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

SUBJECT: Coronavirus Disease 2019 – Transition to Health Protection Condition
Bravo Plus 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) Safer Federal Workforce Task Force, “COVID-19 Workplace Safety: Agency
Model Safety Principles,” July 29, 2021
(c) Office of Management and 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
(d) 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
(e) Director of Administration and Management Memorandum, “Updated Mask
Guidance for Pentagon Reservation,” July 28, 2021
(f) Secretary of Defense Memorandum, “Mandatory Coronavirus Disease 2019
Vaccination of Department of Defense Service Members,” August 24, 2021

The Pentagon Reservation will transition from Health Protection Condition (HPCON)
Bravo to Bravo Plus (Bravo+) on Thursday, September 9, 2021, at 0500. We continue to see a
steady increase in coronavirus disease 2019 (COVID-19) cases and positive test results in the
National Capital Region. Data suggests the COVID-19 Delta variant may be more transmissible
than the original strain of the virus.

Since transitioning to HPCON Bravo on August 2, 2021, we have seen a steady increase
in the daily average of new cases per 100,000 people per day for the past 14 days within a 30-
mile radius of the Pentagon from 13.6 average new cases per 100,000 to 19 average daily new
cases per 100,000 people. The number of cases meets the HPCON Bravo+ threshold for 16-30
average new cases per 100,000 people over a 7 day period (reference (a)). Additionally, of the
nearest 7 cities and counties in the vicinity of the Pentagon Reservation, all are reporting an
increase in new COVID-19 cases, an increase in COVID-19 positivity rates, and a disturbing
trend of increased hospitalizations.

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, government
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 Thursday, September 9, 2021 at 0500, the Pentagon Reservation will transition
to HPCON Bravo+ and the following measures will be in effect:

- Organizations are expected to maintain occupancy rates in the workplace at less than
  40% of normal workplace occupancy with exceptions approved by my office; Pentagon
  tenants will recalculate occupancy standards and resubmit exceptions previously
  approved under HPCON Bravo;
- Aligned with reference (c), commanders and supervisors will continue to provide
  maximum telework opportunities to all current telework eligible employees;
- In accordance with previous Deputy Secretary of Defense guidance and due to continued
  Centers for Disease Control and Prevention (CDC) COVID-19 tracker assessment of the
  seven cities and counties surrounding the Pentagon Reservation remaining at
  SUBSTANTIAL or HIGH, masks are required to be worn indoors on installations and
  other facilities owned, leased, or otherwise controlled by DoD, even if an individual is
  fully vaccinated. Masks must be worn in indoor settings by Service members, DoD
  civilian employees, onsite contractor personnel, and visitors, regardless of vaccination
  status, except: (1) when an individual is alone in an office with floor-to-ceiling walls and
  closed doors; (2) for brief periods of time when eating and drinking while maintaining at
  least 6 feet 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;
- Aligned with guidance from the CDC, physical distancing on the Pentagon Reservation
  will remain at 6 feet for those not fully vaccinated;
- Medically vulnerable personnel may self-declare their condition and pursue telework or
  other reasonable accommodations, when possible, with supervisors taking precautions to
  limit their exposure while in the workplace;
- The Pentagon Athletic Center remains by reservation only and will continue its current
  maximum population (users and staff members) of 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. These limits will
  be reassessed if required;
- Random COVID-19 entrance screening of the workforce will continue at 10-20% levels,
  with 100% screening of visitors;
- The Pentagon Reservation will remain closed to the public for tours, and the 9/11
  Memorial will also remain closed with the exception of pre-approved 9/11 activities;
- Gatherings on the Pentagon Reservation are limited to fewer than 25 persons. Exceptions
to this must be approved by my office;
Current COVID-19 approved open parking permits will be extended through September 30, 2021. The need to extend beyond that date will be assessed on or about September 20, 2021;

- Food court and concession options remain available with no options for indoor seating;
- Military Department Executive Dining Facilities in the Pentagon will shift to take-out food only, with no options for seating in their main dining rooms;
- Both campuses (Washington, DC and Gulfport, MS) of the Armed Forces Retirement Home remain at HPCON Charlie;
- COVID-19 vaccinations remain available through DiLorenzo Tricare Health Clinic including in support of the Secretary of Defense mandatory vaccinations for military Service members; and
- In accordance with reference (b), testing for those fully vaccinated who are exposed by close personal contact to a positive COVID-19 case, or who are symptomatic and believe they might have COVID, remain available at the DiLorenzo Tricare Health Clinic.

Components impacted by this change should provide personnel ample notification (typically 30 days), to adjust work schedules or telework status (consistent with any applicable collective bargaining agreements), transportation arrangements, and other such considerations.

My point of contact for this matter is Tom Muir, Office of the Director of Administration and Management, [redacted] (direct) or [redacted] (office).

Michael B. Donley

cc:
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for Protocol
CEO, Armed Forces Retirement Home