

COMBAT RESCUE OFFICER ASSESSMENT PROGRAM



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“That Others May Live... To Return With Honor”

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COMBAT RESCUE OFFICER ASSESSMENT PROGRAM OPERATING INSTRUCTION

1. OVERVIEW:

1.1. Background: recognizing the importance of rescue and recovery operations, the United States Air Force added a new officer specialty, Combat Rescue Officer (CRO), to its list of career fields. *“By creating this new career field, we recognize how vital the personnel recovery and combat rescue missions have become in our expeditionary aerospace force concept. The ability to bring people home safely from dangerous missions is paramount. Establishing a career field devoted to this mission will ensure that attention is always focused on this commitment,”* Air Force Secretary Whit Peters, 10 Dec 2000. The Air Force recognizes personnel recovery as one of its core tasks and a primary role. This specialty is essential to effectively lead and advocate the GUARDIAN ANGEL (GA) weapon system to personnel recovery mission success, “that others may live...to return with honor.”

1.2. Duties: Combat Rescue Officers (13DXA), are non-rated aircrew officers that lead and command personnel recovery operations as direct combatants. They perform duties as mission planners and provide personnel recovery (PR) expertise to command and battle staffs on recovery operations, to include survival, evasion, resistance, and escape programs. Combat Rescue Officers will provide advocacy and oversight to the Pararescue and Survival, Evasion, Resistance and Escape (SERE) enlisted career fields

1.3. Assignments: Combat rescue officers currently command 11 active duty, guard and reserve rescue squadrons. CRO billets are available on the air staff, the Joint Personnel Recovery Agency, major command headquarters, joint and component rescue control centers, USAF SERE School, rescue squadrons and special mission units.

1.4. Qualification and training:

1.4.1. The demands of this specialty are high and outstanding leadership qualities are fundamental to the successful growth of this career field. Excellent physical fitness, maturity, and exceptional personal responsibility are essential characteristics of the Combat Rescue Officer. Qualification for an assignment is accomplished through both formal schools and on-the-job training. As Combat Rescue Officers gain experience and knowledge of their mission area, the curriculum is adapting to current challenges and future evolutions in personnel recovery and recovery operations.

1.4.2. In order to insure the highest probability of successfully completing the arduous 12-18 month training program, candidates are selected during a two-phased process. This process identifies candidates that possess critical individual characteristics required to provide leadership during combat rescue operations across a diverse spectrum of insertion / extraction capabilities as well as enemy, environmental and geographic threat considerations. Candidates must be able to assess situations quickly, develop and implement decisions under the stressors imposed by high levels of personal discomfort and responsibility associated with personnel recovery and recovery operation mission profiles. The initial skills training required to become a fully qualified Combat Rescue Officer in the United States Air Force is comprised of 9 formal courses:

1.4.2.1. CRO Indoctrination Course

1.4.2.2. Military Underwater Diver Qualification Course

1.4.2.3. U.S. Army Airborne School

1.4.2.4. Military Freefall Parachutist Qualification Course

1.4.2.5. USAF SERE School

- 1.4.2.6. USAF Parachute Water Survival, S-V-86-A
- 1.4.2.7. USAF CRO Advanced SERE, S-V94-A
- 1.4.2.8. USAF CRO Apprentice Course, L3OBP13D1A-0R0A
- 1.4.2.9. Personnel Recovery – 102

1.5. Additional information. More information on Pararescue and Combat Rescue Officers can be located on www.usafpararescue.com and www.specialtactics.com; additional information on USAF SERE can be located on www.gosere.com.

