



EFFECTIVE DATE: POM 821.66
12 July 2018

By Order of the Surgeon General of the U.S. Public Health Service:

VADM Jerome M. Adams, Surgeon General

TO: All Active Duty Corps Officers of the Commissioned Corps of the United States Public Health Service (Corps)

SUBJECT: Retention Weight Standards

1. This Personnel Operations Memorandum (POM) outlines the implementation and enforcement of Retention Weight Standards, as a condition of service, per Commissioned Corps Directive (CCD) [CCD 111.03](#), "Conditions of Service," and Commissioned Corps Instruction (CCI) CCI 241.01, "Readiness and Duty Requirements."
2. The Corps' Retention Weight Standards specified in CCI 241.01 are included in this POM in Appendix A. Every officer on active duty on the effective date of this POM is required to submit a verified measurement of his or her height and weight to the Division of Commissioned Corps Personnel and Readiness (DCCPR) before midnight Eastern Time on 30 September 2018. Officers called to active duty after the effective date of this POM will follow the procedures outlined in Section 3.
 - a. Each officer must complete Form PHS-7044-1, "Verified Weight Report," and upload it in the Officer Secure Area (OSA) of the Corps' CCMIS website.
 - (1) As with the Annual Physical Fitness Test (APFT), officers should be measured by an active-duty Corps officer or an officer of one of the other Uniformed Services. When an officer is not available in person to take the measurements, officers may be evaluated remotely by an active-duty Corps officer (via live or recorded video) or in person by a non-officer federal employee.
 - (2) Officers must first determine their body mass index (BMI) by entering their height and weight in the Adobe Acrobat PDF Form PHS-7044-1, which automatically calculates the BMI. Alternatively, an officer may use either the BMI tables in Appendix A or by calculation using the following equation:

$$\text{BMI} = [\text{body weight in lbs.} \times 703] \div [\text{height in inches squared}]$$

- (a) An officer with a BMI between 19 kg/m² and 27.5 kg/m² is considered to be in compliance with Retention Weight Standards and is required to complete and submit Section A of Form PHS-7044-1, with required signatures of the testing official and officer (See Appendix A for Table of Minimum and Maximum Allowable Weight per Height).
 - (b) An officer who is outside of the permissible BMI values (i.e., under 19.0 kg/m² or over 27.5 kg/m²) must complete the measurement procedures required in CCI 241.01 to calculate estimated percent body fat (see Appendix B). This information must be entered in Section B of Form PHS-7044-1, which if entered into the Adobe Acrobat PDF form PHS 7044-1 will automatically calculate the estimated percent body fat. Section A of Form-PHS-7044-1 must also be completed. An officer who exceeds the maximum allowable BMI, but has an estimated percent body fat equal to or less than the values noted in the table of Threshold Percent Body Fat for Officers Exceeding Maximum BMI in Appendix A is considered to be in compliance with the Retention Weight Standards.
 - b. An officer on active duty on the effective date of this POM who fails to submit the Form PHS-7044-1 by midnight Eastern Time on 30 September 2018 is non-compliant with the Retention Weight Standards and will consequently be marked "not basic ready" on 1 October 2018.
 - c. An officer who is not in compliance with the Retention Weight Standards, but submitted the Form PHS-7044-1 on or before 30 September 2018, is compliant with Retention Weight Standards as long as s/he continues to comply with the reporting requirements in Sections 3 and 4. Such officers are not subject to immediate administrative action on 1 October 2018 related to reporting weight and, as long as the officer has no other reason to be marked "not basic ready," s/he will remain "basic ready."
 - d.) Officers not in compliance with the Retention Weight Standards who submitted the Form PHS-7044-1 on or before 30 September 2018 and who otherwise remain compliant with other readiness requirements, will not be negatively impacted for promotion year (PY) 2019.
3. After 1 October 2018, all officers must annually report their height and weight information when their APFT scores are reported.
- a. APFT scores, height, weight, and BMI shall be recorded on Form PHS-7044, "Commissioned Corps Annual Physical Fitness Test (APFT) Readiness Standards Report," and uploaded to the Officer Secure Area (OSA) of the Corps' CCMIS website.
 - b. All height and weight information shall be officially recorded on Form PHS-7044-1. If the officer's BMI is between 19 kg/m² and 27.5 kg/m², Section B is not completed. Officers who have a BMI of 27.5 kg/m² or more shall complete the information in Section B to calculate estimated percent body fat. The completed Form PHS-7044-1 must be uploaded into OSA.
 - c. In addition to the requirement to upload the Forms PHS-7044 and PHS-7044-1, as appropriate, into OSA, in order for an officer to maintain "basic ready" status and be considered by the Corps to have met all of the reporting requirements, the

