



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

MAR 03 2023

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

SUBJECT: Coronavirus Disease 2019 – Implementing Force Health Protection Measures
Aligned with CDC COVID-19 Community Levels on the Pentagon Reservation

REFERENCES:

- a) Under Secretary of Defense for Personnel and Readiness Memorandum, “Consolidated Department of Defense Coronavirus Disease 2019 Force Health Protection Guidance,” (January 30, 2023 version)
- b) Director of Administration and Management Memorandum, “Coronavirus Disease 2019 – Implementing Force Health Protection Measures Aligned with CDC COVID-19 Community Levels on the Pentagon Reservation, dated June 17, 2022 (hereby rescinded)

This memorandum updates policies and procedures for determining the appropriate Health Protection Condition (HPCON) level for the Pentagon Reservation and implementing measures aligned with that level, as reflected in reference (a).

The DoD HPCON framework aligns to the Centers for Disease Control and Prevention (CDC) COVID-19 Community Levels. CDC updates its COVID-19 Community Levels each week (on Thursdays by 8 pm) at <https://www.cdc.gov/coronavirus/2019-ncov/your-health/covid-by-county.html>. My team will monitor the CDC site to determine the appropriate HPCON level and implement appropriate workplace safety protocols aligned with that level, no later than two weeks after CDC changes the COVID-19 Community Level. Based on our alignment with CDC-reported Community Levels, as well as updated CDC COVID mitigation protocols, I do not plan to issue separate memoranda to change the Pentagon Reservation HPCON level.

We will notify Pentagon Reservation tenants via the ALERT! Mass Warning Notification System of HPCON changes and will post updates at building entrances. Commanders and supervisors may implement additional, more stringent requirements than those in reference (a), as appropriate, to mitigate risk.

For the purposes of the CDC COVID-19 Community Level, the Pentagon is located in Arlington County, VA. Pentagon Reservation facilities located in other jurisdictions will use the Arlington County CDC COVID-19 Community Level rather than the jurisdiction in which the facility resides, unless that jurisdiction’s CDC COVID-19 Community Level is higher than the level for Arlington County. Raven Rock Mountain Complex will follow the CDC COVID-19 Community Level for its local jurisdiction.

The attached table is provided to assist with determining the implementing measures aligned with a given HPCON level. In the event guidance in reference (a) is more stringent than this table, reference (a) is controlling.



Michael B. Donley
Michael B. Donley

Attachment:
As stated

cc:
Special Assistant to the Secretary of Defense
for Protocol
CEO, Armed Forces Retirement Home

Table 1, HPCON Measures for the Pentagon Reservation

COVID-19 Community Levels and the Pentagon Reservation								
COVID-19 Community Level	Indoor Masking	HPCON Level	Telework and Vulnerable Employees	Meetings, Events and Conferences	Food & Shopping Concessions & Seating	Pentagon Athletic Center & Annexes	Pentagon Tours	Pentagon Memorial
Low	Not required	ALPHA	Telework as appropriate	No limit on number of personnel	Operations and seating options are normal, with adherence to increased sanitation and appropriate physical distancing	Open to all members at normal capacity, adhering to sanitation protocols with physical distancing whenever possible	Open for public tours, subject to OATSD (Public Affairs) and PFPA guidance	Open to the public
Medium		BRAVO	Reduce potential workplace exposure to COVID through telework, flexible scheduling, etc. as appropriate	Participants physically distance; meeting organizers limit attendance as necessary to maintain physical distance	Indoor seating is permitted, but may be limited to avoid crowding and to clean tables between patrons	Open to all members at normal capacity, adhering to increased sanitation protocols and avoid crowding whenever possible		
High	Required	CHARLIE*	Maximize telework & flexible scheduling (e.g., operate in shifts) to the greatest extent possible		Indoor seating is not permitted; dining is limited to take-out or pre-packaged foods only	Open at reduced capacity by reservation only; limit maximum occupancy (members and staff) to avoid crowding and limit potential exposure to disease.	Closed to public tours	

Masking is recommended on indoor DoD transportation assets (e.g. shuttle buses) at HPCON ALPHA and BRAVO, and required at HPCON CHARLIE. Exceptions to masking wearing, when required, are outlined in para 5.3, Reference (a).

*At HPCON CHARLIE, supervisors will limit requirements for face-to-face interactions in circumstances when physical distance cannot be maintained and will consider expanded use of telecommunication tools even when onsite.