2. SELECTION PROCEDURES:

2.1. Introduction: The USAF continues to look for the most motivated officers to become Combat Rescue Officers. Officers ranging in rank from Lieutenant to Captain (maximum two years time in grade), and cadet / OTS candidates will be evaluated during a two-phase assessment program. The assessment process screens an applicant for mental fortitude and physical capabilities, while preparing officers for future duties as a CRO. This program reduces the training attrition rate by ensuring that officers selected are equipped to succeed in the specific mental and physical challenges of the CRO training pipeline. All CROs enter the career field through the assessment process; no short-cuts. Candidates selected from Phase II have achieved a 97% overall success rate in becoming Combat Rescue Officers. The assessment program consists of a Phase I: board review of the application, and Phase II: a one-week field assessment/evaluation. Notification to the candidate's chain of command for selection to Combat Rescue Officer training is made through official channels. Release of this information is approved by lead command, ACC/A3. Candidates are informed of their evaluation results, significant findings and selection status at the completion of the phase II assessment week. **ANG/AFRC assessment is coordinated through ANG/AFRC channels.**

2.2. Assessment Dates: The annual schedule for two assessment cycles is as follows:

- 1 January Phase I applications due to CRO Assessment Program Manager
- Late March Phase II Assessment, aligned with USAFA Spring Break
- 1 Aug Phase I applications due to CRO Assessment Program Manager
- Late October Phase II Assessment

2.3. Assessment process: **Combat Rescue Officer Assessment is an unfunded program at this time. Phase II candidates must be on unit funded TDY orders.** The CRO assessment program begins with an application review board and is completed during a one-week on-site evaluation. For non-Air Force personnel, permissive temporary duty (PTDY) status to Phase II may be granted IAW Service regulations. However, AFI 36-3003, *Military Leave Program*, Section F – Permissive TDY (<http://www.e-publishing.af.mil/shared/media/epubs/AFI%2036-3003.pdf>) states Air Force commanders will not utilize PTDY to fund events such as phase II of the assessment. While personal leave still affords a candidate the medical coverage in line-of-duty determination, there are legal and logistical issues that prohibit military training while on leave. Unit-funded TDY sends the message of the unit commander's support for the candidate to cross-train. Attending Phase II on leave or in PTDY status will not be approved.

2.3.1. Application packages will be reviewed by a board of field grade officers. Candidates will be rank-ordered in their respective or projected grades for assessment. The top applicants are invited by letter addressed to their chain of command to attend CRO Phase II Assessment. An electronic message identifying candidates invited to attend phase II will be sent to the selected candidates.

2.3.2. Individual candidates invited to phase II of assessment will be notified by phone/e-mail contact and given reporting instructions to attend phase II assessment. Candidates are de-briefed on their selection status, strengths as well as areas for improvement prior to departing phase II of CRO assessment. After

the completion of phase II, a message identifying candidates selected for training and subsequent qualification as USAF Combat Rescue Officers will be sent to the candidates' chain of command and the AFPC/DPAOO2 functional for Combat Rescue Officer assignments. Selection from Phase II is non-binding – candidates have the option to decline. Further reporting instructions will be sent to start the training pipeline pending coordination with HQ ACC/A3J and the Air Force Personnel Center (AFPC).

2.3.3. Records will be kept for six months then destroyed if not selected. Records are destroyed in accordance with Privacy Act guidance.

2.4. Eligibility:

2.4.1. Security clearance: Applicant must be eligible to obtain a top secret clearance.

2.4.2. Volunteer: Must be a volunteer for hazardous military duties to consist of parachuting (static line and freefall), marine diving (surface and underwater operations), and mission aircrew.

2.4.3. Medical: USAF Class III Flight Physical qualification for aircrew, parachute, and marine diving duty according to AFI 48-123, medical examination and standards.

2.4.4. Enlisted applicants: Must meet OTS selection standards, and provide documentation of an AFOQT score.

2.4.5. Gender: Must be male officer or male enlisted candidate who meets officer training school entry requirements. Gender is based on current Department of Defense direct combatant policies.

2.5. Enlisted applicants: Once identified as a candidate for officer training school (OTS), enlisted candidates for Combat Rescue Officer duty must be selected for Combat Rescue Officer duty through the approved assessment process. Selection to OTS, prior to competing for CRO assessment, will significantly enhance possibility of phase II invitation and reduce delays in officer assignment actions.

