records score; assistant monitors for foot fouls. Assistant does not have to be PTL.</li> <li>6. Measuring procedure: measure toss from the start line (member side of marking) to the point where the center of the ball lands; when the ball impacts the ground, PTL must immediately mark the landing spot with the foot, then measure and record distance. If any of the ball lands on the tape mark, record that distance, but if the ball fully clears the tape mark, round up to the next foot mark (e.g., the ball lands in between the 20-foot mark and the 21-foot mark and fully clears the 20-foot mark tape, round up to the 21-foot mark).</li> <li>7. Ensure at least one-minute rest between trials. Conduct one trial (back toss, side toss, and log toss) then member begins rest period. Recommend conducting first trial for each member assessment in serial order followed by second trial in same order, i.e., members rest while others are assessing.</li> <li>8. If member fouls on all three trials, conduct a final fourth trial</li> <li>9. Maximum rest time = 4 minutes. Enforce all protocol requirements</li> </ol>
<b>EOD OSPFA Administrator Script (read to member):</b> <ol style="list-style-type: none"> <li>1. Medicine ball toss consists of three distinct tosses; back toss, side toss, and log toss</li> <li>2. Back toss: grasp medicine ball with both hands, stand with heels at, not on, start line, both hands at hip level. Recommend feet slightly greater than shoulder width apart</li> <li>3. Bend at your knees and toss medicine ball from an underhand position over head, ideally on a 40 degree to 45-degree trajectory</li> <li>4. Side toss: grasp medicine ball with both hands and align both feet, parallel, not on start line. Recommend feet in shoulder width stance.</li> <li>5. Rotate your trunk and squat down on rear leg as a countermovement. Follow this motion by rotating trunk and pressing upward with hip and leg extension in throwing direction as you toss the medicine ball as far as possible, ideally on a 40 degree to 45-degree trajectory</li> <li>6. You may not overhand throw or put, e.g., shot-put</li> <li>7. Log toss: grasp medicine ball with both hands with toes at, not on, start line. Recommend feet slightly greater than shoulder width apart.</li> <li>8. As a countermovement, bring ball backwards between your legs with your arms making contact with your thighs. Ball should break the plane formed by your ankles. Follow this</li> </ol>

motion in throwing direction using your hips, legs, and arms to toss medicine ball as far as possible, ideally on a 40 degree to 45-degree trajectory.

9. For all tosses, start stationary behind the start line and feet must remain behind start line until ball makes contact with ground.

10. You are permitted a maximum of three trials. One trial equals a back toss, a side toss, and a log toss; if you foul on all three trials, you will complete a final fourth trial.

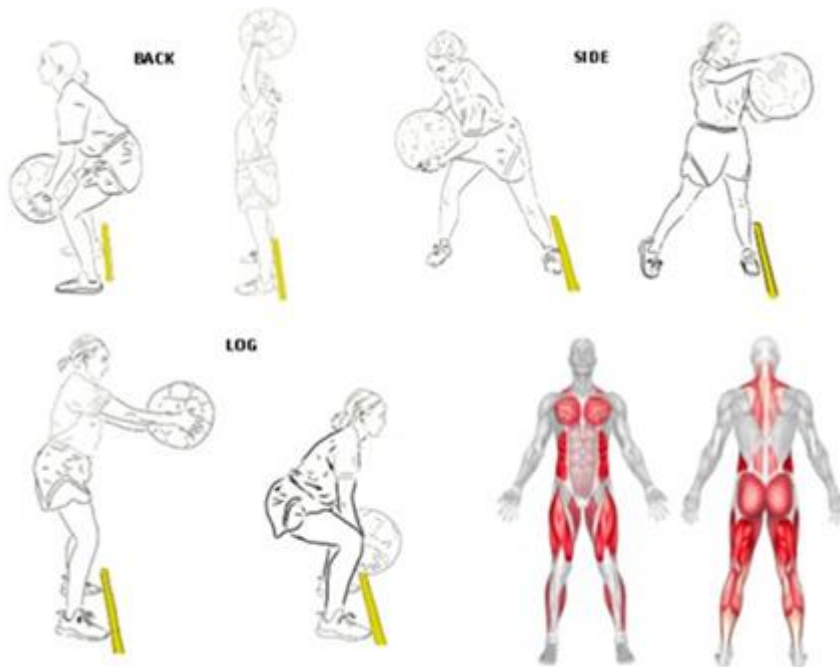
11. Actions resulting in a trial foul: shot putting medicine ball, crossing in front of start line before ball makes contact with the ground

