





State and Territorial Support For Members of the National Guard, the Reserves and Their Families

**A Report by the
National Governors Association**


**With the Support of the
Office of the Deputy Under Secretary of Defense
(Military Community and Family Policy)**

| ALABAMA | | Members | Spouses | Children |  |
|---|--|---------|---------|----------|---|
| | National Guard | 12,712 | 6,994 | 12,151 | |
| Governor: Robert Bentley | Reserves | 8,454 | 4,044 | 7,618 | |
| TAG: MG Perry Smith | Total | 21,166 | 11,038 | 19,769 | |
| Support to state employees | <ul style="list-style-type: none"> • When deployed, Reservists and Guardsmen receive a pay differential between military pay and their state salary. • When deployed, Reservists and Guardsmen have options for continued health coverage. • Reservists and Guardsmen may take up to 21 days of military leave annually and have an option available for reinstatement of annual leave. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • The Alabama GI Dependents' Scholarship program, managed by Alabama Department of Veterans Affairs, pays 100% of the tuition, books, and fees for attendance at any Alabama educational institution by spouses and dependents of veterans with a 20% or greater VA rated disability, were a POW, MIA, and the veteran meets the 12-month state residency criteria immediately before entering the service. • ALNG Education Assistance Program (ANGEAP) tuition assistance is available for ALNG members. | | | | |
| Family support | <ul style="list-style-type: none"> • Family support for dependents of deployed military members is provided by the ALNG Soldier and Family Support Services Division (334 271-7283). • Families are provided with a comprehensive set of services including military life skills groups, consultations, financial and legal counseling, career opportunities and employment services, children and youth services, and survivor outreach services. • Family Assistance Center specialists are designated for each deployed unit and provide support to the families of deployed military members. A specialist is assigned to each family and the same individual makes telephonic contact with the family on a monthly basis, ensuring continuity and providing any assistance or support that might be required. | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • All retirement or compensation received as retirement benefits by military retirees and survivor benefits are exempt from state income tax. • Money paid by the US as compensation to military active duty members in a combat zone designated by executive order of the President of the United States is not subject to income taxes levied by the state. • A bill is pending in the state legislature that would mirror federal tax provisions and exempt military pay from state tax during the periods of time when Reservists and Guardsmen are serving in hazardous duty or combat zones. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Veterans who are 100% disabled and meet residency requirements are entitled to a special annual fishing license upon the payment of a \$1.00 license fee. • A discounted annual fishing license is available for veterans who are 20% or more disabled and meet residency requirements. • Service-connected disabled veterans and service-connected disabled military retirees are exempt from automobile license tax and registration fees for one vehicle. • Guardsmen are exempt from automobile license tax and registration fees for one vehicle. • A resident of Alabama on active military duty, who is in the state on leave and who has proof of that status in his or her possession, may hunt and fish without a license. • A bill is pending in the state legislature that would provide a free hunting and fishing license for active National Guard members serving in the state. | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Employer Support for Guard and Reserve (ESGR) has the full support of the Governor, cabinet officials, and state legislators. • State employees serving in the Guard and Reserves have reemployment rights and | | | | |


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| | <p>guarantees.</p> <ul style="list-style-type: none"> • When serving on military duty outside the state, military members and their dependents may register and receive an absentee ballot for voting in the county of their Alabama permanent address by completing the federal postcard application form. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • The ALNG is fully compliant with the Department of Defense Yellow Ribbon Reintegration Program and reintegration programs for all Alabama Guardsmen returning from deployment are provided by the ALNG Solider and Family Support Services Division (334-271-7283). |


| ALASKA | | Members | Spouses | Children |  |
|---|---|---------|---------|----------|---|
| | National Guard | 3,773 | 2,266 | 4,244 | |
| Governor: Sean Parnell | Reserves | 1,015 | 570 | 807 | |
| TAG: MG Thomas H. Katkus | Total | 4,788 | 2,836 | 5,051 | |
| Support to state employees | <ul style="list-style-type: none"> • Reemployment rights • Military leave up to 15 days • Prohibition against discrimination • Continue health and life insurance benefits. • State employment hiring preference for veterans and NG/Reserve members • Military service may count toward vesting and retirement eligibility • Entitled to return to former employment position or a comparable position at the same pay, seniority and benefit level | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Pay tuition for surviving dependents or spouse of an armed services member who dies in the line of duty • Up to 100 percent tuition assistance at the University of Alaska for NG • Eligible for tuition reimbursement at other in-state schools • High School Diplomas for World War II Veterans | | | | |
| Family support | <ul style="list-style-type: none"> • Alaska NG Family Assistance Center offers Military Life Skills Groups, consultations, counseling, financial, legal, and child care resources, Operation Military Kids, Transition Assistance Advisors. • The State of Alaska Grant Program established to provide emergency financial assistance to NG members and families | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • National Guard and Militia eligible for \$100 per month state retirement • Certain property tax exemptions for qualified disabled veterans • Veterans Land Discount program allows certain veterans a 25% discount on the purchase of state residential/recreational land • Under the Veterans Land Sale Preference, before unoccupied residential land is auctioned to the general public, veterans have the exclusive opportunity to purchase it at a restricted sale • Veterans Mortgage Program offers financing for qualified vets at lower interest rates • Veterans receive a one-percent lower interest rate on the first \$30,000 of a bank loan when purchasing a new home | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Eligible for NG and veterans license plates • Complimentary state hunting and fishing licenses for NG members and certain disabled veterans • Free State Park Camping Pass for disabled veterans • Disabled veterans are entitled to an Alaska Marine Highway pass, which gives a 50% discount off the regular passenger fare | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Governor's Veterans Advocacy Award • Birthday cards from the Governor are available to veterans aged 80 years and older • Military and Veterans Landmark Property Program formally recognizes memorials around the state built to honor the military and veterans • The Legacy Project honors all veterans by preserving letters written by soldiers on the front and letters written to them from home. | | | | |


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| <p>Reintegration Programs/Initiatives</p> | <ul style="list-style-type: none"> • The Yellow Ribbon Program offers resource referrals, information, services and proactive outreach opportunities for Service Members, Veterans and their families. • Director of Psychological Health representatives advocate, promote and guide National Guard members and their Families by supporting psychological fitness for operational readiness. • The Transition Assistance Advisor (TAA) program serves as a statewide point of contact to assist Service Members, Veterans and their Families in accessing Veterans Affairs benefits and healthcare services. Provides assistance in obtaining entitlements through the TRICARE Military Health System and access to community resources. • The Veteran Service Officer program serves the veterans and transitioning military members in attaining the benefits offered by the U.S. Department of Veterans Affairs. This program is administered through a grant to the following organizations; Veterans of Foreign Wars, The Military Order of the Purple Heart, The Vietnam Veterans Of America, The American Legion, and the Disabled American Veterans. |
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| ARIZONA | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| Governor: Jan Brewer | National Guard | 7,914 | 4,336 | 8,185 | |
| TAG: MG Hugo E. Salazar | Reserves | 6,769 | 3,410 | 5,854 | |
| | Total | 14,683 | 7,746 | 14,039 | |
| Support to state employees | <ul style="list-style-type: none"> • 30 days paid military leave over consecutive two year period • No loss of time or efficiency rating • Receive pay difference between military pay and state pay if activated • Veteran preference for covered state employment | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Eligible for reimbursement of tuition and fees • Tuition waivers for Purple Heart recipients and dependents | | | | |
| Family support | <ul style="list-style-type: none"> • Arizona Coalition for Military Families (ACMF) - public/private partnership focused on building statewide capacity to care and support all who serve. Additional information available at: www.arizonacoalition.org • AZ National Guard Emergency Relief Fund provides emergency assistance in the form of grants and/or low interest loans • AZ Military Family Relief Fund, established to provide emergency assistance to service members and their families • Family Assistance Centers (FAC) – provide contact and support to families 24/7 via toll free phone number 800-233-7758 • Online Resource Information Network (ORIN) – database development for GFC-vetted community and governmental resources • Guidelines for Care (GFC) – identifying appropriate levels of care from the community at large in their service (counseling, legal, faith-based, etc.) provision to military and veteran Families • Joint Family Support Assistance Program (JFSAP) - personal financial consultation, Military OneSource coordination, Military & Family Life Consultants (MFLCs) counseling onsite • Director of Psychological Health - assists service members independent of their deployment status • Child and Youth Services Program Coordinators- coordinate statewide events in support of military children • Community and survivor Outreach Services Coordinators • Additional information about Arizona Family Programs can be found at: http://www.azguard.gov/Families/FamilyReadiness.htm | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • Governor’s Homeland Heroes: businesses that offer financial assistance and discounted services to families of activated members • Earnings from National Guard duty exempt from state tax • Property tax exemption for widows, widowers, and disabled | | | | |


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| Licensing, registrations and fees | <ul style="list-style-type: none"> • Vehicle license and registration fee exemption for deployed personnel • Eligible for special NG license plate with proceeds accruing to AZNG MWR fund • Automatic limited extension of various professional and occupational licenses, certificates and registrations issued to members of the AZ National Guard when serving on federal active duty • Hunting and Fishing licenses • AZ State Parks |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Immunity from non-felony arrests while activated • Immunity from civil liability while on State active duty • Exempt from jury duty for personnel on active duty orders • Reinstatement of status after completion of military service |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • On-going Yellow Ribbon Reintegration event coordination supports Soldiers, Airmen, Marines and Sailors and their families before, during, and after deployment • The Transition Assistance Advisor (TAA) program provides individual attention and assistance to the service member while navigating the VA benefits system • Arizona Coalition for Military Families (ACMF) – connects needs with services • Employment Resource Center – now available to all Service Members, Veterans and their Families. In partnership with Maricopa Workforce Connection and ACMF • Military Immersion Training – designed for civilian sector service providers and community members at large to experience military life and gain increased awareness of military needs • Medical Case Managers provide direct assistance to service members/families • The ESGR (Employer Support of the Guard and Reserve) helps service members with employer issues and new employment through their seminar and jobs program • “Be Resilient” Program – augmentation and implementation of multiple resilience efforts for a targeted approach to coordination of Arizona-specific military resilience needs and trends |


| ARKANSAS | | Members | Spouses | Children |  |
|---|---|---------|---------|----------|---|
| | National Guard | 9,831 | 5,130 | 9,414 | |
| Governor: Mike Beebe | Reserves | 3,249 | 1,532 | 2,840 | |
| TAG: MG William D. Wofford | Total | 13,080 | 6,662 | 12,254 | |
| Support to state employees | <ul style="list-style-type: none"> • Employment protection • 30 days of paid leave per calendar year • Cost of living pay increases while activated • Protected leave and retirement accrual and eligibility for recognition pay • Lump-sum payment of leave | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Guard Tuition Incentive Program (GTIP): 12+ semester hours = \$1,000; 9 – 11 hours = \$750; 6 – 8 = \$500; < 6 hours = \$250 (Service member must have graduated Basic Training to be eligible) | | | | |
| Family support | <ul style="list-style-type: none"> • Military family life consultants available at 501-212-0202; Military OneSource consultants available at 501-212-4307 • 16 Family Assistance Center Locations available at 501-212-4131 • Information about family program available at: http://www.arguard.org/families.htm | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • \$9,000 military compensation tax free | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free license and registration to active (current) Guard members and veterans of OEF and OIF | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • State Service members' Civil Relief Act (SCRA) passed to expand Federal SCRA to include Title 32 activation | | | | |

| CALIFORNIA | | Members | Spouses | Children |  |
|---|--|---------|---------|----------|---|
| | National Guard | 21,915 | 8,023 | 1,619 | |
| Governor: Jerry Brown | Reserves | 37,744 | 16,605 | 25,767 | |
| TAG: BG David S. Baldwin | Total | 59,659 | 24,628 | 27,376 | |
| Support to state employees | <ul style="list-style-type: none"> • Differential pay between state and military pay for school employees up to 180 days • Differential pay for all state employees when called to federal or state duty for up to 365 days. • Military leave for up to 30 days. • Veterans preference in CA Civil Service Examinations. • Employment and Unemployment Insurance Assistance for Veterans. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • CA NG Education Assistance Award Program provides up to 100% college tuition, fees and other college expense4s to 1,000 members each year. • Academic leave and other protections pertaining to attendance. | | | | |
| Family support | <ul style="list-style-type: none"> • Support to families authorized through Non Appropriated Fund activities. • Information about family support programs available at http://www.calguard.ca.gov/readyfamilies/ | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • Cal-Vet Home Loan for activated members and for those who have enlisted for 6 years (or commissioned) plus 1 year of service. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Gold Star license plate fee waived for families of deceased service members | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Prohibition against discrimination in financing and auto loans rates for membership in the NG or Reserves. • State Service members' Civil Relief Act passed to expand the benefit to include Title 32 activation. | | | | |


| COLORADO | | Members | Spouses | Children |  |
|-----------------------------------|---|---------|---------|----------|---|
| | National Guard | 5,760 | 3,236 | 5,460 | |
| Governor: John Hickenlooper | Reserves | 7,186 | 4,033 | 6,916 | |
| TAG: MG H. Michael Edwards | Total | 12,946 | 7,269 | 12,376 | |
| Support to state employees | <ul style="list-style-type: none"> • 15 days military leave LWOP for longer service when activated • Reinstatement rights, pension rights • Free college for children of incapacitated or killed Guard members (in the line of duty) | | | | |
| Educational benefits | <ul style="list-style-type: none"> • 100% Tuition Assistance to State funded schools (dependent on funding availability) for NG members also Tuition Assistance for children of Prisoners of War (POW), Missing in Action (MIA), or disabled or deceased (in line of duty) NG members • NG member eligible for state tuition assistance up to 100% at State funded schools | | | | |
| Family support | <ul style="list-style-type: none"> • Military Family Relief Fund – assists Colorado military families impacted by mobilization to include NG and Reserve members deployed as a result of mobilizations since September 11, 2001 | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • State active duty paid at the same rate as Federal active duty • Property Tax Exemption for 100% service connected disabled veteran • Provide emergency grants for service members and their families. • VA Disability Dependency and Indemnity Compensation are not subject to Federal & State taxation • Can exclude up to \$20.0K of retired pay from taxation and must be over age 55 • No vehicle tax paid by disabled veterans (50%>disability) and former Prisoners of War | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Special Vehicle license plates (NG) one-time cost of \$50.00 plus taxes and fees • Plates at no cost for: Medal of Honor and Purple Heart recipients, certain disabled wartime veterans, special disabled (50 %+) veterans, and former POWs. Non-disabled veterans plates may be purchased for a nominal fee. Valor Plate for recipients of: Distinguished Service Cross (DSC), Navy Cross, Air Force DSC, and survivors of Pearl Harbor or surviving spouse | | | | |

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| | <ul style="list-style-type: none"> • Colorado: Fishing: No cost to: 1) active member who is a patient at a military hospital/convalescent station, 2) resident patient at a VA hospital in the state, 3) permanent and totally disabled veterans Small Game Hunting/Fishing: No cost (lifetime) for resident veteran with 60% > service connected disability • State Parks provide free access to disabled veterans with disabled license plates (veteran must be in vehicle) • No cost RTD transportation costs for military members: active, guard, & reserve. Must show ID card and does not apply to retirees |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Exempt from arrestor civil process while on duty (Guard) • Protection from discrimination in public places and in employment • State version of SCRA • State version of Uniformed Services Employment and Reemployment Rights Act (USERRA) |

| CONNECTICUT | | Members | Spouses | Children |  |
|---|--|---------|---------|----------|---|
| | National Guard | 4,597 | 1,693 | 2,810 | |
| Governor: Dan Malloy | Reserves | 2,807 | 1,167 | 2,076 | |
| TAG: MG Thaddeus J. Martin | Total | 7,404 | 2,860 | 4,886 | |
| Support to state employees | <ul style="list-style-type: none"> • Paid leave and insurance coverage for anti-terrorism and war in Iraq, to include full state pay for up to 30 days; differential between military and state pay beyond 30 days and continued health insurance • Reinstatement protection • Eligibility points when applying for state employment • Retirement credit for time activated. • Coverage by the state workers' compensation system for members of the National Guard who are called to active duty by the Governor in support of a state mission. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Tuition waiver for veteran declared MIA, POW. • In-state tuition at all state colleges and universities to any member of the U.S. armed forces, and his or her spouse, who is stationed under military orders in the state. • Member State Interstate Compact on Educational Opportunity for Military Children | | | | |
| Family support | <ul style="list-style-type: none"> • Information about family program available at: http://www.ct.gov/mil/cwp/view.asp?a=1349&Q=257258&milNav=1 | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • \$1,500 property tax exemption • Temporary financial assistance on a case-by-case basis. • Exempt half of veterans' military pensions from the state income tax. • Food, clothing, medical and general care, and burial expenses to needy wartime veterans and family members • Exemption from itinerant vendor's fee. • Provide bonuses of \$50 a month to activated National Guard troops serving in Southwest Asia. • Increase "death benefit" for residents activated to serve in conflict. Families with young children would receive \$100,000, plus \$50 a month per child, until the children reach the age of 18. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free vehicle registration to disabled veterans, POW and Medal of Honor recipients • Special license plates for disabled veterans • Exemption from license and examination fee while activated | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Indemnification of Guard from personal liability for damages or injuries that may be caused when they are performing duties while called to active state duty. | | | | |


| DELAWARE | | Members | Spouses | Children |  |
|---|--|---------|---------|----------|---|
| | National Guard | 2,629 | 1,701 | 3,654 | |
| Governor: Jack Markell | Reserves | 1,625 | 880 | 1,493 | |
| TAG: MG Francis D. Vavala | Total | 4,254 | 2,581 | 5,147 | |
| Support to state employees | <ul style="list-style-type: none"> • Receives pay difference between military pay and state salary. • Allows for maximum of five years of military leave to count towards pension. • Protection from reduction in pension. • Allows employees who are activated for duty to continue to receive their state health insurance benefits for up to two years as long as they pay their co-payment. • State workers injured during military deployment do not have to use sick leave to recover from injuries after returning to their state position. • Hiring preference for veterans who served during wartime. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Provides tuition and fees support for NG members attending college, up to master degrees in Delaware; out-of-state members receive Delaware in-state tuition rates. • Educational benefits for the children of military members killed during deployment or who are POWs or MIA. | | | | |
| Family support | <ul style="list-style-type: none"> • Information about the family program is available at: • http://www.delawarenationalguard.com/familyreadiness • Protects mobilized members from having their electric, gas, water, telephone, and cable or satellite television service disconnected. • Member State Interstate Compact on Educational Opportunity for Military Children • Custody orders entered or modified as a result of a military deployment will be in effect until the return of the service member or the termination of service. | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • Establishes a check-off box on the state income tax form for donations to the National Guard and Reserve Emergency Assistance Fund. • Provides Line-of-Duty \$150,000 death benefit to NG members mobilized under the state or federal authority. • Each county offers property tax exemptions for elderly or disabled veterans. • Paraplegic veterans are eligible for a pension from the state of \$3,000 per year. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Prevent professional licenses held by deployed members of the military from expiring while deployed and provides 180 – 270 days to renew upon return and no late fees are allowed. • Provides one year of no fee hunting licenses and entrance to state parks for members deployed to OIF and OEF. • Certain veterans are exempt from licensing requirements for hunting, trapping and fishing permits. | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Prohibits disorderly conduct at funerals and memorial services by establishing certain distance for protestors. • Members of the DE NG or members of a reserve unit located within the state can be buried in a DE Veterans Cemetery regardless of their state of residency, if they have served at least 20 years in the DE NG or with a reserve unit located in DE. • The Governor provides a “Certificate of Appreciation” to all veterans who have served honorably. | | | | |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • The Yellow Ribbon Program supports Soldiers, Airmen, Marines and Sailors and their families in giving them updates in law, benefits and entitlements before their deployment, during their deployment and after their return. • The Transition Assistance Advisor program provides individual attention and assistance to the service member while he/she navigates the VA System for benefits • Medical Case Managers assist service members and families in making medical appointments outside the VA System and in referring them for further evaluation and/or treatment • The Director of Psychological Health assists the service members and Commanders in assuring the psychological well-being of the entire force and their families independent of their deployment status. | | | | |

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| | <ul style="list-style-type: none"> • The TRICARE advocate at the state level acts as a conduit to assist service members and their families in getting full use of their TRICARE TAMP and TRICARE Reserve Select benefits • Military One Source is a free service to military members and their families. It is a service that assists in many facets of life’s ongoing issues • The ESGR (Employer Support of the Guard and Reserve) representative helps service members with job issues and in gaining new employment through their seminar program. • The Personal Financial Manager Program assists service members and families in budget planning and in making good economic decisions for their future • The Survivor Outreach Services Program assists families that have lost service members in getting benefits and entitlements. |
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| FLORIDA | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 12,965 | 6,163 | 10,574 | |
| Governor: Rick Scott | Reserves | 24,237 | 11,863 | 20,269 | |
| TAG: MG Emmett Titshaw | Total | 37,202 | 18,026 | 30,843 | |
| Support to state employees | <ul style="list-style-type: none"> • Entitled to 30 days of pay upon deployment (Guard and Reserve) • Receive pay difference between military pay and state salary (Guard and Reserve) • Continued health insurance coverage during activations (Guard and Reserve) • Entitled to 30 days of paid military leave each year to cover training (Guard and Reserve) • Veteran’s preference for state employment (Active, Guard or Reserve) | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Priority placement in gifted, special needs and voucher programs for the children of military members (Active Duty) • High School seniors of military families transferring to Florida are exempt from exit exams and substitute of SAT of ACT (Active Duty) • Prepaid 4 year scholarship program for spouses and children of Florida military members who die in the line of duty (State of Federal) or have been certified as having 100% permanent disability ratings. (Active, Guard, or Reserve) • Education Dollars for Duty: 100% of Tuition paid for in-state colleges and universities for National Guard Members up to a Master’s Degree. (GUARD ONLY) • Free undergraduate tuition at state colleges and universities for Florida recipients of the Purple Heart and other combat related decorations superior in precedence to the Purple Heart. (Active, Guard, and Reserve) • The Troops to Teachers Program: a referral and placement assistance service that helps eligible military personnel begins a new career as public school teachers. \$5000 stipend to pay for certification and up to a \$10,000 bonus. (Active, Guard or Reserve) • Military and family members receive in-state tuition rates (residing in-state or contiguous county) • Member State Interstate Compact on Educational Opportunity for Military Children | | | | |
| Family support | <ul style="list-style-type: none"> • Extends SCRA to include early termination of auto leases, cell phone agreements, and other commonly leased/contracted items (Active, Guard, or Reserve) • Cap on interest and fees on title loans (Active, Guard, or Reserve) • Florida National Guard Foundation Family Assistance Fund to provide emergency assistance to soldiers and dependent family members on deployment and up to 120 days after returning home. (Guard Only) • Spouses of Military members who hold professional licenses received expedited processing for Florida certification (Active, Guard, or Reserve) • Military Dentist receive expedited processing of Florida certification (Active, Guard, or Reserve) • Deployed military servicemen and women are allowed to designate a family member or stepparent to exercise their visitation rights while the servicemember is deployed. | | | | |


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| | <ul style="list-style-type: none"> • Florida law provides that a parent's activation, deployment, or temporary assignment to military service and the resultant temporary disruption to the child may not be the sole factor in granting a petition for or modification of time-sharing and parental responsibility. Also, a time-sharing and parental responsibility order in effect before a temporary change due to a parent's military service shall automatically be reinstated after a specified period after return and notice by the returning parent. |
| Tax and Financial Benefits | <ul style="list-style-type: none"> • Additional homestead exemptions for deployed servicemembers based on length of deployment in the preceding year. • Service-Disabled Veteran's Businesses receive selection preference when bidding on State contracts. (Active, Guard, or Reserve) • Homestead exemption for disabled veterans of \$5,000 in addition to standard exemption of \$50,000. (Active, Guard, or Reserve) • 100% Homestead Exemption for totally and permanently disabled veterans (Active, Guard, or Reserve) • No fees for Driver's Licenses for 100% disabled veterans (Active, Guard, or Reserve) • Waives the county building permit fee for 100% permanently and totally disabled veterans who are Florida residents when improving access and convenience for activities of daily living to their dwelling. (Active, Guard, or Reserve) • The Citizen Soldier Program: provides grants to reimburse private sector companies that provide wages to federally activated National Guard and Reserve members. (Guard and Reserve) • Death Gratuity of \$50,000 to \$150,000, plus \$1,000 burial expenses for National Guard members who are killed or die on state active duty. • Enlisted members receive an additional \$20 per day on state active duty. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • National Guard Plates free of charge (Guard Only) • Free plates for disabled (100%) veterans (Active, Guard, or Reserve) • Free purple heart plates (Active, Guard, or Reserve) • Free fishing and small game license for disabled (100%) veterans (Active, Guard, or Reserve) • Military Gold Sportsman's License at a substantially reduced cost (Active, Guard, or Reserve) • 25% discount on annual passes to State parks for active duty servicemembers and military reservists (Active, Guard, or Reserve) • Free annual passes to state parks for service connected disabled veterans and surviving spouses and parents of service members killed in action (Active, Guard, or Reserve) |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Issuance of a 100% service-connected disabled veteran ID card as proof of eligibility for benefits (Active, Guard, or Reserve) • Exempt from arrestor civil process while on duty (Guard only) • Protection from discrimination in public places and in employment (Active, Guard, or Reserve) • State version of Soldier and Sailors Relief Act (Active, Guard, or Reserve) • State version of USERRA: State protected employment and re-employment rights for state and federal active duty (Active, Guard, or Reserve) • One-Stop Career Centers: Veterans receive priority workforce services to find employment and increase opportunities for veterans (Active, Guard, or Reserve) • Vets First: A clearing house website with all veterans benefits, links, and contact data listed in one place: http://floridavets.org/first.asp (Active, Guard, or Reserve) • Unemployment for Military Spouses: Spouses of military members forced to quit their jobs due to military ordered moves are eligible for unemployment (Active, Guard, or Reserve) • Prohibits the use of the name or image of a servicemember without consent for certain purposes. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Florida National Guard Yellow Ribbon reintegration events are held after every re-deployment. |


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| | <ul style="list-style-type: none"> Florida National Guard Family Career Connections- A joint program with the FLNG and the Agency for Workforce Innovation to link soldiers and airmen with employers across the state. |
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| GEORGIA | | Members | Spouses | Children |  |
|-----------------------------------|--|---------|---------|----------|---|
| | National Guard | 14,911 | 7,707 | 14,085 | |
| Governor: Nathan Deal | Reserves | 15,561 | 8,006 | 15,404 | |
| TAG: MG Terry Nesbitt | Total | 30,472 | 15,731 | 29,489 | |
| Support to state employees | <ul style="list-style-type: none"> A five point employment preference is extended to all Georgia war veterans A ten point employment preference credit is extended to war veterans with a 10% or greater disability. | | | | |
| Educational benefits | <ul style="list-style-type: none"> Georgia Military Scholarship – includes 39 “full ride” scholarships to attend North Georgia College and State University Georgia Air National Guard’s Tuition Assistance of up to 100% National Guard Serve Cancelable Loan fund Georgia HERO (Helping Educate Reservists and their Offspring) Scholarship Program | | | | |
| Family support | <ul style="list-style-type: none"> Georgia Inter-Service Family Assistance Committee (GISFAC) – members represent all branches of the armed forces and community organizations with statewide delivery support for military family services. GISFAC promotes military family programs, coordinates activities, acts as a clearinghouse for information, enhances service delivery to Department of Defense personnel and their families, participates in strategic planning, and communicates with leadership at all levels regarding family readiness issues and concerns. SB 112, the Military Parents Right Act – protects the interests of a deploying parent by ensuring their military duty will not affect custodial rights and that they will have access to their child, when in the child’s best interest, during times of non-deployment. | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> Certain disabled veterans and certain widows/widowers, or minor children are allowed the maximum Homestead tax exemption which may be granted under Section 2102 of Title 38 of the United States Code. Some veterans are afforded exemptions from some filing deadlines for state income tax. Disabled veterans are also exempt from payment of occupational taxes, administration fees, and regulatory fees imposed by local governments for peddling, conducting a business, or practicing a profession or semi profession upon meeting some eligibility requirements. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> Any veteran who is a legal resident of Georgia, who files with the Game and Fish Division, Department of Natural Resources stating that he/she is a totally and permanently disabled veteran, is entitled to a lifetime honorary hunting and fishing license allowing the veteran to fish and hunt within the state without the payment of any fee. Veterans Drivers Licenses are issued free to veterans who were residents of Georgia at the time of enlistment or commissioning and are residents at the time of application for the license or who have been residents of Georgia for at least two years immediately preceding the date of application for the license. Individuals must have served on active duty in the armed forces of the United States or on active duty in a reserve component, including the National Guard, during wartime or any conflict. Honorary drivers licenses are issued free to: (1) any Georgia resident who is the surviving spouse of a veteran who was eligible for a veteran's license, so long as the surviving spouse does not remarry; or (2) any resident of Georgia who is the spouse of a veteran who would qualify for a veteran's license were it not for the veteran's permanent disabilities which preclude the operation of a motor vehicle. | | | | |
| Protections, recognition and | <ul style="list-style-type: none"> The Georgia Department of Veterans’ Affairs maintains a Claims Staff in the U. S. | | | | |

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| employment support | <p>Department of Veterans Affairs Atlanta Regional Office, operates field offices with itinerant service in the state's 159 counties, and provides representatives in the Atlanta, Augusta, and Dublin VA Medical Centers. The Department owns Georgia War Veterans Homes in Milledgeville and Augusta and assists veterans and their dependents in filing claims with the VA and other federal and state agencies. They also serve as the state approving agency for education programs administered by the U.S. Department of Veterans Affairs.</p> <ul style="list-style-type: none"> On-line job database for Army NG members and their spouses at: www.virtualarmory.com |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> Yellow Ribbon Program Specialist – stationed in Fort Gillem and provides support to the National Guard and Reserve Forces by connecting them with resources throughout the deployment cycle and coordinates state-wide reintegration initiatives, including employment information, education information, and family support. |