APFT, BMI, and if indicated the estimated percent body fat calculation information must also be entered in the OSA of the Corps' CCMIS website as follows:

- (1) Access OSA at https://dcp.psc.gov/osa/osa_security_statement.aspx, review the "Security Statement" and select "Continue to Secure Area" and log into the OSA
 - (2) Within the OSA, select "RedDOG Self Service," select the "Self Service" tab, select "Readiness Information," select "Physical Fitness," and then enter the required information.
4. An officer must maintain a BMI between 19 kg/m² and 27.5 kg/m² or an allowable percent body fat. An officer who is out of compliance with this requirement must adhere to the following:
- a. An officer with a BMI less than 19.0 kg/m², must contact Medical Affairs (MA) within 30 days of submitting Form PHS-7044-1 and provide medical documentation demonstrating a history of low BMI to verify that there are no medical or psychological causes for low BMI.
 - (1) If MA determines that there are no medical or psychological causes and the officer's BMI is:
 - (a) Less than 17.6 kg/m², the officer must submit a documented plan within 30 days of notification by MA. The plan must outline the steps he/she will take in order to achieve compliance with the Retention Weight Standards. Based on an individual assessment of the medical documentation, a waiver of the weight standards may be approved by the Chief, MA, if appropriate.
 - (b) Between 17.6 and 18.9 kg/m², the officer will be considered in compliance with the Retention Weight Standards.
 - (2) If MA determines that there are medical or psychological causes, the Chief, MA, will make a recommendation to the Director, DCCPR, regarding whether the officer should be referred to a Medical Review Board.
 - b. An officer with a BMI between 27.6 and 29.9 kg/m², must submit a quarterly report to MA on Form PHS-7044-1 in the first week of January, April, July, and October until s/he reaches compliance with Retention Weight Standards. The officer must demonstrate quarterly progress, as noted in Appendix C.
 - c. An officer with a BMI over 29.9 kg/m², must submit a documented plan to MA within 30 days of submitting Form PHS-7044-1 to achieve compliance with Retention Weight Standards.
 - d. Documented Plans.
 - (1) Documented Plans to come into compliance with the Retention Weight Standards are submitted to MA, who after reviewing the plan will either approve the plan or return it to the officer for necessary modification. A returned plan must be resubmitted to MA within 30 days. Documented plans should be specific to the individual officer, and must have the following components:

- (a) Overall officer goal(s). All plan goals should be described using the "SMART" goal format (Specific, Measureable, Attainable, Relevant, and Time bound);
 - (b) Exercise plan/goals;
 - (c) Nutrition/meal plan;
 - (d) Support/accountability plan; and
 - (e) How to track progress.
- (2) An officer must comply with an approved plan and submit a quarterly report to MA on Form PHS-7044-1 in the first calendar week of January, April, July, and October until s/he reaches compliance with Retention Weight Standards. The officer must demonstrate quarterly progress, as noted in Appendix C.
- (3) An officer who does not demonstrate quarterly progress as noted in Appendix C is out of compliance with the Retention Weight Standards and will consequently be marked "not basic ready."
- (4) No one specific commercial program or plan is officially endorsed by the Corps. However, the proposed plan at a minimum must include the components outlined in Section 4.d.(1) and must be submitted to MA for approval. The term "plan," shall mean one of the following:
- (a) Enrollment in a commercial weight/body composition management program;
 - (b) An individual plan developed between the officer and his/her Primary Care Provider (PCP)/Primary Care Manager (PCM);
 - (c) An individual plan developed between a registered dietitian, nutritionist, clinical healthcare providers, or personal trainer; or
 - (d) A plan approved by MA.
- (5) An officer's failure to submit a plan, obtain an approved plan, and/or submit a quarterly report to MA will result in the officer being marked "not basic ready."
5. Medical Waivers of Retention Weight Standards. A request for a medical waiver must be submitted to MA, who, based on accepted medical standards, may approve or deny the request in accordance with MA policy. Officers may appeal the initial decision from MA as outlined in MA policy.
- a. If needed, an officer who is pregnant, postpartum, or breastfeeding should submit her medical documentation from her healthcare provider to MA to obtain a medical waiver.
 - b. An officer who feels that a medical condition or prescribed medication impacts his/her ability to comply with Retention Weight Standards may request a waiver from MA with appropriate medical documentation. The documentation from the officer's healthcare provider must show an evidence-based connection between the condition or treatment, and his/her weight gain or loss. The officer's weight