2.5.1. Submit an OTS application package in accordance with AFI 36-2013, officer training school (OTS) and airman commissioning programs. Selection at Phase II does not guarantee an OTS selection. These processes are independent of each other.

2.5.2. Graduate from OTS and meet all requirements for commissioning. Upon graduation from OTS, AFPC will classify member for training as a Combat Rescue Officer Trainee (AFSC 13D1A).

2.6. Special circumstances:

2.6.1. AFROTC cadets are encouraged to initiate phase I applications after completion of Field Training and prior to the awarding of an Air Force Specialty Code (AFSC), However, we will accept applications from any junior or senior. HQ AFROTC will determine cadet availability, issue orders and fund TDY to Phase II. The assessment program OPR will ensure HQ AFROTC is included in the notification process of ROTC cadets invited to attend phase II and selected for CRO training. Notification is coordinated with release of this information to the cadet's immediate chain of command. ROTC detachment commanders should contact the Chief of Cadet Personnel, HQ AFROTC for funding information. If selected from phase I, cadets will be invited to Phase II, however, they must be on military orders, assigning them TDY status (no orders, no selection). If the cadet is selected from Phase II, the lead command (ACC) CRO functional will coordinate with AFPC to classify the cadet into AFSC 13DXA (CRO) during the senior year. Cadets receive initial assignment orders to Kirtland AFB, NM to begin the formal training course for Combat Rescue Officer. Directly after commissioning, enroute TDY for the completion of the Air and Space Basic Course (ASBC) is highly recommended. Failure to complete ASBC enroute will delay entry into the initial pipeline courses.

2.6.2 Military service academy cadets are encouraged to initiate phase I applications during their junior year, however, we will accept applications from any year group. The service academy will determine

cadet availability, eligibility, issue orders and fund TDY to Phase II. USAFA/A1A is the office of primary coordination for Air Force Academy cadets. USAFA cadets will utilize this office to forward approved application packages. The assessment program OPR will ensure the service academy is included in the notification process of cadets invited to attend phase II and selected for CRO training. Notification is coordinated with release of this information to the cadet's immediate chain of command. If selected from phase I, academy cadets will be invited to Phase II, however, they must be on military orders, assigning them TDY status (no orders, no selection). If the cadet is selected from Phase II, the lead command CRO functional will coordinate with AFPC to classify the cadet into AFSC 13DXA (CRO) during the senior year. Cadets receive initial assignment orders to Kirtland AFB, NM to begin the formal training course for Combat Rescue Officer. Directly after commissioning, enroute TDY for the completion of the Air and Space Basic Course (ASBC) is highly recommended. Failure to complete ASBC enroute will delay entry into the initial pipeline courses.

2.6.3. Senior cadets who have already been classified for another AFSC must obtain release from their respective career field functional managers before submitting an application. The CRO Career Field and Functional Managers cannot assist in gaining release from an assigned career field. Applicants assigned to a rated AFSC may still compete at Phase I/II, and if selected, sign a UPT/UNT letter of declination at the appropriate military personnel office. If not selected at Phase II, you may still proceed to UPT/UNT and lead a great Air Force career as part of an important mission.

2.6.4. Inter-service transfer officers: Officers in other Services seeking to apply for CRO should reference *AFI 36-2004 Inter-service Transfer of Officers* and appropriate service specific instructions (<http://www.e-publishing.af.mil/shared/media/epubs/AFI36-2004.pdf>). You may submit your application to the CRO Phase I Assessment Board before a service transfer is approved, and you may be invited to attend Phase II before transferring to the Air Force. However, a release statement from branch or resource manager, as well as unit commander endorsement, is mandatory prior to invitation at CRO Phase II assessment. Selection at Phase II does not guarantee an approved inter-service transfer; the processes are independent of each other. Other service officers must secure an inter-service transfer if selected from phase II, Air Force representatives cannot assist in this process until the losing service completes required release documentation.

2.6.5. Inter-service enlisted: Identical to enlisted USAF. Initiate a phase I application, secure an inter-service transfer as in Para 2.6.4, secure a commission into the USAF prior to selection as a CRO candidate from phase II.