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| GUAM | | Members | Spouses | Children |  |
| | National Guard | 1,614 | 875 | 2,413 | |
| | Reserves | 934 | 495 | 1,242 | |
| Governor: Eddie Baza Calvo | | | | | |
| TAG: MG Benny Paulino | Total | 2,548 | 1,370 | 3,655 | |
| Support to state employees | <ul style="list-style-type: none"> 15 days military leave | | | | |
| Educational benefits | <ul style="list-style-type: none"> Tuition Assistance for Guard members (75%-100%) | | | | |
| Family support | <ul style="list-style-type: none"> Family Support Website (Coming Soon) Family Assistance Center (Fort Juan Muna) | | | | |
| Tax and financial benefits | | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> Vehicle license indicating member of National Guard or Reserve | | | | |

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| HAWAII | | Members | Spouses | Children |  |
| | National Guard | 5,299 | 2,709 | 4,606 | |
| | Reserves | 3,685 | 2,054 | 3,225 | |
| Governor: Neil Abercrombie | | | | | |
| TAG: MG Darryll Wong | Total | 8,984 | 4,763 | 7,831 | |
| Support to state employees | <ul style="list-style-type: none"> 15 days military leave Preference given to veterans and their widow(er)s for civil service positions, training programs, job counseling and referrals Reemployment rights for veterans, Reservists or NG members who leave a position within State or County government for training or active military service | | | | |
| Educational benefits | <ul style="list-style-type: none"> Tuition assistance for NG members Several colleges have Yellow Ribbon Programs associated with 9/11 GI Bill | | | | |
| Family support | <ul style="list-style-type: none"> Informational and referral services to family members of veterans Information about family program available at: http://www.dod.state.hi.us/family/index.html | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> No state income tax while serving in a hostile fire zone State income tax exemption of \$3,000 (regardless of activation) | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> Extension of certain licenses while deployed in war zone Qualified veterans can acquire distinctive veterans' license plates | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> Hawaii Veterans Newsletter, Roster, and Website Memorial and Veterans Day ceremonies at state cemeteries; leis for veterans cemeteries on Memorial Day Hawaii Veterans Memorial Fund | | | | |

| IDAHO | | Members | Spouses | Children |  |
|---|--|---------|---------|----------|---|
| | National Guard | 5,038 | 2,729 | 5,342 | |
| Governor: Butch Otter | Reserves | 1,495 | 731 | 1,424 | |
| TAG: MG Gary Sayler | Total | 6,533 | 3,460 | 6,766 | |
| Support to state employees | <ul style="list-style-type: none"> • Reemployment protection • Receipt of benefits if employee dies while activated | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Protection of educational status if activated over 30 days • Pay up to 100% of fees and tuition | | | | |
| Family support | <ul style="list-style-type: none"> • Protection of custody and visitation rights • Idaho Guard and Reserve Family Support Fund provides low interest loans or grants to requesting Reserve/Guard members | | | | |
| Tax and financial benefits | | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Recognition of military driver's license and extension of state license during activation | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • USERRA coverage for state duty • SCRA protection when activated by state over 30 days | | | | |


| ILLINOIS | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 13,577 | 5,219 | 9,158 | |
| Governor: Pat Quinn | Reserves | 12,206 | 4,781 | 8,755 | |
| TAG: MG William L. Enyart | Total | 25,783 | 10,000 | 17,913 | |
| Support to state employees | <ul style="list-style-type: none"> • By Exec Order: full time employees are eligible to receive pay difference between military pay and state salary, plus continue to receive any health insurance and other benefits • Preference is given to veterans in Central Management Services entrance examinations | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Approved G.I. Bill Programs: Educational Programs Directory, Training Programs Directory • Illinois Troops to Teachers Program can help eligible veterans with at least 6 years of honorable service transition to K-12 public school teaching. • Financial aid is provided annually to each child between the ages of 10 and 18 years of a veteran who died or became totally disabled as a result of service in the Armed Forces. ( Educational Opportunities for Children application form (PDF, 180 KB)) • Dependents of a veteran who has been declared by the Department of Defense or U.S. Department of Veterans Affairs to be a prisoner of war; missing-in-action; to have died as the result of a service-connected disability; or be permanently disabled from service-connected causes with 100% disability; and, who was an Illinois resident or was an Illinois resident within six months of entering service may be eligible for the scholarship. Eligible dependents are entitled to full payment of tuition and certain fees to any state supported Illinois institution of higher learning consisting of the equivalent of four (4) calendar years of full-time enrollment including summer terms. • The Illinois Veteran Grant (IVG) Program pays tuition and certain fees at all Illinois state-supported colleges, universities and community colleges for Illinois residents. | | | | |
| Family support | <ul style="list-style-type: none"> • The Illinois Dept. of Veterans' Affairs in conjunction with the Illinois Dept of Military Affairs host Family events several times a month to inform family members about benefits and entitlements available within their community and in the state and Federal Governments. | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • Returning Veterans' Homestead Exemption provides qualifying Veterans a one-time \$5,000 reduction to their home's equalized assessed value (EAV). • Disabled Veterans' Standard Homestead Exemption provides a reduction in a property's EAV to a qualifying property owned by a Veteran with a service-connected disability certified by the U. S. Department of Veterans' Affairs. A \$2,500 homestead exemption is available to a Veteran with a service-connected disability of | | | | |

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| | <p>at least 50% but less than 75% or a \$5,000 homestead exemption is available to a veteran with a service connected disability of at least 75%.</p> <ul style="list-style-type: none"> • Specially Adapted Housing Tax Exemption – allowed on the assessed value of real property for which federal funds have been used for the purchase or construction of specially adapted housing for as long as the Veteran, or the spouse, or unmarried surviving spouse resides on the property. • Tax Exemption for Mobile Home – applies to the tax imposed by the Mobile Home Local Services Tax Act when that property is owned and used exclusively by a disabled veteran, spouse or unmarried surviving spouse as a home. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Assisting newly discharged veterans with referrals to the proper agencies to expedite transferring of State professional licenses and certifications. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Department of Employment Security provides Veterans Representatives to help with job placement assistance. |

| INDIANA | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 14,656 | 6,422 | 12,663 | |
| Governor: Mitch Daniels | Reserves | 6,599 | 2,992 | 5,564 | |
| TAG: MG R. Martin Umbarger | Total | 21,255 | 9,414 | 18,227 | |
| Support to state employees | <ul style="list-style-type: none"> • Individuals on active military duty are exempt from jury duty. • Disabled veterans are eligible for a reduced-fee hunting and fishing license. • The Indiana Veterans' Home in West Lafayette provides nursing and domiciliary care for any Hoosier Veteran with at least one day of wartime service. To qualify you must have been a resident of Indiana for a minimum of three years. The Veterans' Home is open to both veterans and their spouses. • Ninety-one counties in the State employ a County Veterans' Service Officer (CVSO). These CVSO's are veterans who stand ready to help with veteran-related needs. The County Veterans' Service Offices have all appropriate forms and other information needed to obtain assistance from the U. S. Department of Veterans Affairs. • The Indiana Veterans' Memorial Cemetery opened for internments on December 1, 1999. The Cemetery is located adjacent to the Madison State Hospital and Clifty Falls State Park in Madison, Indiana. Any Hoosier veteran eligible to be buried in a national cemetery will be eligible for burial in the Cemetery. The spouse of an eligible veteran will also be eligible for burial there. • Burial allowances: Each county Auditor is authorized to pay an amount not to exceed \$100 for the burial of a veteran or the veteran's spouse, and to pay up to \$100 for the setting of a federal headstone. Veterans must have received an honorable discharge, and an application must be filed with the county auditor in the county of residence. • Veteran's eligible for preference and meet minimum requirements for a posted position are offered an interview. • State seniority includes time spent on active duty. • Receive pay differential when on active duty. • Option to continue family health care coverage at employee's expense while on active duty. • Military service is counted for calculating retirement benefits and eligibility for family medical leave. • 15-days paid leave available for each calendar year military service is performed. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • The Remission of Fees is good for 124 semester hours and may be used for either undergraduate or graduate-level work. The amount allotted is 100% of tuition and all mandatory fees. The term "mandatory fees" is defined as any fee that must be paid by each student attending the institution. • The natural or legally adopted child(ren) of a disabled veteran may be eligible for remission of fees (free tuition) at any state-supported post-secondary school or university in Indiana. This applies for any college-aged dependent as long as the child was adopted by age 24 and the child is a resident of Indiana. • The State offers tuition-free education at any state-supported college or university for | | | | |

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| | <p>recipients of the Purple Heart Medal.</p> <ul style="list-style-type: none"> • Tuition-free education at any state-supported college or university is available for children of a wartime-era service-connected disabled veteran. • Active duty military personnel and their dependents stationed in Indiana are eligible for resident tuition rates at any state-supported college or university. • Professional assistance provided for utilization of GI Bill benefits (Offered by IDVA's State Approving Agency.) |
| Family support | <ul style="list-style-type: none"> • Youth camps and educational weekend activities throughout the state, provide child development resources • Financial management and assistance • Legal assistance, crisis intervention, TRICARE and DEERS assistance • Establish and maintain links between command and families before, during and after deployments, conduct pre-deployment and post-deployment training, steady-state family support • Access to free, confidential counseling to servicemembers and their families • Assistance to families of fallen service members • Hoosier Veterans Seamless Transition Program |
| Tax and financial benefits | <ul style="list-style-type: none"> • The State provides an Indiana tax exemption in the amount of \$5,000 of military pay for any person serving who entered from Indiana and maintains Indiana as Home of Record. • There is a Total exemption of military pay for the duration of deployment orders to a combat zone. (A Service member cannot claim both exemptions in the same year.) • Disabled service members who own a primary residence in Indiana can be eligible for up to \$37,440 in tax deductions from their property taxes. • Grants of up to \$5,000 per year for any active duty service member and their family who are suffering financial difficulties because of deployment orders to a combat zone. (Military Family Relief Fund) (This is also offered to members of the National Guard and Reserve.) • The Indiana National Guard Relief Fund, Inc. provides financial grants to Indiana Army and Air National Guard members and their families who have encountered difficult situations due to mobilizations or financial hardship or disaster. The Indiana National Guard Relief Fund is a private, non-profit, tax exempt corporation. There are two grants, Fund A grants can be a maximum of \$10,000 and Fund B grants can be a maximum of \$2,500. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • The Indiana driver's licenses possessed by military members serving outside Indiana remain valid for 90 days following the service member's discharge from the service or return to the US. • Indiana has established procedures to expedite the issuance, renewal or reinstatement of professional licenses and certificates to the spouse of a person who serves on active duty and is assigned to duty in Indiana. • Any Indiana resident who is service-connected disabled by the U.S. Department of Veterans Affairs may purchase a license to hunt and fish in the State of Indiana for a reduced fee. • Hoosier Veteran Plates: Any resident of Indiana who was honorably separated from the active Armed Forces can purchase a Hoosier Veteran license plate. The DD-214 or Discharge Certificate must be presented at a local BMV office with a request for the special plate. (There is a \$15 charge for the Hoosier Veteran plate.) • Disabled Veteran Plates: Disabled Veteran plates function as a handicap-access plate in Indiana. These are strictly limited to those individuals who have serious mobility impairment due to a service-connected disability. Applications may be obtained from either the BMV or the Indiana Department of Veterans Affairs. The Indiana Department of Veterans Affairs must verify the veteran's eligibility. • Prisoner of War Plates: The POW license plate is available to all former prisoners of war or to the surviving spouse of a POW. Applications for these plates are available from the Indiana Department of Veterans Affairs. The Indiana Department of Veterans Affairs must verify the eligibility of the applicant. |


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| | <ul style="list-style-type: none"> • Purple Heart Plates: Any Hoosier Veteran who has received the Purple Heart Medal is authorized to have this license plate. Applications may be obtained at the BMV or from the Indiana Department of Veterans Affairs. The veteran must present official documentation of the award, and the Indiana Department of Veterans Affairs must verify the veteran's eligibility. • State law provides that any wartime veteran who has an honorable discharge shall be granted Peddlers, Vendors, or Hawkers Licenses by all cities and counties free of charge. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Indiana provides cost-free assistance with job placement after discharge from military service. (This service is offered by WorkOne Offices and the Department of Workforce Development.) • Indiana Employer Support of Guard and Reserve (ESGR) established to support all Servicemembers with employment issues. • ESGR encourages all Servicemembers to nominate their employer for “My Boss is a Patriot” award. • Exemption from jury duty. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Deployed Service Members are provided the Yellow Ribbon Reintegration events at 30-, 60-, and 90-days after return. • All Service Members complete VA enrollment (10-10EZ) at demobilization site. • Cost-free assistance with disability claims after discharge from military service (Offered by County Veterans’ Service Officers.) |

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| IOWA | | Members | Spouses | Children |  |
| | National Guard | 9,381 | 4,164 | 6,903 | |
| | Reserves | 3,296 | 1,289 | 2,441 | |
| Governor: Terry Branstad | | | | | |
| TAG: MG Timothy E. Orr | Total | 12,677 | 5,453 | 9,344 | |
| Support to state employees | <ul style="list-style-type: none"> • The State of Iowa provides veterans with referrals to state jobs and also guides veterans through the hiring process; qualified veterans are placed in state jobs using a new noncompetitive hiring program for disabled veterans. • State administrative rules allow for active employees to take military leave to attend military services. • Take military leave without loss of pay for 30 days each calendar year. • May elect to be placed on leave without pay (they continue to receive regular pay and benefits for 30 days), or may be separated and removed from payroll (will be given 30 days of regular pay in a lump sum with their last paycheck). • Receive pay differential between military pay and state salary. • May maintain health and dental insurance coverage while on leave (if less than 31 days, employee must pay the employee’s share of the health/dental insurance premiums). • Reinstatement of their health benefits. • Upon completion of military service, the state offers several options for return to work opportunities depending on the length of military leave (those discharged from the military under other than honorable service do not have return rights). • Employees returning from military service within the specified time frame are entitled to a restoration of their previous adjusted employment date for vacation accrual purposes, restoration of previous seniority date, restoration of sick leave and vacation balance accruals at time of induction or call to active duty, and all pay adjustments or increases for which the employee would have been entitled had they not entered military service. • Employees entering active military service are eligible for military health and dental benefits and may enroll their dependents in TRI-CARE if they drop health and dental insurance coverage under state group plans. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • The Iowa National Guard Education Assistance Program, which is a state-funded tuition assistance program that pays schools “up front” for the cost of an Iowa Army or Air Guardsman’s tuition. | | | | |

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| | <ul style="list-style-type: none"> • Tuition and fees can be refunded or registration and tuition payments can remain intact for a student-spouse if a mobilization causes them to withdraw from classes. • The Operation Recognition High School Diploma program, which furnishes an honorary high school diploma to qualifying veterans who did not complete high school in Iowa due to armed service enlistment. • The Iowa War Orphans Educational Aid program, which is available to children of service members who have died while on active duty since 9/11. • State agencies work with federal agencies and colleges to provide service members with information on GI Bill education benefits and to provide training and on-the-job training programs to assist veterans in overcoming educational barriers to employment or to enhance their employability and increase their income potential. • In-state tuition to veterans and their families who move to attend Iowa’s Regents universities (the University of Iowa, Iowa State University, and the University of Northern Iowa) and Iowa’s community colleges. • State agencies work to promote green hiring initiatives for veterans. |
| Family support | <ul style="list-style-type: none"> • A recently initiated program entitled “Project LAUNCH”, designed to address substance abuse problems, is being targeted to military families currently deployed or residing in certain zip codes in Polk County. • Assistance to veterans and spouses in overcoming employment barriers and finding employment through a network of field offices and access points throughout the state, including the ability to apply for benefits in person, through employers, or online. • Unemployment benefits for military spouses who are forced to voluntarily quit employment because the spouse on active duty has been relocated by the military. • Service members may temporarily assign visitation rights to another family member in their absence due to mobilization. • Referral services to other support agencies that provide food assistance, TANF funds, child assistance, and employment and training services. • Free Iowa Veterans Benefits and Services Book explaining benefits available to military families at the state and federal levels. • State agencies work with federal agencies to ensure that Iowa military families have access to the National Guard Family Program as well as Military OneSource and Military and Family Life Consultant services in order to receive the resources, information, support and services they need to cope with deployments and returns. • Plots within the Iowa Veterans Cemetery are available for honorably discharged veterans (no charge) and their spouses (minimal fee). • Access to benefit specialists and a network of 99 county veterans affairs offices trained to assist veterans and family members with claims. • Availability in the Iowa Veterans Home for the long-term care needs of a honorably discharged veteran and spouse. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Up to a \$500 bonus for service as an oceangoing Merchant Marine during the period December 7, 1941 through December 31, 1946. • Iowa Workforce Development’s Veterans Program assists veterans with barriers to employment by referring them to the Iowa Department of Veterans Affairs and Iowa Vocational Rehabilitative Services for assistance in processing claims for disability compensation and to County Veterans Affairs offices for monetary assistance as needed. • State agencies screen veterans for potential eligibility for the federal Work Opportunity Tax Credit certification. • State law provides mortgage foreclosure protection for activated Iowa National Guard and Reserves, and increases penalties on lenders who knowingly foreclose on a Guard member on state active duty. • The Military Homeownership Assistance Program provides eligible service members and veterans a \$5,000 grant to be used as a down payment or closing cost on a home purchase in the State of Iowa (members must have served on active duty on or after |


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| | <p>9/11/01 and purchased a home after 3/10/05).</p> <ul style="list-style-type: none"> • The Property Tax Exemption benefit reduces a veteran’s assessed home value by \$1,850 for property tax purposes (members must have served on active duty during a period of war or for a minimum of 18 months during peacetime). • The Iowa Injured Veterans Grant, which provides up to \$10,000 to members or former members of the U.S. military who are residents of Iowa and were seriously injured during operations in Iraq or Afghanistan. • The Iowa Veterans Trust Fund, which is a multi-million dollar fund established by the state, provides funding to help Iowa veterans and their families with unemployment or underemployment assistance due to service-related causes, counseling and substance abuse services, housing repair, transitional housing in an emergency, and assistance with vision, hearing, dental care, durable medical equipment, and prescription drugs. • Military pay is exempt from state tax and delayed filing available during activation. • \$12,000 military death gratuity is exempt from state tax. • Automatic extension on late tax filing. • Exemption from the computation of the individual state income tax of all pay received for active duty military service and service in operation new dawn and including retroactive applicability provisions. • The Iowa Vital Records Bureau provides one free copy of a death or birth certificate for active military if the death occurs while on active duty (the death certificate is provided to the Veteran’s Administration for benefits determination, but a birth certificate could be provided to both the family and the VA). |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Training and access for veterans to certifications through in-house programs such as the Workforce Investment Act, Trade Act, and local colleges and training providers. • Lifetime hunting and fishing license for a one-time \$7.00 fee available to veterans with service-connected disability or POW. • Extension of driver’s license for active duty personnel (valid until six months following separation from active duty). • Honorably discharged veterans are eligible to purchase specialty license plates. • Iowa driver licenses do not expire while persons are in active military service, which enables members to renew their license when they return from active duty without penalty. • If member of the military is sent a suspension notice from Iowa DOT while on active duty, SR 22 insurance and appeal time is waived until the member returns to Iowa. • Iowa driver licenses extend the expiration for 5 years for family members of those persons in active duty of the military. • Military’s Motorcycle Rider safety classes can be used to fulfill the safety class requirement for an Iowa Motorcycle license. • Recognizes military training for commercial licenses and allows them to be exchanged for an Iowa commercial license. • Military personnel who have been on active duty can use “active duty time” to meet the continuing education requirements for the EMS certification period. • The Plumbing, Mechanical and Electrical License (PMB) Bureau grants an exemption from CEU requirements under certain circumstances if deployed, including an exemption from being required to take an exam for licensure if on active duty during the time of the original waiver from examination and if previously held a license or passed an equivalent exam. • Licensees for Athletic Training, Barbering, Chiropractic, Mental Health Counselor, Marriage and Family Therapy, Cosmetology, Dietetics, Hearing Aid Dispensing, Massage Therapy, Mortuary Science, Nursing Home Administrators, Optometry, Physical and Occupational Therapists, Physician Assistants, Podiatry, Psychology, Respiratory Care, Sign Language Interpreter and Transliterations, Social Work, Speech Pathology and Audiology are exempt from continuing education requirements during the license biennium when the licensee served honorably on |

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| | <p>active duty in the military service.</p> <ul style="list-style-type: none"> • Disconnection protection to any household where the head of household is militarily deployed. |
| <p>Protections, recognition and employment support</p> | <ul style="list-style-type: none"> • Recognition of veteran status as defined in Iowa Code Chapter 35.1 for state programs and benefits (veterans status is also granted to those who have been activated for at least 90 days). • Employment support for veterans, including assistance with career exploration, labor market information, skill training and certification, résumé preparation, job interviewing, job search training, unemployment issues and many other needs that the veteran may have (veterans with disabilities may qualify for vocational rehabilitation services if meet statutory definition). • State personnel provide basic information and act as a referral source for veterans to DOL/VETS concerning USERRA issues in order to protect the veteran's employment rights. • Iowa Workforce Development Veterans Program ensures priority of service in all federally funded job placement and training programs in Iowa and monitor federal job listings to ensure that veterans get preference in referral to open jobs. • State personnel assist veterans who have been incarcerated with securing employment before the end of their sentence in order to decrease recidivism. • The state is part of the Employer Partnership of the Armed Forces, which provides employers with a direct link to service members and their families. • The Iowa Employer Support of the Guard and Reserve, part of the DoD, identifies and enhances employment opportunities for service members and spouses. • Iowa administrative rules allow veterans to receive additional points added to the scoring system of their application during the hiring process (applicants who were a Purple Heart, or who have a service-connected disability, or who are receiving disability compensation or pension under laws administered by the U.S. Veterans Administration may request to have a maximum of ten points added to examination scores). • State personnel administer federal Access to Recovery (ATR), which funds substance abuse treatment and mental health services to all active military and National Guard members at or above 201% of the federal poverty level guidelines while enabling those below the threshold to receive subsidized treatment through a Substance Abuse Prevention and Treatment Block Grant or a county mental health plan (Camp Dodge in Iowa has been offered the ability to be an ATR Care Coordinator provider, which allows them to admit soldiers into an ATR and issue vouchers from base). |
| <p>Reintegration Programs/Initiatives</p> | <ul style="list-style-type: none"> • Self-assessment, attitude, researching companies, résumé and cover letter writing, interviewing and follow-up training and services are offered in day long programs. • Individuals with specific one-on-one assistance are referred to specialists. • State personnel attend Blue Ribbon events to inform veterans of employment services in Iowa, which include tailored services to all veterans and intensive services for veterans with barriers to employment. |

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| <p>KANSAS</p> <p>Governor: Sam Brownback</p> <p>TAG: MG Lee Tafanelli</p> | | Members | Spouses | Children |  |
| | National Guard | 7,302 | 4,107 | 7,890 | |
| | Reserves | 4,520 | 2,293 | 4,097 | |
| Support to state employees | Total | 11,822 | 6,400 | 11,987 | |
| | | <ul style="list-style-type: none"> • Pay differential for eligible employees activated for full-time duty, mobilized, and deployed for more than 30 consecutive days • A one-time payment of \$1,500 made to state employees upon activation for a period of more than 30 consecutive days • Veterans preference for state jobs – any veteran who is eligible for veteran's preference and who meets minimum requirements for a posted state position is offered an interview | | | |


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| | <ul style="list-style-type: none"> • Positions are protected as long as the employee is on active military duty and returns to employment within designated timelines • Retirement system can grant service credits to active military service at no cost to members if their military service interrupts their public service • Active KPERs members receive basic life insurance equal to 150 percent of their annual gross income • Employees retain state provided group term life insurance coverage at no cost while on active military leave; they may also remain in Optional Group Life Insurance, but must pay that premium • Employees may receive payouts for accrued leave prior to leaving for active duty • Employees may request and use appropriate accrued leave at any time while on active duty • Employees on active military duty may continue health insurance coverage for 30 days and the State will continue to pay its share of the premium; employees may continue coverage beyond 30 days, but must pay the total premium • No waiting period for health insurance upon returning from active duty • Employees on active duty during Benefits Open Enrollment may enroll in coverage upon their return without penalty • While on active duty any obligated bonuses or longevity bonuses will be paid when due • General pay increases that would have been received had the employee not been on active duty are granted upon returning to employment |
| Educational benefits | <ul style="list-style-type: none"> • Up to 100% of tuition fees paid for enlisted members, based on funding • The tuition to attend state universities, community colleges, or vocational technical colleges will be covered for dependents of Kansas residents who are killed in the line of duty, MIAs, or POWs while in the United States armed forces or the Kansas National Guard • Refund or credit for the tuition paid if activated during a semester • Participates in the Interstate Compact on Education Opportunities for Military Children • Residents can return to Kansas within 60 months of departing the state and qualify for in-state tuition • ROTC institutions award scholarships to Kansas soldiers who have returned from military service and are enrolled at community colleges |
| Family support | <ul style="list-style-type: none"> • KS Family Programs Office provides help for the military, to include re-deployment and reintegration training and coordination of Family Readiness Groups • Military spouses forced to leave employment due to their spouses' military orders are eligible for unemployment insurance • Information about family program available at: http://www.governor.ks.gov/LtGov/military.htm |
| Tax and financial benefits | <ul style="list-style-type: none"> • Kansas does not tax military retirees' pensions • Provide a \$250,000 state death benefit for any member of the Kansas NG who is killed in the line of duty • Provide income tax exemptions for members of the military for bonuses received for recruitment and student loan repayments • Defer property tax on principle residence up to two years while on active duty, for service members who have been (or will be) deployed outside of the United States • Ensures full compliance with federal law extending tax return filing dates and other required payments and reports for military personnel serving in a combat zone and their families • Emergency relief available to members of the Kansas NG and Reserves and their families that are Kansas residents • National Guard Foundation (Kansas) to assist NG members and families when pay or other authorized programs cannot cover costs • Tax credits for businesses employing Kansas NG and reserve members who are unemployed upon returning from deployment |

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| | <ul style="list-style-type: none"> • Death benefit of \$250,000 for the beneficiaries of any member of the Kansas NG who is killed on active federal duty • Down payment assistance to qualified Kansas buyers for the purchase of their first home • KS Lottery launched two instant games which split 50% net profit to KS NG Education Assistance Act scholarships and 50% net profit to KS Soldiers' Home, KS Veterans' Home, and the state veterans cemetery system |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free hunting and fishing licenses for NG members and certain disabled veterans • Professional license continues to be valid while an individual is in military service and for 6 months following their release. No renewal fees, applications or continuing education are required during this period. • Grace period for returning deployed military personnel with an expired registration not to exceed 7 days to properly register their vehicle in their home county • Free processing of requests for vital statistics records by all members of the Kansas NG who have received an alert notice of active duty or have already been placed on federal active duty for mobilization, and their dependents • Free admission to state parks for NG members • Vehicle registration tax exemption for mobilized and deployed military personnel • Distinctive military license plates |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Require protestors to stay at least 150 feet from any entrance to a cemetery, church or mortuary or other location where a funeral is held |


| KENTUCKY | | Members | Spouses | Children |  |
|----------------------------|---|---------|---------|----------|--|
| | National Guard | 8,246 | 3,970 | 6,919 | |
| Governor: Steven Beshear | Reserves | 4,720 | 2,580 | 4,665 | |
| TAG: MG Edward W. Tonini | Total | 12,966 | 6,550 | 11,584 | |
| Support to state employees | <ul style="list-style-type: none"> • Eligible to purchase 1 month of retirement system credit for every 6 months served. • Veterans preference for positions in state government. • Paid military leave of 21 days annually, with carryover of unused leave for one calendar year. • Boards of Education are permitted to: provide the employer's contribution for health insurance; allow military service to count toward continuing service contracts and retirement credit; and to pay teachers' contributions to retirement system for time of deployment. • Teachers and principals called to active federal duty will be granted leave of absence and upon return, state will pay member contribution to receive retirement service credit for active duty period. • Excused day for spouse deployments and returns. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Federal Tuition Assistance- the Federal Tuition Assistance program pays \$250 per semester hour and \$4,500 per fiscal year up to the first professional degree. • State tuition Assistance- Kentucky State Tuition assistance pays 100% of tuition for state supported public institutions up to 12 hours. Kentucky State tuition assistance also pays tuition for KHEAA approved private colleges at a capped rate. • GI Bill counseling and testing services. Education Service supports all Soldiers and units with their GI Bill and Kicker issues, as well as providing civilian and military testing. • State tuition waiver for dependents of a veteran who died while serving on active duty. • State tuition waiver for dependents of a disabled veteran. • No discrimination against NG called to active duty with respect to attendance and credit for academic work accomplished. | | | | |
| Family support | <ul style="list-style-type: none"> • Family Assistance Center that is manned 24/7, 1-800-372-7601 option 1. • Mobilization support. | | | | |


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| | <ul style="list-style-type: none"> • Family Readiness Support Assistancess- empowers commanders in their duty to deliver the Total Army Family Program. • Family Assistance Specialists- provide information, resources, and outreach to families throughout deployment cycle. • Military Family Life Consultants- helps prevent family distress by providing information on family dynamics, parent education, and available support services. • Child and Youth Services Program Coordinators- training, resources, activities and events for our military youth. • Military One Source Consultant- 24/7 free access to confidential resources and referral support for Soldiers and families. • Transition Benefits Advisor- provides technical support on VA benefits and entitlements. • Personal Financial Counselor- assist families with budgeting, financial counseling, savings, & retirement planning. • Community Outreach Coordinator- connects the Guard with the community. • Survivor Outreach Services Coordinators- offers services to survivors of deceased military members. • Also offer assistance with TRICARE and Defense Enrollment Eligibility Reporting System (DEERS) and Military and dependent ID Cards. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Lump-sum payment of \$80,000 death benefit from the state for state active duty and for NG/Reserves on Title 10 military duty. • Receive additional \$20 tax credit if member of the NG. • Tax return extension when in a combat zone. • Military retirements are partially exempt from state income tax. • State NG pay equal to federal active duty pay. • State income tax exemption of all income sources for members of the active and reserve component killed in line of duty, for the year during and the year prior. • State income tax exemption on all military pay when filing a Kentucky individual tax return. • Veterans' personal loan program, up to \$10,000 and 10 years. • Housing grants to reduce principle and interest payments on a mortgage or rental payable by NG or reserve members during federal active duty. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • May renew driver's license by mail. • Special NG vehicle and motorcycle licenses available for members, retirees, and surviving spouses. • Training requirement waived for active and retired federal civilian and military peace officers concealed deadly weapon license. • Automatic extension of certifications while deployed. • Assistance to spouses in obtaining professional and occupational licenses when moving into state due to reassignment. • Professionally licensed or certified spouse of any active duty military personnel transferred to Kentucky issued a six month temporary license. • Waive continuing education requirements for licensed engineers while deployed. • Veterans who have completed a total of ten years of active duty service are eligible for a five year statement of eligibility for teaching. • 30 days to renew vehicle license if stored while deployed. • Eliminate annual proof to renew for veterans and retired military license plates. • Exempt from paying tolls going to or returning from duty. • Free birth and death certificates if within 60 days of deployment. • Applicants with military service experience operating commercial-sized motor vehicles exempt from commercial driver's license driving skills test. • Active duty military personnel professional license or certificate renewal without payment of fees or continuing education as long as they are an active duty member of the Armed Forces and for six months after discharge. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Provide protection when activated under state law as under the SSCRA. • Employers must grant military leave for NG active duty or training; re-employment |

