



Team Greely,

I truly appreciate everything you have done, and continue to do, to help mitigate the effects of the COVID-19 pandemic. Protecting the health and welfare of our Soldiers, Families, and Civilians remains our top priority.

As I promised during our recent Town Hall and INFO-X, my goal continues to be transparent and timely regarding information that affects our community.

As you're aware, President Biden signed an executive order mandating all Department of the Army Civilian employees be FULLY vaccinated against COVID-19 and its variants no later than Nov. 22, 2021, and the Army remains committed to protecting our service members, Civilian employees, and Families around the globe; safeguarding our national security capabilities; and supporting the whole-of nation response. Our goal is to reach an end-state where the Army is able to reduce the burden of COVID-19 disease in high-risk populations and simultaneously mitigate risk to military operations.

While the U.S. Army is transitioning to operate in a persistent COVID-19 environment, there will be sustained COVID circulation, emergence of disease variants and periods of increased regional transmission until medical countermeasures are implemented at sufficient scale to stop the threat of the virus. HQDA continues to develop and direct Force Health Protection measures to mitigate these risks and exercise stewardship of COVID-19 resources.

Although the vaccine and the mandate are sensitive topics, as your commander, I ask that you educate yourself about the vaccine and make the decision that is best for you, your career, and your Family.

For those who have been waiting patiently for Army guidance regarding medical and religious exemptions, and the process individuals need to take to request and exemption, that guidance is now available.

Per FRAGMENTARY ORDER 03 to OPERATIONS ORDER 21-061: Installation Management Command (IMCOM) COVID-19 Steady State Operations dated 04 Nov, 2021, and DoD Memorandum, dated 29 Oct 2021, subject: Force Health Protection Guidance (Supplement 23) Revision 2, Army Civilian employees may request an exemption on the basis of a medical condition, circumstance, or a sincerely held religious belief, practice, or observance. Because all DoD Civilian employees must now be vaccinated against COVID-19 as a condition of employment, exemptions will be granted in limited circumstances and only where legally required.

When requesting an exemption from the vaccination requirement, employees must provide a Memorandum For Record to his/her supervisor via a standard template with the subject line: Exemption Request for objection to vaccinate against COVID-19. Employees will also complete





and hold DD Form 3176 (Medical Exemption) or DD Form 3177 (Religious Exemption) until a point of contact for submission is officially identified. While the use of the DD Form 3176 and DD Form 3177 is optional for employees, specific information must be provided.

Link to DD Form 3176 and DD Form 3177 is located at the following link: https://www.esd.whs.mil/Directives/forms/dd3000_3499/

The Garrison command team is dedicated to “People First,” and if you are requesting an exemption, please contact the garrison staff or your supervisor, so we can provide you the information you need.

Respectfully,

LTC Orr