- prior to the diagnosis of the condition or initiation of the treatment should also be included in the documentation.
- c. A request for a medical waiver does not guarantee that a medical waiver will be granted.
 - d. When MA approves a medical waiver, MA will establish a modified Retention Weight Standard that is based on evidence-based scientific studies, and include this in the waiver.
6. An officer who does not comply with the procedures outlined in this POM, or who does not meet the Retention Weight Standards and who does not report quarterly progress as outlined in Section 4, will be marked “not basic ready” and may have his/her records referred to an Involuntary Termination Board, Administrative Separation Board, Involuntary Retirement Board, Medical Review Board, or other involuntary separation process.
 7. Responsibility for obtaining and maintaining compliance with Retention Weight Standards, as well as with other condition of service requirements, rests with the individual officer. This responsibility includes following the guidelines provided by DCCPR to submit and maintain documentation in DCCPR that reflects the officer’s compliance with said standards.

-signed-
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VADM, USPHS
Surgeon General

Attachments:

- Appendix A – Commissioned Corps Allowable Weight Standards
- Appendix B – Estimated Percent Body Fat Calculations
- Appendix C – Quarterly Target BMI Values

Appendix A

Commissioned Corps Allowable Weight Standards

Minimum and Maximum Allowable Weights (in pounds)¹
 (Regardless of age or gender)

Height (inches) ²	Minimum (BMI 19.0)	Maximum (BMI 27.5)
58	91	131
59	94	136
60	97	141
61	100	145
62	104	150
63	107	155
64	110	160
65	114	165
66	117	170
67	121	175
68	125	180
69	128	186
70	132	191
71	136	197
72	140	202
73	144	208
74	148	214
75	152	220
76	156	225
77	160	231
78	164	237
79	168	244
80	173	250

Classification of Underweight, Overweight and Obesity by BMI

	BMI (kg/m ²)
Underweight	≤ 18.5
Normal weight	18.5 - 24.9
Overweight	25.0 - 29.9
Obesity	30.0 - 39.9
Extreme Obesity	≥ 40

¹ The weight measurement will be taken with the officer in light clothing (e.g., workout clothing) on calibrated scales (balance beam or digital), shoes removed and socks worn. The measurement will be recorded to the nearest pound (i.e., round down for values 0.4 and lower and round up for values 0.5 or higher). No deduction for clothing is permitted.

² The height measurement is taken with the officer standing on flat surface, at attention, with head held horizontal, looking directly forward, with the line of vision horizontal, and the chin parallel to the floor. The body should be straight, but not rigid. The measurement is rounded to the nearest inch (i.e., round down for values 0.4 and lower and round up for values 0.5 or higher).

Appendix B

Estimated Percent Body Fat Calculations³

1. General.

- a. This Appendix outlines the method to determine an officer's Estimated Percent Body Fat (EPBF). No substitute methods (e.g., underwater weighing, skin fold calipers, bio impedance, etc.) of assessment are permitted.
- b. The official EPBF is final and will not be reversed by a subsequent medical waiver for EPBF. Officers must address any potential medical issues prior to the official EPBF. Standards are determined by established maximum weight for height standards.
- c. Threshold EPBF for Officers Exceeding Maximum BMI:

Age	Male	Female
< 28 y.o.	≤ 24%	≤ 32%
28-39 y.o.	≤ 26%	≤ 35%
> 40 y.o.	≤ 28%	≤ 38%

2. Altering EPBF.

- a. Officers are discouraged from using extreme body fat reducing tricks to meet EPBF standards. Dehydration methods are dangerous and officers put themselves at risk if they have not reduced fat through a proper diet and exercise program.
- b. Testing Officials should be certain that an officer is not attempting to alter their EPBF measurements (e.g., using body wraps, starvation, and sauna suits is prohibited). If temporary altering is detected by the testing official, the member will be required to wait at least 72 hours before attempting the official EPBF measurement. Any attempt to influence the EPBF measurement through intimidation, coercion or other means may result in disciplinary action.

