

2017

Nevada Veterans Comprehensive Report



Interagency Council on Veterans Affairs

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Executive Summary

In January of 2014, Governor Brian Sandoval signed a proclamation making it the “Year of the Veteran” in Nevada, calling for Nevada to become the most military- and veteran-friendly state in the nation. In his 2017 State of the State, Governor Sandoval reemphasized this goal. As a result, Nevada has made the commitment to ensuring its 225,000¹ veterans and their families continue to be recognized for the sacrifices they have made for this nation.

During the past three Legislative Sessions, Nevada has introduced and passed monumental veteran’s related legislation ensuring we connect veterans to meaningful employment that they receive the necessary care and ensuring veterans are able to maximize the education benefits they have earned. With the passage of a number of bills, Nevada continues to be recognized as a leading state, establishing best practices in responding to veteran’s concerns.

Finding a meaningful, satisfying job is one of the most important elements of a veterans transition to civilian life. However, veterans name “finding a job” as the greatest challenge during transition, with transferring military skills to a civilian environment a major hurdle.² During the 2015 Legislative Session, Assembly Bill’s (AB) 71, and 89 were enacted providing payroll tax deductions for employers who hire veterans as well as authorizing preferential hiring of veterans and their spouses for private sector employers. Additionally, AB 89 requires licensing boards to develop reciprocity opportunities for service members, veterans and their families who hold licenses in other states. Subsequently, from its highest point in 2010 to December 2016, Nevada veterans’ unemployment rate has dropped 9.4 percentage points, from 13.4% in 2010 to 4% in 2016; below the national rate.³

Ending veteran homelessness became a national initiative with the “Opening Doors” strategic plan, which called upon mayors to increase local initiatives. The City of Las Vegas also participated in the VA’s “25 Cities Initiative,” increasing technical assistance from federal and state partners. Through federal, state, and local partnerships, Nevada’s veteran homelessness has declined by 31.4% from 2011 to 2016, 1,240 to 851 respectively.⁴ Today, Nevada’s veterans make-up 11.5% of the total homeless population.⁵

As Nevada continues to improve the state of its veteran population there is still much work to be done surrounding suicide prevention. Included in this report, the Office of Public Health Informatics and Epidemiology submitted the “Special Surveillance Report: Veterans Suicide 2010-2014,” (2016). The data and information contained highlights the need for increased efforts to address and prevent this public health problem. The suicide death count for 2010-2014 demonstrates that 573 or 22% of all suicide deaths were veterans.⁶

During the 2015 Legislative Session, AB 93 was enacted, requiring behavioral health professionals to submit proof of continuing education in suicide related topics to their respective licensing boards.

¹ U.S. Department of Veterans Affairs, https://www.va.gov/vetdata/docs/SpecialReports/State_Summaries_Nevada.pdf

² “Veterans’ Employment Challenges: Perceptions and experiences of transitioning from military to civilian life,” IAVA, May 2012, <https://www.prudential.com/documents/public/VeteransEmploymentChallenges.pdf>

³ Current Population Survey (CPS)

⁴ HUD Point-in-Time count data from 2011 to 2016

⁵ Ibid.

⁶ Special Surveillance Report: Veterans Suicide 2010-2014, p. 108 of this report

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However, during the 2016 Veterans Legislative Symposiums both Northern and Southern veteran communities proposed to make suicide prevention/awareness, state-wide priority number one. Specifically, mandate suicide prevention/awareness training for those who most commonly might come in contact with at-risk veterans (medical professionals, first responders, veteran service officers, etc.).⁷

As Nevada moves to adopt legislative changes, the states' various departments and agencies have also implemented a wide-range of programs and services to assist Nevada's veterans. During the preceding year, Department of Corrections' (DOC) Veterans Integrations Program (VIP) accomplished a great deal of success. Through fundraising efforts, which raised \$4,500 and an anonymous donor who donated \$5,000, VIP will offer scholarships for up to 15 veterans to take additional higher education courses through Western Nevada College.

In 2016, the Department of Employment, Training, and Rehabilitation (DETR) assisted 4,563 eligible veterans and eligible spouses with employment and training services. DETR also initiated "Platform to Employment," assisting 21 long-term unemployed veterans to sharpen their interview skills and resume preparation. Currently 18 of the 21 attendees have found employment since graduating from the class.

Additionally, Nevada's student veteran population continues to grow within the Nevada System of Higher Education (NSHE). For academic year 2015-2016, 5,259 student veterans were identified across the seven NSHE teaching institutions. Of the identified student veteran population from Fall 2015, 82% enrolled in the Spring 2016 term, and 783 received a degree or certificate.

Aging and Disability Services Division worked with the VA's Office of Rural Health to launch the "Cover to Cover" program in rural Nevada. This program capitalizes on the existing Aging and Disability Resource Centers to provide counseling options for veterans who are approved for community based services offered through the VA. As the overall veteran population is projected to decrease, the aging veteran population is expected to continue to grow⁸, making daycare centers vital in the upcoming years.

Acknowledging the greater need to assist the aging veteran population, the Nevada Department of Veteran Services (NDVS) has initiated "Veterans in Care." VIC was launched in the summer of 2016 with a mission to reach out to all skilled nursing facilities (SNF), residential care/assisted living facilities (RCF/AL) and more than 400 providers in the state. The goal is to ensure that all veterans, no matter where they live, receive the support, information, and recognition that they deserve.

Included in this report is extensive veteran's data⁹ and the annual report prepared by the Veterans Services Commission (VSC)¹⁰. The goal of the new data requirements is to facilitate much needed studies measuring program and policy initiative successes as well as develop future recommendations to continue serving Nevada's veterans. The additional reports, although not statutorily required to be submitted to the ICVA, pertain to previous ICVA recommendations, such as the report on Purchasing Preference of Service Disabled Veteran Owned Businesses (SDVOB). The report on purchasing

⁷ Veterans Legislative Symposia Report, p. 150 of this report

⁸ U.S. Department of Veterans Affairs, https://www.va.gov/vetdata/docs/SpecialReports/Profile_of_Unique_Veteran_Users_2014.pdf

⁹ Veterans Data, p. 31 of this report

¹⁰ VSC Report. P. 128 of this report

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preferences for SDVOBs also highlight the need for increased outreach and education to these businesses. The information provided by the State Purchasing and Public Works offices demonstrates that zero SDVOSBs have submitted a bid or proposal for contracts pursuant NRS 333.3361 to 333.3369 and 338.13846, inclusive.

Lastly, this report contains the Women Veterans Advisory Committee report, which layouts the special needs of women veterans and recommendations to how best assist this population. Today, female veterans compose 9.18% of the total veteran population, 5.16% of Nevada's veterans, 20% of new recruits, and 14.5% of the 1.4 million active duty component.¹¹ As the overall veteran population is project to decrease, women veteran population is expected to continue to grow.¹² Female veterans are also less likely to identify as veterans, less likely to utilize VA benefits, and experience higher rates of poverty, homelessness and military sexual trauma.

This report fulfills the requirement of NRS 417.0195, requiring the ICVA to “submit a report concerning the activities of the Council during the preceding calendar year and any recommendations of the Council to the Governor and the Director of the Legislative Counsel Bureau,” by February 15 of every year.