2.6.6. **Per legal guidance, phase II cannot evaluate civilian personnel due to medical liability issues, funding and logistical issues.** CRO application packages from civilian personnel will not be considered until submitted as commissioned officers in the USAF. Once commissioned, these officers will already be classified into a USAF career field. The candidate must then secure a release from that career field to initiate a valid assessment package. Any officer not selected from phase II, returns to their previous career field and assignment.

2.7. Each candidate must complete and maintain the requirements for Combat Rescue Officer duty as detailed in AFI 36-2105, *Officer Classification Guide*, to include completion of the CRO indoctrination course. Failure to complete all training requirements will result in the candidate being reclassified or removed from service according to the requirements of the United States Air Force.

3. PHASE I ASSESSMENT

3.1. Phase I of assessment is an application board review by 3 voting officers. Input from senior SERE and Pararescue specialists is annotated on the application score sheet. The board review is held within two weeks of the close out for receipt of applications.

3.2. Candidates must include verification of all assessment requirements in the application. Explanation of missing or late material must be explained in a memo for record. Exceptions to requirements will be

considered on a case by case basis. The assessment program manager will make the final decision on application presentation to the phase I review board.

3.2. The phase I review board consists of three voting officers, one of which will be the CRO assessment program manager. Invitations will be offered to the Pararescue and SERE senior enlisted community to review and make recommendations on the future leadership and advocacy for their career fields.

3.3. Application scoring is based on review of physical fitness test (PFT), application presentation, leadership and academics. The PFT score is objectively based on current career field standards and discussed in detail in section 6. The application, leadership and academic scores are subjective evaluations based on a scale of 1-5, with the highest rating being 5. Maximum scores attainable are a PFT score of 15, application 15, leadership 15 and academics 15; for a total of 60.

3.3. The top applications are accepted based on comparison cumulative scores. The number of selected candidates will be based on the optimum active duty quota for logistical and funding considerations as well as forecasted annual career field training production requirements. Alternate candidates are identified according to score and individual circumstances in preparation for phase II excusals. Seats are reserved for additional candidates from the Air National Guard and Air Force Reserve units.

3.4 Each major category will be evaluated separately. The PFT will receive one overall objective score, 15 point maximum. The other three categories will receive a score from each voting member (3), 45 point maximum. This results in a total 60 point maximum score. Evaluation of major categories is explained below.

3.4.1. Major Category 1. Physical Fitness Scores. Based on current CRO/PJ annual physical evaluation for operators. Calisthenics, 3 mile run, 25 meter underwater and 1500 meter surface swim. The point breakdown is as follows: 700 – 651= 15; 650 – 551= 12; 550 – 451= 9; 450 – 351= 6; 350 and below = 3

3.4.2. Major Category 2. Application review for attention to detail. All required details identified for cover page and attachments presented in organized format and supported by required documentation.

3.4.3. Major Category 3. Leadership documented in OPR, EPR, cadet field reports, resume, letter of recommendation. Applications are scored respective to rank. Cadets and enlisted are not expected to have experience equitable to active duty officers.

3.4.4. Major Category 4. Academics. Professional military education should be rank equivalent. College grade point averages and AFQT must meet requirements for USAF commissioning. Cover page and resume present professional, well developed thought process. Attention to spelling and grammar; content should demonstrate knowledge of the CRO career field as well as personnel recovery mission area.

3.5. Candidates that are selected by the phase I board will receive electronic mail notification within 24 hours of board closure. Applicant chain of command, to include management of AFROTC and USAFA cadets, will be notified by letter correspondence from ACC/A3. Alternates and non-selects will be notified separately to maintain privacy of the applicant.

4. APPLICATION PACKAGE.

4.1. Cover page: Cover page will be in the form of an AF memorandum with Tabs 1-8, described below. Include the following information on the cover page memorandum:

4.1.1. Applicant full name and rank, date of rank or commissioning, DSN/Comm number, e-mail address; current unit, unit commander/AOC's name, rank, mailing address and DSN number; functional manager's name, rank, mailing address and DSN number.