12. Scoring is based on sum of highest back toss, highest side toss, and highest log toss

13. Time between trials: a mandatory 1-minute rest period separates each trial

14. You may choose to throw a 14-inch diameter ball or a 9 inch diameter ball.

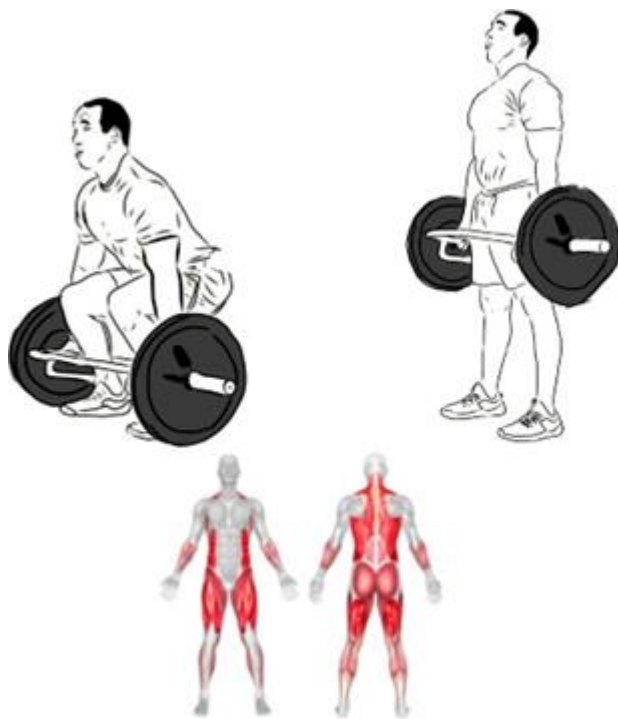
**Figure A2.2. Medicine Ball Toss.**



**Table A2.3. Trap Bar Lift.**

<b>Trap Bar Lift, 5 Repetition Maximum</b>
<b>Purpose:</b> Measure muscular strength
<b>Operational Relevance:</b> Protective Works/Contingency Airfield Support, Bomb Suit Operations (Team Leader Procedures CONUS)
<b>Equipment:</b> Trap bar (hex bar), Weight plates, Collars, Grip Chalk
<b>EOD OSPFA Administrator Guidance (do <u>not</u> read to member):</b> <ol style="list-style-type: none"> <li>1. Prepare equipment: assessment area, trap bar (hex bar), weight plates, collars, grip chalk, clipboards, scoresheets, ink pens</li> <li>2. Prior to assessment weigh trap bar with calibrated scale and mark mass of bar to nearest tenth of a pound on the bar</li> <li>3. Staff requirements: require one PTL for this component; however, a PTL must visually monitor member's form during all lifts. Therefore, maintain a 1:1 PTL member ratio</li> <li>4. Do not permit use of weight belts, wrist straps, or wedges under feet. Member may or may not wear shoes</li> <li>5. DO NOT permit any intentional 1RM, 2RM, 3RM, or 4RM efforts (5RM must be goal for each trial). Attempts resulting in less than 5RM when staff terminates assessment due to member loses full safe grip, member drops bar, or member fatigues will result in the member being permitted one retest at a lower weight after a rest of up to five minutes.</li> <li>6. Record weight, to nearest pound, and repetitions on each trial</li> <li>7. Movement is continuous; "touch and go" concept, no rest pauses or periods</li> <li>8. Maximum rest time = 15 minutes. Enforce all protocol requirements</li> </ol>
<b>EOD OSPFA Administrator Script (read to member):</b> <ol style="list-style-type: none"> <li>1. Prior to assessment you will adequately warm up with a light weight</li> <li>2. Trap bar lift consists of two movements; upward movement and downward movement</li> <li>3. Starting position: stand inside trap bar and grasp handles with a centered grip (if a dual-handled trap bar is used, you will grasp lower handles, with upper handles facing down). Arms must be fully extended, back flat, chest held up and out, head in line with spinal column or slightly hyperextended, heels in contact with floor, and eyes focused straight ahead or slightly upward</li> <li>4. Upward movement: lift trap bar by extending your hips and knees until you are standing fully upright; there is a slight pause at top of this movement; hips should not rise before your shoulders; back should remain flat</li> <li>5. Downward movement: lower bar to floor in a controlled manner while maintaining a flat-back position (do not lean forward). Trap bar weight plates must touch the floor very briefly before beginning next repetition, "touch and go" no pausing, do not set weight down or rest between repetitions</li> <li>6. For re-grip (safety) purpose only, you may pause in the bottom position for no greater than 1 second. Do not rest in down position or rise up without trap bar</li> <li>7. If you are unable to maintain proper form, we will terminate trial</li> <li>8. Do not use weight belts or wrist straps. Do not use wedges under your feet, but you may or may not wear shoes</li> <li>9. You must attempt to accomplish five repetitions on each trial. Attempts resulting in less than 5RM due to a loss of grip and dropping the bar, a pause greater than 1 second, or fatigue to the point of being unable to complete the repetitions at the chosen weight safely will result in an administration stoppage of the exercise.</li> <li>10. If the member fails to complete five continuous repetitions under control, they are permitted one retest at a lower weight after a rest of up to five minutes. If the member fails to complete five repetitions at the lower weight, the exercise will be terminated, and the member will receive zero points.</li> <li>11. Time between trials: a mandatory 5-minute rest period separates each trial</li> <li>12. Time between assessment components: maximum time = 15 minutes</li> </ol>

