



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

SEP 7 2021

**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.

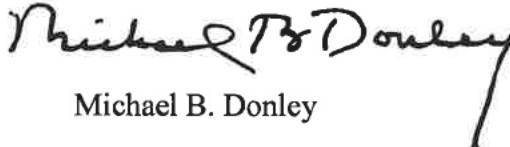
Effective Thursday, September 9, 2021 at 0500, the Pentagon Reservation will transition to HPCON Bravo+ and the following measures will be in effect:

- 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