4.1.2. Single paragraph stating rationale for becoming a Combat Rescue Officer.

4.1.3. Statement by the applicant stating "I am a volunteer for hazardous duties to consist of parachuting (static line and freefall), marine diving (surface and underwater operations), and non-rated aircrew duties."

4.1.4. Applicant's signature and endorsement by the applicant's immediate commander.

4.2. Tabs 1-8:

4.2.1. Tab 1/AFSC Release: Written memo from the appropriate career field/functional manager agreeing to release the applicant from current career field and/or service duty, if he is selected after Phase II to become a CRO. If a cadet does not have an AFSC, include an MFR in this tab that states such.

4.2.2. Tab 2/Resume: ref AFH 37-337, Tongue and Quill. Include copies of military certifications, i.e.; dive, parachute, Pararescue, SERE, or CRO/PJ Indoctrination course completion. Enlisted applicants must include verification of college GPA and AFOQT scores.

4.2.3. Tab 3/Letter of Recommendation: A letter from the applicant's current unit commander recommending selection as a Combat Rescue Officer. This letter must state the commander is aware that Phase II Assessment is a unit funded TDY, and that the applicant will be eliminated from assessment if unable to perform the minimum standards of the PFT or if at any time the candidate self-eliminates from the assessment process.

4.2.4. Tab 4/Physical Fitness Test: PFT verification letter signed by applicant's commander showing number of repetitions of each exercise, time of swim and run, and completion of underwater swim. An example verification letter is provided on the Air Force personnel center non-rated officer career website for Combat Rescue Officers.

4.2.5. Tab 5/Evaluations: Copies of last 5 OER/EPR or cadet field training reports and AFOQT.

4.2.6. Tab 6/Medical evaluation: Std Form 88/93, report of medical exam/report of medical history, indicating medical recommendation for USAF class III flight physical qualification for aircrew, parachute, and marine diving duty; clearance for parachute, diving (requires vision 20/70 correctable to 20/20), and aircrew duties. AFI 36-2105 requires CROs to obtain initial and maintain continued medical clearance for flight, parachute and diving status. A complete and approved USAF Flying Class III physical is required prior to assignment for CRO training. Failure to obtain a USAF FCIII physical will remove the candidate from consideration for CRO training, regardless of selection status.

4.2.7. Tab 7/SURF: Assignment Management System (AMS) personnel surf product. Cadets will include an MFR stating they do not have a SURF.

4.2.8. Tab 8/Previous Non-Selects: Candidates who submit phase I applications or have attended phase II of either the Special Tactics Officer (STO 13DXB) or Combat Rescue Officer (13DXA) assessment programs, but are not selected, are not guaranteed a CRO Phase II invitation in future assessment cycles. If the CRO assessment cadre identifies deficiencies/weaknesses that they would like to see corrected before recommending a candidate for career field duties, candidates must submit an updated application. Begin with the phase I application. In an additional tab (8) of the phase I application, address any issues that were identified for non-selection. If invited to return for a second Phase II, and cadre note improvement in the desired areas, candidates will be considered equally with the current assessment applicants.

4.3 Electronic Submission (Primary): Applications should be scanned and sent electronically to cro.selection@langley.af.mil. If a package is submitted electronically, there is no need to mail a hard-copy. Retain the hard-copy for personal records.

4.4. Mailing (Alternate): Active duty applicants can mail the cover page and tabs in a plain manila envelope to the following address. Applications should not be spiral bound, in three ring binders or

document protectors. **ANG/AFRC assessment is coordinated through ANG/AFRC channels.**

**HQ ACC/A3JS
C/O CRO Assessment Program Manager
205 Dodd Blvd, Suite 101
Langley AFB, VA 23665-2789**

4.5. Deadline date: Packages must be received by the dates posted in paragraph 2.2.

5. PHASE II ASSESSMENT

5.1. Phase II is a six-day physical and psychological evaluation. Due to military, legal, medical and logistical considerations, the candidate must be on military travel orders, either unit funded or permissive TDY (applies to non-USAF).