3. Tape Measure Specifications.

- a. Use a tape measure made of non-stretchable material, preferably fiberglass. Do not use cloth or steel tape measures. The preferred tape is one that is self-retracting, with locking capability, which can accurately measure circumference in both 1/16 inch and millimeter increments.
- b. The tape measure width should be 1/4 inch – 3/8 inch and calibrated (i.e., compared with a yardstick or metal ruler). This is done by aligning the tape measure with the quarter inch markings on the ruler.

³ Adopted from the Navy Physical Readiness Program, Guide 4, The Body Composition Assessment (BCA), dated January 2016.

Appendix B (continued)

4. Measurement Guidelines.
 - a. Males are to be measured at the neck and abdomen and females are to be measured at the neck, waist, and hips.
 - b. All measurements for men and women are to be taken on the right side of the body with the tape parallel to the floor.
 - c. When measuring circumferences, apply the tape measure so that it makes contact with the skin, conforms to the body surface being measured, and does not compress the underlying soft tissues.
 - d. All circumference measurements are to be taken two times, sequentially and recorded to the nearest 1/2 inch. If one of the two measurements differs by more than one-inch, take an additional measurement and compute a mathematical average of the two closest measurements to the nearest 1/2 inch and record this value.
 - e. Each set of measurements will be completed sequentially to discourage assumption of repeated measurement readings. Do not, for example, complete two neck circumferences followed by two abdomen circumferences. Continue the process until both sets of measurements have been taken (e.g., for a woman measure the neck, then the waist, then the hips, and then repeat the series of measurements: neck, waist, hips).

5. Procedures for Men.
 - a. Circumference measurements for men are to be taken at the neck and abdomen. Neck measurements shall be taken on bare skin, at the point just below the larynx (Adam's Apple) and perpendicular to the long axis of the neck. Do not place the tape measure over the larynx. The officer looks straight ahead during measurement with shoulders down and relaxed (not hunched).
 - b. The tape will be as close to horizontal as anatomically feasible (the tape line in the front of the neck should be at the same height as the tape line in the back of the neck).
 - c. Care should be taken so as not to involve the shoulder/neck muscles (trapezius) in the measurement.
 - d. Round the neck measurement up to the nearest 1/2 inch and record (e.g., round 16 $\frac{1}{4}$ inches to 16 $\frac{1}{2}$ inches).
 - e. Abdomen measurements shall be taken on bare skin, across the naval (belly button) and with the officer's arms down on the sides. If redness and lines in the skin are observed, turn the officer away for 72 hours. This is an indication that officer has attempted to alter the EPBF circumference measurement.
 - (1) Take measurements at the end of officer's normal, relaxed exhalation. Discourage the officer from holding his breath by taking the measurement after several exhales.
 - (2) Round the abdominal measurement down to nearest 1/2 inch and record (e.g., round 34 $\frac{3}{4}$ inches to 34 $\frac{1}{2}$ inches).

Appendix B (continued)

- f. EPBF Calculation for Men.⁴
- (1) Subtract neck circumference from abdominal circumference to obtain the circumference value (CV). (Abdominal – Neck = Circumference Value)
 - (2) Use the Percent Body Fat Estimation for the men's table to locate the column which matches the officer's height⁵ (rounded up to nearest half inch) and the appropriate row in the table which matches the officer's cumulative circumference value (rounded down to nearest half inch).
 - (3) Follow applicable column down and row across until they intersect; this number represents officer's EPBF.
 - (4) For circumference values less than the value in table, body fat percentage is less than or equal to smallest body fat percentage in the column. For circumference values greater than value in table, body fat percentage is greater than or equal to largest body fat percentage in the column.
6. Procedures for Women
- a. Circumference measurements for women are to be taken at the neck, natural waist, and hips. Neck measurements are to be taken on bare skin, at a point just below the larynx and perpendicular to the long axis of the neck.
 - b. Officer looks straight ahead during measurement, with shoulders down and relaxed (not hunched).
 - c. Round neck measurement up to the nearest 1/2 inch and record (e.g., round 13 3/8 inches to 13½ inches).
 - d. Natural Waist measurements are to be taken on bare skin, at point of minimal abdominal circumference, usually located about halfway between the navel and the lower end of the sternum (breastbone).
 - (1) When this site is not easily observed, take several measurements at probable sites and use smallest value.
 - (2) Ensure the tape is level and parallel to the floor and make sure the officer's arms are at her sides. Take measurements at the end of officer's normal, relaxed exhalation. Round natural waist measurement down and record to nearest ½ inch and record (e.g., round 28 5/8 inches to 28½ inches).
 - e. Hip measurements are to be taken over the shorts only. Control-top panty hose, spandex tights, and other "shaping" garments are not allowed to be worn during measurements. Tight-fitting rubberized foundation garments or exercise belts are also prohibited at least 30 minutes prior to measurement.