Background and Work of the ICVA

The ICVA, created by NRS 417.0191, is made up of several members of the Governor's Cabinet as well as members appointed by the Governor to include a representatives from federal and local governments. The ICVA is a statewide working group aimed at identifying statewide resources, creating efficiencies in local, state, and federal government services as well as the non-profit sector, and establishing an action plan for moving forward.

Since its inception the ICVA has made several formative policy recommendations, many of which have been carried forward in the Governors and Legislature's veteran legislative agendas. This report provides the work of the ICVA during the preceding calendar year. The ICVA's 2016 meetings involved presentations and discussions with state and local service providers regarding development of support systems to improve health and wellness as well as how to proactively recruit, hire, and retain qualified veterans into state employment.

The recommendations proposed by the Council are specific to veteran's employment within the state employment system. There are many opportunities for veterans to successfully transition into state employment, however, the state recruitment and veteran's preference processes must be updated to support this initiative. A holistic approach will be necessary to ensure program success as well as continued commitment throughout the State of Nevada for current veteran employees and veterans seeking employment.

Additionally, the ICVA established the Service Members, Veterans, and their Families (SMVF) Behavioral Health Subcommittee to participate in the federal Substance Abuse and Mental Health Services Administration's (SAMHSA) 2016 Policy Academy: Interagency Leadership Initiative. During SAMHSA's site visit, the Subcommittee conducted a strengths, weaknesses, opportunities, and threats (SWOT) analysis to assist in the development of an SMVF behavioral health strategic plan. In addition,

¹¹ VA's Veteran Population Projection Model (VetPop) & Disabled American Veterans, “Women Veterans: The Long Journey Home,” 2016, <https://www.dav.org/wp-content/uploads/women-veterans-study.pdf>

¹² Veteran Population Survey 2014

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the Subcommittee reached consensus on their priorities and committed to action steps and timeframes. Following the Subcommittee's presentation, the ICVA voted to retain the Subcommittee to fulfill the actions established in the State Strategic Plan. A full report with recommendations from the Subcommittee is included here.

Background and Work of the VSC

NRS 417.150 creates the Veterans Services Commission, establishes the composition of its members, identifies duties, and outlines requirements for meetings. As the primary advisory body for state-funded veterans' services in Nevada, the VSC brings together a diverse group of representatives from veteran service organizations and includes State Legislators and members of the Northern and Southern Nevada Veteran Memorial Cemetery Advisory Committees.

The prioritized recommendations of the VSC cover important topics such as continuing activities in support of reducing homelessness and suicide among Nevada's veterans, supporting the construction of a second State Veterans Home in Northern Nevada, the development or support of innovative solutions for irrigation needs at Nevada's Veteran Memorial Cemeteries, Veterans Court Programs, increased quality and capacity of Veteran Service Officer support, increasing veteran caregiver support, and expanding VSC membership.

Background and Work of the VSC

The Women Veterans Advisory Committee (hereafter referred to as the "WVAC") was established by Assembly Bill 241 on 1 July 2015 to support and assist the Nevada Department of Veterans Services (NDVS) in: (1) locating, educating and advocating for women veterans; (2) informing women veterans about available programs and benefits; (3) determining the unique needs of women veterans; (4) making recommendations on an annual basis to the Governor, the Nevada Legislature and the Director of the Department of Veterans Services; and (5) working cooperatively with the Interagency Council on Veterans Affairs.

Recommendations Proposed by the Veterans Related Councils

ICVA

Recommendation 1: Create and establish a Veteran Networking Group to spur veteran recruitment, retention, and employee engagement.

Recommendation 2: Improve the Veteran Preference Process: Improve veteran's access to state employment by increasing interview rates for eligible veteran applicants.

Recommendation 3: Improve the Veteran Preference Process: Improve promotional opportunities for current State of Nevada veteran employees by revising the veteran preference process as outlined in NRS 284.260.

SMVF Behavioral Health Subcommittee

Recommendation 1: Require state departments and agencies to submit all information regarding programs, events, and services relating to service members, veterans, and their families to Nevada VetNet.

Recommendation 2: Encourage the ICVA to establish a Master Service Agreement between participating departments and agencies within the ICVA detailing roles and responsibilities for

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information sharing, programmatic collaboration as well as utilization of facilities for special outreach events.

Recommendation 3: Encourage the Nevada National Guard (NNG) to establish a data sharing agreement with the Nevada Division of Public and Behavioral Health (DPBH) to allow DPBH to synthesize survey data and analyze suicide ideology among NNG service members.

Recommendation 4: Require Nevada Department of Corrections to work with the Nevada Department of Veteran Services and the US Department of Veteran Affairs to develop intake/exit questionnaires to identify eligibility and services available to incarcerated veterans while serving and upon release.

Recommendation 5: Support and promote military culture and veteran awareness training to medical providers and service providers, when eligible this training should be awarded continuing education credits by the respective licensing boards.

Recommendation 6: Create a public service announcement on the needs of veterans, specifically, focusing on the resilience of veterans who may have been suffering from mental health issues in the community.

Recommendation 7: Increase awareness on the Standardized Care of SMVF for Public and Private Providers as provided by the U.S. Dept. of Veterans Affairs.

Recommendation 8: Explore peer-to-peer approaches to Service Members, Veterans and their Families.

VSC

Recommendation 1: Concurrent Resolution to honor Nevada's Fallen.

Recommendation 2: Supports the construction of a Northern Nevada Veterans Home.

Recommendation 3: Add a member of the Women Veterans Advisory Committee (WVAC) to the VSC.

Recommendation 4: Create a permanent Student Veterans Committee and add a member of this to the VSC.

Recommendation 5: Change VSC membership to allow members of state veterans service organizations to be selected to the commission.

Recommendation 6: NDVS should continue to pursue activities in support of reducing suicide and homelessness among Nevada's veterans.

Recommendation 7: NDVS should continue to pursue water-wise options at State Veterans Cemeteries.

Recommendation 8: NDVS should continue to pursue solutions for adequate Veteran Service Officer support throughout Nevada.

Recommendation 9: The State of Nevada should pursue options to improve support to caregiver's of Nevada's veterans.

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Recommendation 10: The Nevada State Legislature should seek opportunities to support Veterans Court programs in the State's judicial districts.

Recommendation 11: Create a Nevada Veterans Registry to help reduce practices that exploit community good will on behalf of veterans.

WVAC

Recommendation 1: That the Women Veterans Advisory Committee be codified in statute as a sub-committee of the Veterans Services Committee (VSC) with the WVAC Chair or Vice Chair to serve as a member of the VSC and attend meetings. Appropriate funding for the VSC required.

Recommendation 2: That Nevada Department of Veterans Services continue efforts to develop a Veterans Information System to identify where Veterans are located throughout the state so that Veterans (to include Women Veterans) are informed about benefits and opportunities for which they may be eligible. The WVAC supports the use of resources for the sustainment and expansion of all efforts to identify Veterans including linking to relevant national databases.

Recommendation 3: That State of Nevada agencies who collect Veteran data add the data collection question, "Have you ever served in the Military?" to their forms/applications (during the next programmed update) in place of the question "Are you a Veteran?" Studies have shown that many Women Veterans do not self-identify as Veterans and asking if they have served will help ensure that their status as a Veteran is identified.