5.1.1. Lodging and meals are at the cost of the candidate during phase II. Each individual will bring eight MRE's for use during extended training periods. Local transportation to/from quarters and at the phase II assessment sites will be provided.

5.2. Completing documented self-initiated elimination action permanently disqualifies candidates from future consideration in the Combat Rescue Officer Assessment program. At any time during assessment, a candidate may verbalize his option to self-initiate elimination, "**SIE**," the candidate will be immediately removed from the assessment process. There is no option for officers or enlisted combatants to quit on the battlefield or during the execution of a recovery mission. A decision to quit in the field costs lives and mission success. Actions to return this candidate to his duty station will be taken as soon as possible.

5.2.3. During the evaluation process, the following training events will be conducted. At least one phase II assessment board officer (CRO) is physically present to observe candidate behavior during the following 8 major events. In the event a candidate stops training or disengages from the task at hand, the CRO monitoring the training event will issue a warning referred to as a "QBA" or "quit by action." Candidates will be removed from training at the discretion of the program manager if a total of three QBA warnings are given to an individual candidate during the assessment week.

5.2.3.1. Major Event 1. Conduct physical fitness test. **Failure to meet minimum standards of the PFT will result in immediate disqualification from the assessment program and return to home unit.**

5.2.3.2. Major Event 2. Psychological testing, interview and peer evaluation

5.2.3.3. Major Event 3. Water Confidence.

5.2.3.4. Major Event 4. Endurance Run, minimum 6 miles.

5.2.3.5. Major Event 5. Road march, minimum 4 miles, with 40lb rucksack.

5.2.3.6. Major Event 6. Field Exercise – day.

5.2.3.7. Major Event 7. Field Exercise – night.

5.2.3.8. Major Event 8. Board Briefing and Interview (BBI). Candidates will be individually interviewed by a board composed of at least three but not to exceed five voting members. The board president will be a field grade Combat Rescue Officer representing the career field manager. The assessment program manager and phase II project officer complete the field of three mandatory voting members. Each candidate BBI will include representation by the gaining component (active duty, Air National Guard and Air Force Reserve). Senior pararescue and SERE, the assessment psychologists, and the Indoctrination

cadre are invited to the BBI to ask pertinent questions of the candidates based on their observations of the candidate during phase II.

5.3.1. Applicants will be individually advised of their selection status on the last day of Phase II. If selected for entry into the combat rescue officer career field, notification will be sent to the candidate's commander and to the AFPC resource manager for 13DXA, indicating selection status. Applicant chain of command, to include management of AFROTC and USAFA cadets, will be notified by letter correspondence from HQ ACC/A3 within 30 days. Alternates and non-selects will be notified separately to maintain privacy of the applicant.

5.3.2. This notification is approved by the ACC/A3J and coordinated with ACC/A1, ensuring that HQ ROTC, service academy and AFPC are fully aware of the status of these candidates. Personnel selected by the board will enter the training pipeline after permanent change of assignment to combat rescue officer school at Kirtland AFB, NM.

5.3.3. Candidates that are not selected, who have completed the entire phase II week or were medically eliminated, may re-apply using the process indicated in paragraph 2.3.3 above.

5.3.4. Candidates that fail to complete phase II for safety reasons or failure to train will immediately complete documentation to clearly summarize the conditions of the removal from assessment. Copies of this documentation are provided to the candidate, while the original is maintained by the program manager. These candidates may re-apply using the process indicated in paragraph 2.3.3 above.

5.3.5. **Candidates may attempt Phase II of CRO assessment a maximum of two times.** Further repetition of the process is considered wasteful of USAF resources and of possible mental and physical detriment to the candidate. Waiver authority is AF/A3O-AS, career field functional.

