



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester

SUBJECT: Reminder Regarding Revocation of COVID-19 Vaccination Requirements for Employees and New Hires – Executive Order 14099

AUDIENCE: Nonappropriated and Appropriated Fund Employees

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

REFERENCE:

- a. U.S. Office of Personnel Management (OPM) Memorandum, “Reminder Regarding Revocation of COVID-19 Vaccination Requirements for Employees and New Hires – Executive Order 14099,” dated September 1, 2023, (attached)
- b. Executive Order (E.O.) 14099, Moving Beyond COVID-19 Vaccination Requirements for Federal Workers, May 9, 2023, <https://www.whitehouse.gov/briefing-room/presidential-actions/2023/05/09/executive-order-on-moving-beyond-covid-19-vaccination-requirements-for-federal-workers/>
- c. E.O. 14043, Requiring Coronavirus Disease 2019 Vaccination for Federal Employees, September 9, 2021, <https://www.federalregister.gov/documents/2021/09/14/2021-19927/requiring-coronavirus-disease-2019-vaccination-for-federal-employees>

BACKGROUND/INTENT: On September 1, 2023, OPM released the memorandum at reference (a) reminding Federal agencies that the E.O. at reference (b) rescinded the vaccination requirement for Federal employees contained in the E.O. at reference (c). Additionally, reference (a) reminds agencies to review job postings to ensure they do not identify compliance with reference (c) as a qualification requirement. Although the requirements of reference (c) have been subject to a nation-wide injunction and DoD job postings should not have referenced any such qualification requirements, Components are encouraged to review job postings to ensure compliance with references (a) and (b).

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Attachment:
As stated