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| | <p>rights.</p> <ul style="list-style-type: none"> • Cannot deprive NG member of employment, obstruct business or profession, or threaten job action to prevent enlistment. • June 24th is Kentucky National Guard Day. • Established National Guard and Reserve Employers' Council. • TAG authorized to appoint attorney for criminal activities while on duty. • TAG may purchase liability insurance to protect NG members during state duty. • Provided same powers and immunities as peace officer during state duty. • Immunity from non-felony arrests while on state duty. • Criminalize disorderly conduct within 300 feet of a military funeral. • Devote one instructional period to observe Veterans Day at public schools. • NG and Reserve Medical Task Force. • Kentucky SCRA. • Compensation for state active duty – receive pay at the same rate as active duty armed forces. • Stolen Valor Act: it is a Class A misdemeanor for anyone to falsely apply for a special military license plate or misrepresent current or former military status. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Provide information, guidance, and resources to support the Service Member and families throughout the deployment cycle. • Provide resources to push benefits, information, resources, activities, and support available for Service Members and families. • Plan, coordinate and execute pre-mobilization, during mobilization, and reintegration events to support Service Members and their families. • All re-deploying Soldiers and families are invited to attend reintegration events to ensure they have the necessary support and tools. They are also able to find additional support and tools at the event. |


| LOUISIANA | | Members | Spouses | Children |  |
|-----------------------------------|--|---------|---------|----------|---|
| | National Guard | 10,561 | 4,259 | 8,185 | |
| Governor: Bobby Jindal | Reserves | 6,302 | 3,040 | 5,722 | |
| TAG: MG Bennett C. Landreneau | Total | 16,863 | 7,299 | 13,907 | |
| Support to state employees | <ul style="list-style-type: none"> • Certified military policemen who serve at least 1 year receive supplemental pay at the same rate as other state police/sheriff deputies • Receive pay difference between military pay and state salary • 15 days paid military leave • Option to continue retirement contributions • Option to continue life insurance and group benefits coverage • Continue to receive annual merit increases • Employment preference for veterans | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Protection from academic penalties while activated • 100% tuition exemption at any state institution of higher learning • Tuition exemption for dependents of veterans with a severe service-connected disability or veterans who died during active duty during a war time period | | | | |
| Family support | <ul style="list-style-type: none"> • Information available at: http://www.la.ngb.army.mil/fs/home.htm | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • State income tax deferred during and for 6 months after mobilization • Service Officers in every parish are available to assist veterans and/or their dependents in filing for VA benefits • Military retirement exempt from state income tax • Property assessment frozen under a certain income level for 50% service-connected disabled veterans | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Recognition of military driver's license and extension of state license during | | | | |

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| | <ul style="list-style-type: none"> activation Exemption from payment of reinstatement, renewal or suspension fees for motor vehicles as a result of mobilization Exemption from payment of reinstatement, renewal or suspension of professional or occupational licenses as a result of mobilization Free hunting, fishing, and drivers' licenses for certain disabled veterans |
| Protections, recognition and employment support | <ul style="list-style-type: none"> Public and private sector employers authorized to pay supplemental income to activated employees Continue cases where a subpoenaed witness or party has been activated Louisiana Military Service Relief Act supplements the rights provided by SCRA and USERRA Two new "Veteran" eligibility categories for the Hudson Small Entrepreneurship Program will allow veteran-owned small businesses and service-connected disabled veteran-owned small businesses to participate in state service, construction, and procurement contracts |


| MAINE | | Members | Spouses | Children |  |
|---|---|---------|---------|----------|---|
| | National Guard | 3,467 | 1,756 | 3,211 | |
| Governor: Paul LePage | Reserves | 1,286 | 722 | 1,371 | |
| TAG: MG John W. Libby | Total | 4,753 | 2,478 | 4,582 | |
| Support to state employees | <ul style="list-style-type: none"> 17 days per year of paid military leave, to include health insurance coverage Authority to use annual leave to maintain benefits Receive retirement program credit for activated service if return to position within 90 days of separation Protection of seniority, pay and other benefits Veterans' preference for any position on an open competitive basis in the classified service; their wives, husbands, widows, widowers, mothers and fathers are also eligible for this preference | | | | |
| Educational benefits | <ul style="list-style-type: none"> Tuition and fees waived for qualified dependents of certain disabled or deceased veterans Current members of the ME Army NG are eligible for up to \$4,500 for federal tuition assistance and up to \$1,500 for state tuition assistance Current members of the ME Air NGA are eligible for state tuition assistance up to \$6,000. | | | | |
| Family support | <ul style="list-style-type: none"> Information available at: http://www.me.ngb.army.mil/Family/ Services include: a 24/7 hotline; regional Military Family Assistance Centers; Yellow Ribbon Deployment Cycle Support events; a director of Psychological Services; a Military Family Life Counselor; a Child and Youth Services Program Coordinator; a Military OneSource Liaison; a Transitions Benefits Advisor; a Family Readiness Group Advisor In the process of forming the Maine Military and Community Support Network | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> Property tax exemption for eligible wartime veterans The Finance Authority of Maine administers a Veterans Small Business Loan Program | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> Waive or defer all or any portion of continuing education requirements as a condition of license renewal when activated over 30 days Special veterans' license plates Certain disabled veterans are exempt from various motor vehicle related fees Complimentary hunting, fishing, and trapping licenses for certain service-connected disabled war veterans Veterans receive a free life-time day-use pass to State parks and Historical sites | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> State recognizes Prisoners of War, Purple Heart recipients, and those that die in the line of duty with a state medal. Certificates of appreciation for wartime service are available for WWII, Korea, Vietnam, Cold War, Persian Gulf, and current conflicts. | | | | |

| MARYLAND | | Members | Spouses | Children |  |
|----------------------------|--|----------------|---------|----------|---|
| | Governor: Martin O'Malley | National Guard | 6,450 | 3,056 | |
| TAG: BG James A. Adkins | Reserves | 8,738 | 4,452 | 7,572 | |
| | Total | 15,188 | 7,508 | 13,920 | |
| Support to state employees | <ul style="list-style-type: none"> • Receive pay difference between military pay and state salary. • Veterans and spouses of disabled veterans are given additional points during hiring and for calculating seniority for layoffs. • Veterans may receive retirement credit for eligible military service. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Maryland NG members eligible for up to 50% off tuition waiver at state colleges, universities and some private colleges. • Hodson Trust Star Scholarship: nonprofit fund and four universities that provide undergraduate and graduate scholarships to eligible veterans of Afghanistan and Iraq. • Veterans of Afghanistan and Iraq Conflicts Scholarship Program: provide financial assistance to service members who served in Afghanistan or Iraq and their family members. • Edward T. Conroy Memorial Scholarship for eligible veterans and their family members who are attending an institution of higher learning within Maryland. • MD National Guard soldiers or airmen will not pay out-of-state tuition at public institutions of higher learning, regardless of state residence if they are currently serving in critical skill areas. • MD will reimburse soldiers and airmen up to 50% of tuition and related fees up to \$5,000 per fiscal year for undergraduate, masters, professional and vo-tech training at partner schools. | | | | |
| Family support | <ul style="list-style-type: none"> • Statewide network of volunteers to coordinate family readiness services. • Youth Council established to develop strategic plan for addressing needs of children in military families. • Integration of youth service participants into work of statewide assistance volunteer network. • Partnership with 4H extension to provide leadership opportunities to children of military families. • Family support organizations at both unit and headquarters levels. • Maryland Veterans Behavior Health Advisory Board established to identify gaps in behavioral health services for veterans and their families. • National Guard Reintegration: \$800,000 budget item to aid reintegration of members into society after serving in Iraq and Afghanistan. • Partners in Care Program provided in concert with local religious organizations • Yellow Ribbon Reintegration program supporting service members and their families returning from deployment. • Information about family program available at: http://www.md.ngb.army.mil/XHTML/Family/Family.html • Morale Welfare and Recreation (MWR) ticket sales available through the Family Support Office. | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • \$5,000 of military retirement income exempt from state income tax. • \$15,000 of military pay exempt from state income tax when active duty overseas. • Active duty service members exempt from 5% excise tax for one year on purchase of a vessel. • Exemption from property tax for primary residence of 100% disabled veteran and | | | | |


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| | <p>spouse, surviving spouse active duty military killed in the line of duty, and surviving spouse receiving dependency and indemnity compensation.</p> <ul style="list-style-type: none"> • Active duty members establishing residency are eligible for tax credit on title tax paid in another state. • Death benefit of up to \$125,000 to surviving spouse, children, dependent parents or estate of a MD resident killed in Afghanistan. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Maryland NG and Reserve members are entitled to state vehicle tags. • 100% service-connected disabled veterans and former POWs may obtain free hunting and fishing licenses. • Service members may hunt without cost if they are on leave. • MD offers veterans a variety of military related license plates. • 100% disabled veterans are eligible to receive a disabled license plate without charge. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Incorporates provisions of SSCRA and USERRA when activated under state law. • ESGR staff and both Governor and Lt Governor have signed statements of support. • State Department of Labor One Stop program for veteran employment assistance. • MD Workforce Exchange allows veterans to search for current job openings, create resumes, file for unemployment insurance, and find occupational training. • Disabled Veterans Outreach Program/Local Veteran Employment Representatives provide services to meet the employment needs of veterans. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • The MD Yellow Ribbon Reintegration provides pre-deployment, 30, 60 and Post deployment health reassessment events for Service members and Family members before, during and after deployment. • Provide resources to push benefits, information and support for Service and family members. • Yellow Ribbon Reintegration Program provides comprehensive fitness and resilience training to Service and family members that are deployed and returning from deployment. • For more information on MD's Yellow Ribbon Reintegration Program, visit: http://www.md.ngb.army.mil/XHTML/Family/yellow.html. |

| MASSACHUSETTS | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 8,413 | 3,385 | 5,591 | |
| Governor: Deval Patrick | Reserves | 6,370 | 2,675 | 4,440 | |
| TAG: MG Joseph C. Carter | Total | 14,783 | 6,060 | 10,031 | |
| Support to state employees | <ul style="list-style-type: none"> • Increases the per diem compensation that Guard members receive while on state active duty from \$75 to \$100; • Provides that the state pay half the monthly life insurance premiums for Guard members. • Public pension is protected and military service is credited to it; also eligible for re-employment within 2 years. • Provide for pay difference between public service pay and military pay. • When on leave, state continues to pay its share of the health insurance premium. • Public employees of other states, who have served in the guard, allowed to credit military service to their pension. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Exempts Guard members from paying any fees while attending a Massachusetts public college or university. Already, they receive free tuition, but fees can account for as much as three quarters of the cost of a college education. The state, not the schools, will pay for the cost of the waivers. • 100% tuition and fee assistance in state schools (starting July 1, 2006). • Grants high school diplomas to veterans who left school upon being drafted or enlisting in World War II, Korea or Vietnam wars. | | | | |
| Family support | <ul style="list-style-type: none"> • Increases the death benefit paid to families of Guard members killed in the line of | | | | |

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| | <ul style="list-style-type: none"> duty from \$5,000 to \$100,000; \$2,000 benefit for Gold Star spouses and Gold Star parents' benefit from \$1,500 to \$2,000. Official documents can be acknowledged by commissioned officers rather than notary. Additional information about family program available at: http://www.mass.gov/guard/family_program/family_support_ma/assistance_centers.htm Military Family Relief Fund (see http://www.mangfriends.org for more info) |
| Tax and financial benefits | <ul style="list-style-type: none"> Guard members receive a minimum of \$100 per day while on state active duty Can request extension to file taxes while serving for time served and an additional 6 months, if individual paid 80% of taxes due. Defer real estate taxes at 8% while serving outside of state over 180 days (local option) Provides \$1,000 bonus given to Massachusetts service members who served on active duty in Afghanistan and Iraq after 9/11/01; and \$500 bonus to those who served at least six months on active duty in other locations. Daily pay of \$100. Provides for reimbursement of 50% of the premium of monthly SGLI (or equivalent group) life insurance premiums for policies worth up to \$400,000. Establishes a check-off on the state tax form to help members of the Guard and reserves (called to active duty after 9/11/01) and their families defray the costs of food, housing, utilities, medical services and other expenses Death benefit of \$100,000 for Guard member who dies in the line of duty. Free drug and alcohol shelters for homeless veterans. One time loan up to \$10,000 at 3%. Temporary financial assistance on case-by-case basis. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> Waive late or renewal fees for veterans or military personnel who are unable to meet license deadlines due to deployment. Licenses, permits and certificates of registration that expire while holder is serving may be renewed within six months after termination of service to same extent as if application for renewal was made upon expiration. No fee shall be charged for period between expiration and renewal. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> Anti-discrimination clause saying that an individual cannot be discriminated against because of his or her connection to military activity Military records now in electronic format and available online. Annual proclamation for Massachusetts NG. |

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|----------------------------|--|---------|---------|----------|---|
| MICHIGAN | | Members | Spouses | Children |  |
| | National Guard | 12,058 | 5,435 | 10,461 | |
| | Reserves | 7,271 | 2,945 | 5,463 | |
| Governor: Rick Snyder | | | | | |
| TAG: MG Gregory Vадnais | Total | 19,329 | 8,380 | 15,924 | |
| Support to state employees | <ul style="list-style-type: none"> Entitled to unpaid military leave of absence up to 5 years. Eligibility points when applying for state employment. Special provision to receive pay difference between military pay and state salary. Emergency activation (up to 30 days) with differential pay (general provision is without pay). Protection for re-instatement; abolishment, reclassification, and combination of positions; salary step increases; and requirement for evaluation. Protection for employees on limited appointments. Supplemental state-subsidized group health plans. Local governments are able to provide differential pay for their employees who enter into active uniformed service. | | | | |
| Educational benefits | <ul style="list-style-type: none"> State Education Reimbursement Program: Michigan NG members are reimbursed 50% of their tuition costs up to \$1,500 per academic year. Annual appropriations of | | | | |

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| | <p>\$1.5M for the program.</p> <ul style="list-style-type: none"> • Tuition Grant Program: 19 colleges and universities throughout Michigan are offering up to 45% off of their tuition per year to NG members who attend their institutions. • The NG Association of Michigan (NGAM) has scholarships that can be applied for by eligible members. NGAM scholarships vary depending on the number of qualified applications received. Grants in combination with other tuition assistance and GI bill can allow NG member to attend college at virtually no cost. • Member State Interstate Compact on Educational Opportunity for Military Children. |
| Family support | <ul style="list-style-type: none"> • Military Family Relief Fund provides up to \$2,000 per year for families. • Utility shut-off protection for families of military members on active duty status. • Prohibit court from changing child's placement while a parent is on active duty. • http://michguard.com/family/ • http://www.mi.ngb.army.mil/family/faq.asp |
| Tax and financial benefits | <ul style="list-style-type: none"> • A taxpayer may designate \$1 or more of his/her refund to the Military Family Relief Fund. Eighty percent will go to the Fund and 20 percent will go to special projects at the Michigan Soldier's Home. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Military members stationed outside the state are able to obtain hunting and fishing licenses for one dollar. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Employment protection for persons called into military service. • Bans protests within 500 ft. of funerals; allows for penalties for disorderly conduct. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Sponsor "A Road to Reintegration" Program, including Community Events across the state. • Support for returning guardsmen and women provided at each base. |

| MINNESOTA | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 13,516 | 5,124 | 9,152 | |
| Governor: Mark Dayton | Reserves | 5,484 | 2,425 | 4,415 | |
| TAG: MG Richard Nash | Total | 19,000 | 7,549 | 13,567 | |
| Support to state employees | <ul style="list-style-type: none"> • 15 days of paid military leave per year • Receive pay difference between military pay and state salary • Family members are allowed non-paid leave from state employment for departure and homecoming ceremonies. • Family members are allowed non-paid leave from state employment when an immediate family member has been injured or killed while engaged on active service. • Special employment termination process requirements for veterans who are employees of local units of government or state government • Veteran preference consideration during state employee hiring process • A state employee who is a veteran with a service-related disability can apply for additional sick leave to receive treatment for the disability • A dependent of a state employee who has recently completed military service and was a full-time student immediately before entering military service can enroll in the State Employee Group Insurance Plan (SEGIP) even if the dependent is over age 19 and not a full-time student | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Surviving family members receive 100 percent tuition if member killed in line of duty • NG or military reserves entitled to tuition refund if ordered to active duty prior to the termination of the school year. • 100 percent tuition assistance; eligible to participate in a tuition reimbursement program. • Tuition Reimbursement program eligibility extended on a limited basis for spouses of National Guard members. • Minnesota GI Bill provides up to \$10,000 in benefits to Minnesota veterans, military | | | | |

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| | <p>members, and the children and spouses of deceased or severely disabled veterans</p> <ul style="list-style-type: none"> • Established veterans resource centers in state and private universities for quick access to comprehensive information about benefits and resources • Higher Education course equivalency guidelines ensure service members are treated in an equitable manner at different universities within the same system. • Yellow Ribbon Colleges program for educational institutions to develop a work plan and corporate policies promoting a military and veteran friendly environment. • On the Job Training and Apprenticeship Programs provide increased opportunities for Veterans to use their earned federal G.I. Bill's educational benefits for on-the-job and apprenticeship training • Military liaison assigned to the Minnesota State Colleges and Universities (MNSCU) to develop standard template for awarding college credits for military training • Department of Higher Education provides clarification and advice on the use of education benefits at all Beyond the Yellow Ribbon Training events. • One-time education benefit is offered as a grant to veterans who have exhausted their federal educational benefits. |
| Family support | <ul style="list-style-type: none"> • Military Family Care Initiative: link military families with community organizations willing to help during deployments • "Support Our Troops" license plate fund to support service members, their families and recent veterans who are experiencing hardship • "Support Our Troops" funds extended to allow grants of up to \$1,000 per Family Readiness Group during each deployment of their unit • Veterans' hotline to provide resources and crisis intervention – 888-Linkvet toll-free assistance line is single stop for all veteran issues. The line has crisis referral and assistance at all times. • Provided \$1.5 million to support reintegration efforts at state level • Spouses are provided legal protection from being fired because they are married to a member of the military • Family members are provided at least six days of leave, of which two may be consecutive of non-paid leave in each calendar year, to attend welcome home/departure ceremonies, attend family reintegration academies, or post deployment reintegration training. • Provided funds for communication and outreach to state Veterans Affairs office • Service members killed or wounded in action (state or federal service) can be brevetted to next rank without delay. Provides for some select cases of brevet promotion to second lieutenant • Funded soldier assistance program through Veterans Affairs – program provided an additional \$2.5 million in supplemental funding • Additional veteran case managers to address veteran issues. Select case managers hired for women and Native American groups. • LSS CORE service provides mental health, family, and financial counseling to veterans and their families at no cost to the service member or their family. The services can be accessed through the LINK VET line or County Veteran Service Officers (CVSO). • Availability of Gold Star license plates at no expense to qualified applicants for motor vehicles owned or co-owned by the spouse or parent of a person who has died while serving honorably in active military service. • Recently Separated Veterans Program (RSVP) is available for returning veterans, including "Welcome Home" letter to the veteran containing relevant transitional information and directs them to their local County Veteran Service Officer for available services • Gold Star retreat honors families of the fallen Minnesotans to ensure Minnesota does not forget those who have made the ultimate sacrifice. • Veteran Claims office expanded and training coordinator hired for County Veteran Service Officer development. • Expanded grants program to facilitate programmatic efforts and new initiatives |


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| | <p>within counties throughout the state.</p> <ul style="list-style-type: none"> • State Adjutant General can accept uncompensated voluntary services and compensate the volunteers and organizations for travel expenses at the same rate per mile as state employees • Yellow Ribbon Communities and Counties campaign: organizations and agencies synchronize efforts and develop an action plan to support military members and military families throughout the deployment cycle. • Family preparation academies are conducted prior to all deployments of reserve component units to provide tools for the service members, families, employers, and communities to understand the impact of deployment and to mitigate some of the challenges of deployment. • Focused community training sessions are conducted for law enforcement, education, clergy, community leaders, and other interest groups within communities impacted by a large number of deploying service members. • Partnership with the Upper Midwest Policing Institute to promote the awareness of the challenges faced by military families and the returning veteran. • Partnership with Minnesota Certified Public Accountants to provide financial literacy training to service members and families both prior to and after deployment. Multiple youth camps and events provide coping skills for military youth. • Community groups, as exemplified by “Serving our Troops” volunteer organization, provide steak dinners to deploying units and families to highlight the support of the community to the units and families impacted by deployment. • The National Guard has incorporated all branches of service into the Beyond the Yellow Ribbon training programs. • Use of social media, such as “constant contact” provides family members with needed information on benefits and opportunities for networking. (E-Postcards, Facebook, Twitter, etc.) • Beyond the Yellow Training events for all wounded warriors throughout Minnesota recognizes the unique challenges of transitioning from warrior to citizen • Provided awareness training and developed partnerships with faith based communities to create awareness regarding the needs of service members and their families throughout the deployment cycle. • Created video to promote the resources available to veterans and their families regarding mental wellness. • Created workshop curriculum for educators to ensure awareness of the challenges of military youth. • Information available at: www.beyondtheyellowribbon.org • http://www.minnesotanationalguard.org/families • http://www.minnesotaveteran.org/ |
| Tax and financial benefits | <ul style="list-style-type: none"> • Re-enlistment bonus of \$1,000 • National Guard medics are eligible for \$1,000 biannual recertification bonus • NG income excluded from unemployment insurance requests • All military pay, except Active Guard and Reserve is exempt from state taxes, including active duty and all drill and special pay earned inside or outside of Minnesota. • Income after qualifying for military retirement below an Adjusted Gross Income (AGI) of \$30,000 receives a \$750 tax credit – essentially removing all tax consequences for that income. The benefit phases out at an AGI of \$37,500. • Special assessments levied against properties owned by mobilized reservists can be deferred until after the reservist returns from deployment. • Tax credit of \$120 per month for veterans having served in a designated hostile fire zone • Veteran-Owned Small Business Preference for procurement and construction contracts provides eligible businesses with a preference in the amount bid on state contracts for certain goods and services. • Veteran-Owned Small Business Preference for competitive bids dictates that veteran- |

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| | owned business purchases may be exempt from competitive bid process |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Eligible to purchase distinctive license plates • “Support our Troops” license plate provides \$15 to Department of Military Affairs “Minnesota Military Family Foundation,” which provides relief to all military families in need in Minnesota. • Returning veterans may participate in a special military hunt at Camp Ripley. • Free small game and fishing license for 24 months following deployment • Free high school transcripts provided to service members • License and certifications are automatically extended 6 months beyond the completion of the deployment (includes firearms and law enforcement provisions) • Military members may self-certify their ballots for absentee voting. • Military voters may use alternate forms of identification for absentee voting and their military identification number is treated as protected information • Absentee ballots may be electronically delivered to deployed military members to facilitate their enfranchisement • Business reinstatement fees are waived for returning veterans • A veteran may request a designation of veteran on his or her Minnesota Driver’s License & ID Card. Veteran information is shared with Department of Veteran Affairs to better provide services and outreach to veterans. • Veterans wishing to take the statewide peace officer licensing exam are provided with alternative means of qualifying to do so which includes military experience and the possible combination of civilian education. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Collaborate with Federal, State and local entities, and with the private sector. • Pay special attention to the needs and abilities of Wounded Warriors. • Provides awards and recognition to employers who go above and beyond • Communicate to employers the value inherent in hiring current and former members of the armed forces • Create personal and virtual channels through which employers and service members can communicate easily and effectively • Leverage the local knowledge of ESGR Committee Members • Provide USERRA information and education to employers and service members • Pay special attention to the needs and abilities of Wounded Warriors • Provide a free and neutral mediation service to resolve conflicts between employers and service members |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Family Preparation Academy (M-60): was created which is a one day program to empower and resource service members and their spouses, parents, significant others and children to address the concerns of and prepare for deployment. • Family Readiness Planning Conference (Bi-Annually): conducted prior to the unit deploying. Service Members are in IDT Status and volunteers are issued ITA’s by DCS. The audience is Commanders, 1SG’s, Read Detachment and Volunteer FRG leaders. The conference provides a training and workshop environment to develop the unit Family Readiness Plan and gain Commanders approval. • Family Reintegration Training (C-60): This is a one day event, prior to the units return is designed to help families understand the challenges of reconnecting with their military service members. The event is conducted in a “round robin” type format. • 30 Day Reintegration Training: This one day event for military families occurs approximately 30 days after the deployment. Attendees are empowered with information, services and resources to help Service Member and their families become stronger. • 60 Day Reintegration Training: This one day event for military families occurs approximately 60 days after the deployment. Attendees are empowered with information, services and resources to help Service Members and their families become stronger. • MIRT (Monthly Individual Reintegration Training): Joint Force Headquarters-J1-DCS will conduct Monthly Individual Reintegration Training (MIRT) for all REDRAD and CBHO soldiers and their families to provide training on reintegration |


