

119TH CONGRESS
1ST SESSION

H. R. 4536

To recognize and reward exceptional physical fitness among members of the Armed Forces serving on active duty and to promote physical readiness and overall health in the Armed Forces.

IN THE HOUSE OF REPRESENTATIVES

JULY 17, 2025

Mr. TIMMONS introduced the following bill; which was referred to the Committee on Armed Services, and in addition to the Committee on Ways and Means, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To recognize and reward exceptional physical fitness among members of the Armed Forces serving on active duty and to promote physical readiness and overall health in the Armed Forces.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fit for Duty Act”.

5 **SEC. 2. MILITARY FITNESS BONUS PAY.**

6 (a) FINDINGS; SENSE OF CONGRESS.—

7 (1) FINDINGS.—Congress finds the following:

1 (A) Physical fitness is a critical component
2 of military readiness, ensuring that members of
3 the Armed Forces can meet the physical de-
4 mands of their duties in both training and com-
5 bat environments.

6 (B) According to the Department of De-
7 fense, musculoskeletal injuries related to poor
8 physical fitness are among the leading causes of
9 non-deployability and medical discharge in the
10 Armed Forces, costing the military billions in
11 healthcare expenses annually.

12 (C) A 2022 Department of Defense report
13 found that approximately 77 percent of young
14 Americans are ineligible for military service,
15 with obesity being one of the primary disquali-
16 fying factors.

17 (D) Data from the Army Public Health
18 Center indicates that excess body fat and poor
19 cardiovascular fitness are linked to lower per-
20 formance in physically demanding tasks, in-
21 creased risk of injury, and higher attrition rates
22 in basic training and beyond.

23 (E) According to the Centers for Disease
24 Control and Prevention, the prevalence of obe-
25 sity among active-duty members of the Armed

1 Forces increased from 10.4 percent in 2012 to
2 17.4 percent in 2022, negatively affecting over-
3 all force readiness and deployability.

4 (F) The United States Armed Forces lose
5 an estimated \$1,500,000,000 annually due to
6 obesity-related health issues, including lost
7 workdays, medical costs, and early separations
8 from service.

9 (G) The implementation of incentive-based
10 fitness programs have been shown to enhance
11 motivation and readiness and reduce long-term
12 healthcare expenditures within military popu-
13 lations.

14 (2) SENSE OF CONGRESS.—It is the sense of
15 Congress that fostering a culture of physical excel-
16 lence among members of the Armed Forces
17 strengthens individual and unit readiness and rein-
18 forces the ability of the United States to project
19 power and defend freedom across the globe as the
20 premier military force in the world.

21 (b) ESTABLISHMENT OF BONUS.—Subchapter II of
22 chapter 5 of title 37, United States Code, is amended by
23 adding at the end the following new section:

24 **“§ 358. Military fitness bonus pay**

25 **“(a) AVAILABILITY OF BONUS.—**

1 “(1) IN GENERAL.—The Secretary concerned
2 shall pay a fitness bonus to each member of the
3 Armed Forces who—

4 “(A) is entitled to basic pay under section
5 204 of this title; and

6 “(B) achieves a score of 90 percent or
7 higher on a physical fitness test, as determined
8 by the Secretary concerned.

9 “(2) RECURRING AVAILABILITY.—A bonus
10 under this section shall be available for each physical
11 fitness test the Secretary concerned requires a mem-
12 ber of the Armed Forces to complete.

13 “(b) AMOUNT OF BONUS.—The amount of a bonus
14 paid under this section shall be—

15 “(1) \$1,000 with respect to a member of the
16 Armed Forces who achieves a perfect score on a
17 physical fitness test; and

18 “(2) \$500 with respect to a member of the
19 Armed Forces who—

20 “(A) does not achieve a perfect score on a
21 physical fitness test; and

22 “(B) achieves a score of 90 percent or
23 higher on such physical fitness test.

24 “(c) ANNUAL REPORT.—Not later than December 31
25 of each year, each Secretary concerned shall submit to the

1 congressional defense committees a report that includes,
2 with respect to the preceding fiscal year—

3 “(1) the total number of bonuses awarded
4 under this section by the Secretary concerned;

5 “(2) the number of bonuses awarded under this
6 section by the Secretary concerned for a perfect
7 score on a physical fitness test;

8 “(3) the number of bonuses awarded under this
9 section by the Secretary concerned for a non-perfect
10 score of 90 percent or higher on a physical fitness
11 test;

12 “(4) the number of members of the Armed
13 Forces to whom the Secretary concerned awarded a
14 bonus under this section;

15 “(5) the total cost of carrying out this section
16 for members of the Armed Forces under the juris-
17 diction of the Secretary concerned; and

18 “(6) a description of the impact of this section,
19 if any, on the military readiness of the members of
20 the Armed Forces under the jurisdiction of the Sec-
21 retary concerned.”.

22 (c) EXCLUSION FROM INCOME TAX.—

23 (1) IN GENERAL.—Section 134(b) of the Inter-
24 nal Revenue Code of 1986 is amended by adding at
25 the end the following new paragraph:

1 “(7) CERTAIN BONUS PAYMENTS FOR MILITARY
2 FITNESS.—The term ‘qualified military benefit’ in-
3 cludes any bonus awarded under section 358 of title
4 37, United States Code.”.

5 (2) EFFECTIVE DATE.—The amendment made
6 by paragraph (1) shall apply to taxable years ending
7 after the date of the enactment of this Act.

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