Recommendation 4: That Nevada Department of Veterans Services develop a white paper in collaboration with the WVAC that informs legislators and State Agencies of facts regarding Nevada's Women Veterans, to include demographics, their contributions to national and state security, and unique needs of this population. This information may help reduce misinformation and improve Women Veteran programming support. Information in the 2016 Annual Report should be incorporated into the white paper but the white paper should be expanded beyond what is in the annual report.

Recommendation 5: That Nevada Department of Veterans Services develop a Women Veterans training module to be included in the training for Nevada Veterans Advocates and the Nevada Veterans Service Officers. WVAC will make recommendations to NDVS on what should be included in the module.

Recommendation 6: So that Nevada could do a better job of identifying and recognizing its Women Veteran population, Governor Sandoval should provide funding and direct the NDVS to conduct a campaign to identify Women Veterans through a message to be distributed through a variety of means.

Recommendation 7: NVVetNet should be a one-stop shop for Veterans seeking employment assistance. Additional staffing is needed for NVVetNet to assist with the employee side of the employment assistance. This should include connecting Veterans with organizations that can provide assistance with writing resumes and translating military skills to civilian jobs. While NVVetNet website

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allows employers to post job opportunities, an additional staff member could reach out to other potential employers to expand and enhance the opportunities available.

Recommendation 8: WVAC endorses Patriot Paws as an effective program serving incarcerated veterans. Patriot Paws is a non-profit agency that is training service K9s in prisons. The goal of the program is to train prison inmates to train service dogs for disabled Veterans. Patriot Paws is intended to provide service dogs for disabled Veterans, and opportunities for inmates to work while serving their sentence, learning a career trade, and giving back to the community.

Recommendation 9: The WVAC recommends the State of Nevada make funding available to support this program to increase by at least one counselor wherever Women Veteran prisoners are housed in Nevada so that support groups can be established in the prison. Support groups can address military sexual trauma and other emotional problems that Women Veterans face.

Recommendation 10: WVAC endorses NDVS request for a budget enhancement to support two 2-Day MST Conferences in Las Vegas in 2018 and Reno in 2019.

Report and Recommendations for Nevada's Veterans
Prepared by the Interagency Council on Veterans Affairs
Fulfilling the Requirement of NRS 417.0195
February 15, 2017

Introduction

The following report showcases the work and efforts taken on by the members and partners of the Interagency Council on Veterans Affairs (Council). Included is a background of the Council and its purpose, successes of state programs, an overview of the work of the Council as well as recommendations. This report fulfills the requirements outlined for the Council in NRS 417.0195, as well as several new requirements set forth in Assembly Bill's (AB) 62 and 482, passed during Nevada's 78th Legislative Session in 2015.

The Council, first established by Governor Sandoval's Executive Order 2012-15, was codified in Nevada Revised Statute (NRS) by AB 58 during the 77th Legislative Session. Keeping with Governor Sandoval's vision, the Council is made up of local, state, and federal leaders throughout Nevada and is tasked with identifying ways to increase collaboration between local, state, and federal agencies and identify legislative recommendations to improve services to veterans, service members, and their families; furthering Governor Sandoval's goal to make Nevada the most military- and veteran-friendly state.

With the passage of a variety of legislation pertaining to veterans, Nevada continues to be recognized as a leading state, establishing best practices in responding to veteran's issues. Therefore, the Council's individual departments and agencies have provided a list of statewide successes and updates of new veterans programs.

The Council's quarterly meetings were beneficial in the development of programmatic and policy recommendations to best serve Nevada's veterans. The focus of several meetings involved presentations and discussions with state and local resources regarding development of support systems to improve health and wellness as well as how to proactively recruit, hire, and retain qualified veterans into state employment.

The recommendations proposed by the Council are specific to veteran's employment within the state employment system. There are many opportunities for veterans to successfully transition into state employment, however, the state recruitment and veteran's preference processes must be updated to support this initiative. A holistic approach will be necessary to ensure program success as well as continued commitment throughout the State of Nevada for current veteran employees and veterans seeking employment.

Lastly, the Council has compiled, synthesized and presented in this report the veteran related data submitted per the requirements of Assembly Bill 62. Although the data presented here is more robust than what was first submitted in the previous 2016 report, there is still some information missing. In its second year, this requirement remains in its infancy and many agencies and regulatory bodies were unable to extract the necessary information. As the agencies and regulatory bodies continue to update their reporting capabilities, the Council foresees future reports will produce a valuable understanding of Nevada's veteran related data.

The Interagency Council on Veterans Affairs submits this report as required by NRS 417.0195, and looks forward to a new year of collaboration to ensure that those who serve this nation are provided

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the opportunities and benefits they have earned as they reintegrate as vital members of our communities.

Background

The State of Nevada seeks to assist its veterans and service members, as well as reintegrate newly returning veterans through various initiatives, including the Green Zone Initiative (GZI) and the Interagency Council on Veterans Affairs (Council).

The GZI is the Nevada Department of Veterans Services' (NDVS) main effort to marshal all available resources in the areas of wellness, education, and employment for Nevada's veterans. It is a statewide strategic planning initiative designed to improve services to Nevada's service members, veterans, and their families, to increase collaboration among service providers, and to provide a roadmap for ways to improve the current offering of services to policymakers, non-profit funders, and other members of the statewide community. It is augmented by a statewide infrastructure, including the Council.

The Council is a statewide working group aimed at identifying statewide resources, creating efficiencies in local, state, and federal government services as well as the non-profit sector, and establishing an action plan for moving forward. The Council was originally created by Governor Sandoval through Executive Order 2012-15 and consisted of thirteen Governor's appointees: ten appointees were members of the Governor's cabinet, one appointee was a representative from the federal government, one was a representative of local government, and one is a representative of the non-profit community.

Following a successful series of meetings in 2012 and 2013, the Council created by Executive Order 2012-15 was discontinued, and a new version was created by Assembly Bill 58 during the 77th Legislative Session. The new Council maintains the same guiding principles, duties, and responsibility as the previous version and its duties are outlined as follows. The members of the Interagency Council on Veterans Affairs shall:

- Identify and prioritize the needs of veterans and servicemen and servicewomen and their families in this State.
- Study the coordination of the efforts of the federal government, state government, local governments and private entities to meet the needs of veterans and servicemen and servicewomen and their families in this State.
- On or before February 15 of each year, submit a report concerning the activities of the Council during the preceding calendar year and any recommendations of the Council to the Governor and the Director of the Legislative Counsel Bureau.

Additionally, Assembly Bills 62 and 482 passed during Nevada's 78th Legislative Session establishing new requirements for the Council. AB 62 amended NRS 417 relating to the Council by requiring that state agencies and regulatory bodies submit aggregate data, pertaining to veterans, to the Council each year, which shall be synthesized, compiled, and included in the Council's annual report. AB 482 augmented the duties of the Council to include new duties outlined as follows:

- Develop and disseminate best practices for improving outcomes for veterans and servicemen and servicewomen and their families through policy recommendations at the state and local government levels.