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| | <p>in order to make a timely and healthy transition back to civilian life. Any soldier who has missed the 30 day and 60 day reintegration events can use the MIRT as a fill in.</p> <ul style="list-style-type: none"> • CBWTU (Community Based Warrior Transition Unit): The MN CBWTU Conference is designed to give Wounded/Injured Soldiers and their family members a better understanding of services and benefits available. • <u>Couples Check Up:</u> This workshop consists of a Prepare & Enrich pre-test couples access online before the day of the workshop. Their test scores are then reviewed and they interact with one another to utilize relationship building techniques improve the areas that were of concern. MFLC taught. • <u>Tips for Extended Family:</u> This workshop prepares family and extended family members for the deployment of their loved one. Topics covered include personal resilience by sleeping, eating, exercising, reaching out for help, becoming active in the Family Readiness Groups, learning the resources that are available, etc. MFLC taught. • <u>Tricare:</u> This workshop provides soldiers and family members the Tricare benefits that are available during a deployment. • <u>Pay Benefits & Legal Rights:</u> Participants will be taught how to read an LES and what entitlements they are eligible for during deployment. Legal rights will be addressed prior to deployment and they will review their rights pertaining to interest rates, power of attorney, mortgages, etc. • <u>Finance _____ :</u> Hands on budgeting workshop in which attendees learn how to track everyday income and expenses to understand where their money goes. Practical advice and tips will be offered regarding how to change spending habits. • <u>Higher Ed Life Plan:</u> Participants learn from a representative of Higher Education how to utilize education benefits, plan their educational goals and make a decision on how to further their education while deployed. • <u>Building Resiliency in Children & Teens:</u> Participants will learn how to access services available to children during and following a deployment and understand what services and resources are available to them. MFLC taught. • <u>Surviving Deployment as a Single Parent Workshop:</u> focuses on how parents left behind during a deployment can cope as a “kind of single parent” with the extra stressors it brings. MFLC taught. • <u>Staying Connected:</u> Spouses learn successful methods of staying connected with their spouse during a deployment. MFLC taught. • <u>Education Benefits:</u> Participants learn what benefits they are entitled to and how to use them including the following; Chapter 30 GI Bill, tuition reimbursement, tuition assistance, scholarships, etc. • <u>Pay-Off Your Debt During Deployment:</u> A hands-on workshop identifying current debts, bills, and pay during deployment and establishing a plan to pay off debts using the additional income earned during the deployment. • <u>Basic Finance:</u> How to make a budget, pay your bills, and balance your check book. • <u>Parents of Deployed Soldiers:</u> Workshop to assist families in coping when their soldier deploys to a war zone. Discusses the deployment situation, how to cope with fear and anxiety, and resources available to help. MFLC taught. • Strengthening Your Marriage: Workshop discussed way to strengthen marriages pre-deployment, during deployment and post-deployment. MFLC taught. • <u>MOS:</u> Brief on Military One Source services and capabilities for the deployed soldier and the family. MOS rep taught. • <u>What To Expect When My Soldier Comes Home:</u> <ul style="list-style-type: none"> • This interactive class allows participants to discuss their concerns and issues regarding how to reconnect with their soldier. Participants are lead in the discussion by an MFLC and a panel of spouses, parents, children and soldiers who have already experienced deployment and reintegration. • <u>Assistance Networks:</u> Participants learn what benefits are available to them and their service member through the VA, Vet Center, Military One Source, Family |
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| | <p>Assistance Centers and Military Family Life Consultants.</p> <ul style="list-style-type: none"> • <u>Tricare/Tricare Dental</u>: Describes what Tricare benefits demobilized veterans and their families are entitled; how to access help with Tricare issues; and find out where Tricare help is located. • <u>Who Are You & What Did You Do With My Spouse?:</u> For those who are feeling anxious about the return of their spouse; those who might be experiencing difficulty and what types of issues they might expect. This is a facilitated discussion regarding the intimate details that spouses might be concerned about prior to their spouse's return. • <u>Education Benefits</u>: Chapter 30 GI Bill, tuition reimbursement, tuition assistance, scholarships are discussed to learn what benefits your service member has earned and how to use them. • <u>Preparing Children for the Transition Back Home</u>: Preparing your children for the readjustment of the service member transitioning back into the household after deployment. • Department of Veterans Affairs: Brief on how to work with the benefits you have accumulated with the department of veteran affairs. • <u>DEED (Department of Employment and Economic Development)</u>: The employment services they have to offer the returning service member and the family. • <u>It Takes Time</u>: Message given that a lot happens in a year apart and it takes time to adjust to the difference between the separation and reconnection. Panel consists of those who have had first-hand experience with reintegration who can share their adjustment stories. (MFLC taught). • <u>Let's Communicate</u>: This is a class that helps individuals overcome communication barriers by learning new tips and techniques. (MFLC taught). • Parenting After Deployment: This class helps the participant recognize the changes in their children's ages and learn how to parent them effectively after a deployment. (MFLC taught). • <u>Single Soldier Challenges</u>: Deployment changes people and this class asks the soldier to think about how they have changed. They are prompted to think about different aspects of their lives and list the positives and challenges. In addition they are encouraged to use healthy coping choices to continue their lives at home. (MFLC taught) • <u>Marriage After Deployment</u>: Two classes are given and split into: married less than 10 years and married more than 10 years. Participants in each class identify marriage stressors and ways to improve their relationships. (MFLC taught). • <u>Create an Effective Resume I</u>: Participants in this workshop learn the techniques for writing effective resumes and follow up at the 60 Day Event to learn interview techniques. • <u>Resume Writing II</u>: Participant's goal is to develop a comfort level to write an impactful resume that represents them. They will learn the difference between a functional resume and a chronological resume, construction of a resume, how to showcase themselves, and how to write cover letters during a job search. (Target Corp taught) • <u>Connecting With Your Child Through Play</u>: Certified Parent Educators, Parents as Teachers, Heroes at Home offer an opportunity for military families with children (ages 0-3) to join in a playgroup. Parenting and child development information provided. • <u>My Rush</u>: Participants' learning objective is to recognize that because they have been deployed they may experience difficulty managing their recreation or free time. They also may have developed a tolerance for adrenaline rushes and learn to recognize this while exploring more healthy ways to enjoy life. (DPH taught) • <u>Networking</u>: Participants are taught the benefits of networking and learn some techniques on how to network effectively. (Target Corp.) • <u>Wellness</u>: Participants learn to gage their own signs of personal wellness, learn some new relaxation and meditation techniques, how to cope with stress and essentially |
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| | <p>how to better take care of themselves.</p> <ul style="list-style-type: none"> • <u>Investing</u>: Participants learn how to invest their money wisely. • <u>Surviving the Economy</u>: Participants learn budget, spending and saving techniques to help protect them from the perils of the poor economy. • <u>It's All About Me</u>: Single Soldier's will learn more about knowing who they are and how they can relate better to others. (MFLC taught) • <u>All Work and No Play</u>: Participants are asked if anyone has ever told them they work too much; do they find themselves trying to make time for fun but fail to do so; feel their life is off balance because of their work situation? This interactive class helps participants determine if they are working too much and if they discover they are, will give suggestions on how they can bring back balance into their life. (MFLC taught) • <u>Parent/Child Together</u>: This workshop has parents and children come together for a joint workshop. The child is released from the youth program for 60 minutes of fun-filled activity rich projects with their parents that also teach about reintegration. (MFLC taught) • <u>Parenting After Deployment</u>: This class helps the participant recognize the changes in their children's ages and learn how to parent them effectively after a deployment. (MFLC taught). • <u>Don't Mess With Me</u>: Participants recognize that anger is a natural response to certain situations. Participants are also taught that a combat deployment heightens anger responses. (MFLC taught) • <u>Interview Techniques</u>: This is an interviewing skills and preparation workshop. Participants will learn how to stand out in an interview, learn what important steps need to be taken before, during and after a job interview and how to get ahead of the competition. • <u>My Rush II</u>: This class recognizes that recently deployed soldiers may be struggling with issues related to substance abuse. Participants will learn how to recognize possible issues as well as learn about resources to help them cope. (PTO taught) • <u>Paths to Resilience</u>: This workshop defines resilience and its role in healthy functioning. It also reviews the physical and psychological effects of stress. The ways to boost and maintain resilience are also discussed; while also presenting warning signs of the loss of resilience. Resources for further information and follow-up are offered. • <u>Obstacles Along the Route</u>: Three areas of concern that may derail successful transitions are discussed including: Finance, Employment and Relationships. The common pitfalls and remedies are presented. • <u>Tears, Tenacity & Triumphs</u>: Two family members that have successfully navigated through the recovery process share their stories; take questions; and offer hope, reassurance to others in the midst of similar personal challenges. • <u>Inspirational Speaker</u>: Each year the CBWTU Conference Committee engages a motivational speaker who has faced adversity and used their resilience to thrive in spite of their personal challenges. • 90 Day Reintegration- MUTA-6 to complete Post-Deployment Health Risk Assessment (PDHRA) • One Year Reintegration |
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| MISSISSIPPI | | Members | Spouses | Children |  | |
| | National Guard | 12,363 | 6,466 | 12,261 | | |
| | Governor: Haley Barbour | Reserves | 4,881 | 2,061 | | 4,122 |
| | TAG: MG William L. Freeman, Jr. | Total | 17,244 | 8,527 | | 16,383 |
| Support to state employees | • 15 working days of paid military leave | | | | | |
| Educational benefits | • MS Education Assistance Program pays tuition up to \$250 per hour, maximum \$4,500 per year for eligible NG members to obtain associates and bachelor's degrees | | | | | |

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| | <ul style="list-style-type: none"> • In-state tuition rates for non-resident NG members |
| Family support | <ul style="list-style-type: none"> • Created the Mississippi Military Family Relief Fund to make grants available to families that have experienced financial difficulties due to a family member from the Guard and Reserves being called to active duty; a Mississippi resident may designate any portion of their tax refund for deposit into the relief fund. • Information available at: http://www.ngms.state.ms.us/statefamilysupport/ |
| Tax and financial benefits | <ul style="list-style-type: none"> • \$15,000 state income tax exemption for NG or Reserve pay (from federal or state duty) |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Extension of professional license for NG or Reserve members until 90 days after returning from federal active duty |

| MISSOURI | | Members | Spouses | Children |  |
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| | National Guard | 11,880 | 5,701 | 10,755 | |
| Governor: Jay Nixon | Reserves | 8,795 | 4,101 | 7,493 | |
| TAG: MG Stephen L. Danner | Total | 20,675 | 9,802 | 18,248 | |
| Support to state employees | <ul style="list-style-type: none"> • MO State Employee Retirement System: Veterans may be eligible to purchase up to four years of active duty military service credit performed prior to last becoming a member of the MO State Employee Retirement System (MOSERS). • Leave of Absence to Perform Military Duties: All officers and employees of Missouri, or of any department or agency thereof, or of any county, municipality, school district, or other political subdivision, and all other public employees of this state who are or may become members of the National Guard or of any Reserve Component of the Armed Forces of the United States, shall be entitled to leave of absence from their respective duties, without loss of time, pay, regular leave, impairment of efficiency rating, or of any other rights or benefits, to which otherwise entitled, for all periods of military services during which they are engaged in the performance of duty or training in the service of this state at the call of the Governor and as ordered by the Adjutant General without regard to length of time, and for all periods of military service during which they are engaged in the performance of duty in the service of the United States under competent orders for a period not to exceed a total of one hundred twenty hours in any federal fiscal year. • Local Veterans Employment Representatives & Disabled Veterans Outreach Program: Local Veterans Employment Representatives facilitate or provide assistance in job placement and accessing needed services. Services provided are job development, monitoring job listings, identification of employment and training opportunities and direct referrals to jobs • Veterans' Preference with State of Missouri Employment: Missouri Veterans receive five-point preference when testing for any position with the state, with a ten-point preference for a service-connected disabled Veteran. Spouses of eligible Veterans can also qualify for Veterans Preference for State testing. • State Benefits for MO Guard Members Ordered to State Emergency Duty/State Active Duty: <ul style="list-style-type: none"> <i>Medical Benefits:</i> State Active Duty covered under worker's compensation. <i>Injury/Death Benefits:</i> State Active Duty under worker's compensation. <i>Workers Compensation:</i> State Active Duty receives worker's compensation | | | | |
| Educational benefits | <ul style="list-style-type: none"> • A+ Schools Program: Exempts a student who is a dependent of an active-duty military member from the three-year attendance requirement to be eligible for the program. • Interstate Compact: Allows military dependents who have completed an accredited prekindergarten program or completed or attended a kindergarten program in another state to enter kindergarten or first grade even if the child has not reached the required age for Missouri schools. It also allows school districts to accept a course in government completed in another state when a student transfers to a Missouri high school in ninth to twelfth grade to satisfy the state's graduation requirement. • Missouri Returning Heroes' Education Act: This act limits the tuition to no more | | | | |

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| | <p>than \$50 per credit hour at public colleges and universities while enrolled in an undergraduate certificate or degree program after all other financial aid is taken into account.</p> <ul style="list-style-type: none"> • War Veteran's Survivor Grant Program: Provides for the spouse and children of a Missouri Soldier who was killed while serving in action, or became 80% disabled from an injury sustained in action to receive a grant to attend a public college of university in Missouri. State Tuition Assistance: Enlisted MO National Guard members with less than 10 years military service receive up to 100% or the semester hour cost charged a MO resident at the University of MO for a maximum of 39 credit hours per state fiscal year. Those with more than 10 but less than 17 years receive 50%. Officers without a bachelor's degree receive 100% of the semester hour cost regardless of years of service. Based on available funding. Minimum GPA of 2.5 is required. • In-State Tuition Eligibility for Military Dependents: All dependents, as defined by 37 U.S.C. Section 401, of active duty military personnel, or activated or temporarily mobilized reservists or guard members, assigned to a permanent duty station or workplace geographically located in Missouri, who reside in this Missouri, shall be deemed to be domiciled in this state for purposes of eligibility for in-state tuition and shall be eligible to receive in-state tuition at public institutions of higher education in this state. All such dependents shall be afforded the same educational benefits as any other individual receiving in-state tuition so long as he or she is continuously enrolled in an undergraduate or graduate degree program of an institution of higher education in Missouri, or transferring between Missouri institutions of higher education or from an undergraduate degree program to a graduate degree program. • Student of higher education called to active military service--option for refund or incomplete grade--requirements--rules and regulations, promulgation, procedure: When any person who is enrolled as a student in a public higher education institution in Missouri is called into service of the United States pursuant to 32 U.S.C. 502(f)(1), section 41.470 or 41.480 or the authority of 10 U.S.C. 12301(d) or 10 U.S.C. 12304 or any such subsequent call or order by the President or the Congress, to active service in the armed forces of the United States, whether voluntarily or involuntarily, not including active service for training, prior to the completion of the semester, or similar grading period, that person shall be eligible for either a complete refund of all tuition and incidental fees charged for enrollment at that institution for that semester, or similar grading period; or the awarding of a grade of "incomplete" pursuant to this section. • National Guard member educational assistance grant: Any member of the Missouri National Guard who possesses the qualifications may be awarded an educational assistance grant to an approved public institution or an approved private institution of his or her choice while he or she is a member of the Missouri National Guard. Funding for educational assistance pursuant to this section may be requested annually in the budget of the Missouri National Guard. • Injured and Dependent Scholarships: Allows the spouse and children of a Service Member who was killed in action after September 11, 2001, or who became 80% disabled as the result of an injury sustained in combat action after September 11, 2001, to receive an educational grant for tuition at a public or private college or university in Missouri. • Bright Flight Scholarship Status: If a Bright Flight Scholarship recipient cannot attend an approved institution because of military service in any branch of the Armed Forces of the United States, the student will be offered the scholarship if he or she returns to full-time status within six months after ending the military service and verifying to the Coordinating board of Higher Education that the service was satisfactorily complete. |
| Family support | <ul style="list-style-type: none"> • Missouri Department of Social Services: Provides public assistance to children and their parents, access to health care, child support enforcement assistance and to provide specialized assistance to troubled youth. Some of the many assistance |


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| | <p>programs include: child care assistance, food stamps, home and community based programs, low income energy assistance programs, Mo HealthNet, MoRX, nursing care, temporary assistance to families in need.</p> <ul style="list-style-type: none"> • Free Counseling and Claims Assistance: Located in nearly every county of the state, Veterans Service Officers and Assistants are highly trained individuals who provide counseling and assistance in completing and submitting applications for VA and State Veterans Benefits, as well as any necessary follow-up claim work. • Eligibility: These services are provided free of charge to Missouri's Veterans and their dependents. • Missouri Veterans Cemetery Benefits: The Missouri Veterans Commission provides the following benefits at no cost to Veterans, their spouses, and eligible dependent children: opening and closing of the grave, concrete grave liner if a vault is not provided by the Family, upright granite headstone, perpetual care, full military honors for the Veteran, cremation choice of in-ground burial or placement within a columbarium niche, pre-registration for future burial is also available for those who wish to do so. • Burial Benefits: Benefits available for Veterans include a Government headstone or marker, a burial flag, and a Presidential Memorial Certificate, at no cost to the Family. • Missouri Military Funeral Honors: When requested by the commander of any recognized Veteran's organization, military commander or by any friend or relative of a deceased person or the director of a funeral home for any deceased person who served in the armed forces of the United States during a time of war or is otherwise entitled to military honors at the person's burial, interment or memorial service, the Adjutant General shall order the appropriate requested uniformed honor detail to attend and render the appropriate service. • Missouri Association for Community Action: Community action agencies provide critical services to families and communities. They assist with childcare so parents can obtain education to improve their job opportunities, find solutions to transportation obstacles so people can get to work, help families save to buy homes of their own, and help families work their way to self-sufficiency. • Division of Alcohol & Drug Abuse National Guard Initiative: The Division of Alcohol and Drug Abuse work with the Missouri National Guard to offer substance abuse consultation and evaluations, assessments, and treatment services at no cost to Missouri National Guard Soldiers. • Adult Head Injury Program: The Adult Head Injury Program provides assistance to Missouri residents, individuals and families, in locating, coordinating, and purchasing rehabilitation and psychological services for adults who have survived a traumatic brain injury. • Long Term Care Ombudsman: The Long Term Care Ombudsman program consists of volunteers serving residents of nursing homes and residential care facility to provide support and assistance with any problems or complaints. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Missouri Military Family Relief Fund (MMFR): This is a state administered fund which assists families of persons who are members of the Missouri National Guard or Missouri residents who are members of the Reserve of the Armed Forces of the United State and have been called to active duty as a result of the terrorist attacks on September 11, 2001. • Missouri Linked Deposit Program: The Missouri Linked Deposit Program is a low-interest loan program administered by the State Treasurer's Office and Missouri financial institutions. The financial institutions receive low-interest rate deposits from the State Treasurer eligible programs, and pass on the interest savings to approved borrowers. Borrowers are required to meet requirements of the lending institution. • Missouri Universal Service Fund: Assists low-income and disabled Missourians in receiving additional discounts for basic local telephone service. • Low-Income Weatherization Assistance Program: Federal program administered by |

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| | <p>the MO Department of Natural Resources, which provides funding and training to assist with weatherization.</p> <ul style="list-style-type: none"> • Missouri Association for Community Action: Community action agencies provide critical services to families and communities. They assist with childcare, transportation, financial education. • MO VA Homeless Veteran Program: Coordinators assists veterans in case management, referrals to benefits counselors, health care and housing assistance. • HERO (Housing, Employment, Recovery, Opportunities): Provides transitional housing for Homeless Veterans with mental illness and/or substance abuse issues. • Interest and Penalties: The Missouri Department of Revenue follows the federal guidelines on assessment and collection deadlines. During the extension period, assessment and collection deadlines will be extended, and Military Members will not be charged interest and penalties attributable to the extension period. Combat Pay Exclusion: Missouri allows a subtraction of all military income received while serving in a combat zone, which is included in federal adjusted gross income and is not otherwise excluded. • Agent Orange Settlement: Payments made from the Agent Orange Fund to a Veteran or his/her dependents are exempt from state tax. • Income Tax Exemption for Certain Retirement Benefits: Beginning January 1, 2010, 15% of a military pension income will be exempt from state taxes. This tax deduction will increase 15% annually until January 1, 2016 when all military retirement & pension income will be tax-free. • Retired Military Pay/ Survivor Benefits: For individuals with a modified state adjusted gross income of less than \$25,000 or a married couple with a combined income of \$32,000, a government pension exemption of up to \$6,000 is allowed. If a husband and wife each receive a government pension, each can qualify for an exemption of up to \$6,000. SBP benefits are taxed following federal rules. • Military Disability Retired Pay: Disability Portion - Length of Service Pay; Member on September 24, 1975 - No tax; Not Member on September 24, 1975 - Taxed, unless combat incurred. Retired Pay - Based solely on disability: Member on September 24, 1975 - No tax; Not Member on September 24, 1975 - Taxed, unless all pay based on disability and disability resulted from armed conflict, extra-hazardous service, simulated war, or an instrumentality of war. • VA Disability Dependency and Indemnity Compensation: Not subject to federal or state taxes. • Property Tax Exemption: The Homestead Preservation Credit gives qualified senior citizens and 100 percent disabled individuals a credit on their real estate property tax if those taxes increase 2.5 percent in a non-reassessment year or 5 percent in a reassessment year. The credit would be for the amount that exceeds the 2.5 or 5 percent increase in taxes. The act requires a legislative appropriation to fund the credit. If the funding is less than 100 percent, the credit will be a flat statewide percentage based on the appropriation amount. This credit will be applied against the taxes for the following year. • Exclusion for Combat Troops: The Internal Revenue Service (IRS), as well as Missouri tax laws, provides special benefits for active members of the U.S. Armed Forces, including those serving in combat zones. For specific information regarding Missouri tax exclusions for combat troops, contact the Missouri Department of Revenue • Unemployment Compensation for War on Terror Veterans: A war on terror Veteran is entitled to a weekly benefit for 26 weeks based on eight percent of the highest wages paid to the Veteran in the five calendar quarters prior to deployment. Maximum benefit amount a Veteran can receive is \$1,153.64. • Unemployment Benefits for Military Spouses: The bill specifies that a claimant seeking unemployment compensation is not disqualified for waiting week credit or benefits, regardless if the claimant has earned wages for insured work equal to 10 times the claimant's weekly benefit amount, if the claimant quit work in order to |
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| | <p>relocate with his or her spouse who is on active duty in the United States armed forces, the national guard, or other reserve. If a claimant is not disqualified as a result of this provision, no benefits based on wages paid for work prior to the quitting date can be chargeable to the claimant's former employer.</p> <ul style="list-style-type: none"> • Vietnam Veteran Survivor Grant Program: Grants available to children and spouses of Vietnam Veterans whose deaths were attributed to, or caused by, exposure to toxic chemicals during the Vietnam conflict. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Professional License Extensions due to Military Service: A person whose job requires licensing or certification by the State of Missouri who is called to active duty in the National Guard or any Reserve Component of the Armed Service will not be required to attend the continuing education or training required to maintain the licensing or certification during the time of active duty. Upon returning from active duty, the person will not have to make up or retake any training or education missed during that time. • Waivers for Dissolved Corporations' due to Military Service: The Secretary of State will waive reinstatement fees and procedures in the event a corporation was administratively dissolved for failure to file an annual registration report when the failure was due to the business owner's active military service. The Secretary of State will waive all late fees, cancel the certification of dissolution and reinstate the corporation in these circumstances. Annual registration report fees may still be due for the years in which no report was filed. • Courtesy Professional Licenses for Nonresident Military Spouses: Any state agency or board that regulates an occupation or profession must establish criteria for the issuance of a temporary courtesy license to a nonresident spouse of an active duty member of the military who has been transferred to Missouri allowing the spouse to lawfully practice his or her occupation or profession in this state: <ol style="list-style-type: none"> (1) Requires an applicant for a courtesy license to hold a current license or certificate from another state, district, or United States territory whose licensing requirements are equivalent to those established by Missouri law for that occupation or profession; (2) Requires an applicant to have been engaged in the active practice of the occupation or profession for at least two of the five years immediately preceding the date of his or her application (3) Specifies that an applicant cannot have committed an act in any jurisdiction that would have constituted grounds for the refusal, suspension, or revocation of a license or certificate under Missouri law at the time the act was committed (4) Specifies that an applicant cannot have been disciplined by a licensing or credentialing entity in another jurisdiction or be the subject of an unresolved complaint, review, or disciplinary proceeding by a licensing or credentialing entity in another jurisdiction; (5) Authorizes the appropriate board or agency to conduct and pay for a criminal background check (6) Requires an applicant to pay any required fees and comply with other requirements as provided by the appropriate board; and (7) Specifies that a temporary courtesy license or certificate will be valid for 180 days and may be extended at the discretion of the applicable regulatory board or agency for another 180 days upon application of the holder |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Missouri Association of Veterans Organizations (MAVO): The Missouri Association of Veterans Organizations, is composed of federally chartered Veterans Organizations. MAVO is an organization that brings together the common interests and concerns of the many organizations to speak with one voice on issues that impact their fellow Veterans. MAVO is an independent organization that works closely with the Missouri Veterans Commission. • Operation Recognition: The Missouri legislature created Operation Recognition in order to provide honorary high school diplomas for Veterans and civilian prisoner of war (POWs) who left high school before graduation to serve in the Military: |

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| | <ul style="list-style-type: none"> • Missouri Veteran Awards Program: The Veterans Awards Program provides a medal, medallion, and certificate to Missouri residents who served in the following conflicts: World War II, Korea and Vietnam. World War II Veterans who participated in the D-Day Invasion of Europe are also eligible to receive a replica of the Jubilee of Liberty medal. • Heroes Way Interstate Interchange Program: This program allows for interstate highway interchanges to be designated for Missouri residents who are in the armed forces and have been killed after September 11, 2001 in either Iraq or Afghanistan while serving in the Military. • State of Missouri National Medals and Ribbons: MO Legion of Merit, Conspicuous Service Medal, Meritorious Service Medal, MO Governor Unit Citation, MO Vietnam, Iraq, Afghanistan, Kosovo campaign ribbons, MO National Guard First Sergeant ribbon. |
| <p>Reintegration Programs/Initiatives</p> | <ul style="list-style-type: none"> • Show Me Heroes: An initiative to collaborate with Missouri businesses that are willing to hire Veterans returning from the world's battlefields. Veterans and members of our National Guard and Reserve possess the degree of training, education, motivation and character that will prove vital to Missouri's economic future. • Local Veterans Employment Representatives & Disabled Veterans Outreach Program: The Division of Workforce Development has staff throughout the state to specifically assist Veterans in areas of Counseling through case management, job development, testing, transitional assistance to separating service members, identification of employment and training opportunities and direct referrals to jobs, monitoring job listings for federal contractors to ensure eligible Veterans get priority referrals to these jobs, monitoring Missouri Career Centers to ensure priority of service to Veterans, monitoring federal department and agency vacancy listings, referral screening of complaints for veterans regarding observance of Veteran's preference in federal hiring to the Director of Employment and Training Service. • Hero At Home Program: The Hero At Home Program assist the spouse of an active duty National Guard or Reserve component service member reservist to address immediate needs and employment in an attempt to keep the family from falling into poverty while the primary income earner is on active duty and during the one-year period following discharge from deployment. The program also assists returning National Guard Troops or Reserve component service member reservists with finding work in situations where an individual needs to rebuild business clientele or where an individual's job has been eliminated while such individual was deployed, or where the individual otherwise cannot return to his or her previous employment. • Veterans Employment & Training Services: Provides Veterans and transitioning service members with the resources and services to succeed in the workforce by maximizing their employment opportunities, protecting their employment rights and meeting labor-market demands with qualified Veterans. • On-the-Job Training and apprenticeship: Veterans, National Guard members and selected reservist or eligible dependent of a Veteran may be eligible to receive a monthly educational benefit from the U.S. Department of Veterans Affairs. • Veterans Preference with State of Missouri Employment: Missouri Veterans receive five-point preference when testing for any position with the state, with a ten point preference for a service-connected disabled Veteran. Spouses of eligible Veterans can also qualify for Veterans Preference for State testing. • Priority for Qualified Veterans Employment: State agencies which administer federally funded employment and training programs for Veterans shall give priority to qualified Veterans. • Incarcerated Veterans Re-Entry Program: Assists incarcerated Veterans and |


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| | <p>their families with accessing VA benefits and transitioning back into the community.</p> <ul style="list-style-type: none"> HERO (Housing, Employment, Recovery, Opportunities): The HERO Program is collaboration with the St. Patrick Center in St. Patrick Center in St. Louis to provide a transitional housing program for Homeless Veterans and mental illness and/or substance abuse issues in the St. Louis, Missouri area. Participating veterans receive housing, employment assistance and other support services to help move them toward permanent housing within two years. |
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| MONTANA | | Members | Spouses | Children |  |
|---|--|---------|---------|----------|---|
| | National Guard | 3,848 | 1,832 | 3,357 | |
| Governor: Brian D. Schweitzer | Reserves | 850 | 373 | 709 | |
| TAG: BG John E. Walsh | Total | 4,698 | 2,205 | 4,066 | |
| Support to state employees | <ul style="list-style-type: none"> Reemployment and restoration of elected office upon completion of service Hiring preference for state, municipal, county and city employment 15 days of paid military leave granted annually | | | | |
| Educational benefits | <ul style="list-style-type: none"> Academic leave of absence Flexible and liberal tuition refund opportunities, course curriculum protection, and support to complete courses prior to activation NG member college scholarships and stipends available The Board of Regents (University System) may waive tuition fees for certain veterans and family members State participation in the Yellow Ribbon Program (new GI Bill) | | | | |
| Family support | <ul style="list-style-type: none"> Extended period of delegation of power of attorney for families of Guard, Reserve and active duty members to another non-family person while performing military service. Montana Military Family Relief Fund provides: monetary grants to families of NG and reserve members who have been activated for federal service in a contingency operation, and \$2,000 casualty grant to NG and reserve members who are wounded in combat. Expedite hearing procedures for child custody proceedings for parents who receive military service orders | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> Suspension of property taxes up to 1 year after release from active duty Suspension on filing of income taxes for up to 6 months after release from active duty, if service qualifies First \$3,600 of retired pay exempt from income tax, if Federal Adjusted Gross Income is less than \$30,000 Insurance premium reduction for eligible NG members \$50,000 death benefit payable to survivor of NG member killed while performing state military service Certain disabled or deceased veterans receive property tax waiver for residence and up to five acres of land | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> Vehicle license fee waived for NG/Reserve members activated outside of the state Extension of driver's license up to 3 months after release from active duty Suspension of licensing fees and continuing education fees for occupational/professional licenses during activation, with procedures for reinstatement upon demobilization Extension of teaching license while mobilized up to 5 years NG license plate with no additional fee Free combination/conservation/sports and fishing license for eligible NG, Reserve and active duty service members | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> NG members eligible for general relief from court actions and actions related to mortgages, leases, and rental payments similar to SCRA for non-federalized military service | | | | |


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| | <ul style="list-style-type: none"> • Montana Military Service Employment Rights provides employment related rights and protections to NG members during military service that is not covered by USERRA • Montana Absent Uniformed Services and Overseas Elector Voting Act provides enhanced protection for absentee military voters • Partnership with Yellow Ribbon Integration Program • Two full-time ESGR program support specialists available for Reservists and employer assistance, recognition, and training • State mirrors USERRA and also includes specific State Active Duty protections • All local Job Services have a Veteran Representative for employment seekers |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Montana Yellow Ribbon program supports Service Members and Families with reintegration events 30, 60, and 90 days following deployment. • Embedded civilian behavioral health providers are available during all IDT drills. • Post Deployment Health Reassessments (PDHRA) are conducted for all redeploying Service Members. • Crisis Response Teams are available to support Service Members and Families with resource assistance for stress and crisis situations. |

| NEBRASKA | | Members | Spouses | Children |  |
|-----------------------------------|--|---------|---------|----------|---|
| | National Guard | 5,040 | 2,257 | 4,057 | |
| Governor: Dave Heineman | Reserves | 2,644 | 1,158 | 2,131 | |
| TAG: MG Judd Lyons | Total | 7,684 | 3,415 | 6,188 | |
| Support to state employees | <ul style="list-style-type: none"> • 120 hours of paid military leave granted annually • Employees of the state or any political subdivision must be compensated for difference between their normal salary and any military pay earned while serving in a state active duty status • Veterans preference for state employment | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Educational leave of absence with protection of credits, scholarships/grants, refund of tuition/fees provided for through a memorandum of understanding between the state and public and privately owned colleges and universities. • 75% reimbursement of tuition costs; limit of \$900,000 and 1,200 members per fiscal year; eligibility limited to first 10 years of Guard membership • TAG may extend tuition assistance eligibility period beyond 10 years for individuals unable to complete course of study due to deployment over 120 days; extension equivalent to deployment period up to a maximum of five years. • State colleges and community colleges may waive tuition for eligible children, spouses, widows, or widowers of veterans | | | | |
| Family support | <ul style="list-style-type: none"> • Newly passed legislation prohibits changes to custody of children or child support based solely on military membership/deployment. • Created a Director-Warrior and Family Support with oversight of Family Support, Ministry Teams and Yellow Ribbon activities to insure coordinated and comprehensive support programs for members and families. • Additional info about family program available at: http://www.neguard.com/family/index.htm | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • Exempt from state income tax while in combat zone, plus period of continuous hospitalization, plus next 180 days • Member killed in action is exempt from state income tax for year killed • Residents of other states are exempt from vehicle taxes while residing in state • NG members may be reimbursed for up to 102% of costs incurred for employer provided or personally held health insurance during any period of state activation over 31 days • VA Disability Dependency and Indemnity Compensation not subject to state taxes • Nebraska homestead exemption for eligible veterans | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Driver's license remains valid during activation; renewal is granted without test for 60 | | | | |


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| | <p>days following separation.</p> <ul style="list-style-type: none"> • Military members who purchased hunting or fishing licenses and then are deployed for at least half of the license period receive 1 time discount on next license period upon return from deployment. • Specialty license plates available – Purple Heart, Ex-POW, Pearl Harbor Survivor, Disabled Veteran, Gold Star Family • Veterans may qualify for hunting and fishing license permits for a fee of \$5 • Hunting and fishing licenses are free for eligible disabled veterans |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • State statutes mirror specific portions of Federal USERRA during state activation • Established law which sets a 300 foot limit for protestors during funeral services. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Yellow Ribbon Program includes five separate events for each deploying unit, three of which are mandatory for military members and encouraged for family members. These events are designed to help members and families prepare for deployment, get through the deployment successfully and to ease reintegration once the military member returns to family and the work force. • Pre-mobilization – approx. 90 days prior to deployment. Mandatory for military; encouraged for family. • Sustainment – approx. 30 days after deployment. Encouraged for family. • Reunion – approx. 30 days prior to return. Encouraged for family. • 30 day Reintegration – approx. 30 days following return. Mandatory for member; encouraged for family. • 60 day Reintegration – approx. 60 days following return. Mandatory for member; encouraged for family. • Peer Support Program – Members may participate voluntarily. Provided with a Peer Support Specialist who is also a military member who has experienced the same kinds of dangers as the person receiving the assistance. Those participating in the program may have experienced or witnessed life-threatening events such as warfare, natural disaster, terrorist incident, serious accident or violent personal assault such as rape. • Strong Bonds PICK (Single Soldier) – Approx. 50 percent of military members are single and many will get married while on active duty. Being far away from home and lonely may lead to hasty decision-making when choosing a life partner. This program offers practical, useful information to help the military members examine their priorities, manage mate-choosing patters and learn to evaluate a relationship’s potential for long-term success. • Prevention and Relationship Enhancement Program (PREP) – Education program designed to teach couples the skills and principles needed to maintain a healthy and lasting relationship. • Emotional Support Groups (ESGs) – These groups offer a casual, non-threatening place to meet with and network with other family members of deployed military members, and to discuss the deployment and bring up concerns to members of the Command Staff, Chaplains and Support Staff. |