⁴ Using the PDF form PHS-7044-1, "Verified Weight Report," automatically performs the calculation and eliminates the need for the manual calculation and looking up the EPBF values in the chart.

⁵ The height measurement is taken with the officer standing on flat surface, at attention, with head held horizontal, looking directly forward, with the line of vision horizontal, and the chin parallel to the floor. The body should be straight, but not rigid.

Appendix B (continued)

- (1) Measure hip circumference while facing officer's right side by placing the tape around the hips so that it passes over the greatest protrusion of the gluteus muscles (buttocks) as viewed from the side.
 - (2) Make sure the tape is level and parallel to the floor. Apply sufficient tension on the tape to minimize effect of clothing.
 - (3) Round hip measurement down to nearest 1/2 inch and record (e.g., round 44 3/8 inches to 44 inches).
- f. EPBF Calculation for Women⁶
- (1) Add waist and hip circumferences, then subtract neck circumference to obtain officer's circumference value (CV). (Waist + Hips - Neck = CV)
 - (2) Use the Percent Body Fat Estimation for Women Table (Table 3) to locate the column which matches the officer's height⁷ (rounded up to nearest half inch) and the row which matches the officer's cumulative circumference value (rounded down to nearest half inch).
 - (3) Follow applicable column down and row across until they intersect; this number represents officer's EPBF.
 - (4) For circumference values less than the value in table, body fat percentage is less than or equal to smallest body fat percentage in the column. For circumference values greater than the value in the table, body fat percentage is greater than or equal to largest body fat percentage in column.
7. Example Calculation.
- Neck Measurement #1 = 13.0 inches
- Neck Measurement #2 = 14.5 inches
- Neck Measurement #3 = 13.5 inches
- Add 13.0 and 13.5, which are the two closest measurements (13.0 + 13.5 = 26.5)
- Divide the sum by 2 (26.5 ÷ 2 = 13.25)
- Round the quotient up to the nearest 1/2 inch (13.25 is rounded up to 13.5)
- Therefore, the Average Neck Measurement is 13.5 inches

⁶ Using the PDF form PHS-7044-1, "Verified Weight Report," automatically performs the calculation and eliminates the need for the manual calculation and looking up the EPBF values in the chart.

⁷ The height measurement is taken with the officer standing on flat surface, at attention, with head held horizontal, looking directly forward, with the line of vision horizontal, and the chin parallel to the floor. The body should be straight, but not rigid.

Appendix B (continued)

Table for Men: Percent Body Fat Estimation

Circumference Value*	Height (inches)																			
	60	60.5	61	61.5	62	62.5	63	63.5	64	64.5	65	65.5	66	66.5	67	67.5	68	68.5	69	69.5
13	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9
13.5	9	9	9	9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9
14	11	11	10	10	10	10	9	9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9
14.5	12	12	12	11	11	11	11	10	10	10	10	9	9	<9	<9	<9	<9	<9	<9	<9
15	13	13	13	13	12	12	12	12	11	11	11	11	10	10	10	10	10	9	9	<10
15.5	15	14	14	14	14	13	13	13	13	12	12	12	12	11	11	11	11	11	10	10
16	16	16	15	15	15	15	14	14	14	14	13	13	13	13	12	12	12	12	12	11
16.5	17	17	16	16	16	16	15	15	15	15	14	14	14	14	14	13	13	13	13	12
17	18	18	18	17	17	17	17	16	16	16	16	15	15	15	15	14	14	14	14	14
17.5	19	19	19	18	18	18	18	17	17	17	17	16	16	16	16	16	15	15	15	15
18	20	20	20	19	19	19	19	18	18	18	18	18	17	17	17	17	16	16	16	16
18.5	21	21	21	20	20	20	20	19	19	19	19	19	18	18	18	18	17	17	17	17
19	22	22	22	21	21	21	21	20	20	20	20	20	19	19	19	19	18	18	18	18
19.5	23	23	23	22	22	22	22	21	21	21	21	21	20	20	20	20	19	19	19	19
20	24	24	24	23	23	23	23	22	22	22	22	21	21	21	21	21	20	20	20	20
20.5	25	25	25	24	24	24	24	23	23	23	23	22	22	22	22	21	21	21	21	21
21	26	26	25	25	25	25	24	24	24	24	24	23	23	23	23	22	22	22	22	21
21.5	27	27	26	26	26	26	25	25	25	25	24	24	24	24	23	23	23	23	23	22
22	28	27	27	27	27	26	26	26	26	25	25	25	25	25	24	24	24	24	23	23
22.5	29	28	28	28	28	27	27	27	27	26	26	26	26	25	25	25	25	24	24	24
23	29	29	29	29	28	28	28	28	27	27	27	27	26	26	26	26	26	25	25	25
23.5	30	30	30	29	29	29	29	28	28	28	28	27	27	27	27	27	26	26	26	26
24	31	31	30	30	30	30	29	29	29	29	28	28	28	28	28	27	27	27	27	26
24.5	32	31	31	31	31	30	30	30	30	29	29	29	29	29	28	28	28	28	27	27