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- Foster the development and dissemination of research and policy for improving outcomes for veterans and servicemen and servicewomen and their families.
- Develop and administer a fellowship program to increase research on improving outcomes for veterans and servicemen and servicewomen and their families, including, without limitation, in the areas of education, employment, and wellness. The program must include, without limitation, publication of peer-reviewed materials and an annual conference.
- Cultivate leadership opportunities for veterans.
- Develop models for outreach to and engagement of veterans.

AB 482 also reshaped the Council's annual report to include the annual report submitted to the Council by the Nevada Veterans Services Commission pursuant to NRS 417.190. The membership for the ICVA is also codified in statute. A listing of members and detailed biographical information can be found in **Appendix B** of this report.

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Department Successes and Veterans Programs

This section of the report showcases the various new programs established to assist Nevada's veterans, service members, and their families. The following summaries were provided by Council members and illustrate the various programs offered to veterans and their families across the state.

Department of Corrections

Veteran Integration Program

The Nevada Department of Corrections (NDOC) successfully implemented the Veterans Integration Program (VIP) at the Warm Springs Correctional Center (WSCC). During the first half of calendar year 2016, NDOC was able to maximize the program with 50 veterans accepted and placed in the housing program. There have been no instances of violence in the housing wings assigned to the VIP inmates. Based on discipline data, NDOC was able to successfully develop a safe, structured living environment, with an emphasis on improving mental and physical health, and successful re-integration into society. All slots have been filled, and WSCC VIP currently has a waiting list.

In addition, NDOC is working to identify opportunities to introduce meritorious service credits into the VIP in addition to the current soft programs, which include: life skills, resource and personal development plan, job readiness, housing assistance, assistance with birth certificates and social security cards in addition to completing paperwork to apply for Social Security or veterans benefits, based on eligibility. As part of the implementation, Nevada has introduced physical training, flag duty, and a library. In partnership with Western Nevada College (WNC), the State incorporated three college level classes, English 098, Math 096 and Psychology 150, into the program. Through the fundraising efforts, which raised \$4,500 and an anonymous donor who donated \$5,000, the VIP will offer scholarships for up to 15 veterans to take additional higher education courses through WNC.

Moving forward, Nevada is working to provide a more structured program, which includes identifying veterans through the DD-214 and providing the ability to place inmates with an honorable or general discharge with a higher eligibility on the waiting list. The initial criteria for inmates to apply included any member of the Armed Forces. NDOC is also working to incorporate performance driven metrics to provide data-driven results for program structure, and modifications to maximize the program success. NDOC will be evaluating eligibility for the program based on the philosophies of the re-entry program, and focus on those veterans who will parole or release the soonest. NDOC has successfully collaborated with Veterans Administration; Department of Public Works; and the Nevada System of Higher Education in developing collaborative programs.

Department of Employment, Training and Rehabilitation

Statewide - Nevada veteran staff have served 4,563 eligible veterans and eligible spouses from January 1, through December 31, 2016.

Veteran Success Stories (Written in their own words):

- Fallon JobConnect:
"My name is Jim Sullivan. Since this past August I have been out of work. This past September I filed for unemployment for the first time in my adult life. A couple days after doing so I received a phone call from Craig explaining to me what his job was and helping veterans find jobs here in Nevada. I set up an appointment with him and took

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him up on his offer to be a Case Manager and assist me in finding work. I met with him several times in person as well as via e-mail and the phone.

I cannot tell you how much of a help he was to me. I spent the last 10 years as an Operations Manager where I have read hundreds of resumes and done countless interviews with potential employees. After all that plus many more years doing so, I still had a great deal of trouble writing my own resume. Craig was extremely patient and helpful with me on this. He also kept my spirits up giving me leads, motivating me and not letting me give up. He pushed me to apply for jobs that I didn't think I was qualified for but he showed me and educated me by showing me from my experience that I was in fact qualified for those jobs.

A few weeks ago he told me that I needed to apply with Fernley Estates here in Fernley where I live. I applied and I am now here on my second day writing you this letter from my company email. I cannot stress enough how happy I am and that I have a new feeling drive in life. Being 43 years old, I was scared to "start over". However, with Craig's guidance and encouragement, I am extremely motivated. I owe a great deal of that to Craig and his not giving up on me.... I am truly thankful for the assistance I received..."

- Sparks JobConnect:
From John Shaver – "The VETS program is a truly valuable resource; having your own personal veterans representative to assist in rebooting your resume and help finding jobs was like having an agent. My representative was very professional and courteous and really looked out for my best interest. He found me a job I was qualified for, making twice my last job. I'd recommend the VETS program to anyone."
- Sparks JobConnect:
From Edward J. Goenne – "I had been referred by the Voc Rehabilitation counselor to meet with Luther Eubanks in reference to obtaining a job in the civilian sector. His personal assistance and dedication to getting a veteran a good job has been great. The simplicity of the resume process and the ease of applying for a job through Luther was great. Luther was definitely on the lookout for many jobs that fit my background and had definitely been searching with diligence. His steadfast devotion to his duty and expedient response to the job postings is something of a personal nature, he is right on the money when it came to my job. I am now in a profession that I am truly a good fit with. I actually like this job and it suits me with the hours and benefits. Additionally, this program that Luther has, is definitely an outstanding tool that can be utilized to get veterans a good job no matter how many years served. I commend Luther for a job well done. Keep up the great work."

Platform to Employment

A Platform to Employment (P2E) class composed only of veterans, was started June 21, and finished on July 22. The P2E class consisted of 21 long-term unemployed SBE (Significant Barrier to Employment) Veterans. The class was designed to work with those veterans and provide reemployment services along with sharpening their interview skills, and assisting with resume preparation. Personal skills assessment was a major part of the program. The class was designed to boost the veterans self-confidence and make them more marketable to employers. Currently 18 out of the 21 attendees have

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found employment since graduating from the class. This translates to an 86% entered employment rate.

JobConnect Successes:

The Sparks Nevada JobConnect VETS staff started a Veterans Job Club in November on Tuesdays from 10am-12pm. During the club they review all Nevada job openings, look up potential job matches, and follow up on previous referrals.

The Reno JobConnect Office received recognition from the Office of the Governor on May 9, 2016 in appreciation for outstanding dedication and commitment to the Nevada veteran and military community during the Truckee Meadows Community College Veteran Job & Resource Fair. Employment and Training Representative Jennifer Eisenbarth-Porter and DVOP Specialist Mark Freitas were cited for their professional efforts during the event that took place on April 29, 2016.

JobConnect hired a Local Veterans Employment Representative (LVER) who has been establishing relationships with businesses to increase opportunities for veterans to get their resumes in front of employers. The veterans program also facilitated an employer panel where employers shared their companies' hiring processes, what leads to successful interviews and pitfalls to avoid during the hiring process in general.

Department of Health and Human Services

Aging and Disability Services Division

Programs to Support Independence

- ADSD worked with the Veteran's Administration Office of Rural Health to launch the Cover to Cover program in rural Nevada. This program capitalizes on the existing Aging and Disability Resource Centers to provide options for counseling for veterans who are approved for community based services offered through the VA. ADSD took the additional step to become a Veterans Choice provider in the rural regions to allow veterans access to the provider network for home and community based services that ADSD already operates. The Cover to Cover program is an evidenced based initiative that has been shown to significantly increase access to services for veterans living in rural areas by allowing them to access services in their home communities.
- Veterans could access the Assistive Technology for Independent Living program, which provides home and vehicle modifications for persons with disabilities. ADSD's program is unique as it allows some modifications to rental properties and does not require home ownership to qualify for assistance.