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| NEVADA | | Members | Spouses | Children |  |
| | National Guard | 4,164 | 1,977 | 3,454 | |
| | Reserves | 2,371 | 1,195 | 1,938 | |
| Governor: Brian Sandoval | | | | | |
| TAG: BG William Burks | Total | 6,535 | 3,172 | 5,392 | |
| Support to state employees | <ul style="list-style-type: none"> • 15 days paid military leave • Receive pay difference between military pay and state salary for periods over 15 days | | | | |
| Educational benefits | <ul style="list-style-type: none"> • 100% tuition waiver for fall and spring semester at state schools (including text books but excluding tech and lab fees) • 100% of summer semester costs subsidized through the Education Encouragement Fund | | | | |
| Family support | <ul style="list-style-type: none"> • Information about family program available at: http://www.nv.ngb.army.mil/index.cfm | | | | |


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| Tax and financial benefits | <ul style="list-style-type: none"> • Financial aid program to assist NG members and their families who face financial hardships when called to Title 10 (Federal) active duty • NG members' SGLI premiums are reimbursed upon completion of Title 10 activation • NG members eligible for county personal property tax exemptions • Disabled veterans are exempt from property tax |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • NG members are exempt from fees for hunting and fishing licenses • Veterans eligible for special license plates |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Veterans' Guardianship Program: Veterans' Services to act as the financial guardian for incompetent veterans, their widows and children • Civil service job preference • Employer support and community outreach programs provided through the ESGR program • Information about veteran's benefits and services can be obtained at http://www.veterans.nv.gov |

| NEW HAMPSHIRE | | Members | Spouses | Children |  |
|--------------------------------|--|---------|---------|----------|---|
| | National Guard | 2,959 | 1,400 | 2,525 | |
| Governor: John Lynch | Reserves | 1,502 | 635 | 1,097 | |
| TAG: MG William N. Reddel, III | Active Duty | 4,461 | 2,035 | 3,622 | |
| Support to state employees | <ul style="list-style-type: none"> • Exec Order: special leave with partial pay for 18 months equal to the difference between military pay and state salary for NG and Reserve members • Maintain health and dental insurance coverage for eligible family members of NG and Reserve members • Continued retirement contributions for NG and Reserve Members • State Sponsored Group Life Insurance for NG and Reserve members • Qualified veterans are granted priority in obtaining training funded in whole or part by the State of New Hampshire • Preference shall be given to any person who served in any war in which the United States was engaged when bidding on state contracts or applying for state positions with certain councils, commissions, and departments | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Maximum of \$4500 per fiscal year in tuition assistance at any school. After utilizing tuition assistance, soldiers may qualify for a waiver for the remainder of their tuition at select state schools • \$500+ scholarships available per student annually on a first come, first serve basis | | | | |
| Family support | <ul style="list-style-type: none"> • Yellow Ribbon Reintegration Program (YRRP) as part of Deployment Cycle Support Office focused assistance to members 30 – 120 days after demobilization. • Unique Care Coordination Program as a partnership with NH's DHHS- part of Deployment Cycle Support Office- offers expanded programs to service members and their families during pre- and post-mobilizations – provides opportunities for families, to include parents, to be involved in pre-deployment, during and post-mobilization information briefings and education on benefits and resources available. • Joint Program covering Army and Air Guard in NH as well as 'Fort NH' concept where family support services/resources are offered to all NH military families regardless of branch, component (Active or Reserve) • Employer Support of the Guard and Reserve (ESGR) as part of Joint Services Support • Sexual Assault Prevention as part of Joint Services Support • Transition Support as part of Joint Services Support • Warrior Support Program/Transition Assistance Advisor • National Guard Family Program (NGFP) • Director of Psychological Health (DPH) assessment and referral • Personal Financial Counselor (PFC) • Support, counseling and robust Outreach Team • Youth camps and youth programs • Marriage enrichment programs in partnership with the Chaplain's Office | | | | |


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| | <ul style="list-style-type: none"> • Resourcing and referrals to partners, agencies and organizations within the community to assist with economic emergencies, mental health, youth and more • Resource families for benefits, discounts and deals within the community • State veterans homes for long-term health care • Robust Volunteer Corps of family members who receive training, information and resources to assist families pre-during and post mobilization and following onto unit reset phase • Information about family program available at: <ul style="list-style-type: none"> • www.jointservicesupport.org |
| Tax and financial benefits | <ul style="list-style-type: none"> • Standard and optional veteran property tax credits • \$100 bonus to active service members who were residents of NH at the time of enlistment in the global war on terrorism |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Special veteran license plates are available for a one-time fee of \$25 • Veterans are eligible for fee exemptions for various state licenses, including: hunting, fishing, trapping, hawker, and peddler • Eligible NH veterans receive discounted or free admission to NH state parks. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Veterans are eligible for interment in the State Veterans Cemetery in Boscawen, NH. • Impoverished veterans may be buried at the expense of the municipality in which the veteran died. • The NH Veterans Home provides long term care service to elderly and disabled veterans. |

| NEW JERSEY | | Members | Spouses | Children |  |
|----------------------------|---|---------|---------|----------|--|
| | National Guard | 8,425 | 3,413 | 5,575 | |
| Governor: Chris Christie | Reserves | 6,989 | 3,206 | 5,301 | |
| TAG: MG Glenn K. Rieth | Total | 15,414 | 6,619 | 10,876 | |
| Support to state employees | <ul style="list-style-type: none"> • State Employee Military Leave – NG members are eligible for 90 days military leave. • Civil Service Preference – For eligible Veterans | | | | |
| Educational benefits | <ul style="list-style-type: none"> • 100% Tuition Assistance - For National Guard at State Colleges and Universities. (Above and beyond the current GI Bill). • Troops to College Act – In partnership with the Commission on Higher Education to provide an overview of the array of services available to provide a smooth transition for Veterans into NJ Public Colleges and Universities which include several independent and proprietary colleges and universities. | | | | |
| Family support | <ul style="list-style-type: none"> • Joint Military & Family Assistance Center - To maximize personnel, resources, and funding by establishing a combined military and family readiness center capable of providing full-spectrum assistance to Servicemembers, and Families of all reserve component branches and displace active duty families; located in Bordentown, New Jersey. • NG State Family Readiness Council – Non-profit entity, provides grants for NG families and NG members owning businesses in times of crisis • Integration with Veterans Administration – To provide follow-up care for returning service members • Healer's and Heroes Program - A Partnership between the Medical Society of New Jersey and the New Jersey Department of Military and Veterans Affairs designed to help service members obtain recommendations for proper healthcare treatment while providing a forum to speak with a military-experienced physician in confidence. • Psychological Health Program - Educate Guard members and their families on how to access behavioral health services. Build psychological health fitness and resilience while dispelling stigma. • Survivors Benefit Packet – Law requires the State to provide surviving beneficiary of deceased service member with comprehensive benefits packet • Veteran Memorial Homes – Three homes located in NJ which provide long term care | | | | |

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| | <p>service to elderly and disabled Veterans</p> <ul style="list-style-type: none"> • Veterans Haven - Transitional housing program for Homeless Veterans • Information about family programs available at : http://www.nj.nj.gov/military/familysupport/home.html |
| Tax and financial benefits | <ul style="list-style-type: none"> • Tax Exemption – For housing and food allowances received by NG members on State Active duty • Toll Road exemption - For NG members going to and from drills • Full tax exemption on Military Pension – N. J. Stat. Ann § 54A: 6-26 • Property Tax deduction/exemption: \$250.00 Property Tax deduction for eligible Veterans/ Property Tax exemption for eligible Veterans rated 100% permanent service-connected disabled by the VA. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free fishing, firearm hunting, bow hunting and trapping licenses - For NG members • Free admission to State Parks and forests – For NG members • Free access to beach facility at Sea Girt NGTC • Professional license extensions - Extensions during deployment of certain professional licenses to protect self-employed and small business owners who are NG and Reserve members |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Employer support and community outreach – Activities through the ESGR program • USERRA coverage • Employee rights - For “State Active duty” or Governor “call-ups” are protected under NJSA 38:23C-20a • Workers Compensation Benefits – Eligible for injuries while on State active duty • PTSD Hotline – In conjunction with UMDNJ for all service members, their families and veterans. This is the only hotline that also assists family members. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Yellow Ribbon Program - For returning soldiers, including a 30, 60, 90 day reintegration to include, psychological, medical, job placement, family support and counseling. • Transition Assistance Program - Assist in the transition and reintegration of Servicemembers back to their civilian life. • Troops to Teachers – In partnership with the Federal Program to assist eligible military personnel with the transition into a second career in K-12 public school teaching. |


| NEW MEXICO | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 3,828 | 1,908 | 3,888 | |
| Governor: Susana Martinez | Reserves | 1,900 | 965 | 1,629 | |
| TAG: MG Kenny C. Montoya | Total | 5,728 | 2,873 | 5,517 | |
| Support to state employees | <ul style="list-style-type: none"> • 30 days of paid military leave • Authority to use annual leave to maintain benefits • Reemployment protection if return to position within 90 days of separation • State contribution to insurance while on military leave • Reinstatement of insurance upon return if coverage lapses during activation • Veterans preference for state employment | | | | |
| Educational benefits | <ul style="list-style-type: none"> • In state tuition rates for veterans and all military families, including the Guard • Scholarships for eligible Vietnam veterans and children of deceased veterans | | | | |
| Family support | <ul style="list-style-type: none"> • Unemployment benefits for spouses who accompany military members • Department of Veteran Services has partnered with Presbyterian Medical Services to provide family support services to include medical and psychological care to any veteran from NM | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • State provides \$250,000 worth of life insurance for every member of the National Guard. • Veterans qualify for \$4000 reduction in the taxable value of any property that the veteran or their qualifying widow(er) owns • Property taxes are waived for property owned by a 100% service-connected disabled | | | | |

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| | veteran or their qualifying widow(er) |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Distinctive veterans license plates for free for 100% service-connected disabled veterans, Medal of Honor recipients, Gold Star Families, Purple Heart recipients, and former POWs • Free or reduced hunting and fishing licenses for disabled veterans • Free entry into any state park or state museum and three free nights of camping for eligible disabled veterans |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Veteran business outreach center for veterans who own businesses or would like to establish a business • Heroes Hiring Heroes program links veterans with veteran-owned businesses • Veterans Day in Santa Fe during the legislative session – DVS honors a group of veterans and has them recognized by the state legislature • DVS, the Governor, and the State Legislature have provided over \$20 million to local communities for memorial walls, parks, and monuments • Legislation passed in 2009 to establish a State Military and Veteran History Museum |

| NEW YORK | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 16,000 | 7,226 | 11,800 | |
| Governor: Andrew Cuomo | Reserves | 16,241 | 6,465 | 10,941 | |
| TAG: MG Patrick A. Murphy | Total | 32,241 | 13,691 | 22,741 | |
| Support to state employees | <ul style="list-style-type: none"> • Supplemental military leave benefits to state employees who are ordered to active military duties • A public retirement system, at its discretion, is permitted to suspend the obligation to repay any loan while a member is absent on military duty • Extend eligibility for military leave with pay during the 90 day transition period following service member's/employee's return from mobilization | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Military Enhanced Recognition, Incentive and Tribute (MERIT) Scholarship program provides financial aid to veterans, children, and spouses of members of the US Armed Forces who died or became severely or permanently disabled while engaged in hostilities or training • Regents Awards for Children of Veterans provide up to \$450 a year to students whose parent served in the US Armed Forces during specified times of national emergency and is deceased or disabled • Refund or credit for tuition during military leave of absence • Students are entitled to a leave of absence from higher education during periods of military service and for one year after completion of service • Members of the US Armed Forces, who are on full-time active duty and stationed in NYS, and their dependents are eligible for in-state tuition • Credit for military training towards civilian professional accreditation • Waive fees for the renewal of a temporary teaching certificate that lapsed while activated • Right of military children to continue to attend the public school attended prior to a military relocation. • Combat service scholarships equal to annual in-state tuition for State University of NY for eligible qualified applicants • Operation Recognition allows certain veterans to earn high school diplomas if they left school without graduating • Veteran tuition awards provide up to 98% of tuition cost of a SUNY undergraduate tuition to eligible veterans in an undergraduate or graduate degree-granting institution or vocational training in NYS | | | | |
| Family support | <ul style="list-style-type: none"> • Free access to video teleconferencing centers for families of activated members | | | | |

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| | <ul style="list-style-type: none"> • Free internet access at public libraries for communication between families and activated members • Veteran’s Health Care Information Program • Statewide Youth Coordinator and 11 Family Assistance Centers to assist all service member and their families with information, education and referral • 2 Family Readiness Assistants to coordinate and assist unit volunteers of Family Readiness Groups (FRGs) • Annual Volunteer, Family and Youth Symposium offering training and education • Annual Volunteer Recognition events to honor unit FRG volunteers • Additional information about family program available at: http://www.dmna.state.ny.us/family/famredi.php |
| Tax and financial benefits | <ul style="list-style-type: none"> • Life insurance not to lapse for non-payment of premiums for 2 years following activation • Professional liability insurance protection is suspended during activation plus 30 days • Prohibition against foreclosure of mortgage for nonpayment during activation plus 6 months • Protection against enforcement of storage liens on household goods • Prohibition of adverse credit reporting for members who previously obtained a stay of obligation under the SCRA • Terminate vehicle lease contracts when activated • Cap interest rates at 6 percent on debts incurred prior to activation • Suspend the obligation to repay any loan to a public retirement system while activated • Localities allowed to extend payment period of any real estate tax during imminent danger duty • Supplemental burial allowance of \$6,000 for members killed in action • Reimburse Service member Group Life Insurance premiums for eligible members • Annual payment of up to \$1,156.26 for legally blind wartime veterans or their surviving un-remarried spouse • Annuity payment of up to \$500 per Gold Star Parent of deceased veteran • Partial exemption on real property taxes to certain veterans or their family members • Fixed-rate mortgages for veterans with interest rates .5% below the interest rates charged on SONYMA mortgages with closing cost assistance • Military pay received in Title 10 status is exempt from state income taxation • Any state military pay received while serving on any emergency state active duty is exempted from state income taxation |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Waiver of professional continuing education requirements and extension of professional licenses until 12 months after activation • Extension of Emergency Medical Technician and other first responder certifications until 12 months after activation • Fees waived for renewal of temporary teaching certificate • Extension of driver’s licenses and motor vehicle registration • Free hunting and fishing licenses • License and permits at a reduced cost to eligible disabled veterans • Free Empire Passports to New York State Parks for personnel called to federal or state active duty in response to an emergency after 9/11 • Disabled Veteran E-Z Pass allows free, unlimited travel on the NYS Thruway system • Certain disabled veterans are exempt from registration fees and vehicle plate fees |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Freedom from discrimination based on military service • Prohibition against solicitation or requiring waiver of a right provided under the State Soldiers’ and Sailors’ Civil Relief Act • Extension of State Civil Relief Act benefits to family members (stay of court proceedings, foreclosures, evictions; reduced interest rates on loans and suspending statute of limitations) • NY-USA Proud Employer of Distinction Award and Patriot Support and Discount Program to recognize employers and retailers who show extra support to members of the military |


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| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Yellow Ribbon Reintegration Program. The program provides redeploying Guard members and their families a robust support network of information and services available from county, state, federal and private outreach organizations upon their return home. |
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| NORTH CAROLINA | | Members | Spouses | Children |  |
|----------------------------|---|----------------|---------|----------|---|
| | Governor: Beverly Perdue | National Guard | 11,625 | 5,867 | |
| TAG: MG Gregory Lusk | Reserves | 12,343 | 5,848 | 10,236 | |
| | Total | 23,968 | 11,715 | 20,092 | |
| Support to state employees | <ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Increased state funded NG pension benefit to \$95-\$190 per month. • Credit towards state employee retirement time for creditable service on active duty • Members of the Teachers and State Employees Retirement System will not be denied benefits due to an absence for military service and receive long term disability benefits. • Preference in state government employment is granted to veterans, their surviving spouses or the spouses of disabled veterans. • Employment Service Division of the Employment Security Commission assists in endeavoring to secure suitable employment for disabled veterans. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Tuition and fee assistance for NG members (NC TAP) • In-state tuition for any member of the armed services in the state • Enactment of the Interstate Compact on Educational Opportunity for Military Children (115C-407.5) • At community colleges, Upon request of the student each college will provide a military tuition refund for reserve and National Guard personnel called to active duty or active duty personnel who have received temporary or permanent reassignments out of North Carolina. (23 NCAC 02D.0202) • 4-year scholarship at certain schools for qualifying children of certain class categories of deceased, disabled, combat, or POW/MIA veterans. • The University of North Carolina System-wide Evaluation and Recommendation for Veterans Education and Services (UNC SERVES), is the University's pledge to improve access, retention, and graduation rates for active service members, veterans, and their families at UNC campuses. | | | | |
| Family support | <ul style="list-style-type: none"> • 3 State Funded Family Assistance Centers to support geographically dispersed family members of all services. • 1 State funded Mental Health Program manager to assist returning veterans and their families. • Operation Reaching Out to Children (ROTC): 133 banks provide toll-free financial counseling. • Project Community Action Readiness Effort (CARE) provides emergency vehicle and home repair, child care assistance, transportation and interpreter services for military families, plus support to local businesses and community. • UNC-Chapel Hill established the Citizen Soldier Support Program to connect and focus community resources to NG and Reserve and their families (see http://www.citizensoldiersupport.org/) • Operation Purple Camps: The National Military Family Association's Operation Purple camp is a time for having fun, making friends, and reminding military kids that they are the Nation's youngest heroes. These free, week-long, overnight camps are open to all military children ages 7-17. The program aims to help military kids experience carefree fun while also learning coping skills to deal with deployment-related stress and fostering relationships with other children who know what they are going through. Operation Purple camp allows kids to gain confidence by learning to be stewards of the community and of the environment. North Carolina has 2 Operation Purple camps scheduled for CY 2011 | | | | |


- NC Bar Association Standing Committee on Legal Assistance for Military Personnel assists military attorneys with access to NC law and advice to help them help their military clients. (State)
- Golden Corral in partnership with Operation Military Kids (4-H OMK): Has created a community based recreational, social, and educational program for military youth. North Carolina has 3 Operation Military Kids (4-H OMK) sponsored camps this year for approximately 400 children. Priority is given to the children of wounded Soldiers, then children of KIA Servicemembers, then children of deployed parents, and then children experiencing reintegration issues.
<http://www.operationmilitarykids.org/public/statePOCHome.aspx?state=North%20Carolina>
- More at Four Pre-Kindergarten Program: A high-quality, state-funded pre-K program that services children who are at risk and prepares them for success in school, has expanded services for children with a parent or legal guardian who is Active Duty member of the US Armed Forces and North Carolina National Guard/Reserves (deployed or on alert status).
- Operation Kids on Guard (KOG): Program to support the emotional and physical well-being of children of NG families by creating an environment that is exclusively theirs (<http://www.nc.ngb.army.mil/index.php/fp/youth-programs-2/kids-on-guard>)
- Department of Public Instruction has a website supporting military children: <http://www.ncpublicschools.org/militarysupport/> to help educators identify and assist students of deployed service members.
- Soldiers and Airmen Assistance Fund (SAAF) provides emergency financial aid to NG members and families experiencing a financial crisis.
- North Carolina Care-link: comprehensive health and human services website.
- Guard and Reserve Institutes (GRI): Sponsored by the Military Child Education, Supporting Children of the National Guard and Reserves Institute focuses on information needed to raise community awareness about the issues faced by children when a parent is deployed. Through a combination of direct instruction, group work and interactive activities, participants develop strategies and the framework of an Action Plan to support these children of the “suddenly military”. The GRI target audience is school counselors and other professional educators; school nurses; and family support personnel of the National Guard and Reserves. MCEC, NC Dept of Public Instruction and NC National Guard Family Programs conducted 1 GRIs this year and is in the process of scheduling at two for next school year. **(State)**
- The North Carolina Military Business Center (NCMBC), a statewide component of the NC Community College System, provides free job matching services through www.MatchForce.org to National Guard personnel, family members, transitioning military and other job seekers in the state. Provided free by the State of North Carolina, MatchForce automatically matches individual skill profiles to jobs posted by registered businesses in North Carolina, and notifies the job seekers by email of current job opportunities that match their skills profiles.
- The North Carolina National Guard Employment Readiness Program (NCNG ERP) provides a multi-agency partnership to train and assist unemployed Soldiers/Airmen and Family Members who are actively seeking employment. Partnerships have been established with Employment Support of the Guard & Reserve (ESGR), Department of Labor, State Employment Security Commission, Army Spouse Employment Program, Military Spouse Corporate Career Network, Employer Partnership of the Armed Forces, and the Direct Employer Association.
- Joint Family Support Assistance Program (JFSAP) embodies the DoD's vision to provide mobile, high-quality family services to augment current family programs' ability to meet the needs of Active Duty, Guard and Reserve family members. The primary focus of the JFSAP is to bring these high-quality family services to families who are geographically dispersed from a military installation and who might otherwise be unable to access much needed support by providing 2Military Family Life Consultants, a Military OneSource Rep, a Red Cross Liaison, a Personal


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| | <p>Financial Counselor, and a 4-H OMK Rep.</p> <ul style="list-style-type: none"> • NC DPI placed Military Consultants in public schools to assist faculty and staff to support children of military members. • Additional support from the Governor’s office available at: http://www.governor.state.nc.us/mil/waystosupportourmilitaryfamilies.asp • Additional information about NCNG State Family Program available at: http://www.nc.ngb.army.mil/family/default.asp |
| Tax and financial benefits | <ul style="list-style-type: none"> • State tax exemption for pay when in combat zone or when hospitalized as a result of wound, disease or injury incurred while serving in a combat zone. • Military retirees may deduct up to \$4,000 each year of military retirement benefits included in federal taxable income. • State and federal retirees, including military, who have five or more years of creditable service prior to August 1989 may exclude their entire retirement income from state income tax. • Combat zone exemption: income tax is canceled for qualifying armed forces personnel for the year of death and any prior year ending on or after the first day served in combat. • Any assessment of income tax due prior to the time a person was inducted into the armed forces will be canceled and abated if the servicemember was killed while a member or is receiving service-connected disability compensation. • Honorably discharged veterans who have a total and permanent service-connected disability or who receive benefits for specially adapted housing are exempt from property tax up to the first \$45,000 of the appraised value of their permanent residence. • Deadline for filing taxes for filing taxes is extended for members of the Armed Forces and their spouses when the service member is serving in a combat zone. The deadline is automatically extended 180 days after the servicemember leaves the combat zone. (17 NCAC 06B.3407) • A motor vehicle, owned by a disabled veteran and altered to accommodate a service-connected disability, is exempt from state tax (105-275(5a)) • Real and personal property belonging to veterans organizations such as American Legion or Veterans of Foreign Wars is exempt from state Tax (105-275(17)). |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Vehicle license plate extension when activated • Special “In God We Trust” license plate with yellow ribbon with proceeds going to Soldiers and Airmen Relief Fund, plus contribution option on state tax form. • 16 specialized license plates available to veterans. • Certain disabled veterans may obtain a lifetime hunting-fishing license for \$10. • Members of the Armed Forces and their families stationed in NC are deemed residents when purchasing licenses issued by the Wildlife Resources Commission. • Recordation of discharges with Register of Deeds, free of charge. Additionally, servicemembers may request a certified copy of discharges at no cost. • State law provides for the appointment and supervision of guardians for incompetent veterans, incompetent dependents of veterans and minor dependents of members of the armed forces or veterans in certain circumstances, to manage U.S. funds payable to such persons. (NCGS Chapter 34) • If servicemember is deployed, under certain circumstances a servicemember’s concealed weapons permit can be extended after expiration (up to 90 days after end of mobilization) (14-415.16) • Various North Carolina statutes provide extensions of time or waivers for many professional licensing and educational requirements when, due to military service, servicemember is unable to meet the professional requirements. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Legal proceedings in any court in which a person called into service of the State by the Governor is involved, either as plaintiff or defendant during the period of service or within 60 days after period of active service, all actions may be stayed by the court or shall be stayed on application of servicemember. (127A-41.1) • Military consumer protection specialist in the NC DoJ |

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| | <ul style="list-style-type: none"> • Requires notice of sales in foreclosure proceedings that address early termination of rental agreement by military tenants • NCDVA has an established OJT/Apprenticeship Program • Early termination of rental agreement by military personnel when active duty personnel are required to move because of a permanent change of station, service member is involuntarily discharged or release from active duty, or has deployment orders not less than 60 days. • A mortgagee, trustee, or other creditor shall not exercise a power of sale contained in a mortgage or deed of trust, or provided by statute, during, or within 90 days after, a period of military service. • State statutes protecting custodial rights of a parent, who receives temporary duty, deployment, or mobilization orders, who has custody, or has joint custody with primary physical custody. Generally, the statutes make any orders issued during the custodial parent's absence due to military duty temporary. (50-13.7A) • General prohibition on private, public and employer discrimination against servicemembers based on membership in the military forces of the State or of the United States (127B-11) • Persons in armed forces, their spouses, certain veterans, civilians working with armed forces may register and vote by mail (163-245) • Statutory restrictions on dishonest and predatory sales of insurance products to military personnel. (58-58-320) • Any member of the North Carolina National Guard who, at the direction of the Governor, enters State duty, is entitled, upon honorable release from state duty to reemployment rights. (127A-201) |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Soldiers who have deployed OCONUS 30+ more days in a combat zone are eligible for post-related health benefits. The Post Deployment Health Reassessment (PDHRA) is a tool for documentation of post-deployment illnesses, injuries, or diseases. • Yellow Ribbon Program provides resources to combat veterans and their families throughout the three-phase deployment process. • East Carolina Universities "Operation Re-entry North Carolina" (ORNC). ORNC is a university-wide initiative to address the rehabilitation and re-entry concerns of military personnel, combat veterans, and their families. See more here: http://www.ecu.edu/cs-dhs/ah/ornc/ |


| NORTH DAKOTA | | Members | Spouses | Children |  |
|--------------------------------|---|----------------|---------|----------|---|
| | | National Guard | 3,988 | 1,754 | |
| Governor: Jack Dalrymple | Reserves | 517 | 239 | 435 | |
| TAG: MG David A. Sprynczynatyk | Total | 4,505 | 1,993 | 3,603 | |
| Support to state employees | <ul style="list-style-type: none"> • 20 days of military leave per calendar year. If the employee is mobilized they receive an additional 10 days • Entitled to leave of absence from civil service for a period of active service without loss of status or efficiency rating • Comprehensive benefit package | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Tuition assistance up to 100% combining federal payments with state and school reimbursements. • Rights of Students called to federal service: provides a student with three choices upon receiving federal mobilization orders for fourteen days or longer: withdraw from any/all classes, even after any established deadlines, for a full refund of tuition and mandatory fees; request an incomplete under the school's incomplete policy; work with each instructor and complete the courses early • Education Benefits Advisor- Education Support Center at www.virtualarmory.com • Veterans Centers at schools for education assistance • \$2 million State Tuition Assistance available for each biennium • Free tuition for qualified dependents | | | | |