5.3.6. **Candidates that self-eliminate will not be considered eligible for subsequent application or assessment.**

6. CRO PHYSICAL FITNESS TEST (PFT).

6.1. Physical Fitness Test Criteria. Combat requires physical fitness. The capacity for skillful and continued mental performance during sustained physical activity, and the ability to recover from exertion rapidly, is critical to successful accomplishment of physically challenging recovery missions. Combat Rescue Officers are afforded 2 hours each duty day for physical training. Each applicant must submit the results of a physical fitness test as per the attached template for Physical Fitness Evaluation. The evaluation consists of the exercises shown in Table 1, Physical Fitness Evaluation Criteria. The recommended order for conducting the evaluation is: pull-ups, sit-ups, pushups, 3-mile run, 25 meter underwater and 1500 meter surface swim. Calisthenics events will be tested one event immediately after the other with approximately a 2-minute rest between events. Upon completion of all calisthenics events, a rest of 10 minutes is given prior to starting the 3-mile run. Upon completion of the 3-mile run, a rest of 30 minutes is given prior to starting underwater swim with a 10 minute rest prior to the 1500M swim.

Candidates must meet minimum requirements for all events to pass the test successfully. While minimum standards are the absolute lowest scores acceptable, physical capabilities are stressed during the rigorous training pipeline courses. It is highly recommended that applicants exceed these minimums in order to be competitive for limited positions during the assessment process. Fitness evaluation scores and minimum standards to pass are addressed in Table 1. Physical Fitness Evaluation Criteria.

6.2. **Failure to meet the physical fitness standard for any event constitutes failure of the entire test.** The test will be concluded immediately at this point. While minimum standards are the absolute lowest scores acceptable, physical capabilities are stressed during the rigorous training pipeline courses. It is highly recommended that applicants exceed these minimums in order to be competitive for limited positions during the assessment process. Minimum standards to pass the first phase are addressed below. The applicant should complete as many repetitions of each exercise as possible in the time allotted. **Failure to meet minimum standards during Phase II administration of the physical**

evaluation will result in immediate disqualification from the assessment program and return to home unit.

Table 1. Physical Fitness Evaluation Criteria.

PULL-UP 2 min	SIT-UP 2 min	PUSH-UP 2 min	POINTS	3 mile run (min:sec)	POINTS	1500 meter swim (min:sec)	POINTS
16	100	85	100	20:00	200	26:00	200
15	95	80	90	20:30	190	27:00	190
14	90	75	80	21:00	180	28:00	180
13	85	70	75	21:30	170	29:00	170
12	80	65	70	22:00	160	30:00	160
11	75	60	65	22:30	150	31:00	150
10	70	55	60	23:00	140	32:00	140
9	65	50	55	23:30	130	33:00	130
8	60	45	50	24:00	120	34:00	120

6.2.1. Pull-ups (time limit: two minutes). This exercise is executed on a pull-up bar. The individual grasps the bar with the hands about shoulder width apart. This is a two-count exercise. The exercise begins in the “dead hang” position. Count one, pull the body directly upward until the chin is over the bar and head looking forward (not up). Count two, lower the body until the body is again in the “dead hang” position. Individuals will not swing excessively or bicycle feet as the chin is pulled over the bar. Repeat as many times as possible. This exercise is designed to measure strength and endurance in the back and biceps muscles used during specific mission tasks.
(2 minute rest)

6.2.2. Sit-ups (time limit: two minutes). Start with the back flat on the ground, fingers interlocked behind the head, head off the ground and knees bent at approximately a 90 degree angle. Another individual will hold the feet during the exercise. This is a two-count exercise. Count one, sit up until the back is vertical to the ground. Count two, return to the starting position. There is no authorized rest position. If an individual raises buttocks from ground or his fingers are not interlocked behind head during a repetition, the repetition is not counted. This exercise is designed to measure strength and endurance in abdominal and hip flexor muscle groups used during specific mission tasks.
(2 minute rest)