Public and Behavioral Health

Suicide Prevention and Mental Health

- The Nevada Office of Suicide Prevention has trained 358 veterans and Nevada National Guard in Applied Suicide Intervention Skills Training (ASIST) and safeTALK (suicide alertness for everyone). OSP also participated in several events including the Veteran's Stand Down in Pahrump with 185 participants and Richard Egan presented at both VA Community Outreach events.

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- The Nevada Office of Suicide Prevention currently participates in the fourth event: Phase III Policy Academy: Interagency Leadership Initiative sponsored the Federal Substance Abuse and Mental Health Services Administration (SAMHSA) for service member veterans and their families. The academies have focused on suicide prevention and substance abuse disorder and suicide prevention strategic planning. Phase III is focusing on behavioral health. Currently, the Nevada Office of Suicide Prevention has two strategic plans and a task force working on the implementation with Nevada National Guard, the Nevada Substance Abuse Prevention and Treatment Agency (SAPTA), the Governor's Office, and the Nevada Department of Veterans Services.
- Veteran's Symposium hosted by the NDVS determined suicide prevention is the number one priority for veterans and veteran-serving agencies.

Welfare and Supportive Services

Systems Outreach

- The Nevada Division of Welfare and Supportive Services (DWSS) continues to work with a variety of community-based organizations to provide systems outreach for the services available to veterans and their families. This includes community education to professionals or community-based organizations that serve veterans and assistance to veterans at events such as Veterans Stand Down.
- In February 2016 DWSS began placing eligibility workers into hospitals. DWSS expanded into the justice system, placing workers in detention centers and the court system. Having a presence in the court system has provided DWSS with the opportunity to serve veterans through the veteran's specialty court.
- Child Care and Development Program staff are working in northern Nevada with the Veteran's Resource Center and in southern Nevada with Project Homeless Connect to provide outreach to veterans. In addition, Child Care staff attend veteran assistance events such as Veteran's Stand Down each year.

Department of Public Safety

DPS Training Division

Department of Public Safety (DPS) partnered with the Nevada National Guard to host the first Southern Nevada DPS Academy in more than a decade. Not only is DPS utilizing the Guard's Army, but together they have vowed to reduce unemployment and underemployment among the state's guardsmen and women. The Nevada Guard maintains two Military Police units with hundreds of trained individuals whose military occupations correlate to the department's nine divisions. Additionally, Guard members must maintain a high state of physical readiness as well as pass backgrounds checks, which makes for highly qualified candidates above the general public. By recruiting from the Nevada's Guard, DPS ensures their new candidates will more than likely be ready for the Academy, and successfully graduate, saving many recruitment dollars.

Specialized bi-monthly recruitment for veterans entering the civilian work force by expediting the recruitment process; veterans are given first choice on available posts.

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Nevada Department of Veterans Services

Connecting Veterans to Benefits:

- Received recognition by the U.S. Department of Veterans Affairs (VA) in 2016 for creating the Nevada Veterans Advocate (NVA) Program. The NVA Program was recognized by the VA as a national best practice for effectively connecting veterans and their families with benefits and services in urban and rural communities. An NVA's role is to impart information learned from the NVA course regarding State and Federal VA benefits available to Nevada's active military, veterans and their eligible dependents. Two NVA workshops were conducted in 2016, one in North Las Vegas and one in Sparks. We currently have over 200 certified NVA's and approximately 500 currently enrolled in the course.
- Created the "Welcome Home" campaign in which a letter was sent to every veteran who indicated on his Department of Defense discharge documents that he or she intended to relocate to Nevada. This letter provided returning veterans with information regarding Nevada's Wellness, Employment, and Education Programs and encouraged them to create a profile on Nevada VetNet to receive information on benefits and opportunities.
- Created the Nevada Vet Corps by applying for and receiving a \$752,753 AmeriCorps Operational Grant. The Nevada Vet Corps includes up to 20 AmeriCorps members who help connect low-income veterans, veterans with disabilities, Individuals and families experiencing homelessness, unemployed individuals, and low-income military families to benefits and services. Seven of the 20 workers are directly managed by NDVS; the other 13 are managed by partners including the Department of Corrections, the Department of Health and Human Services, and the Office of the Attorney General.
- Applied for and received \$100,000 grant funding from the VA to assist rural veterans in Elko County and Nye County travel to VA medical appointments at the closest VA medical facility.
- Modified and rebranded the "Green Zone Network" as "Nevada VetNet." This included making important changes to improve the user experience and a name change to better reach target audiences. In 2016, the number of users tripled, with hundreds of new participants. In addition to improving functionality, the new site has an online page that offers one-stop searching for hundreds of veterans benefits and services.
- Completed the initial phases of development, in partnership with the VA, Nevada's Department of Administration, and six other states, a Veterans Information System (VIS) that collects information from many databases across the state to locate and better serve veterans. NDVS applied for and received a \$38,400 grant from the US Department of Veterans Affairs to help fund this project.

Honoring Nevada Veterans:

- Recommended, and received the Governor's approval for, a new Veteran Supporter of the Month Program to recognize non-veterans or organizations that spend their time, talent, and treasure helping our military, veterans, and their families. In 2016, organizations such as the Southern Nevada Patriot Guard, the Adopt-A-Vet Dental Program, and the Nevada Honor Flight organization received recognition for their service to Nevada's Heroes.

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- Supported the May 27, 2016 commissioning of the donated *Nevada Veterans Memorial*: a two acre memorial located on the grounds of the Grant Sawyer State Building that features 18 larger-than life statues depicting soldiers, sailors, airmen and Marines from the Revolutionary War to the Global War on Terror. This memorial, which commemorates veterans from every generation and every conflict, supports NDVS's strategic objective of ensuring that every generation of veterans is acknowledged in a ceremony, information campaign, or other form of annual recognition. In partnership with the Department of Administration, an on-line Memorial Buy-A-Brick program was created to support future maintenance of the memorial.
- Applied for and received a \$5 Million grant from the VA for the required maintenance to raise and align headstones at the Southern Nevada Veterans Memorial, the second largest state veteran cemetery in the nation.

Improved Timeliness and Quality of Claims Outcomes for Nevada Veterans:

- Conducted a first-of-its kind study of veterans service officers to better understand their impact and the outcomes for the veterans with whom they work, and to determine the number of VSOs needed to serve veterans in Nevada. The study revealed that improved staffing, outreach, training, and focus resulted in a dramatic improvement in claims outcomes for Nevada veterans. For example, in 2012, each VSO assisted in generating about \$5.2M in federal veterans benefits; in 2015 that amount increased to about \$16.8M in federal veterans benefits.
- Partnered with Great Basin Community College (GBCC) to use the college's Inter Active Video (IAV) to connect with veterans in rural areas. We are currently conducting IAV in Ely, Winnemucca, Wendover, and Tonopah. Partnering with GBCC has dramatically improved our ability to serve veterans in rural Nevada.