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| Family support | <ul style="list-style-type: none"> • Elementary schools identify deployed moms/dads • Reintegration for soldiers, airmen and family. The program is 30, 60, 90 day events which include stations for benefits, workshops and presentations. This is followed by a 1, 3, and 5 year reunion • Deployment/post deployment wellness calls to families/service members • Five Family Assistance Centers located across N.D. • Therapeutic Team – 2 fulltime chaplains, 4 part-time chaplains, 2 fulltime licensed social workers • Referrals and assistance for legal/financial/medical/mental health/childcare/reintegration/access to veteran services • Provide workshops and training: pre-deployment training, family reintegration training prior to redeployment, FRG leader - basic training, P.I.C.K. Single Soldiers training events, Strong Bonds – “Laugh Your Way to a Better Marriage” training, 3 annual “Marriage and Relationship Enrichment” workshops, state volunteer workshop, • 4H Military Youth Camp and State Teen Advisory Council • 199th Wing Family Program ensures that all air guard members’ needs are individually met • Family Executive Council • Casualty Notification Briefings • Suicide Prevention Team • Sexual Assault Response Team • Outreach Program designed to encompass all veterans, families and employers in the state • ND National Guard Foundation – Emergency Relief Fund – provides up to \$2,000 annual grant for Guard soldiers/families in financial crisis related to medical treatment, tragic loss, loss of work, etc. • Tragedy Assistance Program for Survivors (TAPS)-ND – Under the ND National Guard Foundation. Provides grants to families of service members killed in action or killed in association with mobilization for the Global War on Terror to attend the national grief and healing seminar in Washington, DC. TAPS-ND also supports families of soldiers that have committed suicide. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Special state tax deduction when activated • Veterans’ Adjusted Compensation - \$100 a month for NG and Reserves activated under Title 10 if receiving hazardous duty pay; \$50 if not receiving hazardous duty pay • Emergency Relief Fund for soldiers and airmen • Special projects and donation programs • \$5,000 death benefit for families of service members killed on active duty • \$2,500 benefit for service members who receive the Purple Heart • Veterans' bonus - \$100 per month for overseas deployment, \$50 per month for deployment within the United States, not to exceed \$1,800 • Enlistment and re-enlistment bonus • Property tax reduction for veterans with 50% or greater service-related disability • Veterans Affairs Hardship Assistance Grant provides financial assistance to veterans and their spouses, or eligible widows/widowers • Veterans Aid Fund makes loans to eligible veterans and their widows/widowers |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Special hunting deadlines and privileges • Special license plates to ND National Guard members and veterans |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • ESGR representatives located throughout North Dakota • Veterans’ transportation system provides free transportation to a veterans hospital • Veterans cemetery • ND Veterans Home |


| OHIO | | Members | Spouses | Children |  |
|---|---|----------------|---------|----------|---|
| | Governor: John Kasich | National Guard | 17,206 | 6,961 | |
| TAG: MG Deborah Ashenurst | Reserves | 13,067 | 5,832 | 10,911 | |
| | Total | 30,273 | 12,793 | 14,979 | |
| Support to state employees | <ul style="list-style-type: none"> • 22 days paid military leave (full salary). • Pay differential between military and state pay for duration of any title 10 federal mobilization. • Continue to receive seniority and longevity pay increases • Allowed to makeup payment to the deferred compensation plan and receive employer contribution. • State employees entitled to return to former employment position or a comparable position at the same pay, seniority and benefit level | | | | |
| Educational benefits | <ul style="list-style-type: none"> • 100 percent tuition assistance for NG members attending state schools or, if attending a private school, the average cost of all state schools will be paid toward the cost of the private school tuition. | | | | |
| Family support | <ul style="list-style-type: none"> • Six staffed Family Assistance Centers • Conduct Family Readiness Briefs for every member of a deployed member's family. • Morale calls forwarded to anywhere in the state without charge. • Other information about family program available at: http://www.ohionationalguard.com/family | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • Combat zone pay not subject to state taxes. • Members deployed overseas have an automatic 6 month extension to file state tax returns without penalties or interest. • State Death Benefit: \$100,000 for members who die while serving on state active duty, Title 32 homeland defense/homeland security or Title 10. • State reimburses for SGLI premiums while on state active duty, Title 32 homeland defense/security and Title 10 duty • Military Injury Relief Fund: The fund was recently established by the state of Ohio to financially assist Ohio service-members who were injured as a result of active service in support of OIF and OEF. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Special NG license available for members. • Permitted to renew expired license upon return without test | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • On-line job database for Army NG members and their spouses. • Increase employer support and community outreach activities through the ESGR program. • USERRA coverage. • Public and private sector employers authorized to pay supplemental income to activated employees. • Eligible for workers compensation benefits for injuries while on state duty | | | | |

| OKLAHOMA | | Members | Spouses | Children |  |
|----------------------------|---|----------------|---------|----------|---|
| | Governor: Mary Fallin | National Guard | 10,069 | 5,226 | |
| TAG: MG Myles L. Deering | Reserves | 5,581 | 3,042 | 5,521 | |
| | Total | 15,650 | 8,268 | 14,822 | |
| Support to state employees | <ul style="list-style-type: none"> • 30 days paid military leave (full salary) for NG members and Reserve members, followed by pay differential between military and state pay for duration of active military deployment (retroactive to 09/11/01) • Continue to receive seniority and longevity pay increases • Allowed to continue to participate in the deferred compensation plan and receive employer contribution • Continue retirement contributions • USERRA applies to state employees | | | | |

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| Educational benefits | <ul style="list-style-type: none"> • Tuition Fee Waiver Program to state supported colleges and universities for National Guard members • Member State Interstate Compact on Educational Opportunity for Military Children |
| Family support | <ul style="list-style-type: none"> • Information about the Oklahoma Family Support Program available at http://www.ok.ngb.army.mil/FamProg/ |
| Tax and financial benefits | <ul style="list-style-type: none"> • Oklahoma National Guard Relief Program: To provide financial relief for approved expenses to qualified NG members; funds generated via an income tax check-off revolving fund (not subject to fiscal year limitations) • TAG authorized to pay/reimburse for insurance premiums for NG members to provide coverage up to \$250,000 in service members Group Life Insurance or State Sponsored Life Insurance programs • State income tax deduction for first \$1,500 in pay for members of the armed forces • Incentive bonus for officer recruits into the armed forces |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Members of the armed forces on active duty pay \$23 for two car tags |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Employer support and community outreach activities are handled through local ESGR programs |


| OREGON | | Members | Spouses | Children |  |
|---|--|----------------|---------|----------|---|
| | Governor: John Kitzhaber | National Guard | 7,808 | 3,828 | |
| TAG: MG Raymond F. Rees | Reserves | 2,548 | 1,126 | 1,937 | |
| | Total | 10,356 | 4,954 | 8,796 | |
| Support to state employees | <ul style="list-style-type: none"> • Military leave up to 15 days. • Continued health care benefits up to 24 months while activated. • Right to reemployment with seniority and benefits. • Employees can donate leave to activated members within their agency. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Veterans' Dependent Tuition Waiver for a child or spouse of a member of the U.S. Armed Forces who either died in active duty or became 100% disabled in connection with military service. • Campus veteran service officers to help connect veterans to benefits. • A tuition benefit for Oregon residents who served as members of the National Guard or Reserves in an active duty capacity in a combat zone since September 11, 2001. | | | | |
| Family support | <ul style="list-style-type: none"> • Reintegration Team that provides post-mobilization support to service-members and their families. • Family Program through the Oregon National Guard. | | | | |
| Tax and financial benefits | <ul style="list-style-type: none"> • State veterans' home loan that is a separate benefit from the Federal VA Home Loan Guaranty Program. • Oregon Veterans Home for long term care. • A conservatorship program for when a veteran is unable to manage his or her own personal finances or estate due to any type of disability. | | | | |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • One-time registration fee for motor vehicle registration for service-connected disabled veterans. • Military veteran recognition license plates. • A free hunting and angling license for disabled veterans rated at 25% or more. • Free year-round camping is available to service-connected disabled veterans and active-duty personnel on leave. • Free recording and certified copies of public records for veteran-related purposes, including birth, marriage, death, and divorce decrees. | | | | |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Full support of USERRA. • Veteran's preference for state employment. • Veteran representatives to assist in employment and developing job training opportunities. • National Guard's Career Transition Assistance Program. | | | | |

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| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Reintegration Team that provides post-mobilization support to service-members and their families. • Reintegration website to connect service-members and veterans to resources. • State veteran service officers to assist in claims and counseling. • Yellow ribbon reintegration programs and job fairs. |
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| PENNSYLVANIA | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|---|
| | National Guard | 19,185 | 7,611 | 13,264 | |
| Governor: Tom Corbett | Reserves | 14,829 | 5,958 | 10,574 | |
| TAG: MG Wesley Craig | Total | 34,014 | 13,569 | 23,838 | |
| Support to state employees | <ul style="list-style-type: none"> • Right to reemployment. • Employee may receive paid benefits while on military leave. • 15 days paid military leave per year. • Up to 15 days additional paid military leave for certain involuntary active duty away from home station (not for training). • Pay and allowances are \$75 per day minimum. • Additional civil service preference of 10 points for veterans, widows, and wives of veterans with service-connected disabilities. • Retirement credit for active duty time for honorably discharged veterans. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Pay tuition, fees and room/board at state schools for surviving children of member who dies in the line of duty. Pay tuition and fees at state schools for surviving spouse of member who dies in the line of duty. • Up to 100% tuition assistance for NG members at all state schools. • In accordance with PHEAA, "Student loan forgiveness may be granted for those members of the military who use federal teacher loans or agriculture education loans. • Full refund of tuition granted to students enrolled in state schools who are members of the NG or Reserves and are ordered to active duty. • Special grants to children of POWs or MIAs. • Scholarships for military children. • Educational leave of absence and reinstatement of status without loss of credits, tuition or scholarship as a result of mobilization. • Guidance counseling for service members, veterans and dependents on GI Bill and other state financial aid, degree planning, and career preparation (interviewing, resume, etc.). • Access to libraries and computer labs for service members, veterans and dependents. • Post-Secondary Education Gratuity Program provides waivers of tuition, fees, and room and board, for children of PA NG members killed on federal/state active duty. • PA NG scholarships available. • Operation Recognition authorizes school districts to grant a high school diploma to any honorably discharged veteran who served in WWII or the Korean War. • Payment of up to \$500 per semester for qualified children of veterans. | | | | |
| Family support | <ul style="list-style-type: none"> • Military Family Relief Assistance Program to assist with financial hardships. • Veterans Emergency Assistance provides financial aid to veterans, widows, families with basic necessities. • Six extended care facilities for veterans and spouses. • Thirteen family assistance centers offer 24/7 support to service members and families. • Family and Marriage enrichment and Strong Bonds weekends to assist in rebuilding the "family unit" post deployment. • Fulltime chaplain support for counseling and related matters. • Military funeral honors to veterans of all branches. | | | | |

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| | <ul style="list-style-type: none"> • Veterans Emergency Assistance, administered by County Veterans Affairs Directors, provides financial aid to veterans, widows, families with basic necessities. • Thirteen joint Family Assistance Centers offer 24/7 family assistance to service members and families. • PA CARES group convenes monthly, with state, non-profit and private entities represented, to network and work collaboratively to develop initiatives to meet the needs of Service members, veterans, and their families. • Eight joint Regional Family Readiness trainings deliver professional training to Family Readiness Group/Key Volunteer Team statutory Volunteers. • Nine Family Readiness Support Assistants are co-located with unit Commanders in order to coach/teach/mentor volunteers. • The biennial State Family Symposiums convene ARNG and ANG statutory Volunteers in a workshop environment to identify and resolve Family Support delivery issues. • State Family Readiness Council assists The Adjutant General in identifying and addressing the needs and concerns of Service members' families through a body of appointed regional representatives. • Child and Youth Day Camps offer respite to Pennsylvania National Guard parents and an opportunity for military kids to connect with one another and engage in fun and educational activities. • Family Camps offer entire Pennsylvania National Guard Families an opportunity to participate in activities and connect with other Pennsylvania National Guard Families in an outdoor setting. • Military Family Life Consultants available. |
| Tax and financial benefits | <ul style="list-style-type: none"> • NG pay for state active duty for emergencies exempt from state income tax. • Federal military pay earned outside of the state exempt from state income tax. • Retirement income is not taxable. • Qualifying 100% disabled veterans may be exempt from real estate tax. • State reimbursement of SGLI premiums for NG members deployed to combat zone. • State sponsored blind veterans' pension of \$150 per month. • State sponsored paralyzed veterans' pension of \$150 per month. • Bargain rate loans for honorably discharged veterans from PA Housing Finance Agency. • \$75 - \$525 per month for qualified veterans of Persian Gulf conflict and \$5,000 to POWs and beneficiaries of service members who died in the line of duty. • Health insure for PA NG members who are full time students, under parents' health insurance policies when deployed 30 days or more. • Families entitled to a \$100,000 benefit if NG is killed in the LOD. • Health Insurance Coverage for eligible NG/Reserve members returning from deployment who are full-time students. • State Veteran Homes with skilled nursing and dementia care. • Free Assistance for veterans and their dependents applying for Federal, State and County Benefits with Accredited Veterans Service Officers. • Free Assistance for veterans and their dependents applying for Federal, State and County Benefits through local County Directors of Veterans Affairs. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Reduced price on hunting and fishing licenses for service members returning from deployment or for former POWs. • Extension of professional licenses and waiver of some educational requirements while service members are deployed. • NG and veterans license plates and placards; no fee for disabled veterans. • Free fishing/hunting/fur trapping/antlerless deer licenses for qualifying disabled veterans. • Free certified copies of birth and death records to veterans and their families. • Free recording of military discharge papers at county courthouses or the Office of |

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| | Veterans Affairs. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Allows 30 days for release from active duty to return to employment • Right to reemployment prior to conclusion of military leave • Prohibit discrimination in employment and reemployment • Employer must provide health insurance and other benefits for first 30 days of activation • Receive full civil liability protection while activated by state • Exempt from jury duty while serving on active duty • Exempt from arrest while going to annual training or returning from military duty (except for treason or felony) • Medical benefits and \$1,000 free group insurance for eligible NG members • Worker's compensation equivalent to state employees for eligible NG members • State provisions that parallel SCRA in areas of stays of evictions and legal proceedings, termination of leases, and rates of interest • Deployed service members may defer motor vehicle insurance coverage • Veterans employment representatives provide free job counseling, training referrals, and placement services • (http://www.pacareerlink.state.pa.us) • Memorandum of Understanding between DMVA, Dept. of Ed., and Dept. of Labor & Employment to facilitate each agency offering services to veterans returning from deployment • A county grave marker is provided free of charge by the county • Discharge certificates, birth, death, marriage and divorce records are issued without cost to eligible veterans or members of the armed forces • National Guard Employment Outreach Coordinator available • Employment Support of the Guard and Reserve (ESGR) representatives available |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Transition Assistance Advisors available. • Yellow Ribbon Reintegration Program. • Annual Services of Remembrance at the Pennsylvania Veterans Memorial. • Risk, Reduction, Resiliency and Suicide Prevention Program. • Pre-Deployment, Reunion and Reintegration briefs for both the Service and Family member to ensure information concerning benefits and assistance is disseminated. Both Army and Air assets attend these briefs. • Employment Outreach website http://www.dmva.state.pa.us/portal/server.pt/community/dmva_home/5902 assists the service members in finding a job (private, federal or state). The Employment outreach initiative also includes Employment and Education briefs. • Personal Financial Consultant will assist Service members with all aspects of their financial situation. • Behavioral Health efforts focus on both the Service and Family member. The Director of Psychological Health has two Military Family Life Consultants (all licensed) available to provide behavioral health counseling. • Resiliency training is conducted during pre-deployment, reunion and reintegration events for both the service and family member. Deploying Soldiers also receive a block on instruction in resiliency prior to their deployment. • Post Deployment Health Re-assessments are conducted 120 days after a deployment. This service ensures that the Service member is not experiencing any physical or behavioral problems resulting from their deployment overseas. These events are conducted at local VA hospitals so appointments can be made and assistance rendered immediately if necessary. |


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|---------------------------|----------------|---------|---------|----------|---|
| PUERTO RICO | | Members | Spouses | Children |  |
| | National Guard | 8,115 | 4,802 | 9,101 | |
| Governor: Luis Fortuño | Reserves | 4,891 | 2,476 | 4,574 | |
| TAG: BG Antonio J. Vicens | Total | 13,006 | 7,278 | 13,675 | |


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| Support to state employees | <ul style="list-style-type: none"> • Receive pay difference between military pay and state salary • Eligible to receive Christmas bonus for 12 months prior to having been activated |
| Educational benefits | <ul style="list-style-type: none"> • Tuition assistance for graduate degree (max of \$1,350 per year). • Tuition assistance for under graduate/vocational degree (max of \$900 per year). • Tuition assistance for M.D. residency (max of \$1,000 for two years). • Veterans who are public employees and are pursuing higher education have the right to apply, and their manager the obligation to concede, an unpaid leave of absence for the entire duration of their educational program. • Free admission and additional financial aid is available to veterans that have depleted their federal funding in for their undergraduate education in the state university system. • Priority admission for veterans and their families in state universities and academic institutions. • Availability of vocational and technical schools and priority admission for veterans. |
| Family support | <ul style="list-style-type: none"> • Information about family program available at HQ Puerto Rico NG Office of Personnel, email: nydia.garcia@pr.ngb.army.mil. • Counseling services available through the P. R. Department of the Family. • Direct support from the Child Support Enforcement Agency. • Free medical assistance, treatment, hospitalization, and necessary medicines independent of economic status for veterans, veterans' spouses and their children (up to 21 year of age and up to 25 years of age if students). • Discounts for visits to national parks and cultural and recreational facilities for veterans and their families. • Exclusion of state provided pension from consideration as income when determining eligibility for public aid programs. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Exempt from tax on service income while in a combat zone. • 6 month extension for paying income tax debt without interest. • Veterans have the right to a \$1,500 tax deduction for life. • Veterans and their spouses are exempt from property taxes up to \$5,000 per year, and a cumulative total of \$50,000 for the tax years from 2009 through 2013. • Disabled veterans are totally exempt from property taxes with a maximum property size of one thousand square meters. • All veterans that receive disability compensations (for more than 50% disability) from the Veterans Administration are exempt from property taxes up to \$50,000 per year, and a cumulative total of \$500,000 for the tax years from 2009 through 2013. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Veterans are exempt from the vehicle taxes and payments for obtaining a driver's license. • Veterans and their families are exempt from payments for obtaining most state issued certificates. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Psychology seminars and workshops provided free by the University of P.R. and by a private universities. • Inter-service support network in cooperation with Veteran's Centers. • Veterans are provided preference, when they are found to be in equal conditions to other citizens regarding academic or technical experience, for the purposes of their hiring, appointment and or promotion. • Veterans who occupy a career position in the government or in a private company at the moment of their integration in the Armed Forces have a guarantee of reemployment upon completion of their service. |

| RHODE ISLAND | | Members | Spouses | Children |  |
|--------------------------|----------------|---------|---------|----------|---|
| | National Guard | 2,796 | 1,256 | 2,104 | |
| Governor: Lincoln Chafee | Reserves | 1,023 | 418 | 768 | |
| TAG: MG Robert T. Bray | Total | 3,819 | 1,674 | 2,872 | |

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|-----------------------------------|---|
| Support to state employees | <ul style="list-style-type: none"> • Receive pay differential between military and state salary • 15 days of paid leave per year for military training • Protection of employment and reemployment rights |
| Educational benefits | <ul style="list-style-type: none"> • Free tuition to state schools: up to 5 free courses at CCRI, URI, RIC, during fall/spring semesters • Free tuition for summer courses at state schools: up to 1 free course per summer session at each of the state schools • Pay tuition and fees at state schools for surviving children of members who were killed in action in support of Global War on Terror |
| Family support | <ul style="list-style-type: none"> • State Family Program Director – oversees the operation throughout the RI Military Community including all Service Members, and focuses on Rhode Island National Guard Members and their Families. • Joint Family Service Assistance Program – includes Military Family Life Consultants for both adults and children, providing consultation to Service Members and their Families, focusing on relationships, parenting/child behavior and coping skills. • Personal Financial Counselor – provides private consultation, as well as guidance with financial challenges and building financial strength. • Military OneSource Representative – serves as a liaison and provides assistance with securing child care, personal finance guidance, tax preparation, emotional support, relocation information, and much more. • Director of Psychological Health (DPH) is an advocate, and promotes/guides Service Members and their Families by supporting psychological fitness for operational readiness. The DPH also provides critical incident guidance, suicide and substance abuse prevention, as well as Traumatic Brain Injury (TBI) and Post Traumatic Stress Disorder (PTSD) expertise. • Family Assistance Center (FAC) consists of a Family Assistance Center Coordinator and a Family Assistance Center Specialist, both first responders who are available 24/7. The main function of the FAC is to provide information on six essential services: Financial Resource Information, DEERS Identification Information, Crisis Intervention, Legal Referral/Assistance, Community Resource, and Tricare Resource Information. • Family Readiness – staffed by a Senior Family Readiness Support Assistant and a Family Readiness Support Assistant, both liaisons to Military Commanders and Military Family Members, they provide assistance in developing and sustaining Family Readiness Groups and addressing all Family matters. • Survivor Outreach Services Coordinator – provides assistance to survivors of military casualties. • Airmen and Family Readiness Program Manager – provides assistance and coordination of all Military Family Assistance Programs to Members of the Air National Guard. • State Youth Coordinator – supports the social, emotional and academic needs of Military Children through activities and camps. • Rhode Island Military Family Relief Fund and Rhode Island Soldiers and Airmen Relief Fund – two resources available in the event of financial hardship. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Six-month extension to file a state personal income tax return without accruing any penalties or interest; • Suspension of collection efforts for personal income taxes as long as a Guard Member is mobilized, and an additional six months upon return • Several municipalities offer tax exemptions to veterans • Reimbursement of SGLI premiums for NG personnel mobilized in excess of 30 days |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • War Veteran License Plates can be ordered for a fee of \$10.00 except license plates for former Prisoners of War are free. • Any Veteran of any conflict or undeclared war, who has earned a campaign ribbon or expeditionary medal for service in the conflict or undeclared war, is eligible. |


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| | <ul style="list-style-type: none"> • National Guard Member License Plate • No Fee Purple Heart License Plate |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Provide employer recognition for employers who show above and beyond support of their military members in the form of award luncheons, Boss-lifts, on-site award presentations and educational events. • ESGR serves as a functional conduit between employers searching for military members or veterans and unemployed/underemployed service members. • For service-members or employers who have a discrepancy under the USERRA laws, provide trained ombudsman for a free mediation service to help resolve the issues at hand. • Protect the jobs and rights of Service-members to include protection against discrimination from hiring or rehiring following military duty. • Protection of pay, benefits and seniority during and following military service. • ESGR provides free education regarding the USERRA laws and the protections they provide to Service Members and Civilian Employers. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • The Deployment Cycle and reintegration programs are staffed by two Yellow Ribbon Support Specialists (one dedicated to the Army, and one dedicated to the Air). They coordinate Yellow Ribbon Program events and activities throughout the Deployment Cycle providing Resiliency, Sustainability and Reintegration Training. |

| SOUTH CAROLINA | | Members | Spouses | Children |  |
|----------------------------------|---|---------|---------|----------|--|
| | National Guard | 11,238 | 5,324 | 9,364 | |
| Governor: Nikki Haley | Reserves | 8,711 | 3,793 | 7,159 | |
| TAG: MG Robert E. Livingston Jr. | Total | 19,949 | 9,117 | 16,523 | |
| Support to state employees | <ul style="list-style-type: none"> • 45 days annual leave and 90 days sick leave for activation • Exec Order: granted 30 additional days for military leave • Option during activation to continue state health plan and retirement plan by paying employee share | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Priority given to reimbursement of tuition for state institutions due to activation | | | | |
| Family support | <ul style="list-style-type: none"> • Priority given children of deployed members to attend the National Guard Summer Youth Camps • 10 staffed Family Assistance Centers • Conduct Family Readiness Briefs for every member of a deployed member's family • Morale calls forwarded to anywhere in the state without charge • Information about family program at: http://www.scguard.com/family/default.aspx | | | | |


| SOUTH DAKOTA | | Members | Spouses | Children |  |
|----------------------------|---|---------|---------|----------|---|
| | National Guard | 4,490 | 2,041 | 3,848 | |
| Governor: Dennis Daugaard | Reserves | 672 | 335 | 697 | |
| TAG: MG Timothy A. Reisch | Total | 5,162 | 2,376 | 4,545 | |
| Support to state employees | <ul style="list-style-type: none"> • May use up to 40 hours per year of accumulated sick leave for personal leave. The leave can be used for a call to state active duty of military reserve or National Guard members. • Permanent employees are entitled to Military Training Leave of up to 15 days per calendar year. • Employees requesting military leave for training must obtain a written order from the commander of their reserve or National Guard unit indicating dates of the training period submitted to supervisor at least 15 calendar days prior to the date of departure for training. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Children of veterans are eligible for free tuition at a state supported school. | | | | |

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| | <ul style="list-style-type: none"> • Certain veterans are eligible to take undergraduate courses at a state supported university without payment of tuition provided they are not eligible for educational payments under the GI Bill or any other federal educational program. • Veterans may receive one month of free tuition for each month of 'qualifying service' with a minimum of one, up to a maximum of four academic years. • Tuition benefits for National Guard members at state educational institutions under management of Board of Regents--Limitation. Any member of the National Guard of the State of South Dakota is, upon compliance with all the requirements for admission and subject to the provisions of § 33-6-7, entitled to a benefit as prescribed by this section and § 33-6-5.1 to attend and pursue any undergraduate course or courses in any state educational institution under the control an Any resident is entitled to a benefit of fifty percent of the in-state resident tuition to be paid or otherwise credited by the Board of Regents. • Any nonresident is entitled to a benefit of fifty percent of the in-state resident tuition to be paid to the institution by the Department of Military and Veterans Affairs. |
| Family support | <ul style="list-style-type: none"> • Family Assistance Center - Provide support, education, assistance and resources to all Branches of Service within the borders of South Dakota. • Military One Source – Provides information and referral services 24 hours a day, 7 days a week to all component members of the Army Active Duty, Army National Guard, and Army Reserve and their Family members. Military OneSource also provides Soldiers and their Families access to problem-solving, non-medical counseling on a face-to-face basis in the local community, telephonically, or via online chat. • Operation Military Kids – U.S. Army's collaborative effort with America's communities to support children and youth impacted by deployment. • Family Readiness Assistance – Assist and provide ongoing assistance to Family Readiness Groups • Strong Bonds – Unit-based, chaplain-led program which assists commanders in building individual resiliency by strengthening the Army Family. Conducted in an offsite retreat format in order to maximize the training effect. The retreat or “get away” provides a fun, safe, and secure environment in which to address the impact of relocations, deployments, and military lifestyle stressors. • Military Funeral Honors • Military Family Life Consultant Program – Provides support for a range of issues including: relationships, pressing problem intervention, stress management, grief, occupational and other individual and family issues. Independent behavioral health care practitioners are state-license and provide psycho-educational presentations on reunion/reintegration, stress/coping, grief/loss and deployment to commands, Supportive resources are available to members and families at all stages of the deployment cycle 24/7. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Dwellings or parts of multiple family dwellings which are specifically designed for use by paraplegics as wheelchair homes and which are owned and occupied by veterans with the loss, or loss of use, of both lower extremities, or by the un-remarried widow or widower of such veteran, are exempt from taxation. • \$100,000 of the full and true value of a dwelling that is owned and occupied by a veteran who is rated permanently and totally disabled from a service connected disabilities, or the unmarried surviving spouse of such veteran, is exempt from taxation. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • A resident of this state who owns a vehicle and who is a regularly enlisted or commissioned member of the SD National Guard, other than an inactive member, or a retired member with 20 years or more of creditable service may obtain National Guard license plates. • South Dakota counties may not charge for certified copies of birth, death, marriage, adoption, divorce, and guardianship or conservatorship papers. |
| Protections, recognition and | <ul style="list-style-type: none"> • If any member of the South Dakota National Guard is ordered to active duty |


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| employment support | <p>service by the Governor of the State of South Dakota or the President of the United States, the member has all protections afforded to persons serving on federal active duty by the Service Members Civil Relief Act of 2003, 54 Stat. 1178, 50 App. U.S.C.A. 501-548 and 560-591, as amended to January 1, 2007, and by the Uniformed Services Employment and Reemployment Rights Act, 108 Stat. 3149, 38 U.S.C.A. 4301 to 4333, as amended to January 1, 2007.</p> <ul style="list-style-type: none"> • Employer Support of the Guard and Reserve (ESGR) is a Department of Defense organization established to promote cooperation and understanding between service members and their civilian employers and to assist in the resolution of conflicts arising from the employee's military commitment. The ESGR Ombudsman Services Program provides neutral counseling and mediation of issues relating to compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Department of Defense Transition Assistance Program (TAP) provides job assistance and separation counseling services for Soldiers and their families during the transition away from active service. • Active participant in Yellow Ribbon Programs • Welcome Home/Home Town Heroes/Home, Not Forgotten Veterans Salute Celebrations. • Honor Flight Program provides flights to Nations Capital and escorts our WW II Veterans to WWII National Memorial. • Fallen Heroes Banner Program recognizes and honors our SD Service Members who have died while in Combat Service to our Country. |

| TENNESSEE | | Members | Spouses | Children |  |
|----------------------------|--|---------|---------|----------|--|
| Governor: Bill Haslam | National Guard | 13,915 | 7,446 | 13,066 | |
| TAG: MG Terry "Max" Haston | Reserves | 6,737 | 3,249 | 5,685 | |
| | Total | 20,652 | 10,695 | 18,751 | |
| Support to state employees | <ul style="list-style-type: none"> • Executive Order: special leave with partial pay to augment the difference in the employee's state salary and his/her military pay, not to exceed \$1000 per month per employee • Employee continues to accrue sick and annual leave, and longevity and retirement credits • Continues insurance benefits for beneficiaries of NG members who are killed in action • 20 days paid military leave • Award veterans preference points when hiring | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Tuition assistance for Air Guard members at state colleges and universities • Tuition waiver for dependents of NG members killed during a qualifying period of armed conflict • Tuition freeze at state schools for NG members who are mobilized during the school term • \$1000 per semester scholarship provided to veterans of Iraq and Afghanistan from excess lottery funds | | | | |
| Family support | <ul style="list-style-type: none"> • License plates available for Gold Star Families and Blue Star Families • Child custody decrees cannot be modified solely based on deployment of parent; temporary modifications revert back to original upon parent's return • School-age children are granted a 10-day excused absence to visit a mobilized parent who is on R&R leave • "Gold Star Mothers Day" designated as last Sunday in September • Allows parents deployed over 90 days to petition court to assign their visitation rights to another person who must also be approved by the court • Tennessee is a member of the "Interstate Compact on Education for Military Children" | | | | |


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| Tax and financial benefits | <ul style="list-style-type: none"> • Waive sales and use tax on vehicles for NG members who have deployed to a combat zone and for AGR personnel • Waive professional privilege tax for NG members who are deployed for more than 180 days in a calendar year • Surviving spouses of veterans who are killed – whether during hostile action or not - may apply for property tax relief • \$100,000 lump sum payment to families of NG members killed in action • TAG authorized to purchase life insurance for NG members while on state active duty • Veterans are allowed one free day annually at state parks, campgrounds, and golf courses |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Distinctive motorcycle license plates; no charge for enlisted personnel • Distinctive vehicle license plates; no charge for enlisted personnel • NG members receive same state parks benefits as state employees (25% and 50% off lodging; 50% off most camping sites; varying discounts on golf packages) |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Re-employment rights for public employees • NG personnel covered by workers comp when on state active duty • Prohibition against foreclosure on a home or motor vehicle during NG member's activation and for 90 days thereafter • Class B misdemeanor for disorderly conduct within 500 feet of a military funeral (with liberal definition of "disorderly conduct") • Class E felony to refuse employment or terminate individual due to being NG member • Class B misdemeanor for improperly wearing military decorations; increases to Class A if the award is a Congressional Medal of Honor, Distinguished Service Cross, Navy Cross, Air Force Cross, Silver Star or Purple Heart • Flags over the state capitol and over principle city/county buildings are to be lowered upon the death of any servicemember from Tennessee; servicemember names are to be entered into the House and Senate journals |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Yellow Ribbon Program. |

| TEXAS | | Members | Spouses | Children |  |
|----------------------------|--|----------------|---------|----------|---|
| | Governor: Rick Perry | National Guard | 23,595 | 11,920 | |
| TAG: MG John F. Nichols | Reserves | 34,068 | 17,361 | 31,497 | |
| Support to state employees | Total | 57,663 | 29,281 | 54,415 | |
| Educational benefits | <ul style="list-style-type: none"> • No loss of pay or benefits for NG and Reserve members while on active duty • Right to reemployment • Entitled to receive differential pay between military and state salary • 15 days of paid military leave per year for training and placement into emergency leave status for entire period a Guard member is called into active duty to ensure continued state benefits | | | | |
| Family support | <ul style="list-style-type: none"> • A tuition reimbursement program • 150 credit hours of free tuition and free or reduced fees at public colleges and universities for eligible veterans • Allows military dependents residing in state (regardless of how long in residence) to pay in-state tuition rates even if the military sponsor is stationed outside of state, or retires from the military • Exempts certain military personnel and veterans from the requirements of state Academic Skills Program; • Requires the Texas Education Agency to develop reciprocity agreements with other states to facilitate the dependents of military personnel into public schools | | | | |
| | <ul style="list-style-type: none"> • Created a family support program that is manned 24/7 at the Guard Headquarters in Austin that acts in an ombudsman role for families of deployed troops. There is a full time staff at the armories of deployed troops plus a volunteer network around | | | | |