*Circumference value = abdomen circumference - neck circumference (in inches)

Appendix B (continued)

Table for Men: Percent Body Fat Estimation (continued)

Circumference Value*	Height (inches)																			
	70	70.5	71	71.5	72	72.5	73	73.5	74	74.5	75	75.5	76	76.5	77	77.5	78	78.5	79	79.5
15	9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9
15.5	10	10	9	9	9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9
16	11	11	11	10	10	10	10	10	9	9	<9	<9	<9	<9	<9	<9	<9	<9	<9	<9
16.5	12	12	12	12	11	11	11	11	11	10	10	10	10	10	9	9	<9	<9	<9	<9
17	13	13	13	13	13	12	12	12	12	11	11	11	11	11	10	10	10	10	10	9
17.5	14	14	14	14	14	13	13	13	13	13	12	12	12	12	12	11	11	11	11	11
18	15	15	15	15	15	14	14	14	14	14	13	13	13	13	13	12	12	12	12	12
18.5	17	16	16	16	16	15	15	15	15	15	14	14	14	14	14	13	13	13	13	13
19	18	17	17	17	17	16	16	16	16	16	15	15	15	15	15	14	14	14	14	14
19.5	18	18	18	18	18	17	17	17	17	17	16	16	16	16	16	15	15	15	15	15
20	19	19	19	19	19	18	18	18	18	18	17	17	17	17	17	16	16	16	16	16
20.5	20	20	20	20	19	19	19	19	19	19	18	18	18	18	17	17	17	17	17	16
21	21	21	21	21	20	20	20	20	20	20	19	19	19	19	18	18	18	18	18	17
21.5	22	22	22	21	21	21	21	21	20	20	20	20	20	19	19	19	19	19	18	18
22	23	23	23	22	22	22	22	22	21	21	21	21	20	20	20	20	20	20	19	19
22.5	24	24	23	23	23	23	23	22	22	22	22	22	21	21	21	21	21	20	20	20
23	25	24	24	24	24	24	23	23	23	23	23	22	22	22	22	22	21	21	21	21
23.5	25	25	25	25	25	24	24	24	24	24	23	23	23	23	23	22	22	22	22	22
24	26	26	26	26	25	25	25	25	25	24	24	24	24	24	23	23	23	23	23	22
24.5	27	27	27	26	26	26	26	26	25	25	25	25	25	24	24	24	24	24	23	23
25	28	28	27	27	27	27	26	26	26	26	26	25	25	25	25	25	24	24	24	24
25.5	29	28	28	28	28	27	27	27	27	27	26	26	26	26	26	25	25	25	25	25
26	29	29	29	29	28	28	28	28	28	27	27	27	27	27	26	26	26	26	26	25
26.5	30	30	30	29	29	29	29	28	28	28	28	28	27	27	27	27	27	26	26	26
27	31	30	30	30	30	30	29	29	29	29	29	28	28	28	28	28	27	27	27	27
27.5	31	31	31	31	30	30	30	30	30	29	29	29	29	29	28	28	28	28	28	27
28	32	32	32	31	31	31	31	31	30	30	30	30	29	29	29	29	29	29	28	28