Supporting the Needs of Aging Veterans:

- The Nevada State Veterans Home continued to be ranked 5 of 5 Stars in the CMS Nursing Home Compare listing. The Home has been the recipient of numerous awards this past year including the Pinnacle Customer service recognition in 11 categories and the Quality Award from Health Insight. As we await the construction of the future home in the North, the NSVH retains a resident waiting list.
- Conducted a conference for caregivers of homebound veterans and veterans in care facilities. Worked with Department of Health and Human Services to tailor the national "Caring for You, Caring for Me" care giver program for a veteran family member audience.
- Launched a nation-wide "first-of-its kind" initiative, the Veterans in Care (VIC) Program. The initiative is an effort to find veterans in care facilities who are not aware of benefits and services they may be eligible for. The vision of VIC currently encompasses three related components: 1) Education on Benefits and Programs for veterans; 2) Veteran Culture Education and Training for facility staff; and 3) Quality of Life Recognition and Communication for the veterans. In 2016, NDVS launched events at 27 facilities, honoring 650 plus veterans, many of them WWII veterans. All have been honored with certificates from the state and pins denoting them as "Nevada's Heroes." In 2017 we will continue outreach to residential facilities and expand outreach to home-bound veterans with support of the Nevada Vet Corps. In our outreach, we have discovered that only 25% of veterans in care facilities are accessing VA benefits.

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Assisting Veterans Gain and Hold Meaningful Employment:

- Developed an employer Veteran Hiring and Retention Toolkit as Phase One of a new veteran employer initiative called the Patriot Employer Program. The program is intended to assist employers attract, recruit, and retain veterans in the workforce and to be recognized veteran-friendly employers.
- Expanded outreach to our student veterans throughout the State by contacting, for the first time, non-NSHE post-secondary institutions to determine what veterans programs they might have and to begin sharing information regarding national and NSHE best practices to ensure our veterans are able to assimilate into civilian society and succeed in their educational pursuits. Both public and private post-secondary institutions have been surveyed as to their veteran assistance and counseling capabilities and have been encouraged to join forces with veterans service organizations and established NSHE programs to further their support of ensuring veteran success in their educational objectives.

Assisting Unique Population Veterans:

- The Incarcerated Veterans Program established close ties with the VA, Nevada Department of Corrections, the Veterans Treatment Courts and veterans service organizations to focus efforts and assistance on the reentry of veterans into civil society. A very moving ceremony was conducted surrounding Veterans Day to focus government and community attention on the opportunities to support incarcerated veterans and to further State corrections initiatives for productive transition and reentry opportunities, as opposed to a focus solely on security and warehousing of the prisoner population. In concert with the VA, NDVS has pioneered the use of tele-counseling facilities to identify services and benefits available to incarcerated veterans and to focus on transition objectives necessary to re-enter our Nevada communities.

Miscellaneous:

- Conducted two Veterans Legislative Symposia, one in Sparks and one in North Las Vegas with about 200 attendees participating. Participants identified and prioritized issues to be considered during the upcoming legislative session.
- Worked with State Public Works, architectural company Van Woert and Biggotti, and Q&D Construction Company to finalize plans for the Northern Nevada Veterans Home. Plans are 100% complete and ready for construction.
- Worked with the Nevada National Guard and the United Veterans Legislative Council to revitalize the Truckee Meadows Veterans Community Council (VCC) as we supported the development of a new Carson City VCC. NDVS continued to support VCCs in Las Vegas, North Las Vegas, Elko, and Gardnerville. The VCCs are solving problems within their sectors and raising issues to the ICVA that are beyond local ability to address. Five VCCs briefed their successes and challenges at a 2016 ICVA meeting.

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Nevada System of Higher Education (NSHE)

The following summaries, provided by the institutions and compiled here, detail those retention and related student success efforts on each campus.

Student Veterans Data

Number of Identified Student Veterans: 5,259

For academic year 2015-16, 5,259 student veterans were identified across the seven NSHE teaching institutions. This figure is unduplicated and only captures students whose veterans' benefits were certified by an NSHE institution, or who self-identified on an admissions application.

Number of Student Veterans receiving payments from the U.S. Department of Veterans Affairs: 3,624

For academic year 2015-16, 3,624 student veterans were certified by an NSHE institution for the purpose of receiving educational benefits. This figure is unduplicated and only includes students who have been certified by a NSHE institution to receive benefits from the U.S. Department of Veterans Affairs.

Percent of Student Veterans by Gender: 66.8% Male, 33.2% Female

Of the student veterans identified as enrolled at a NSHE institution in Academic Year 2015-16, 66.8 percent were identified as male and 33.2 percent female. Gender data is not available for all identified student veterans.

Average Age of Enrolled Student Veterans: 30 years old

For the identified student veterans enrolled in the 2015-16 academic year, the average age of those identified students was 30 years old as of September 2015.

Fall to Spring Retention: 82.0%

Of the identified student veterans that were enrolled in Fall 2015, 82.0 percent persisted and enrolled in the Spring 2016 term.

Number of Student Veterans Who Graduated: 783

During academic year 2015-16, 783 student veterans received a degree or certificate. This number would exclude any veteran who did not receive benefits and/or self-identify as a veteran to the institution.

UNLV

The Military & Veteran Services Center (MVSC) works to better serve our growing student veteran and military family community by developing a welcoming, veteran-friendly campus environment that fosters academic and personal success. We understand the many challenges associated with pursuing a degree while serving on active duty, as well as the challenges associated with making the leap from the military to the civilian world. Working with the Student Veterans & Military Family Services Committee and our VetSuccess office on campus to meet these needs, MVSC is staffed with veterans and GI Bill®-experienced staff to assist more than 1,780 veterans, dependents, active duty service members, National Guard members and reservists with answers to questions concerning admissions, GI Bill® enrollment certification, financial aid resources, campus and community support services, local veteran discounted-housing programs and various networks for veteran employment opportunities.

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- **NEW: Rebel Vet Transition Orientation:** Using the PeopleSoft student information system, we are able to search for all newly admitted student veterans and military family members to send them an OVS welcome email, a VA resource email, a Student Veterans Organization (SVO)/Rebel Women Vets welcome email and a list of campus/community resources and orientations to assist them in their transition to campus life. Beginning August 2016, the MVSC will host the first Rebel Vet Transition Orientation. The Rebel Vet Transition Orientation will provide our new veterans with information, veteran resources, VA benefits, connection to our peer-to-peer network and some helpful classes in their journey for academic success. After providing these resources, our PAVE peer-to-peer mentors will reach out to these students. Each of our PAVE mentors will personally call and welcome each new student veteran and tell them about our peer-to-peer mentoring program, letting each one know they have support and a “Battle Buddy” to call if they needed anything.
- **NEW - Peer Advisors for Veteran Education (PAVE):** UNLV is one of the few universities in the country that participates in the University of Michigan PAVE (Peer Advisors for Veteran Education) program. PAVE is a peer support program that connects incoming student veterans with student veterans already on campus in order to help them navigate college life, identify challenges they are facing, refer them to the appropriate resources on or off campus, and provide ongoing support for their academic and personal ventures. University of Michigan PAVE conducted a survey of all our veterans using the Post 9-11 GI Bill®. We had a 46% response rate and found the following key information about our programs at UNLV:
 - The average age of our veterans is 30 years old;
 - Military branches: Air Force 41%, Army 26%, Navy 19%, Marine Corps 16% and Coast Guard 2%;
 - 70% had at least one deployment;
 - 41% of our veterans are in STEM-related courses;
 - 83% of our veterans feel supported at UNLV;
 - 71% of our veterans are enthusiastic about UNLV;
 - 62% of our veterans had a sense of belonging at UNLV; and
 - 50% felt UNLV was one of the best schools in the nation.