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| | <p>the state</p> <ul style="list-style-type: none"> • The "2-1-1" Texas website and call center provides access to free information on 20,000 state and local health and human services programs, as well as veteran-specific services • Operation Child Care: coalition of child care providers, the National Association of Child Care Resource and Referral Agencies (NACCRRA) and local resource and referral agencies that provide free child care to NG and Reserve families during their rest and recuperation leave • Beyond the Yellow Ribbon Reintegration Program offers service members and their families readjustment programs and services |
| Tax and financial benefits | <ul style="list-style-type: none"> • NG aligned with federal pay and allowances • Deferral of property taxes for mobilized members of the Reserve components • Allows military members who are deployed out of state or out of country due to military service to continue to be able to claim the homestead tax exemption on their home for up to two years. • Extends the period a person activated during a war or national emergency may claim a winning lottery prize. • Texas Veterans Commission benefits: property tax exemptions for disabled veterans, no cost medical records, free recording of discharges, availability of TX State Veterans Homes and TX State Cemetery Program • Texas Veterans Land Board Program, which offers 3 types of loans to qualified vets: land loans, home loans and home improvement loans |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free vehicle registration to disabled veterans, Medal of Honor, Purple Heart, Pearl Harbor Survivors, former POWS, and other medal recipients. Issues free specialty license plates to active and retired Texas National Guard, U.S. Armed Forces Reserve, and veterans of wars • Over 25 low cost specialty license plates are available to military and veterans |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Private sector employees have a right to reemployment • Guard members on state active duty are under Texas Workers Compensation laws for injury, disability, and death benefits • Municipalities required to continue health, life, and dental insurance coverage benefits to police and fire fighter employees while on military duty. • Memorandum of Understanding between Texas Military Forces (TMF) and Department of Labor provides employment seminars to NG service members and their families • Partners Across Texas: coalition of state, TMF, nonprofit and community-based organizations that support pre- and post-deployment activities, community events and special events hosted by the TMF • Transition Assistance Advisors provided to assist returning service members with benefits, entitlements and eligibility, available resources and various other services |

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|----------------------------|--|----------|---------|----------|---|-------|
| UTAH | | Members | Spouses | Children |  | |
| | National Guard | 6,668 | 4,002 | 8,280 | | |
| | Governor: Gary Herbert TAG: MG Brian L. Tarbet | Reserves | 4,125 | 2,398 | | 4,615 |
| | Total | 10,793 | 6,400 | 12,895 | | |
| Support to state employees | <ul style="list-style-type: none"> • 120 hrs of paid military leave: (8hrs days X 120hrs =15 days) • Salary, benefits, seniority and job protection when activated • Retirement service credit for period of activation | | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Tuition assistance for NG members: (state budget of \$1M annually) • 2.5% of all state funded scholarships issued by state colleges go to Utah NG members | | | | | |

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| | <ul style="list-style-type: none"> • Tuition waiver for Purple Heart recipients for undergraduate programs • Undergraduate tuition waiver to surviving dependents of Utah resident military members killed on federal and state active duty • Honorary high school diplomas for WWII, Korea and Vietnam veterans who left high school for military service • Free of charge admission to post-secondary schools for instruction and tutoring in the areas of math, English and basic computer applications for qualifying veterans |
| Family support | <ul style="list-style-type: none"> • Family readiness & assistance • Youth programs • Crisis management • Marriage enrichment • Compact on education opportunities for military children • Family assistance centers throughout the state • Information about family programs at http://www.ut.ngb.army.mil/family/index.htm |
| Tax and financial benefits | <ul style="list-style-type: none"> • Disabled veterans property tax exemption • Utility abatement program • Free access to most of the 41 state controlled parks, national parks, monuments, historic sites, recreation areas and national wildlife refuges for qualifying veterans • Bus and Trax reduced fares for qualifying veterans |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • 90 day extension for licenses and certification that expire during deployment and exempts continuing education or other training needed for renewal • Credit toward professional licensure for education, training and experience earned by veterans, military members and their spouses • Disabled veteran fishing licensed offered free of charge |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Utah Code includes employment/reemployment rights protection for Guard members called to serve in State Active Duty status • Delay all court civil and administrative cases when deployed in State Active Duty |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Health and dental assessments post deployment • Yellow Ribbon Reintegration Program • Information about the Yellow Ribbon program at http://www.jointservicesupport.org/YRRP/ |

| Vermont | | Members | Spouses | Children |  |
|----------------------------|---|----------------|---------|----------|---|
| | Governor: Peter Shumlin | National Guard | 2,956 | 1,449 | |
| TAG: MG Michael D. Dubie | Reserves | 312 | 123 | 230 | |
| | Total | 3,268 | 1,572 | 2,950 | |
| Support to state employees | <ul style="list-style-type: none"> • 15 days of paid military leave per year • Receive pay difference between military pay and state salary • Continued health care coverage for member and family during state activation when military health care is not available • Retirement service credit for period of activation • Salary, benefits, seniority, and job protection when activated • Allow veterans and spouses access to jobs being recruited internally • Veterans receive preference points on civil service tests • Diligent effort to recruit and hire qualified veterans | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Paid tuition for surviving family members of NG member who dies on active duty • Tuition assistance for members of the Vermont NG through the Guard's Education Office • The Vermont Student Assistance Corporation administers tuition assistance programs and scholarships for Guard, Reserve, and active duty veterans, as well as family members | | | | |
| Family support | <ul style="list-style-type: none"> • \$1,000 provided to families of wounded service members so that they can travel to visit the service member at a military treatment facility | | | | |


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| | <ul style="list-style-type: none"> • \$3,000 provided to families of deceased service member so that they can travel to attend memorials and/or to handle the deceased's affairs • In addition to standard Guard family support, ten outreach specialists are located throughout the state to help veterans and families obtain appropriate benefits from federal, state, and private organizations serving veterans and/or the general population • "Military Family and Community Network" on line at http://www.vtmfcn.org |
| Tax and financial benefits | <ul style="list-style-type: none"> • Various emergency financial assistance funds for activated military members, including active and reserve, and veterans available through the Vermont NG Family Support Program and the Vermont Office of Veterans Affairs • \$50,000 death benefit to family when a Vermont NG member dies on state duty |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Veterans who served in a combat theater in support of the Global War on Terror eligible for a special lottery for moose permits |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Veterans coming off federal active duty eligible to receive state medals thanking them for their service directly from the Governor in an annual ceremony at the State House |

| VIRGINIA | | Members | Spouses | Children |  |
|-----------------------------|---|---------|---------|----------|---|
| | National Guard | 11,702 | 6,079 | 10,522 | |
| Governor: Robert McDonnell | Reserves | 20,795 | 10,339 | 17,944 | |
| TAG: MG Daniel E. Long, Jr. | Total | 32,497 | 16,418 | 28,466 | |
| Support to state employees | <ul style="list-style-type: none"> • Executive Order: eligible for supplemental pay equal to difference between military and state pay • Supplemental pay for teachers as determined by the local education agency • Provide credit for military service in retirement system • Allow full time employees to carry over annual leave accrual above maximum amounts • Provide an additional death benefit in the amount of \$20,000 for every employee of the state or of a political subdivision called to federal active duty • Veterans hiring preference. Requires the state and local government give additional consideration to veterans and particularly those veterans who have a service-connected disability rating fixed by the United States Veterans Administration • Veterans Outreach Council has a web site for veterans with links to other employment sites | | | | |
| Educational benefits | <ul style="list-style-type: none"> • Virginia Military Survivors and Dependents Program (MSDEP) – Provides education benefits to spouses and children of service members killed, missing in action, taken prisoner, or who became at least 90 percent disabled as a result of military service in an armed conflict. This program may pay for tuition and fees at any state-supported college or university. • Ensure that the established Virginia domicile of a spouse of an active duty military service member, and therefore in-state tuition eligibility, must not be affected by the establishment and maintenance of a place of residence in another jurisdiction for the purpose of maintaining a joint household with such member. The law also provides that the spouse of an active duty military service member, if such spouse has established domicile and claimed a dependent student on federal or state income tax returns, must not be subject to minimum income tests or requirements, and authorizes certain veterans who elect to establish Virginia as their permanent residence for domiciliary purposes to establish immediate residency in Virginia and become eligible for in-state tuition, rather than waiting the required one-year period. • Honorary Diplomas for WWII Veterans – To obtain an honorary diploma, a veteran may submit a statement to the Veterans Education Unit of the Virginia Department of Education describing his or her service, the location of the last school attended, and affirming that he or she was unable to complete high school upon return to | | | | |


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| | <p>civilian life The guidelines also allow family members and veterans' organizations to submit this information on behalf of the veteran.</p> |
| <p>Family support</p> | <ul style="list-style-type: none"> • 2011 Initiative: Serving our Service Member Families (SOS) – A partnership network focused on serving and supporting the service men and women of Virginia, along with their families, by connecting them with businesses, churches, civic, and volunteer organizations to meet their needs while a service member is away on duty or wounded while serving. Information available to all veterans and families via Serving Our Service Member Families website, which provides an easy to use online connection between the families of deployed soldiers, sailors, Marines, airmen, and their fellow Virginians, businesses, places of worship, and civic and volunteer organizations. • Family Assistance Centers (FACs) - There are 11 Family Assistance Center Specialists operating in six locations providing essential services to any Service Member and family, regardless of deployment status or branch of service. Services include DEERS/ID cards, TRICARE/Dental, financial assistance/referral, legal assistance/referral, crisis intervention/referral, and community outreach. • Family Programs - Establishes comprehensive programs that facilitate ongoing communication, involvement, support, and recognition between National Guard Families and the National Guard through partnership that promotes the best in both. The Family Programs Office facilitates this through education, outreach services, and partnerships leveraging resources, training, and constantly capitalizing on new capabilities, concepts, and technological advances to promote Family readiness before, during and after mobilization through effective reintegration processes. • The State Family Readiness Support Assistant (SFRSA) – Develops and provides Volunteer and Command Family Readiness Training, as well as maintains JSS family, volunteer, and unit tracking, updates, and volunteer hours. There are also four Family Readiness Support Assistants (FRSAs) who work directly for brigade level commanders providing assistance and guidance on implementing and maintaining their Family Readiness Program. The staff also presents “Basic Training for New Guard Families” quarterly to young warriors of the Recruit Sustainment Program and their families. All family members who attend are presented with a New Guard Family information box containing materials and resources to aid them in their journey to becoming “strong, self-sufficient, resilient, and ready” Guard Families. • Joint Services Support (JSS) – JSS is “one stop” access for military members and their families for all National Guard Family Programs such as the Yellow Ribbon Reintegration Program (YRRP), Employer Support of the Guard and Reserve (ESGR), Psychological Health, Warrior Support, Financial Management Awareness Program, and Sexual Assault Prevention and Response (SAPR). • Youth Programs - Educational programs such as the Military Child Education Coalition and Zero-To-Three have been in use throughout Virginia over the last five years. Youth Programs also directly supports National Guard children in developing social and life skills, and assist in character development and formulating positive personal values while having fun. • Joint Family Support Assistance Program (JFSAP) - Serves all branches of service within the Commonwealth by bringing mobile services to military families in need. The mobility of JFSAP is particularly important to those who are separated from traditional military installations and geographically dispersed, which is common to many Virginia National Guard families. Members of the JFSAP team are: <ul style="list-style-type: none"> – Military Family Life Consultant (MFLC) - Provides short term, situational, problem-solving counseling services. – Child and Youth Behavioral Military & Family Life Consultant (CYB-MFLC) - Provides information, education, and counseling on parenting and child development. – Personal Financial Consultant (PFC) - A certified financial planner providing |

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| | <p>information, education, and counseling.</p> <ul style="list-style-type: none"> - Military One Source (MOS) Consultant - Provides information and education on how to access resources and support to all Service Members and their families, and maintains a "high-tech/high-touch" web-enabled united community to connect military families with each other and with supportive resources "24/7". • Survivor Outreach Services (SOS) – Provides support and standardized services to Active, Reserve, and Army National Guard Families. The SOS Coordinator functions as the long term support contact for Survivors. The SOS Coordinator also facilitates support groups, providing life skills education and connecting Survivors with counseling resources. In addition, the SOS Coordinator works closely with other benefits coordinators and CAO to ensure Survivors receive the necessary services and support and access to State and Federal benefits. The SOS Coordinator can also arrange financial support, including but not limited to government survivor benefits, budgeting, college savings plans, health care (TRICARE and Medicare), long term insurance, asset allocation, retirement savings, and life insurance. Additionally, the SOS Coordinator can assist the PNOK in obtaining military reports and death certificates, and make referrals to support networks to meet the needs of the Surviving Family members. The SOS Coordinator provides a continuation of Army support to Surviving Military Families for as long as they desire. • Casualty Assistance Operations (CAO) – Assists the Primary Next of Kin (PNOK) during the period immediately following a casualty. The CAO focuses on eliminating delays in settling claims and paying survivor benefits, and assists the PNOK in other personnel-related affairs. CAO also assists the PNOK in understanding the entitlements for a military funeral, applying for the various benefits due the beneficiaries of the deceased, and provides any other available assistance in regards to military benefits. • Provide to a veteran or his/her spouse, free of charge, one copy of vital record, if that record is to be used in the determination of eligibility for state or federal veterans benefits. • Allow deployed military parents to delegate their visitation rights with children to a member of their family while they are stationed overseas. • Cemetery Services – Gravesite, grave marker, and perpetual care for the veteran and their spouse/ eligible dependent. Offer three following choices: Casketed Ground Burial, Cremation Ground Burial, or Cremation Above-Ground inurnment in our Columbarium Niches. There is no cost to the veteran for these services. For the spouse/ eligible dependent, the cost is equal to the VA burial allowance, currently \$300. • Military Funeral Honors (MFH) - Virginia’s MFH program is a service provided to all eligible Veterans to render professional military funeral honors in accordance with service tradition as requested by funeral directors, casualty assistance centers, and authorized family members. All services are performed by Virginia National Guard Soldiers. The Virginia MFH program also works in partnership with other Veterans service organizations within the Commonwealth to provide honors for Virginia Veterans of all branches. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Provide for a property tax exemption for veterans who have a 100 percent, service-related disability. The exemption would apply to the principal residence and the land, not exceeding one acre, upon which it is situated. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Professional License Protection for Military Spouses Overseas – Provides an extension of the expiration of certain licenses, certifications, registrations or other documents held by the spouse of a member of the armed forces of the United States when the spouse accompanies the citizen for a period of service outside of the country. • Change the duration of a temporary voter registration due to military service. • Established a special discounted hunting license for resident and nonresident |

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| | veterans who have a service-connected disability. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Employment Support for the Guard and Reserve (ESGR) - The ESGR is a Department of Defense (DoD) agency and extension of the office of the Assistant Secretary of Defense for Reserve Affairs (OSD-RA). Volunteers work in four mission areas: Employer Outreach, Military Outreach, Ombudsmen Services and Training & Operations. • Sexual Assault Prevention and Response (SAPR) - The SAPR program reinforces the Virginia National Guard's commitment to eliminate incidents of sexual assault through a comprehensive policy that centers on awareness and prevention, training and education, victim advocacy, response, reporting, and accountability. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Virginia Employment Commission (VEC) – Provides job referral and placement resources available to assist veterans in finding jobs. Veterans Employment Representatives (LVERs) and Disabled Veterans Outreach Program (DVOP) staff are available in most VEC offices to assist veterans with employment services. • Virginia Wounded Warrior Program – Legislatively mandated program operated by the Virginia Department of Veterans Services in cooperation with the Department of Behavioral Health and Developmental Services and the Department of Rehabilitative Services. • Apprentice Partnership Initiative (API) – Partnership with the Virginia Department of Labor and Industry (DOLI) that awards Virginia National Guard members civilian credentialing for proficiency in their military occupation. • Veteran Outreach Council – Develops and implements an active recruitment program that targets the employment of qualified veterans in state government. The VOC works to enhance the exchange of information between veterans and state agencies that will facilitate the employment of individuals currently being discharged from the military and those with prior military service. • Virginia Veterans Care Center – The Virginia Veterans Care Center (VVCC) is a state-of-the-art model for long term health care and the state home for veterans in the Commonwealth of Virginia. The mission of the VVCC is to provide affordable, high quality, comprehensive nursing and domiciliary care to Commonwealth of Virginia residents who are admitted to the VVCC, are aged or infirm, and are honorably discharged veterans of the United States Armed Forces. • Yellow Ribbon Reintegration Program (YRRP) – Provides Virginia National Guard Members and their Families with information, service, referral and proactive outreach opportunities throughout the entire deployment cycle: Pre-Deployment, Deployment, Demobilization and Post-Deployment-Reconstitution. • Transition Assistance Advisor (TAA) – Assists Virginia National Guard Veterans and their families in accessing all Veteran-specific programs and benefits. • Psychological Health Program – Establishes a Director of Psychological Health (DPH), a contracted psychological health professional who advocates, promotes, and guides Virginia Service Members and their families by supporting psychological fitness for operational readiness, and provides consultation and support to help address organizational and individual health care situations. Also offers consultative guidance and referral as well as a tailored and delivered support according to the needs of each individual through various combinations of psychological health resource identification, communication of applicable benefits, and other counseling services. • 2011 Initiative: Department of Conservation and Recreation – Waive all parking fees for Virginia veterans in celebration of the 75th anniversary of the state park system. |

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| VIRGIN ISLANDS | | Members | Spouses | Children |  |
| | National Guard | 809 | 244 | 742 | |
| Governor: John deJongh, Jr. | Reserves | 24 | 7 | 18 | |
| TAG: BG Renaldo Rivera | Total | 833 | 251 | 760 | |

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| Support to state employees | <ul style="list-style-type: none"> • 30 days paid military leave • Veterans Employment Preference on Civil Service Examinations • Employment Assistance/administrative leave for NG/Reserve members |
| Educational benefits | <ul style="list-style-type: none"> • 4-year scholarship at UVI for children under 25 of NG members who are injured or die while on state active duty, active duty for special work or active duty for training • NG members are allowed up to 32 free credits at the UVI • eDISCOVER, the development of a personalized college degree plan; education assessment of previous military experience; and the "Student Guide to Success" help prepare for college exams • Free tuition at local public educational institutions and UVI for eligible veterans • Army National Guard tuition assistance of up to \$4,000 per fiscal year |
| Family support | <ul style="list-style-type: none"> • Statewide network of volunteers to coordinate family readiness services – network includes both unit and headquarters level • Family Assistance Center provides monthly workshops and support for families of deployed service members • Month of the Military Family activities in November • Conduct pre-mobilization briefings and Strong Bonds seminar annually • 4H Extension Service partnership for military children and state youth coordinator provides workshops and monthly activities • Operation Welcome Home – 3 day reintegration training • TAG spouse initiative – link families with community organizations willing to help during deployments • List of important numbers to know and information about VI NG Family Program available at http://www.vi.ng.ngb.army.mil |
| Tax and financial benefits | <ul style="list-style-type: none"> • Group life insurance: Entitled to the same rights and benefits as territorial government employees while on state active duty • Workers compensation: Eligible for the same benefits as territorial government employees while on state active duty • \$100 per month retirement pension for 20 years of service (15 years in VI NG) at age 55 • Reenlistment bonuses - \$15,000 for a 6 year reenlistment and \$7,500 for a 3 year reenlistment • Enlistment bonuses – non-prior service members receive up to \$10,000 for a six year enlistment • NG members on Territorial Active Duty receive \$58-\$300 per day • Veteran Homestead Tax exemption of up to \$650 for veterans and Guard members with veteran's status • Reimbursement of up to \$3,500 for burial expenses for eligible veterans • Veterans Home/Land Loan of up to \$110,000 at an interest rate of 4% • Free emergency ambulance service for veterans • Off-island travel assistance for non-service connected veterans with VA medical appointment |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free license plates for all veterans residing in the Virgin Islands |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • No civil or criminal liability while on military duty • No discrimination because of military duty • Power of Attorney during Territorial Active Duty • Veterans Employment Assistance • Free burial plot in local cemeteries for veterans • Veterans have an opportunity to acquire taxi medallions • Free discharge records for veterans |

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| WASHINGTON | | Members | Spouses | Children |  |
| | National Guard | 9,061 | 4,734 | 8,500 | |
| Governor: Christine Gregoire | Reserves | 10,533 | 6,426 | 10,596 | |
| TAG: MG Timothy J. Lowenberg | Total | 19,594 | 11,160 | 19,096 | |


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| Support to state employees | <ul style="list-style-type: none"> • Uniformed Services Shared Leave Pool (USSLP) –Provides soldiers with pay difference between their state employment and their deployment pay. The money in the pool is derived from leave that is donated by state employees specifically to the pool for its intended use. • All state employees who are members of the National Guard are provided with 21 paid days of military leave on an annual basis to be used for active duty, active duty training, and in support of weekend drill requirements on scheduled workdays. • Veteran’s Preference – RCW 73.16.010 – Provides veteran’s preference in the hiring process. Veterans are given credit for their years of military service. • Veterans’ Scoring Criteria Status in Examinations – RCW 41.04.010 – In all competitive examination to determine qualifications veterans are given increased percentage score based on service. • Washington State Department of Veterans Affairs – Divided into three divisions: Administrative Services, State Veterans Homes and veterans’ services. The Veterans Homes division helps to provide housing and long-term care for honorably discharged veterans, and in some instances, their spouses. The Veterans Services division provides employment support services, as well as services for veterans with post-traumatic stress disorder and veterans who are homeless, and veterans who are incarcerated. (http://www.dva.wa.gov/about_us.html) |
| Educational benefits | <ul style="list-style-type: none"> • State universities, regional universities, The Evergreen State College, and the community colleges, may waive all or a portion of tuition and fees for an eligible veteran or national guard member. The tuition waiver is extended to include: a child and the spouse or surviving spouse of an eligible veteran or National Guard member who became totally disabled or who is determined by the federal government to be a prisoner of war or missing in action, or who lost his or her life while engaged in active federal military service. The tuition waivers are limited and they range from 50%-100% depending on the institution. • Memorandum of Understanding (MOU) committed to helping veterans and National Guard/Reservists be successful in their higher education goals. In addition to the MOU, many colleges and universities are signing certificates as Veteran Supportive Campuses. http://www.dva.wa.gov/veteran_campuses.html • VETCorps - 32 VETCorps Members (an AmeriCorps Program) are assigned to colleges and universities throughout the state. VETCorps members are veterans or spouses/widows of veterans and provide one-on-one support to veterans on their campus. They act as a liaison between the veteran and the school and help the schools implement programs to help all veterans on campus. http://www.dva.wa.gov/vet_conservation_corps.html • High School Diplomas can be awarded to veterans of WWII, Korea and Vietnam who left high school early to serve their country. |
| Family support | <ul style="list-style-type: none"> • Information about Family Support available at: http://washingtonguard.org/FamiliesandVeterans/ • Family Programs – Statewide program that builds strong, resilient families through a network of direct assistance, information, resources, services, referral, and proactive outreach to Soldiers, Airmen, spouses, and youth. The front line of family Programs is the Family Assistance Center Coordinator. Located in armories across the state, these “FACCs” provide direct hands-on emergency assistance to individuals and families. This service enhances unit cohesion and increases family readiness. • Survivor Outreach Services (SOS) – Embraces and reassures Survivors that they are continually linked to the Army Family through a unified support program that enables them to remain an important part of the Army for as long as they desire. Survivor Families are given every opportunity to foster puppies and dogs for use of Veterans under our Canines and Heroes for Independence Program. • Canines and Heroes for Independence (CHI) – A cooperative effort between the J9 and Brigadoon Youth and Service Dog Program to provide expedited service dog training and placement for our members and veterans in need of emotional and |

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| | <p>physical independence. Brigadoon is an accredited nonprofit agency that provides the advanced training for certification of service dogs in accordance with the stringent criteria of Assistance Dogs International (ADI).</p> <ul style="list-style-type: none"> • Resiliency Care Team – Provides guidance on emerging issues, practical solutions and services to assist commanders with prevention of domestic violence, alcohol and drug related incidents, and suicide prevention. RCT provides clinical and pastoral oversight, reconnaissance, policy development, training and hands-on services as needed. The program goal is to combat stigma about seeking mental health assistance and counseling, suicide prevention/intervention, and sexual assault reporting. • Operation Military Kids – Washington State Operation Military Kids reaches geographically dispersed youth of National Guard and Reserves in four different ways. Through Speak Out for Military Kids (SOMK), Hero Packs, the Mobile Technology Lab (MTL) and Ready, Set, Go! (RSG) Training. The focus in the early going has been on the RSG! training and program development at the local level into which we try to incorporate the MTL, SOMK and Hero Packs as appropriate. Our OMK Team consists of 4-H, National Guard, Reserves, The Office of Superintendent of Public Instruction (OSPI), Boys and Girls Clubs and Staff from other branches of the service. Involving the active military is important for our state. We have major Army, Air Force and Navy installations. Washington OMK is able to work with the installations to leverage programs and gain access to facilities they have. http://www.operationmilitarykids.org/public/statePOCHome.aspx?state=Washington • Provides economic services -- cash assistance, work-focused services, child-care, food benefits, and social services -- to help low-income individuals and families meet their basic needs and achieve economic independence. We also ensure that parents provide financial and medical support to their children through Child Support Enforcement services. There are no veteran preferences for these services. For more details, visit: http://www.dshs.wa.gov/onlinecso/index.shtml • Excludes combat pay from family income for food benefits. Does not include added income that members of the armed forces receive for being deployed in a designated combat zone in food assistance eligibility determination. • Excludes the income earned by veterans in the federal VA Compensated Work Therapy program from child support obligations. Coordination with Federal VA Compensated Work Therapy program staff to ensure that Veterans participating in the program are excluded from income withholding for child support. • Refers clients receiving economic services who report having served, and family members of disabled veterans, to the WDVA: Recipients of Basic Food, Temporary Assistance for Needy Families, Disability Lifeline, and medical assistance who report having served in the armed forces are referred to the WDVA for assistance with Veteran Administration (VA) services. The spouse, child, or parent of a disabled veteran may also be eligible for benefits from the VA and therefore are also referred to the WDVA. • Refers veterans who have child support obligations to the WDVA to access state and Federal benefits and entitlements that may help them meet their obligation. • WDVA staff are stationed in selected DSHS Community Service Offices to help with VA applications: The Washington State Department of Veterans Affairs (WDVA) has staff or contracted veterans affairs service officers at selected Community Services Offices in Washington in order to help clients of public assistance programs apply for benefits from the Veteran Administration services. • The Department of Social and Health Services works with the WDVA on child support enforcement cases involving non-custodial parents who are veterans and need assistance with case modification, paternity establishment, order establishment and provision of visitation and custody resources. • The Department of Social and Health Services informs returning military service |
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| | <p>personnel on modifying child support orders to persons returning from overseas deployment, National Guard duty and/or leaving the military.</p> |
| Tax and financial benefits | <ul style="list-style-type: none"> • Veterans' benefits for disability exempted from income when determining property tax exemption. • Veterans Estate Management Program provides fiduciary services to veterans' rates as incompetent to handle their own finances by the Federal VA or by the Social Security Administration. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • National Guard Employment Enhancement Project (NGEEP) – Expands the National Guard Yellow Ribbon program by providing employment assistance such as pre-apprenticeships, short-term training, and certification/testing fees to Washington National Guard members • HB 1418 and SB 5307 passed in 2011 provides greater transferability of military credentials and licenses to Washington State licenses. • WA State CDL for certain military personnel with specialized truck driver training, through a new Military Training Certification Process. • Free or reduced fee hunting, fishing and camping privileges for certain veterans. • Free recording of Veterans Discharge Documents in County Recorder's Offices. These records are exempt from public disclosure ensuring personal information remains private. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Helmets to Hardhats – Formed to help National Guard, Reserve, retired and transitioning active-duty military members connect to quality career and training opportunities in the construction industry. (http://www.helmetstohardhats.org/) • Veterans' Employment and Training Service (VETS) – Provides resources and expertise to assist and prepare veterans to obtain meaningful careers, maximize employment opportunities and protect employment rights. (http://www.dol.gov/vets/welcome.html) • O*Net's Crosswalk Search – Aids veterans in identifying the civilian job which matches their military occupation. (http://www.onetonline.org/crosswalk/) • WorkSource Office Services - Local WorkSource offices provide a multitude of services for all job seekers, including those veterans seeking employment-related support. Services offered include: transferring military skills to civilian employment; learning strategies for finding a job; finding job openings; getting job referrals and job search assistance; getting help preparing your résumé and getting ready for job interviews; posting a résumé online for employers to see; sharing job search strategies with other job seekers (job club); assessing skills and getting career guidance; getting referrals to a training program; and learning how much jobs pay and what jobs are in demand. • Veterans' Services Specialist: WorkSource has a veteran specialist embedded with the Warrior Transition Unit at Fort Lewis. The specialist identifies potential occupations, performs skill and interest assessments, and prepares veterans for the transition to civilian life. • US Department of Veterans' Affairs (VA) Work Study Programming – Supplemental program to the GI Bill. VA work-study students may be employed by any state or federal agency or training institution, but limited to only veterans' programs. (http://www.dva.wa.gov/about_us.html) • Rural Veterans Outreach Pilot –improves access of employment opportunities to veterans in rural areas. • Protection against discrimination as it relates to commerce; real estate transactions; places of public resort, accommodations or amusement; insurance transactions; and credit transactions. • Excludes NG membership for unemployment compensation. • Same right to reemployment when activated by the Governor as under the Uniformed Services Employment and Reemployment Rights Act (USERRA). • Expansion of the veterans conservation corps programs to include volunteer projects, as well as training, education, certification and placement programs • Establish a Washington State Department of Transportation internship program for |


