



DEPARTMENT OF DEFENSE
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Date: 2020.12.07 09:12:39 -0500

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Ms. Michelle LoweSolis

SUBJECT: Evacuation Pay Authority During the Coronavirus Disease 2019 Pandemic

AUDIENCE: Nonappropriated Fund and Appropriated Fund Personnel

ACTION: Disseminate to Department of Defense (DoD) Human Resources Practitioners and Hiring Managers

REFERENCES:

- a. Deputy Secretary of Defense Memorandum, "Evacuation Pay Authority During the Coronavirus Disease 2019 Pandemic," dated December 3, 2020 (attached)
- b. Office of Personnel Management (OPM) Frequently Asked Questions (FAQs) on Evacuation Payments During a Pandemic Health Crisis, <https://www.opm.gov/policy-data-oversight/covid-19/frequently-asked-questions-on-evacuation-payments-during-a-pandemic-health-crisis/>

BACKGROUND/INTENT: On December 3, 2020, the Deputy Secretary of Defense signed reference (a), which authorizes DoD Components to use the authority under the Joint Travel Regulations to issue localized evacuation orders during the COVID-19 pandemic when a facility or installation is at Health Protection Condition Charlie or Delta, or when an individual(s) is symptomatic, has tested positive for COVID-19, or has been potentially exposed to COVID-19, and when the evacuation authority, under this memorandum, must be ended. The memorandum also authorizes Components to direct an employee to telework with or without a telework agreement, and restricts Components from issuing evacuation orders to provide nonduty time for civilians to provide caregiving to a child or dependent.

Reference (b) provides frequently asked questions on evacuation payments during a pandemic health crisis.

POINT OF CONTACT: DCPAS Emergency Preparedness email:
dodhra.mcalex.dcpas.list.emergency-preparedness@mail.mil.

Attachment:
As stated



DEPUTY SECRETARY OF DEFENSE
1010 DEFENSE PENTAGON
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DEC - 3 2020

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP (SEE DISTRIBUTION)
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Evacuation Pay Authority During the Coronavirus Disease 2019 Pandemic

The officials listed in Joint Travel Regulations, chapter 6, Table 6-2, may order or authorize an evacuation from a location in the United States (to include the Commonwealths of Puerto Rico and the Northern Mariana Islands and any territory or possession of the United States) pursuant to title 5, Code of Federal Regulations, subpart D, section 550.409, when, as a result of the coronavirus disease 2019 (COVID-19) pandemic, a facility or installation is at Health Protection Condition (HPCON) Charlie or Delta or as a precaution when one or more individuals in a work unit is symptomatic, has tested positive for COVID-19, or has been potentially exposed to COVID-19. When one of these conditions is met, the evacuation may be ordered for purposes of reducing the number of personnel in the workplace when employees in telework-eligible positions refuse to sign telework agreements and continue to come into the workplace. Under the evacuation order, these employees may be directed to work at home without regard to whether they have a current telework agreement.

Evacuation orders under this memorandum must be ended when a workplace returns to HPCON Bravo or better, when any isolation periods for employees in the work unit have ended in accordance with applicable force health protection guidance, or when a cognizant official determines conditions warrant termination of the evacuation. Evacuation orders under this memorandum may not be used to place DoD civilian employees in a paid, nonduty status to meet caregiving responsibilities.

For more information, the point of contact is Mr. Allen Brooks, Technical Director, Defense Civilian Personnel Advisory Service, at (571) 372-1540 or allen.r.brooks2.civ@mail.mil.

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OSD011167-20/CMD013929-20