UNR

Vet2Vet Program

- Long-term retention/Peer Support/Network building
 - Each incoming student (First year and Transfer) are assigned to a Vet2Vet Representative. The Vet2Vet Rep has been trained through our office to follow the student for the first academic year. Regular communication is established. Ongoing needs assessment for academic and integration success and tailored services offered. Workshops for success given by Vet2Vet Reps. *REVISED: communication/marketing plans for college specific needs.

V.I.T.A.L. Grant

- On-going retention/ Community Involvement 3rd party partnership
 - Veteran’s Integration to Academic Leadership has been a part of this campus for 5 years. It employs one Veteran Outreach Program Specialist and one Social Worker. Both provide services to our students to vest into the VA Health Care System, provide mental health/well-being, and collaborate with the Director on programming efforts with student veterans. They host several events during the year. *UPDATE: Originally

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brought on through a grant, it was absorbed this year through the local VA Health Care System to continue providing services to the campus.

Two Student Veteran Groups

- On-going /campus engagement/Community Involvement
 - Two veteran student groups' missions align with UNR Veteran Services office to support campus integration and retention efforts. Group Presidents report to the Director of Veteran Services to coordinate programming. Programming include Welcome to Fall Event, community outreach to VVA, DAV, VFW, American Legion, NNVRC, homeless vets project. *UPDATE: three groups consolidated into two. More intense collaboration between the two groups specifically for community/civic engagement as listed above.

CAREER CONCIERGE

- On-going Career Preparation One-on-one
 - Career preparation that involves customized path per student. Intake is done to assess job search tools, preparation needs, plans for internships, interview challenges, networking strengths and challenges, etc. Plan of action is then developed per student with specific set points that must be accomplished each term for long-term goal. Group workshops are still offered to the general student veteran population for those who do not want intense personalized services.

Veteran/Military Center

- Dedicated physical space On-going retention Personalized and group engagement
 - Spring 2016 marked the opening of the first UNR Veteran/Military Center. This is an expansion of services, giving a second location to meet the needs of student veterans' integration both physically and programmatically onto campus. The physical space provides a group engagement context, study context, lab computer usage, workshops, events, and employment for 15 VA Work Study students. The Center also holds a dedicated office for VITAL (Veterans Integration to Academic Leadership) team, a Community Office that provides space for internal and external entities to bring services to the student for ease of access, and dedicated space for Veteran Services staff.

NSC

Nevada State College provides critical academic and financial support to student veterans, and the scope of this assistance continues to expand with the growth of our veteran population. This report describes new developments in this area along with existing support structures.

New Developments

Residency Code Update: Currently, NSC identifies student veterans – and collects pertinent data – when these students self-identify by applying for benefits certification. Through this process, student veterans are placed into a student group in PeopleSoft with a corresponding residency code to help us track this population and capture relevant data. However, there are concerns that not all student veterans are self-identifying through this process. Consequently, NSC will begin capturing information from our Hobson's application that identifies veteran data so that it can be added to our data warehouse. This information will be updated accordingly in PeopleSoft fields, which will improve our ability to track all student veterans, not just those who apply for benefits certification.

Veterans Programming Update: NSC is working to develop more robust services for our student Veterans. The Dean of Students, Director of the DRC, and Veteran Affairs Scholarship Specialist have

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been working to foster a more supportive campus community for veterans through relevant services, events, and resources. Currently, our Veterans Affairs Scholarship Specialist is responsible for the benefits certification process, and NSC also allotted a Student Veterans Lounge in the Rogers Student Center.

NSC is in the process of officially recognizing a Student Veterans Club, and our DRC Director and Veterans Affairs Scholarship Specialist volunteered to serve as the faculty advisors for the student organization. The student veterans involved with the organization drafted a constitution and are in the process of formally applying for official recognition from the Nevada State Student Alliance (NSSA). The formation of the Student Veterans Club is the first step in developing more robust veterans services at NSC, as we would like these efforts to be student-driven and developed through the feedback and information provided by our student veterans. The student organization can help to increase our student veteran presence on campus and with our student body. By increasing the campus engagement of our student Veterans, we anticipate that they will utilize their leadership experience and serve in NSSA or other student leadership roles (e.g., peer mentors, course assistants, student tutors).

In addition, our DRC Director worked to develop veterans' specific programming during the week of Veterans' Day. This includes a presentation by Paul Grossman, who is a nationally recognized expert and speaker in the area of serving wounded warriors in post-secondary education. Importantly, this event reflects a strong collaboration among UNV, NSC, and CSN, and it would not have been possible without meaningful contributions from each institution. The events surrounding Veterans' Day also will include recognition for NSC's faculty and student veterans and active duty service members, as well as a student veteran panel discussion. NSC also recently collaborated with the Veterans Services Community Group and the Nevada Department of Veterans Services to host the first Henderson Resource and Community Fair at NSC on August 3rd, 2016. The college had 23 employers and service providers participate in this event, which helped to increase NSC's profile in the Veterans community and the community at-large. As we progress in the above areas, some future program ideas for NSC include early registration for student Veterans to ensure that financial aid and support will be funded prior to the start of the upcoming semester; having a VA Success Benefits Counselor on campus one time per semester; examining opportunities for work study programs through the VA; the development of a peer advisor program; and the development of a recruiting strategy targeted specifically at Veterans.

NSC also has general support programs that may be beneficial for our student veterans. While these programs are not veteran specific, they can provide additional assistance and support in addressing issues and stressors experienced by our student veterans. NSC's Student of Concern Committee (SOCC) was formed in response to an increasing need to manage "Students of Concern" – students who have exhibited worrisome behavior that may be indicative of escalating behavioral disturbance, mental health issues, a threat to campus or campus personnel, or excessive levels of emotional distress that adversely affect a student's ability to be successful in the classroom.

The committee has a relatively broad scope and attempts to address a wide range of student issues. Areas of concern include psychosocial and behavioral problems that may interfere with adequate and successful functioning that, if unaddressed, might lead to a dangerous outcome to the student or the community. The goal of the SOCC is to identify problems and intervene before they exacerbate and adversely affect the student's ability to be successful. The overarching mission of the SOCC is to promote: 1) the health and safety of the campus community, and 2) community member health,

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wellbeing, and successful experiences by coordinating information and developing support plans for students.

In addition, NSC currently contracts with UNLV Counseling and Psychological Services (CAPS) to provide mental health services to our students. During the Spring 2016 semester, a mental health needs assessment was conducted to formally assess mental health needs on campus, utilization rates at CAPS, and barriers to accessing services. Based in part on these results, NSC is working to bring contracted mental health services on campus 1-2 days per week. Once in place, the college will assess student need and adjust accordingly. We anticipate having services on campus for the Spring 2017 semester.