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| | <p>wounded combat veterans.</p> <ul style="list-style-type: none"> • Public list of veteran-owned businesses in WA and a decal to help identify these businesses. • Criminalize disorderly conduct and protests within 500 feet of a military funeral. • Homeless Veteran Services and Transitional Housing Services through the Building 9 for Veterans Program. • Incarcerated Veterans Reintegration Services for veterans in county or city jails. • Claims assistance to veterans and their families through Veterans Service Centers. WDVA serves as an advocate for veterans as they make application for Federal VA Benefits. • A State Veterans Cemetery provides full burial and funeral honors for veterans, spouses and eligible children. • Three State Veterans Homes provide long term care to veterans and their spouses/widows who need long term care. • Women Veterans Advisory Committee ensures that Washington's women veterans have equitable access to federal and state veterans' services and benefits. |
| <p>Reintegration Programs/Initiatives</p> | <ul style="list-style-type: none"> • Information about Yellow Ribbon and Transition Services available at: http://washingtonguard.org/FamiliesandVeterans/ • Yellow Ribbon Program – Provides National Guard and Reserve Members and their Families with information, services, referrals, and proactive outreach opportunities throughout all phases of their deployment cycle. The intent of the program is to prepare National Guard and Reserve Members and their Families for the deployment, sustain their Families during the deployment and reintegrate the Service Members with their Families, communities and employers upon re-deployment or release from active duty. The YR Program unifies efforts among the Services, National Guard and Reserve Components, other federal agencies, and non-governmental organizations in order to provide Members and their Families with a wide range of programs and options as close as possible to the Service Member's residence. • Transition Assistance Advisor Program – Enhances the well-being of Service Members and their Families by providing subject matter expertise and assistance with Veteran's Affairs benefits, healthcare services, including TriCare, and access to community resources. • Employment Transition Coaches (ETC) – Enhances the well-being of Service Members and their Families by mitigating unemployment and underemployment related problems that negatively impact our members. ETC assists troops and families with developing employment opportunities through career guidance, job skills assessment, resume development, and interview skills development. ETCs advocate the benefits of hiring veterans within the community and identify regional employment opportunities through business community outreach. ETCs create apprenticeship programs in partnership with union officials. Employment Transition Coaches are stationed in armories throughout the state. To date 816 Guard Members found their current employment – 15% of total M-Day Soldiers, through J9 Joint Service Support Directorate enhanced employment program. • Veterans Innovations Program – Provides assistance to veterans and their families facing financial hardships due to deployments in support of the wars in Iraq and Afghanistan. Works with the veteran and their family to match their individual needs with the appropriate Veterans Innovations Program fund and other veteran or non-veteran programs and services. http://www.dva.wa.gov/Vet_Inn_Pro.html • WDVA PTSD Program – Creates community-based avenues to counseling service that are less formal in nature, offering the highest level of confidentiality possible. Services provided throughout the program include individual, couples, family, and veteran group counseling. Some contractors offer group services to women veterans and spouses of veterans. Veterans may be referred to specialized inpatient or outpatient treatment offered by the U.S. Department of Veterans Affairs Medical Centers or Vet Centers within Washington State. Licensed mental health |

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| | <p>professional contractors offer a wide range of specialized treatment services, as well as linkage to a variety of other services. Current contractors have an average of 24 years of direct service experience in the field of mental health.</p> <p>http://www.dva.wa.gov/ptsd_counseling.html</p> <ul style="list-style-type: none"> • Veterans with an alcohol or substance use problems are prioritized for Access to Recovery (ATR) drug and alcohol treatment services (including treatment for drug or alcohol use, emergency housing, mental health counseling, transportation, child care, employment supports, food vouchers or clothing) regardless of discharge status. • Department of Social and Health Services behavioral health and recovery staff coordinated and presented a Returning Soldiers Crisis Responder Workshop in Spokane County in August, 2010. • Department of Social and Health Services behavioral health program purchased PTSD guidebooks for future distribution (PTSD for Service members, Understanding Brain Injury) for distribution at future training events for veterans and returning soldiers. • Department of Social and Health Services Aging and Disability Services staff distributed 1600 guidebooks on Traumatic Brain Injury to the Brain Injury Association which serves injured soldiers. |
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| WEST VIRGINIA | | Members | Spouses | Children |  |
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| | National Guard | 5,529 | 2,683 | 4,469 | |
| Governor: Earl Ray Tomblin | Reserves | 2,282 | 1,001 | 1,753 | |
| TAG: MG James Hoyer | Total | 7,811 | 3,684 | 6,222 | |
| Support to state employees | <ul style="list-style-type: none"> • Veterans Preference: Under the West Virginia Civil Service System all veterans who have served under honorable conditions in the armed forces of the United States during World War II, Korea Conflict, Vietnam Era or during hostile conflict shall have five (5) points added to a final passing score. An additional five (5) points are added to a veteran's score if in receipt of the Purple Heart or has a compensable service-connected disability. • Veterans Bonus: The West Virginia State Legislature approved five separate bonus programs for payment to veterans of World War I and World War II, Korean Conflict, the Vietnam Era and veterans of conflicts in Lebanon, Panama, Granada, Desert Storm, Kosovo, Iraq and Afghanistan. If the application deadline for these bonus programs has expired, that expiration date is indicated: World War I and World War II – December 31, 1955; Korean Conflict – June 30, 1959; Vietnam Era – December 31, 1976; Lebanon, Panama, Granada and Desert Storm – June 30, 1994. – Iraq, Afghanistan, Kosovo – Currently Open • Veterans Re-Education Act Fund: The West Virginia Legislature provides tuition assistance to those veterans who need a new vocation due to dislocation or unemployment. Veteran must have exhausted the federal G. I. Bill and be in need of tuition assistance. • Veterans Upward Bound: Education assistance available from the State Government. • Jack Bennett Fund: The State of WV will pay for the placement of a standard government cemetery marker. • Veterans Transportation Program: On a yearly basis, the WVDVA purchases vans for the VA Medical Centers in West Virginia to be used for transporting veterans to | | | | |


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| | <p>and from their medical appointments.</p> <ul style="list-style-type: none"> • Veterans Van Driver Program: The WVDVA pays drivers who participate in the veterans transportation program \$75 per day. • Protection from loss of pay, status or efficiency rating while activated. • 30 days of military leave and an additional 30 days for each mobilization during the year. • By executive order, State pays the employer premium for health insurance if the employee pays their employee share of the premium after their leave is expired. • State pays the premium for the "free" \$10,000 life insurance all state employees receive. |
| Educational benefits | <ul style="list-style-type: none"> • State War Orphans Education – Provides for a waiver of tuition and registration fees in a state supported college or university for children between the ages of sixteen and twenty-three whose veteran parent served in World War I, World War II, Korean Conflict, Vietnam Era or any time of conflict as declared by Congress. Parent must have died in such wartime period, or, if subsequent to discharge, death must have been the result of disability incurred in such wartime service. • Veterans Upward Bound – Education assistance available from the State Govt. • Montgomery GI Bill • Yellow Ribbon Program • Purple Heart Recipients education benefit |
| Family support | <ul style="list-style-type: none"> • Tricare Health Benefits: Supporting service members and their dependents regarding Tricare issues; to include physician encouragement on Tricare participation. • National Guard Child & Youth Program: Works with military, families, community leaders and organizations to address the needs of Guard youth within our state. • Kids Kamp: For elementary and middle school aged dependent children • Youth Leader Camp: For any High School students • Transition Assistance: For veterans and referrals to government organizations and veteran service organizations. • Comprehensive Family Assistance Center: For support of NG soldiers families. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Homestead Exemption For Certain Eligible Veterans: This normally applies to 100% service-connected permanent and total disabled veterans. Specific information is available through the local County Assessor's Office. • State Veterans Home (Domiciliary): Domiciliary care in Veterans Home is for ambulatory veterans who are able to go to the dining room without help; dress themselves; make own beds, and participate in an assigned therapeutic activity. A veteran may be charged for care if he is able to pay. • Available Tax incentives for employers hiring an unemployed Guardsman, Reservists and service disable veteran under the state Military Incentive Program. • Minimum pay of \$100.00 per day, plus subsistence and quarters while on state duty. • Officers/Warrant officers receive \$100.00 uniform allowance per year. • National Guard Association of West Virginia provides supplemental life insurance coverage. • Homestead exemption for certain eligible veterans. • Bonus payments for veterans of certain conflicts. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Free License –Automobile: Provides special vehicle license plates, disabled veterans tags without fee to any veteran who qualifies to receive the federal Veterans Administration auto grant benefit or who is permanently and totally disabled due to service-connected causes. Also, if certified by the US Department of Veterans Affairs as a former Prisoner of War, eligible for a free POW license plate. Also recent legislation provides for Purple Heart license plates for those wounded in action and Pearl Harbor Survivors license plates for West Virginia veterans who were at Pearl Harbor during the attack on December 7, 1941. Veteran plates are available for honorably discharged veterans for a one-time fee of \$10.00 over and above the regular license fee required by the state Division of Motor Vehicles. • Free Hunting And Fishing Privileges: For 100% service-connected permanent and total disabled veterans and those veterans who qualify to receive the federal Veterans |

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| | Administration auto grant. |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • State Veterans Skilled Nursing Facility: Available to West Virginia resident veterans who are unable to maintain themselves in their own home and meet the Medicare and Medicaid criteria for intermediate or skilled nursing care. The applicant must have been honorably discharged, served on active duty or performed active service in a reserve component of the armed forces for a period of at least 12 consecutive months; or has been medically discharged for a service connected injury prior to 12 months service. Except those with Alzheimer disease or dementia, any applicant who requires treatment primarily for mental retardation, mental illness, or substance abuse, or who has a documented history of physical violence and/or disciplinary problems, or those whose needs cannot be met by the facility, are ineligible to apply. Alzheimer's/dementia patients will be served when the wing dedicated to that population is opened. Eligible for workers compensation as a result of state duty • Veterans Preference: Under the West Virginia Civil Service System all veterans who have served under honorable conditions in the armed forces of the United States during World War II, Korea Conflict, Vietnam Era or during hostile conflict shall have five (5) points added to a final passing score. An additional five (5) points are added to a veteran's score if in receipt of the Purple Heart or has a compensable service-connected disability. • Provided workers compensation for duty related injuries incurred in a State Active Duty Status. • West Virginia Committee for Employer Support of the Guard and Reserve (ESGR) promotes cooperation and understanding between Reserve component members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. • Provided legal representation for duty related civil concerns. • Eligible for workers compensation as a result. • State will pay for the placement of a standard government cemetery marker. • National Guard members on state active duty shall be entitled to the same re-employment rights granted to members of the reserve components of the armed forces of the United States by applicable federal law. |
| Reintegration Programs/Initiatives | <ul style="list-style-type: none"> • Family Readiness: Provide assistance to the Commands Family Readiness Program that focuses on wellbeing for service members and families during the deployment cycle. • Family Assistance Centers: Provide information and referral resources to all branches and their families in the deployment cycle. Provides outreach to those families. |

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| WISCONSIN | | Members | Spouses | Children |  | |
| | National Guard | 10,339 | 3,966 | 6,575 | | |
| | Governor: Scott Walker | Reserves | 7,102 | 3,041 | | 5,546 |
| | TAG: BG Donald P. Dunbar | Total | 17,441 | 7,007 | | 12,121 |
| Support to state employees | <ul style="list-style-type: none"> • Receive pay difference between military pay and state salary. • Accrual of sick leave and vacation as if no interruption in state service. • By Exec Order, pay and benefits may be extended up to a period of 2 years from activation. • After discharge from active duty, up to 160 hours of accumulated paid leave may be used before employee resumes employment with state. • Unused accumulated paid leave may be carried over into next fiscal year. • Reemployment rights. • Prohibition against discrimination and retaliation. • State civil service preference | | | | | |

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| | <ul style="list-style-type: none"> • Veterans receive Preference Points on recruitment exams for state employment • Noncompetitive appointments of disabled veterans • Additional creditable service at state retirement based on years of active military service not otherwise a basis for a pension |
| Educational benefits | <ul style="list-style-type: none"> • 100 percent tuition reimbursement for eligible NG members attending in-state public institutions. Reimbursement calculated at 100% of actual tuition charged or 100% of the maximum resident undergraduate tuition charged by the UW-Madison for a comparable number of credits, whichever is less. • Students who withdraw from college due to military service are allowed to receive reimbursement of tuition and fees • Students returning from activation are allowed priority for enrollment in college courses. • Activated students allowed completion within 6 months of leaving service w/o payment of additional fees. • Wisconsin GI Bill tuition remission program – 100% of tuition and fees at any UW or Wis. Tech College for eligible veterans (including qualified NG members), and of spouses and children of service members who die in the line of duty or have a VA disabilities rating of 30% or more • Lifetime In-State tuition for eligible veterans • Retraining grant up to \$3,000 per year. • Veterans Education Reimbursement Grant • Additional information available at: • http://dma.wi.gov/dma/dma/education.asp |
| Family support | <ul style="list-style-type: none"> • Information about family program available at: http://www.wingfam.org/index.asp • Court may not consider a parent’s military activation when determining or modifying custody of a child. • Pre-deployment support and counseling. • Youth camp and youth programs. • Marriage enrichment programs, single soldier, and family wellness programs • Reunion and Reintegration - focused assistance to members 30 – 120 days after demobilization. • The spouse and dependent children of an activated member may receive assistance in the event of an economic emergency. • Aid to needy veterans grant program for health care and need-based subsistence aid • State veterans' homes for long-term health care • State outreach and assistance to veterans who may have been exposed to depleted uranium • Yellow Ribbon Program offers expanded programs to service members and their families: during pre and post mobilizations – provides opportunities for families, to include parents, to be involved in mobilization briefings by offering youth activities, daycare, and supplementing travel costs for attendance; expanding support programs during mobilization – provides spouse forums to discuss stress management and dealing with separation • Outreach to educate community organizations about working with and supporting service members and their families • Partners in Care works to develop cooperative agreements with the religious community and NG chaplains • Professional mental health care staff members are available for counseling and outreach. • Operation Quit Smoking and Legal Assistance for service members, veterans, and their families • Transition Assistance: continued support to veterans and their families, with assistance of WDVA, VA Regional Centers, Vet Centers and Service Organizations |
| Tax and financial benefits | <ul style="list-style-type: none"> • Financial/credit protection replicates SCRA and USERRA • Individual income tax exemption for pay received from federal government while on |

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| | <ul style="list-style-type: none"> active duty. • Terminate lease with written notice when activated more than 90 days. • Maximum interest rate on obligations or liabilities bearing interest. • State military pay tax exemptions mirror federal tax exemptions • State tax exemption for military retired pay (certain restrictions). • Death gratuity exemption. • Tax filing extension. • Property tax exemption for totally disabled veterans and certain un-remarried surviving spouses • Veterans Home Loan Program: low down-payment (5%) and low fixed interest rates; NG and Reservists may also qualify • Home Improvement Loan Program (HILP): veterans can borrow up to 90% of their home's equity for home improvements; NG and Reservists may also qualify • Veterans Personal Loan Program: qualified veterans can receive up to \$25,000 for a guarantor-secured mortgage and \$5,000 for a guarantor-secured loan. For more information on WI State Veterans Loans, visit: www.WisVets.com/loans |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Extension of licenses and certifications that expire during activation. Extension at no cost if certain conditions met. Extension expires 90 days after discharge from active duty. • Pro-rata refund of vehicle registration and renewal fees upon entering active duty • May receive credit for periods of non-operation of less than 12 months. • Waiver of commercial drivers license (CDL) testing for eligible military holding a CDL • May obtain temp license for vehicles while on leave up to 30 days. • Special license plates signifying military affiliation and recognition. • Motor carrier fees will be waived for non-operational periods. • Motor carrier permits and IRP fees for WI-based carriers will be refunded for non-operational periods • Reduced fishing license fee for 70% + disabled veterans. • Subject to eligibility determinations, armed forces residents eligible for free fishing and small game hunting license • Free state park and trails entry for 70% + disabled veterans, including NG and Reserve veterans |
| Protections, recognition and employment support | <ul style="list-style-type: none"> • Stays of action in legal proceedings except by court order. • Expedited absentee ballot procedure during activation. • Employment and reemployment protection. • Prohibition against discrimination and retaliation. • Option to continue health care coverage during activation. • Allow for termination or suspension of mobile telephone contracts. • Ban demonstrations at funeral services. • Transition and employment assistance. • Disabled veterans with 30% or more service may be hired for a state permanent, entry level position. • Veterans Assistance Program helps homeless veterans and those at-risk of becoming homeless receive the job training, education, counseling, and rehabilitative services they need • Wisconsin State Veterans Cemeteries: eligibility to be buried in a WI State VA cemetery must meet military service and WI state eligibility requirements. For more information visit: www.WisVets.com/Cemeteries • Military Funeral Honors for veterans and families • Spouses and dependent children of veterans who were eligible for burial may also be interred in state veteran's cemeteries |

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| WYOMING | | Members | Spouses | Children |  |
| | National Guard | 2,980 | 1,607 | 2,169 | |

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| Governor: Matt Mead | Reserves | 292 | 126 | 212 | |
| TAG: MG Luke Reiner | Total | 3,272 | 1,733 | 2,371 | |
| Support to state employees | <ul style="list-style-type: none"> • State employees are provided fifteen days military leave with pay annually. • State employees may apply to receive compensation from the state if service activation results in a loss of base pay compared to their state employee base pay. • State will continue employer’s contribution to state health plan for those state employees who perform service in the uniformed services and elect to retain their health insurance plan. • State employees will not suffer loss of accrued leave during the performance of service in the uniformed services, nor will they be subject to leave forfeiture during the period of service. | | | | |
| Educational benefits | <ul style="list-style-type: none"> • 10 Free Semesters for Overseas Combat Veterans – Wyoming provides 10 free semesters of tuition and fees for overseas combat veterans at Wyoming Community Colleges and the University of Wyoming for Wyoming residents. Surviving spouses and dependent children are also eligible for this benefit if the military member died in combat. • Wyoming National Guard 100% State Educational Assistance Plan – Wyoming National Guard members may receive 100% of tuition and mandatory fees at the seven Community Colleges, the University of Wyoming, and the Wyoming Law Enforcement Academy. Members may receive partial payment of tuition at private colleges and institutions for programs offered within Wyoming • Operation Recognition (High School Diploma) –This program is intended to recognize WWII, Korea, and Viet Nam War Veterans who left school to serve in the military during those conflicts. Individuals can request the diploma through the Wyoming Veterans Commission. • Troops to Teachers - Troops to Teachers provides Counseling and Referral services to military personnel interested in beginning a second career in public education as a teacher. The DANTEs Troops to Teachers office will help applicants identify teacher certification requirements, programs leading to certification and employment opportunities. http://www.dantes.doded.mil/dantes_Web/troopstoteachers/index.asp | | | | |
| Family support | <ul style="list-style-type: none"> • Family Programs – Statewide program that builds strong, resilient families through a network of Family Readiness Groups located in ARNG units and the 153rd Airlift Wing, direct assistance, information, resources, services, referral, and proactive outreach to Soldiers, Airmen, spouses, and youth. Information for Family Programs available @ http://wyoguard.state.wy.us/family.htm • Family Assistance Centers serve as a one-stop center for DoD Families - The front line of Family Programs is the Family Assistance Center Program. Located in selected communities across the state, these “FAC’s” provide direct hands-on emergency assistance to Service Members and Families. This service enhances unit cohesion and increases family readiness. • Operation GUARDian Angel Holiday Support Program – Organizationally supported program that provides “extra” gifts to military Families that may be facing a challenge, particularly during periods of deployment. • Child & Youth Programs - The mission of the WY National Guard Child and Youth Program is to establish and facilitate on-going communication, involvement, support and recognition for children of WYNG Service Members. This is accomplished through direct and indirect services and partnerships with Operation: Military Kids (OMK), Our Military Kids, 4-H, Boys and Girls Clubs, YMCA’s, libraries, the education community and other stakeholders on the local and statewide level. Specific program components include assistance with child care costs, grants to pay for activities and tutoring during OEF/OIF deployments, residential camps, day camps, youth training at Yellow Ribbon events, teen leadership retreats, school liaison services, a Facebook page and quarterly newsletter. The CYP is the coordinating entity for stakeholder training conducted by the Military Child Education Coalition (MCEC) and Zero to Three, and for the Armed Services | | | | |

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| | <p>YMCA/Woman’s Day Magazine Christmas Toy Initiative.</p> <ul style="list-style-type: none"> • Operation Military Kids – Wyoming Operation Military Kids Program reaches geographically dispersed youth of National Guard and Reserves in four different ways. Through Speak Out for Military Kids (SOMK), Hero Packs, the Mobile Technology Lab (MTL) and Ready, Set, Go! (RSG) Training. The focus in the early going has been on the RSG! Training and program development at the local level into which we incorporate the MTL, SOMK and Hero Packs as appropriate. Our OMK Team consists of 4-H, National Guard, Reserves, Veterans’ Service Organizations, Boys and Girls Clubs, YMCA’s, and Staff from other branches of the service. Involving the active military is important for our state. We have a major Air Force Installation. OMK has collaborated with the Air Force installation to conduct youth camps. • Joint Family Support Assistance Program (JFSAP) – Office of Secretary of Defense initiated program encompassing Licensed Family Counselors and Military One Source Consultants whose charter is to provide services primarily to Wyoming’s dispersed military members and their Families. • Military Funeral Honors (MFH) – Wyoming’s MFH program is a service provided to all eligible Veterans to render professional military funeral honors in accordance with service tradition as requested by funeral directors, casualty assistance centers, and authorized family members. The Wyoming MFH program also works in partnership with other Veterans service organizations within the state to provide honors for Wyoming Veterans of all branches. |
| Tax and financial benefits | <ul style="list-style-type: none"> • Wyoming Veterans Property Tax Exemption – Veterans must be residents of Wyoming for three years prior to applying, and must have a DD Form 214 or equivalent from their branch of service. The Program provides up to \$3,000.00 reduction in property tax assessment each year. No lifetime cap. • Oregon Trail State Veterans Cemetery – Free interment for veterans, spouse, or minor child of an eligible veteran. • Payment for Burial Details (Honor Guard) – State reimbursement of \$50.00 payable to a Wyoming Veterans Service Organization for funeral honors performed for Wyoming Veterans. • Burial of Indigent Veterans – Provision of \$500.00 to support the interment of eligible veterans with proof of discharge, with the exception of dishonorably discharged veterans. • Wyoming Military Assistance Trust Fund - Provides tax exempt emergency financial assistance to eligible DoD military Service Members & Families. Program offers a broad safety net to military Families with emphasis on those members who have been called to active service. • Servicemen’s Group Life Insurance – Provides for reimbursement of insurance premiums up to \$250,000.00 in insurance coverage for eligible WY NG Service members. • National Guard Health Care Provider Retention Program – Program will provide assistance to qualified health care providers actively serving in the WY NG towards the cost of medical malpractice insurance premiums. |
| Licensing, registrations and fees | <ul style="list-style-type: none"> • Veterans License Plates – Free plates for Prisoners of War Medal Recipients (One Free Plate), Disabled Veteran of 50% (One Free Plate), miscellaneous specialty plates that are fee based. • Veterans Game and Fishing Licenses – The Wyoming Game and Fish Department offers a variety of hunting licenses as well as an annual fishing license to qualified veterans. Applicants must provide a letter from the regional VBA office to certify eligibility. • State Parks – Wyoming State Parks and Cultural Resources offers a 50% disabled veteran annual day use and camping lifetime permit. Must be a resident of the state for not less than one year, and provide a letter from the regional VBA office to certify eligibility. • State and Some County Veteran Service Officers - Resources that provide assistance |

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| | <p>to Veterans and their Families regarding state and federal benefits.</p> <ul style="list-style-type: none"> • Gold Star Family License Plate – For a spouse, parents and grandparents of a service member who dies while in service. Plate can be applied to a vehicle of choice. • Free (Confidential) Recording of Honorable Discharges – Service is provided through County Clerk offices. • Veterans Commission E-Newsletter – Published quarterly and distributed statewide. • Wyoming Veterans’ Memorial Museum – The museum is a tribute to all veterans with a connection to Wyoming and serves as a repository for the heritage of the former WWII era Casper Army Airbase. • Wyoming National Guard Museum – Mission is to honor all WY National Guard men and women who have served since 1870. • Helmets to Hardhats – Formed to help National Guard, Reserve, retired and transitioning active-duty military members connect to quality career and training opportunities in the construction industry. (http://www.helmetstohardhats.org/) |
| <p>Protections, recognition and employment support</p> | <ul style="list-style-type: none"> • Wyoming Department of Workforce Services – www.wyomingworkforce.org provides employment and training services to all Military Veterans and Eligible Spouses through the U.S. Department of Labor, Veterans Employment and Training Services (VETS) non-competitive Jobs for Veterans State Grant. • Employment and Training (E&T) Workforce Centers - Staffed throughout the state, in addition to the Veteran Representatives, providing career guidance, job search, resume writing, skills assessments, labor market information, supportive services and training support to Veterans through www.wyomingatwork.com • Disabled Veterans' Outreach Program Specialists (DVOP's) - Provides intensive services to meet the employment needs of Veterans and eligible spouses with maximum emphasis directed toward serving those who are economically or educationally disadvantaged, including homeless veterans and veterans with barriers to employment. • Local Veterans' Employment Representatives (LVER's) - Conduct outreach to employers in the area to assist Veterans in gaining employment for recently separated Veterans, including conducting seminars for employers, conducting job search workshops and establishing job search groups in conjunction with employers, job development for difficult to place Veterans and assistance with Federal Job placements. • Wyoming Division of Vocational Rehabilitation (DVR) – Provides eligible service members the opportunity to re-train and acquire skills compatible with their current abilities and interests. • Yellow Ribbon Employer’s Salute (Supplemental employer recognition) – The Program singles out and recognizes those employers that endure the hardships and sacrifices associated with the deployment of their employees at a formal ceremony supported by senior State officials and senior WY NG Leaders. • Yellow Ribbon Employment Enhancement Program – Position serves Service Members and Families in providing the full spectrum of transition services, to include career assessment, guidance and assistance, resume development, employment research, and individual preparation. • Employer Support of the Guard and Reserve (ESGR) - ESGR is a Department of Defense (DoD) agency of the office of the Assistant Secretary of Defense for Reserve Affairs (OSD-RA). Volunteers work in four mission areas to support both Service Members and their Employers: Employer Outreach, Military Outreach, Ombudsmen Services and Training & Operations. • Sexual Assault Prevention and Response (SAPR) - The SAPR program reinforces the Wyoming National Guard’s commitment to eliminate incidents of sexual assault through a comprehensive policy that centers on awareness and prevention, training and education, victim advocacy, response, reporting, and accountability. |
| <p>Reintegration</p> | <ul style="list-style-type: none"> • Strong Bonds Program - Provides relationship training and education to military |

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| <p>Programs/Initiatives</p> | <p>couples in a setting that facilitates communication and relationship building. Multiple curriculums are available to support both single service members and married couples.</p> <ul style="list-style-type: none"> • Yellow Ribbon Reintegration Program provides National Guard and Reserve Members and their Families with information, services, referrals, and proactive outreach opportunities throughout all phases of their deployment cycle. The intent of the program is to prepare National Guard and Reserve Members and their Families for the deployment, sustain their Families during the deployment and reintegrate the Service Members with their Families, communities and employers upon re-deployment or release from active duty. The YR Program unifies efforts among the Services, National Guard and Reserve Components, other federal agencies, and non-governmental organizations, in order to provide Members and their Families with a wide range of programs and resources as close as possible to the Service Member's residence. • Veterans Advocacy Program – Wyoming Department of Health assets located regionally with a focus on connecting with dispersed WY NG veterans to ensure connection with resources and services. • Transition Assistance Advisor Program – Enhances the well-being of Service Members and their Families by providing subject matter expertise and assistance with Veteran's Affairs benefits, healthcare services, including TriCare, and access to community resources. • Soldiers Standing Tall (Deployment Care Package Support Program) – Program engages communities statewide in a campaign to create and ship care packages to our deployed WY NG service members. • Adopt-a-Soldier (Staying in touch campaign) Emphasis is placed on Single Soldiers. Program engages with community members statewide to support our deployed WY NG single service member population. • Soldiers Phone Home - 100 minute pre-paid calling cards aid in re-integrating our service members by providing a means to stay connected with services, resources, benefits, and fellow service members. • Survivor Outreach Services (SOS) – Embraces and reassures Survivors that they are continually linked to the Army Family through a unified support program that enables them to remain an important part of the Army for as long as they desire. Program is designed to aid and assist survivor families with any issues that may arise that are service connected. • Psychological Health Program – Establishes a Director of Psychological Health (DPH), a contracted psychological health professional who advocates, promotes, and guides Virginia Service Members and their families by supporting psychological fitness for operational readiness, and provides consultation and support to help address organizational and individual health care situations. Also offers consultative guidance and referral as well as a tailored and delivered support according to the needs of each individual through various combinations of psychological health resource identification, communication of applicable benefits, and other counseling services. |
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Acronym Glossary

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| AGR | Active Guard and Reserve |
| ESGR | Employer Support for Guard and Reserve |
| FRG | Family Readiness Group |
| GWOT | Global War on Terror |
| LWOP | Leave Without Pay |
| MOU | Memorandum of Understanding |
| MWR | Morale, Welfare, and Recreation |
| NG | National Guard |
| NG & R | National Guard and Reserve |
| OEF | Operation Enduring Freedom |
| OIF | Operation Iraqi Freedom |
| SCRA | State Soldiers' Civil Relief Act |
| SSCRA | State Soldiers' and Sailors' Civil Relief Act |
| SGLI | Servicemembers' Group Life Insurance |
| SSLI | State Sponsored Life Insurance |
| TAG | The Adjutant General |
| USERRA | Uniformed Services Employment and Reemployment Rights Act |