6.2.3. Pushups (time limit: two minutes). This exercise starts from the front leaning rest position. The body must be maintained straight from head to heels with knees together. This is a two-count exercise. Count one; flex the elbows, lowering the body until the elbows form a 90 degree angle or less. Count two, raise the body until the elbows are straight and locked. Repeat this exercise as many times as possible. Event is stopped when individual lifts an arm or leg or touches a knee. The only authorized rest position is the starting position. This exercise is designed to measure the strength and endurance of the chest and triceps muscles used during specific mission tasks. (10 minute rest)

6.2.4. Three-Mile Run (time limit: 24 minutes). This is performed with running shoes and running shorts. This exercise is designed to measure aerobic endurance used during specific mission tasks.
(Candidates will be given a 30 minute break prior to the next event.)

6.2.5. 25 Meter Underwater swim. (No time limit.) This is a pass/fail event. This event starts at the shallow end of the pool. Equipment is not utilized during this event (No goggles, face mask, fins, etc.). The candidate will totally submerge, push off the wall and swim 25 meters underwater using one breath and any swim stroke. Surfacing at any time prior to the 25 meter point is considered a failure for this event. This exercise is designed to measure aerobic endurance and water confidence in a stress free maritime environment.

6.2.6. 1500 Meter Swim (time limit: 34 minutes). The swim will be performed with swim trunks, face mask, or goggles, and fins using any stroke. **Flip-turns are not authorized.** If swim is performed in open water, a life preserver/flotation device must be worn and 10 minutes will be added to maximum times in **Table 1**. This exercise is designed to measure aerobic endurance in a maritime environment and swimming ability.

6.3. Grading. Exercise and run/swim times will be rounded off to the next lower point value. A composite score of all events determines the overall score. Performance scale is as follows: 565-700, Outstanding; 435-560, Excellent; and 320-430, Satisfactory.

7. **A final note about combat rescue officer duty.** The assessment and training process is difficult. Once an officer qualifies, the position of leadership, sustainment training and deployment is demanding. There are significant personal dangers involved with the operational mission and, very often, extended periods of duty away from home. The decision to enter the CRO career field should not be made alone, regardless of an applicant's conviction and personal commitment. The family should be considered. Wives and children often experience anxieties, fears, loneliness and pressures associated with the service member's profession. Those who do adjust find an exciting and rewarding life that they may share with fellow operators and their families.

(DATE)

MEMORANDUM FOR CRO PHASE I REVIEW BOARD

FROM:

SUBJECT: PFT Certification Letter

I certify that (Applicant's Name) was administered the CRO physical evaluation on (Date). The following repetitions/exercises/elapsed times were performed as indicated below.

<u>EXERCISE</u>	<u>REPETITIONS / ELAPSED TIME</u>	<u>SCORE</u>
1. PULL-UPS	_____ repetitions	_____
2. SIT-UPS	_____ repetitions	_____
3. PUSH-UPS	_____ repetitions	_____
4. 3.0 MILE RUN	_____ minutes/seconds	_____
5. UNDERWATER SWIM	SUCCESSFUL/UNSUCCESSFUL	_____
6. 1500-METER SURFACE SWIM	_____ minutes/seconds	_____
7. CUMULATIVE SCORE		_____

Table 1. Physical Fitness Evaluation Criteria.

PULL-UP 2 min	SIT-UP 2 min	PUSH-UP 2 min	POINTS	3 mile run (min:sec)	POINTS	1500 meter swim (min:sec)	POINTS
16	100	85	100	20:00	200	26:00	200
15	95	80	90	20:30	190	27:00	190
14	90	75	80	21:00	180	28:00	180
13	85	70	75	21:30	170	29:00	170
12	80	65	70	22:00	160	30:00	160
11	75	60	65	22:30	150	31:00	150
10	70	55	60	23:00	140	32:00	140
9	65	50	55	23:30	130	33:00	130
8	60	45	50	24:00	120	34:00	120

(PAST applicant's name) Signature
PRINTED / TYPED

(PAST administrator's name, Rank, Unit, Phone #) Signature
PRINTED / TYPED

Commanders name, rank, unit, Phone #) Signature
PRINTED / TYPED