

EXECUTIVE ORDER



DISTRICT OF COLUMBIA

Subject:
Coronavirus 2019: COVID-19 Vaccination, Testing, Mask, Exposure, and Return to Work Requirements

Number
EO-21-026

Effective Date
November 23, 2021

Replaces:
EO-21-022 (Coronavirus 2019: COVID-19 Vaccination, Testing, Mask, Exposure, and Return to Work Requirements), Effective Date September 17, 2021

Related to:
GO-PER-100.11 (Medical Services)
GO-PER-100.14 (Compliance with Title I of the Americans with Disabilities Act)
GO-PER-206.01 (Time and Attendance)
SO-91-05 (Request for Family and/or Medical Leave)

I. PURPOSE

The purpose of this executive order is to provide updated information to Metropolitan Police Department (MPD) members regarding the COVID-19 vaccination policy. This order also provides existing guidance on mask requirements, employee health assessments, and returning to work after a positive COVID-19 test result or exposure to COVID-19. District of Columbia Department of Health (DOH) COVID-19 guidance is available for review at <https://coronavirus.dc.gov/>. To the extent the provisions in this executive order conflict with directives previously issued, the provisions of this executive order shall prevail.

II. PROCEDURES

A. Administration of the COVID-19 Vaccination Policy

1. Mayor's Order 2021-099 (COVID-19 Vaccination Certification Requirement for District Government Employees, Contractors, Interns, and Grantees), effective date August 10, 2021, requires Metropolitan Police Department (MPD) members to be vaccinated against COVID-19 or undergo regular testing for COVID-19.
2. Effective September 19, 2021, MPD members shall:
 - a. Attest and provide proof via PeopleSoft that they have received a full course of a vaccination against COVID-19 granted an emergency use authorization or approval by the Food and Drug Administration (FDA) or World Health Organization (WHO), in accordance with the administration schedule for the vaccine; or
 - b. Be subject to weekly COVID-19 testing and be required to wear a mask in the workplace (even if the current indoor masking order is rescinded or superseded).

3. Mayor's Order 2021-109 (COVID-19 Vaccination Requirement for Adults Regularly in Schools or Child Care Facilities, and for Student-Athletes), effective date September 20, 2021, eliminates the testing-in-lieu-of-vaccination option for members who work in person in schools, unless they have been granted a medical or religious exemption.
 - a. If a member's ordinary duties or practices include regularly entering schools (construed broadly to include outdoor athletic fields and the school grounds) they must comply with this order's vaccination requirement.
 - b. All members assigned to the School Safety Division and Side-by-Side Band shall be vaccinated against COVID-19 unless they have an approved exemption. Members may submit a request for an exemption to the MPD Equal Employment Opportunity (EEO) Office (eeompd.adminbox@dc.gov) and must provide such information as may be deemed necessary to support the request. Members with approved requests shall be subject to weekly COVID-19 testing and be required to wear a mask in the workplace (even if the current indoor masking order is rescinded or superseded).

NOTE: Guidance and forms covering religious exemptions can be found at <https://edpm.dc.gov/issuances/reasonable-accommodation-religious-observance-or-practices/>. Members seeking a medical accommodation may submit a Request for Reasonable Accommodation Form consistent with GO-PER-100.14 Compliance with Title I of the Americans with Disabilities Act.
4. MPD reserve members shall provide proof of vaccination to the Strategic Engagement Office director or his or her designee. Unvaccinated reserve members shall be subject to the self-testing procedures outlined in this order as coordinated by the Strategic Engagement Office director.
5. MPD volunteers shall provide proof of vaccination to the Strategic Engagement Office director or his or her designee. Unvaccinated volunteers are not eligible for testing and will be placed on a leave of absence until further notice.
6. COVID-19 Self-Testing Procedures
 - a. MPD members undergoing weekly COVID-19 testing shall either (1) submit to self-testing on the first day of their work week falling on Monday through Friday during scheduled duty hours, or (2) take a test while off-duty at their own expense at the beginning of their work week. Overtime shall not be authorized for COVID-19 testing.
 - (1) On-duty Testing:
 - (a) Self-administered nasal testing shall be conducted at the member's duty location with department-issued test

kits. Members shall submit the test kit to the designated collection area. Upon receipt of their results, members shall upload proof of a qualifying negative COVID test result into PeopleSoft using the "My COVID-19 Vaccination Tile" on a weekly basis (within seven days of their test date). Test results may take up to three to five days.

- (b) Members who are on leave Monday through Friday but who report to work on either Saturday or Sunday of that week shall ensure they submit a test on the first day they return to work when testing is available. Members shall upload proof of their qualifying negative COVID test result into PeopleSoft using the "My COVID-19 Vaccination Tile" accounting for both the week(s) they were unable to test and the current work week.

- (2) Off-duty Testing: Members who elect to take their COVID-19 tests while off-duty shall not be compensated for their time or the costs associated with testing. Upon receipt of their results, members shall upload proof of a qualifying negative COVID test result into PeopleSoft using the "My COVID-19 Vaccination Tile" on a weekly basis (within seven days of their test date).