*Circumference value = abdomen circumference - neck circumference (in inches)

Appendix B (continued)
 Table for Women: Percent Body Fat Estimation

Circumference Value*	Height (Inches)																			
	58	58.5	59	59.5	60	60.5	61	61.5	62	62.5	63	63.5	64	64.5	65	65.5	66	66.5	67	67.5
50.5	27	27	27	26	26	26	25	25	25	24	24	23	23	23	23	22	22	22	21	21
51	28	28	27	27	27	26	26	26	25	25	25	24	24	24	23	23	23	22	22	22
51.5	29	28	28	28	27	27	27	26	26	26	25	25	25	24	24	24	23	23	23	22
52	29	29	29	28	28	28	27	27	27	26	26	26	25	25	25	24	24	24	23	23
52.5	30	30	29	29	29	28	28	28	27	27	27	26	26	26	25	25	25	24	24	24
53	31	30	30	30	29	29	29	28	28	28	27	27	27	26	26	26	25	25	25	24
53.5	31	31	31	30	30	30	29	29	29	28	28	28	27	27	27	26	26	26	25	25
54	32	32	31	31	31	30	30	30	29	29	29	28	28	28	27	27	27	26	26	26
54.5	33	32	32	32	31	31	31	30	30	30	29	29	29	28	28	28	27	27	27	26
55	33	33	33	32	32	32	31	31	31	30	30	30	29	29	29	28	28	28	27	27
55.5	34	34	33	33	33	32	32	32	31	31	31	30	30	30	29	29	29	28	28	28
56	35	34	34	34	33	33	33	32	32	31	31	31	30	30	30	30	29	29	29	28
56.5	35	35	35	34	34	34	33	33	32	32	32	31	31	31	30	30	30	29	29	29
57	36	36	35	35	34	34	34	33	33	33	32	32	32	31	31	31	30	30	30	29
57.5	37	36	36	35	35	35	34	34	34	33	33	33	32	32	32	31	31	31	30	30
58	37	37	36	36	36	35	35	35	34	34	34	33	33	33	32	32	32	31	31	31
58.5	38	37	37	37	36	36	36	35	35	35	34	34	34	33	33	33	32	32	32	31
59	38	38	38	37	37	37	36	36	36	35	35	35	34	34	34	33	33	33	32	32
59.5	39	39	38	38	38	37	37	36	36	36	35	35	35	34	34	34	33	33	33	33
60	40	39	39	38	38	38	37	37	37	36	36	36	35	35	35	34	34	34	33	33
60.5	40	40	39	39	39	38	38	38	37	37	37	36	36	36	35	35	35	34	34	34
61	41	40	40	40	39	39	39	38	38	38	37	37	37	36	36	36	35	35	35	34
61.5	41	41	41	40	40	40	39	39	38	38	38	37	37	37	36	36	36	36	35	35
62	42	42	41	41	40	40	40	39	39	39	38	38	38	37	37	37	36	36	36	35
62.5	>42	>42	>41	>41	>40	>40	>40	>39	>39	>39	39	39	38	38	38	37	37	37	36	36
63	>42	>42	>41	>41	>40	>40	>40	>39	>39	>39	40	39	39	39	38	38	38	37	37	37
63.5	>42	>42	>41	>41	>40	>40	>40	>39	>39	>39	40	40	39	39	39	38	38	38	37	37
64	>42	>42	>41	>41	>40	>40	>40	>39	>39	>39	41	40	40	40	39	39	39	38	38	38

Circumference value = natural waist + hip - neck circumference (in inches)

Appendix B (continued)

Table for Women: Percent Body Fat Estimation (continued)