**Figure A2.3. Trap Bar Lift.**



**Table A2.4. Grusetter.**

<b>Grusetter, (Drop-Roll-Lift-Run), 30-lb (13.6 Kg) Vest, 50-lb (22.7 Kg) Sandbag, 20 x 15 M</b>
<b>Purpose:</b> Measure cardiorespiratory endurance, anaerobic capacity, and muscular endurance
<b>Operational Relevance:</b> Range Clearance, Remove/Extract/Restore Small/Medium Robots and Cross-load Casualties, Team Leader Procedures OCONUS, Decontamination Station, Bomb Suit Operations (Team Leader Procedures CONUS), Small Unit Tactics
<b>Equipment:</b> 30-pound weighted vest, 50-pound sandbag, one tally counter, two standard stopwatches, two timers are required for this assessment
<b>EOD OSPFA Administrator Guidance (do <u>not</u> read to member):</b> 1. Prepare equipment: assessment area and surface, 50-pound sandbag, 30-pound vest, tally counter, marking tape, cones, stopwatch, clipboards, scoresheets, ink pens  2. Assessment surface: flat level surface  3. Layout: mark a start and finish line 15 meters apart with marking tape or paint, eight feet in width. Outer edge of marking tape must be at zero and 15-meter points. Place a cone at each end, 15 meters apart; outer edge of cone even with outer edge of marking tape  4. Prior to assessment: weigh sandbag and vest with calibrated scale to ensure mass of each bag is 50 lbs. $\pm$ 0.6 lbs. and mass of each vest is 30 lbs. $\pm$ 0.4 lbs.  5. Staff requirements: requires one PTL and one assistant PTL per assessment member. PTL will be primary timer and travers assessment course with member to monitor arm release, 360- degree roll, knee-elbow-hand contact, and sandbag lift and carry without use of handles. Assistant PTL will be secondary timer and will remain at start line throughout assessment  6. Timing procedures: timers should use index finger for start and stop actions on the stopwatch. Use primary timer's finish time unless: 1) primary timer was mistaken (late start, early finish, other), or 2) difference between primary and secondary timers' finish times is > 0.2 seconds. If difference is > 0.2 seconds and both timers are confident in their timing actions, then mean the two times.  7. Record time in minutes and seconds, e.g., 5:13
<b>EOD OSPFA Administrator Script (read to member):</b> 1. You will don a 30-pound vest for this assessment.  2. Starting position: lie on ground in prone position parallel to sandbag, you and sandbag fully behind the start line. At "Ready" command you will raise your upper arms, lower arms, and hands fully off the ground - this is "arm release" position required throughout assessment.  3. Commands: PTL will say "Timer Ready?" and "Runner Ready?" Upon ready confirmation from both timer and runner, PTL will say, "Go." Time starts on the "Go" command.  4. Grusetter consists of two parts:  5. Part one: press your body up and over sandbag, lying in a prone position on top of the sandbag. Clutch sandbag and complete a 360-degree lateral roll with sandbag. Sandbag should be unsupported at end of roll and make contact with the ground. Move to an upright position with sandbag on your shoulder, on your hip, or cradled in your arms, but without use of sandbag handles. Traverse (walk, jog, run) as fast as possible with sandbag 15 meters fully

