



DIRECTOR OF ADMINISTRATION AND MANAGEMENT
1950 DEFENSE PENTAGON
WASHINGTON, DC 20301-1950

JUN 27 2021

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: COVID-19 – Transition to Health Protection Condition BRAVO (HPCON B) on the Pentagon Reservation

- References: (a) Secretary of Defense memorandum, “Guidance for Commanders’ Risk Based Responses and Implementation of the Health Protection Condition Framework During the Coronavirus Disease 2019 Pandemic,” April 29, 2021
(b) Office of Management & Budget memorandum M-21-25, “Integrating Planning for A Safe Increased Return of Federal Employees and Contractors to Physical Workplaces with Post-Reentry Personnel Policies and Work Environment,” June 10, 2021
(c) Office of Management & Budget memorandum M-21-15, “COVID-19 Safe Federal Workplace: Agency Model Safety Principles,” January 24, 2021
(d) Chief Management Officer memorandum, “Pentagon Reservation Plan for Resilience and Aligning with National Guidelines for *Opening Up America Again*,” May 26, 2020 (hereby rescinded)

We have observed a significant decrease in coronavirus disease 2019 (COVID-19) cases and positive test results in the National Capital Region and other communities since May 2021. The Pentagon Reservation has met the decision criteria to change HPCON levels from Bravo Plus to Bravo.

These criteria, as directed in reference (a), includes the daily average of new cases per 100,000 population over the last 7 days within a 30-mile radius of the Pentagon Reservation between 2-15 cases; sustained 2-week downward trajectory of documented COVID-19 cases in the local community; a downward trajectory in positive tests as a percentage of total tests over the preceding 7-day period; and military medical treatment facilities or local hospitals having the capacity to treat all patients without situational standards of care.

The Office of Management and Budget (OMB) recently published reference (b) which rescinds the 25% maximum occupancy requirements in federal buildings set forth in reference (c). The Pentagon Reservation will comply with occupancy limits aligned with HPCON guidance to ensure physical distancing between unvaccinated employees, on-site contractor personnel, and visitors. Requests for exceptions to occupancy limits should be directed to this office.

These changes will continue to maintain force health protection measures that mitigate the spread of COVID-19 in our own communities; among our military, government civilian employees and on-site contractor workforce; and within our workplaces on the Pentagon Reservation. Supervisors and managers should continue to provide maximum telework opportunities, empowering employees to work in a distributed, virtual manner while defending our nation, taking care of our people, and ensuring success through teamwork. We remain

focused on our national security mission, implementing the Secretary's priorities, and defeating COVID-19.

Effective Wednesday, June 23, 2021 at 0500, the Pentagon Reservation will transition to HPCON Bravo and the following measures will be in effect:

- Aligned with OMB Memo 21-25, commanders and supervisors will provide maximum telework opportunities to all current telework eligible employees;
- No more than 50% of normal occupancy in the Pentagon Reservation workplace with exceptions approved by me;
- Medically vulnerable personnel will continue to be permitted to self-declare their condition and pursue telework, when possible, with supervisors taking precautions to limit their exposure while in the workplace;
- Personnel should continue to comply with Centers for Disease Control and Prevention guidance regarding areas where masks should be worn including public conveyance and mass transit;
- Personnel who are not fully vaccinated should continue to follow DoD mask guidance on the Pentagon Reservation;
- The Pentagon Athletic Center will limit its maximum workout population and staff members at 255 per 2 ½ hour session; 21 maximum occupancy at Mark Center Gym and 15 at Taylor/ Polk Building Gym per 2 ½ hour session;
- Random COVID-19 entrance screening of workforce will continue at 10-20% levels, with 100% screening of visitors;
- The Pentagon Reservation remains closed to the public for tours, and the 9/11 Memorial remains closed;
- Gatherings on the Pentagon Reservation are limited to fewer than 50 persons (currently fewer than 25), including conference centers and gatherings for ceremonies;
- Increased parking will remain available to the workforce;
- Food court options remain available and we will see some expansion of openings. Limited indoor seating will be provided with appropriate spacing and increased cleaning.

Components impacted by this change will provide personnel with ample notification before adjusting work schedules or telework status, consistent with local policies and applicable collective bargaining agreements.

My POC for this is Tom Muir, Office of the Director, Administration and Management, Thomas.m.muir.civ@mail.mil, (703) 692-7046 (direct) or (703) 692-7138 (office).


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