



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

July 30, 2021

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

SUBJECT: Coronavirus Disease 2019 – Transition to Health Protection Condition Bravo
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) Under Secretary of Defense for Personnel and Readiness Memorandum, “Force Health Protection Guidance (Supplement 17) Revision 1 - Department of Defense Guidance for the Use of Masks, Personal Protective Equipment, and Non-Pharmaceutical Interventions During the Coronavirus Disease 2019 Pandemic, June 22, 2021
 - (d) Deputy Secretary of Defense Memorandum, “Updated Mask Guidance for all DoD Installations and Other Facilities,” July 28, 2021
 - (e) Director Administration and Management Memorandum, “Updated Mask Guidance for Pentagon Reservation and Other Facilities,” July 28, 2021

Since July 9, 2021, we have seen an increase in Coronavirus Disease 2019 (COVID-19) cases and positive test results in the National Capital Region (NCR). The Pentagon Reservation has now exceeded the defined threshold to change Health Protection Condition (HPCON) levels from HPCON Alpha to HPCON Bravo. These criteria, set forth in reference (a), include the daily average of new cases per 100,000 population over the last 7 days within a 30-mile radius of the Pentagon Reservation of 2-15 cases. The NCR has experienced a 300% increase in new cases over the past 14 days.

The Department of Defense will continue to maintain force health protection measures mitigating the spread of COVID-19 in our own communities; among our military, DoD civilian employees, and on-site contractor workforce; and within our workspaces on the Pentagon Reservation. Supervisors and managers will continue to provide maximum telework opportunities and flexible scheduling when possible to optimize the workforce while defending our nation, taking care of our people, and ensuring success through teamwork. We must remain focused on our national security mission, implementing the Secretary’s priorities, and defeating COVID-19.

Effective Monday, August 2, 2021, at 0500, the Pentagon Reservation will transition to HPCON Bravo and the following measures will be in effect:

- Aligned with reference (b), commanders and supervisors will provide maximum telework opportunities to all current telework-eligible employees;
- Aligned with references (c), (d) and (e) Service members, Federal employees, onsite contractor employees, and visitors, regardless of vaccination status, but subject to the fulfillment of any applicable labor relations obligations, will wear a mask in an indoor settings except: (1) when an individual is alone in an office with floor-to-ceiling walls and a closed door; (2) for brief periods of time when eating and drinking while maintaining at least six-foot distance and in accordance with instructions from commanders and supervisors; (3) when the mask is required to be lowered briefly for identification or security purposes; and (4) when necessary to reasonably accommodate an individual with a disability;
- Physical distancing remains at six feet for unvaccinated personnel;
- Organizations are expected to maintain occupancy rates at less than 50% of normal occupancy with exceptions approved by my office;
- Pentagon tenants that previously received HPCON Bravo occupancy exceptions are not required to resubmit their requests;
- 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;
- Use of the Pentagon Athletic Center remains by reservation only and will limit its maximum workout population and staff members to 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; masking will be required regardless of vaccination status;
- Random COVID-19 entrance screening of workforce will continue at 10-20% levels, with 100% screening of visitors;
- The Pentagon Reservation will close to the public for tours, and the 9/11 Memorial will also close;
- Gatherings on the Pentagon Reservation are limited to fewer than 50 persons and by six foot distancing requirements, including internal gatherings, meetings in conference centers, and gatherings for ceremonies;
- Current COVID-19 parking permits have been extended for 30 days until August 31, 2021; we will reassess at that time whether or not to resume parking enforcement;
- Food court and concession options remain available with no options for indoor seating;
- Both campuses (Washington, DC and Gulfport, MS) of the Armed Forces Retirement Home will change from HPCON Bravo to HPCON Charlie; and
- COVID-19 vaccinations remain available through DiLorenzo Tricare Health Clinic.

Components impacted by this change should provide personnel appropriate notification, to adjust work schedules or telework status (consistent with any applicable collective bargaining agreements), transportation arrangements, and other such considerations.

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