- b. MPD members who test positive for COVID-19 shall notify their supervisor. Members shall also notify the Medical Services Division (sworn) at 202-854-7731 or Human Resources Management Division (HRMD) (civilian) at 202-727-4261 upon testing positive. Members shall return to work in accordance with the procedures set forth in Part E of this order.

- 7. Completed vaccination certification forms and testing results shall be treated as private records. Information included may only be used internally for verification, staffing, payroll, and assignments, and as any operational needs may require, consistent with local and federal laws and regulations.

B. Mask Requirements

Pursuant to Mayor's Order 2021-142 (Modification of Certain COVID-19 Indoor Mask Mandates), effective date November 19, 2021, on-duty members shall carry a department-issued or authorized mask at all times and wear a mask pursuant to the following requirements.

- 1. All members, regardless of whether they have been fully vaccinated against COVID-19, shall wear masks while they are on duty if they are inside a District government building or vehicle where there is direct interaction between members and the public (i.e., when working in customer service areas or otherwise engaging in in-person interaction with the public).

2. Members who are not fully vaccinated against COVID-19 shall continue to wear a mask while in District government buildings or otherwise while on duty.
3. Members who are fully vaccinated against COVID-19 are not required to wear a mask in District government buildings, except where there is direct interaction between members and the public (i.e., when working in customer service areas or otherwise engaging in in-person interaction with the public).
4. All members, regardless of COVID-19 vaccination status, shall continue to wear a mask in schools, childcare facilities, congregate facilities (e.g., nursing homes, shelters, dormitories, and correctional facilities), health care facilities, libraries, and public transit (including ride share vehicles), and any businesses in the District that continue to impose masking requirements.
5. The requirements imposed by this order to wear a mask inside a District government building or while on duty shall not apply to:
 - a. A member who is unable to wear a mask due to a medical condition or disability, or who is physically unable to remove a mask;
 - b. A member who is alone in a vehicle or an enclosed office;
 - c. A member while working remotely from his or her private residence;
 - d. A member who is actually eating or drinking;
 - e. A member giving a speech for broadcast or to an audience; provided, that at least six feet is maintained between the speaker and other persons;
 - f. A speaker whose lips are being read by a person who is deaf or hard of hearing; or
 - g. A member actively working in a job where the equipment required for the job precludes the wearing of a mask and the member is wearing that equipment, or when wearing a mask would endanger public safety.
6. Watch commanders shall ensure that a sufficient supply of replacement masks is available for each shift. In the event that a member's mask becomes damaged or soiled, he or she shall contact their official who shall ensure that the member is provided with a replacement as soon as possible.
7. Personal Masks
 - a. In addition to department-issued masks, on-duty members may wear personal masks purchased at their own expense.

- b. Personal masks must be made from one solid color fabric in white, navy blue, grey, or black. Personal masks may have "MPD," "MPDC," or a replica of the standard MPD police patch visible, but must have no other text, patterns, designs, or logos visible to the public. Personal masks must fit the member's face securely and must only cover the member's mouth, nose and chin. Bandanas are not authorized.

8. Personal Protective Equipment

- a. Department-issued and authorized masks are not intended for use in place of N95 masks/respirators.
- b. Members shall maintain personal protective equipment (PPE) on their person for all investigate the trouble, man/woman down, and medical-related calls for service or self-initiated police actions.
- c. When necessary (e.g., administering CPR), members shall don their gloves and N-95 mask/respirator at a minimum. Full PPE is not required unless the subject is exhibiting signs or symptoms of COVID-19.

C. Health Assessments

Members experiencing symptoms consistent with COVID-19 or the flu are reminded to stay home, contact their supervisor to notify them they will not be at work, and notify Medical Services Division (sworn) at 202-854-7731 or HRMD (civilian) at 202-727-4261. If already at work, members shall be placed on sick leave for the remainder of their shift.

D. Confirmed COVID-19 Exposure

1. Members who have a confirmed COVID-19 exposure shall notify the Medical Services Division (sworn) or HRMD (civilian) for quarantine instructions based on DOH guidance. Members experiencing symptoms consistent with COVID-19 may be directed to take a test.
2. Civilian employees may be directed by HRMD to telework during self-quarantine.
3. Members who remain asymptomatic during self-quarantine may return to the workplace, however, sworn members must be cleared by phone by a PFC doctor prior to returning from self-quarantine.
4. Members who become symptomatic and test positive for COVID-19 during self-quarantine shall adhere to the procedures in this order before returning to work.
5. Members who test negative for COVID-19 shall return to work after recovery [i.e., resolution of fever without the use of fever-reducing medications and

improvement in respiratory symptoms (e.g., cough, shortness of breath)], upon receiving authorization to return to work from the PFC, for sworn, or HRMD, for civilians. Members who have experienced no symptoms consistent with COVID-19 and who test negative for COVID-19 shall not be excluded from work.

E. Return to Work

Members who are diagnosed with laboratory-confirmed COVID-19 are reminded that they may return to work after being cleared by the Police and Fire Clinic (PFC) (sworn members) or HRMD (civilian members). PFC or HRMD, as appropriate, shall ensure returning members have medical clearance from a doctor or can otherwise demonstrate recovery from COVID-19 prior to authorizing their return to work.



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Chief of Police

RJC:KDO:MOC:SMM