



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY**  
**MANPOWER AND RESERVE AFFAIRS**  
111 ARMY PENTAGON  
WASHINGTON, DC 20310-0111

SAMR-CP

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2021-03, Army Civilian Fitness and Health Promotion Program

1. Reference Army Regulation 600-63, Health Promotion, 14 April 2015
2. This memorandum provides the approved Army Directive 2021-3, Army Civilian Fitness and Health Promotion Program. (Attachment)
3. The approved directive revises policy for the Department of the Army Civilian Fitness and Health Promotion Program. The goal of the program is to enhance the health, fitness, and quality of life of Department of the Army Civilians while increasing organizational wellness and mission productivity. Evidence indicates that employees afforded an opportunity to participate in fitness and health promotion programs experience increased readiness and resiliency, enhanced morale, increased productivity, reduced sick leave use, and increased job and life satisfaction.
4. Senior leaders have the discretionary authority to implement and administer a fitness and health promotion program in their respective organizations. Commands and organizations shall ensure that all applicable collective bargaining obligations are met prior to implementing any provisions of this directive.
5. Points of contact for this guidance are Ms. Constance Ray, of my office, [constance.b.ray2.civ@mail.mil](mailto:constance.b.ray2.civ@mail.mil), 703- 344-8047, and for labor relation matters, Ms. Donna Briggs, AG-1(CP), [donna.m.briggs8.civ@mail.mil](mailto:donna.m.briggs8.civ@mail.mil), 757-581-0799.

DR. TODD A. FORE, SES  
Deputy Assistant Secretary of the Army  
Civilian Personnel

SAMR-CP

SUBJECT: Army Directive 2021-03 Army Civilian Fitness and Health Promotion Program

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army  
Commander

U.S. Army Forces Command

U.S. Army Training and Doctrine Command

U. S. Army Materiel Command

U.S. Futures Command

U.S. Army Pacific

U.S. Army Europe

U.S. Army Central

U.S. Army North

U.S. Army South

U.S. Army Africa/Southern European Task Force

U.S. Army Special Operations Command

Military Surface Deployment and Distribution Command

U.S. Space and Missile Defense Command/Army Strategic Command

U.S. Army Cyber Command

U.S. Army Medical Command

U.S. Army Intelligence and Security Command

U.S. Army Criminal Investigation Command

U.S. Army Corps of Engineers

U.S. Army Military District of Washington

U.S. Army Test and Evaluation Command

U.S. Army Human Resources Command

Superintendent, United States Military Academy

Director, U.S. Army Acquisition Support Center

Commandant, U.S. Army War College

Director, U.S. Civilian Human Resources Agency

CF:

Director of Business Transformation

Commander, Eighth Army