crossing opposite line. Ground sandbag fully behind line, perpendicular to line and parallel to direction of travel. Rotate 180 degrees to face in direction you just traveled, drop to prone position parallel to sandbag and accomplish an “arm release” with both arms (upper arm, forearm, and hands), i.e., quickly raise arms up and down in a palm down position. Repeat sandbag clutch, roll, carry and traverse back across start line.

6. Part two: after crossing start line drop to prone position, accomplish an arm release, push yourself up and traverse (walk, jog, run) as fast as possible to opposite line without sandbag. Drop to prone position, accomplish an arm release, raise up and traverse (walk, jog, run) as fast as possible back across start line.

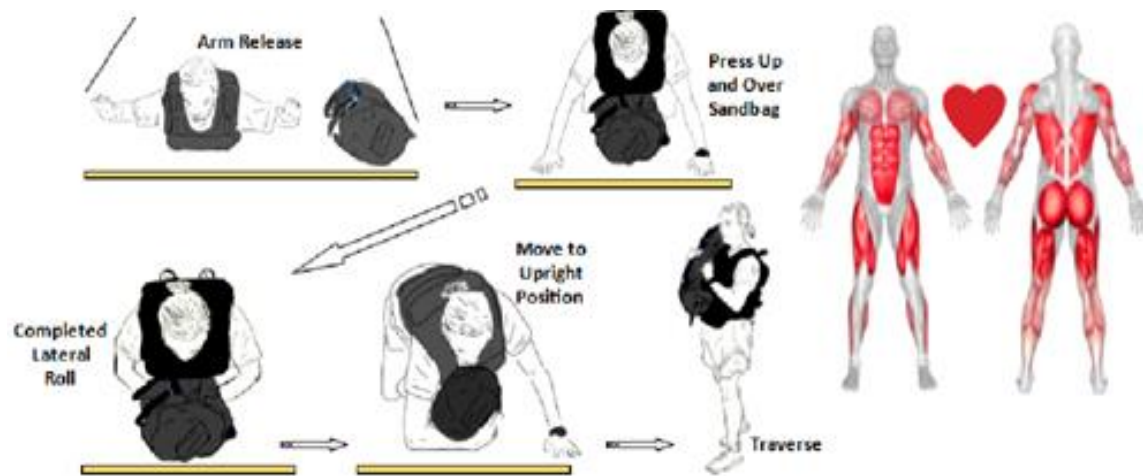
7. Successful completion of part one and part two is one round.

8. Repeat part one and two continuously for a total of five rounds.

9. You must accomplish an arm release each length of course.

10. You shall not use any sandbag handles at any time during assessment.

**Figure A2.4. Grusetter.**



**Attachment 3****SAMPLE WRITTEN ORDER FOR OCCUPATIONALLY SPECIFIC PHYSICAL  
FITNESS ASSESSMENT ADMINISTRATORS****Figure A3.1. Sample Written Order for Occupationally Specific Physical Fitness  
Assessment Administrators.****MEMORANDUM FOR OCCUPATIONALLY SPECIFIC PHYSICAL FITNESS  
ASSESSMENT ADMINISTRATORS****FROM: (Unit Commander)****SUBJECT: Written Order – Duties Associated with Explosive Ordnance Disposal  
Occupationally Specific Physical Fitness Assessment**

Part of your duties in the Air Force will require you to have access to sensitive and protected Privacy Act information regarding members. That information includes, but is not limited to, fitness test scores, Department of Defense Identification number (DoD ID), and medical information.

You are hereby ordered to correctly record all fitness test results as required as part of your duties. You will not alter or change a member's fitness test results. You are ordered not to release, reveal, or disclose any member's fitness scores, DoD IDs, medical information or other information received as part of your duties associated with the Air Force Physical Fitness Program.

Violations of this order may subject you to administrative and or disciplinary action under the Uniform Code of Military Justice.

(Commander's Signature)

1st Ind, (Member's name and office symbol)

**MEMORANDUM FOR**

I hereby acknowledge understanding and receipt of this order.

(Member's Signature)