PERCENT BODY FAT ESTIMATION FOR WOMEN (CONT'D)																				
Circumference Value*	Height (inches)																			
	68	68.5	69	69.5	70	70.5	71	71.5	72	72.5	73	73.5	74	74.5	75	75.5	76	76.5	77	77.5
56	28	28	27	27	27	26	26	26	25	25	25	25	24	24	24	23	23	23	23	22
56.5	29	28	28	28	27	27	27	26	26	26	26	25	25	25	24	24	24	24	23	23
57	29	29	29	28	28	28	27	27	27	26	26	26	26	25	25	25	24	24	24	24
57.5	30	29	29	29	29	28	28	28	27	27	27	26	26	26	26	25	25	25	25	24
58	30	30	30	29	29	29	29	28	28	28	27	27	27	27	26	26	26	25	25	25
58.5	31	31	30	30	30	29	29	29	29	28	28	28	27	27	27	27	26	26	26	25
59	32	31	31	31	30	30	30	29	29	29	29	28	28	28	27	27	27	27	26	26
59.5	32	32	32	31	31	31	30	30	30	29	29	29	29	28	28	28	27	27	27	27
60	33	32	32	32	32	31	31	31	30	30	30	30	29	29	29	28	28	28	28	27
60.5	33	33	33	32	32	32	32	31	31	31	30	30	30	30	29	29	29	28	28	28
61	34	34	33	33	33	32	32	32	32	31	31	31	30	30	30	30	29	29	29	28
61.5	35	34	34	34	33	33	33	32	32	32	32	31	31	31	30	30	30	30	29	29
62	35	35	35	34	34	34	33	33	33	32	32	32	32	31	31	31	30	30	30	30
62.5	36	35	35	35	34	34	34	34	33	33	33	32	32	32	32	31	31	31	30	30
63	36	36	36	35	35	35	34	34	34	34	33	33	33	32	32	32	32	31	31	31
63.5	37	37	36	36	36	35	35	35	34	34	34	34	33	33	33	32	32	32	32	31
64	37	37	37	36	36	36	36	35	35	35	34	34	34	34	33	33	33	32	32	32
64.5	38	38	37	37	37	36	36	36	36	35	35	35	34	34	34	33	33	33	33	32
65	38	38	38	38	37	37	37	36	36	36	35	35	35	35	34	34	34	33	33	33
65.5	39	39	38	38	38	37	37	37	37	36	36	36	35	35	35	35	34	34	34	33
66	40	39	39	39	38	38	38	37	37	37	37	36	36	36	35	35	35	35	34	34
66.5	40	40	39	39	39	39	38	38	38	37	37	37	37	36	36	36	35	35	35	35
67	41	40	40	40	39	39	39	39	38	38	38	37	37	37	36	36	36	36	35	35
67.5	41	41	41	40	40	40	39	39	39	38	38	38	38	37	37	37	36	36	36	36
68	42	41	41	41	40	40	40	40	39	39	39	38	38	38	38	37	37	37	36	36
68.5	42	42	42	41	41	41	40	40	40	39	39	39	39	38	38	38	37	37	37	37
69	43	42	42	42	41	41	41	41	40	40	40	39	39	39	39	38	38	38	37	37
69.5	43	43	43	42	42	42	41	41	41	41	40	40	40	39	39	39	39	38	38	38

Circumference value = natural waist + hip - neck circumference (in inches)

Appendix C
Quarterly Target BMI Values

	BMIRange/CDC	Beginning BMI Range for Qtrly Target	Example Beginning BMI	TARGET BMI	Quarterly Target (Based on "Example Beginning BMI" Column)															
					Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	
normal	18.5 to 24.9	18.5 to 24.9	N/A	27.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
overweight	25 to 28.5	25 to 28	28.5	27.5	28.0	27.5														
overweight*	28.6-29.9	29.9	29.9	27.5	29.1	28.2	27.5													
obesity class. 1	30 to 34.9	30 to 32.5	32.6	27.5	31.3	30.0	28.6	27.5												
obesity class. 1*	32.6-34.9	32.6-34.9	34.6	27.5	34.1	33.6	33.0	32.5	32.0	27.5										
obesity class. 2	35 to 39.9	35 to 36.8	36.9	27.5	36.9	34.2	33.7	32.2	30.6	28.9	27.5									
obesity class. 2*	36.9	36.9-39.9	38.9	27.5	37.4	36.0	34.7	33.3	32.1	30.9	29.7	28.6	27.5							
extreme obesity class. 3*	>40	40.1-45	45	27.5	43.2	41.5	39.8	38.2	36.8	35.4	33.9	32.5	31.3	30.0	28.8	27.5				
extreme obesity class. 3*	>40	45.1->50	50	27.5	48.0	46.2	44.3	42.4	41.0	39.3	37.7	36.2	34.8	33.5	32.0	30.7	29.5	28.3	27.5	

* = 15% baseline bodyweight loss/year

NOTE: The quarterly target for officers is a loss of approximately 3.5% baseline body weight, which is approximately 15% baseline body weight loss per year