

**STATE OF OHIO
ADJUTANT GENERAL'S DEPARTMENT
2825 West Dublin Granville Road
Columbus, Ohio 43235-2789**

NGOH-HRZ

9 September 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Waiver of the Army Physical Fitness Test Requirement for Soldiers Ordered to Full-Time National Guard Duty, Under Federal Emergency Management Agency Mission Assignment Authority (HRO Policy # 20-029)

1. **References:** See enclosure.
2. **Purpose:** This policy establishes guidelines and procedures for authorizing some Soldiers to enter Full-Time National Guard Duty (FTNGD), when they did not achieve passing scores on their last record Army Physical Fitness Tests (APFT).
3. **Background:** The COVID-19 pandemic and subsequent delays in implementing the Army Combat Fitness Test (the Army's replacement for the APFT), have required the Department of the Army and the Army National Guard Directorate to temporarily suspend physical fitness testing until further notice. As a result, these headquarters have implemented the following important exceptions to regulations and policies, associated with physical fitness standards and requirements:
 - a. Army Directive (AD) 2020-06 (reference b) replaced the APFT with the Army Combat Fitness Test (ACFT) and directed that the APFT will no longer be conducted after 30 September 2020. Furthermore, this AD established that failing ACFT scores will NOT be used to take adverse administrative actions or deny favorable actions, until further notice. Additionally, this AD established that passing record APFT scores remain valid for any purpose requiring a passing APFT score, until 31 March 2022, unless rescinded or superseded earlier, by subsequent Army policy.
 - b. Army National Guard Directorate FRAGORD 23 (reference h) temporarily suspended—until further notice—physical fitness and height/weight testing, during the COVID-19 pandemic. To ensure Adjutants General maintain their capability to respond to requests for Defense Support to Civil Authorities (DSCA), this FRAGORD also established the authority for waiving the APFT requirement, for Soldiers entering FTNGD.

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4. **Applicability:** This policy applies ONLY to Soldiers ordered to Full-Time National Guard Duty (FTNGD) for the purpose of assignment / attachment to the Joint Task Force (JTF) assigned the mission of executing the Ohio National Guard's (OHNG) response to the Coronavirus 2019 (COVID-19) pandemic. Furthermore, it applies only to Soldiers ordered to FTNGD under the authority and funding stream, specifically associated with a COVID-19 Federal Emergency Management Agency (FEMA) Mission Assignment (MA): i.e. Title 32 United States Code, §502(f)(2)(A) (see reference a). This policy does NOT apply to Soldiers entering FTNGD for any other purpose, or under any other authority or funding stream.

5. **Policy:** IAW with references g and i, a Soldier must provide evidence of a passing score on the last record APFT—taken within the preceding six months—to enter FTNGD. This six-month requirement is hereby waived, until further notice, as long as the Soldier passed his or her last record APFT, IAW paragraph 5a below. The APFT requirement for entering FTNGD is also waived for some Soldiers who failed their most recent record APFT, as long as they provide applicable documentation, IAW paragraphs 5b and 5c below. The FTNGD application packets for the Soldiers, described above, must show documentary evidence of one of the following, regarding the APFT requirement, before the Soldiers are authorized to enter FTNGD:

a. The Soldier achieved a passing score on his or her last record APFT, as demonstrated by the Soldier's most recent DA Form 705 on record, as long as the Soldier's last record APFT was still valid on 1 March 2020 (i.e. the Soldier was not overdue for another record APFT—on that date—due to his or her own failure to take another record APFT); or

b. In cases in which the Soldier failed his or her last record APFT, as demonstrated by his or her most recent DA Form 705, the Soldier must provide documentary evidence that he or she has not failed two consecutive record APFTs; thereby, requiring the initiation of separation action or the imposition of a bar to continued service, regardless of whether that separation or barring action was initiated or not (e.g. due to administrative error / oversight); or

c. In cases in which a Soldier failed two consecutive APFTs, and whose commander consequently initiated separation action or imposed a bar to continued service, the Soldier must provide documentary evidence of one of the following, whichever is applicable:

(1) The Soldier has either completed the separation-action process and was ultimately approved for retention, despite the two consecutive record APFT failures (i.e.

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the Soldier must provide documentary evidence that he or she has overcome the separation action); **or**

(2) The Soldier has made satisfactory progress towards removal of the bar to continued service, before the second six-month review, in accordance with references d and f of this policy.

d. Soldiers' FTNGD packets, which do not include the applicable APFT documentation—as outlined in paragraphs 5a through 5c, above—will be returned. The Soldiers will not be authorized to enter FTNGD until the documentation is provided.

6. **Exclusions:** Pursuant to reference h, this policy waives ONLY the APFT requirement for some Soldiers (described in paragraph 4) entering FTNGD. This policy expressly **excludes such authority to waive the height / weight requirement** for Soldiers entering FTNGD. NOTE: Reference h provides guidance and procedures for Soldiers, who are flagged for height / weight and wish to request Army Body Composition Program assessments to overcome that flag.

7. **Effective Date and Duration:** This policy is effective immediately and remains in effect until the expiration of the FEMA Mission Assignment or until the policy is subsequently rescinded, amended, or otherwise modified or revoked, whichever occurs first.

8. **Point of Contact (POC):** POC is CW3 Pete Toland, the Ohio National Guard AGR Manager, at (614) 376-5054 or peter.j.toland.mil@mail.mil.

FOR THE ADJUTANT GENERAL:

Enclosure:
References

GREGORY J. BETTS
COL, AG, OHARNG
Director of Human Resources

DISTRIBUTION:
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**ENCLOSURE
(References)**

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References:

- a. Title 32 United States Code, § 502(f)(2)(A).
- b. Army Directive 2020-06 (Army Combat Fitness Test), dated 12 June 2020.
- c. Army Regulation 135-175 (Army National Guard and Reserve Separation of Officers), dated 3 March 2020.
- d. Army Regulation 601-280 (Army Retention Program), dated 16 October 2019.
- e. Army Regulation 135-178 (Army National Guard and Reserve Enlisted Administrative Separations), dated 17 November 2017.
- f. National Guard Regulation 600-200 (Enlisted Personnel Management), dated 31 July 2009.
- g. Personnel Policy Operational Memorandum (PPOM), subject: Policy for Army National Guard (ARNG) Members Performing Full-Time National Guard Duty for Operational Support (FTNGD-OS) other than Active Guard and Reserve (AGR) Duty/Counter-Drug (CD) (PPOM 20-003).
- h. Army National Guard Directorate FRAGORD 23 to Supplemental Guidance for ARNG Preparedness and Response to COVID-19 Outbreak, dated 17 May 2020.
- i. NGOH-HRO Memorandum, subject: Guidance for Ohio Army National Guard (OHARNG) Full-Time National Guard Duty (FTNGD) other than AGR and Counter-Drug (AGR/CD) Support, dated 15 February 2019.