CSN

In Spring 2016, the Office of Community Relations, Diversity & Multi-Cultural Affairs and CSN faculty and staff created the CSN Military & Veterans Alliance (MVA). The Committee has quarterly meetings, hosts veteran and military related events, and offers a job/career fair in the Fall semester. MVA members and students will be participating in the 2016 Las Vegas Veterans Day Parade.

- The MVA seeks to unite the various service men and women who are students of CSN together to share and learn about one another's experiences and identities.
- MVAC, in direct collaboration with CSN's Office of Community Relations, Diversity and Multicultural Affairs will assist the organization inclusivity by focusing on service to those student veterans, faculty, and staff of the armed service communities.
- Collaborate with local communities and organizations, including government agencies, to ensure consistent and sustained support from campus leadership and support educational opportunities, initiatives and activities, for faculty and staff on issues and challenges unique to veterans and active military service men and women.

CSN Vet2Vet Peer Mentoring Program

The purpose of the CSN Vet2Vet Peer Mentoring Program (V2V) is to provide assistance and resources to new and transferring student veterans in their scholarly pursuits. It will serve as an essential element of CSN's duty to promote the improvement of academic success, persistence, and graduation of veterans.

*Note that peer mentor positions are strictly volunteer-based.

Mission Statement

The CSN Vet2Vet Peer Mentoring Program (V2V) was created to provide a network of support linking new CSN student veterans in their transition to the CSN community by offering assistance, encouragement, and resources to enhance their opportunities for academic achievement and civic engagement.

Goals

- Increase retention by minimizing initial isolation;
- Reduce the number of student veterans on academic probation/suspension;
- Increasing student veteran participation and communication; and
- Equip student veterans with additional encouragement and inspiration to be successful by bridging the gap between CSN services and support systems.

Objectives

- Provide help and guidance to new and transferring student veterans;
- Introduce student veterans to CSN and Metropolitan Las Vegas community resources;

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- Provide an environment that supports and encourages student veterans to cultivate an exceptional academic standing, and be active in campus and community based activities;
- Support team building and leadership development opportunities for mentors;
- Identify and put into action networking opportunities among and between mentors and mentees; and
- Provide support and resources to assistance student veterans improve academically and socially to the CSN campus community.

Program Benefits

Mentors

- Valuable leadership opportunities;
- Improved communication abilities; and
- Increased networking skills.

Mentees

- Able to connect with other veterans and develop a sense of belonging;
- Knowledge of education/personal/social resources;
- Strengthened consciousness of CSN, government, and community resources;
- Personal gratification; and
- Increased self-confidence and self-worth.

CSN

- Increased graduation, persistence, and retention for CSN student veterans; and
- Increased student veteran institutional satisfaction.

Mentee Qualification

The Vet2Vet Peer Mentoring Program is open to new and transfer student veterans to assist in effectively connecting them to the CSN community. Upon acceptance into the program, new student veterans will be coupled with continuing student veterans who will serve as their peer mentor.

Responsibilities include:

- Commitment to the success of the program;
- Weekly “contact” with peer mentor;
- Participate in V2V academic and personal development seminars;
- Attend at least two V2V community services activities each semester; and
- Attend at least one CSN program each semester.

Expectations

- At the end of the Fall and Spring semesters complete a program evaluation;
- Maintain confidentiality;
- Comply with CSN Institutional policies and procedures;
- Anticipated Implementation: Spring 2017.

GBC

Great Basin College (GBC)/ Veterans Resource Center (VRC) established the Elko Main VRC in October of 2014 to better serve our student veteran population. We provide Intense Academic/Personal Support for Student Veterans & their Families, both during their time here at GBC and after they have graduated. We provide an encouraging environment by acknowledging, honoring, and addressing all of our veteran’s needs, all while helping them attain their educational goals. At the VRC we house the following: veterans lounge, study room, coffee & snack bar, Elko Nevada Department of Veterans Services (NDVS) offices (Fulltime Veterans Service Officer, Administrative Assistant, & VISTA Member).

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B(S)3N Biological Sciences Student Support Network

- Intense One-on-One Academic Support / Network
 - Math and science tutoring offered free of charge at the B 3N center. Tutors are comprised of students and instructors. Walk-ins welcome. This has been made possible by Nevada INBRE and the GBC Science Department.

SLC, UT VA VET CENTER Mental Health Services

- Personal Support- Intense One on One / Comfortable Support Group
 - MSW/LCSW drives from Salt Lake City, UT to Elko on the first and third Tuesdays and Wednesdays of the month. We hold a veteran support group in the VRC at 12 noon on those Tuesdays. Individual appointments can also be made on those days.

Nevada Department of Veteran Services (NDVS)

- Personal Support- Intense One on One
 - As of August 2016, the NDVS Veteran Service Officer (VSO) is housed in the VRC fulltime. This offers a struggling student veteran more resources and benefit information in one location. This greatly helps with student retention. By adding more services we also outreaching VA educational benefits to another agencies veteran clients.

Nevada Department of Employment, Training and Rehabilitation (DETR)

- Personal / Financial Support- Intense One on One / Group
 - Elko DETR veterans representative visits the VRC several times per week to offer services and to update the current job postings. The representative also refers many veterans to us for their educational benefits. Various trainings are offered through DETR such as resume classes. Works with JOIN and has provided financial assistance for veterans training and employment.

JOIN Job Opportunities In Nevada

- Intense One-on-One Personal / Financial Support
 - Elko JOIN provides financial assistance for many student veterans for tuition, books, and tools. They work well with DETR and GBC to provide financial assistance for Veterans training and employment.

Free Veteran Classes

- Personal Support
 - GBC provides free classes teaching different coping mechanisms for veterans. 'Rest for Relaxation' is a painting class that encourages veterans to use the power of creativity as a positive coping skill in their lives. We have also teamed up with the Western Folklife Center and the National Cowboy Poetry Gathering. Each year we host a Veterans Writing Group Workshop here at the VRC to encourage positive coping skills for our veterans.

The PRACTICE Counseling Service

- Intense One-on-One Personal Support
 - GBC and Communities in Schools partner to provide PRACTICE, free of charge to our students. The Partnership for Research, Assessment, Counseling, Therapy and Innovative Clinical Education — The PRACTICE — is a UNLV community mental health training clinic.

Operation Bravo

- Intense One-on-One Academic, Personal Support/Career Networking

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- Barrick Gold Corporation, Great Basin College, and the Nevada Governor's Office of Economic Development have teamed together to establish Operation Bravo, a Veteran Internship Program. Operation Bravo assists our transitioning Veterans by setting them up for success through education and employment. While attending GBC and receiving their VA educational benefits, student veterans will gain valuable work experience within their major fields of study, interning with partner employers. Operation Bravo believes that by investing in our veterans, we are investing in our communities.

TMCC

The mission of Truckee Meadows Community College's (TMCC) Veteran Services is to assist our student veteran population in their transition from the military into the academic environment. We are focused on retaining our veteran students and guiding them towards their graduation and professional goals. Our staff works diligently to identify areas of need for our student veteran population as well as areas in which we need to expand and improve.

New Initiatives

- **New Veteran Resource Center** – The first massive improvement was the move to a brand new Veteran Resource Center (VRC) at the main Dandini campus on July 11th, 2016. The new VRC is roughly 4 times the size of the previous location and provides a number of new services for our veterans. The new location is equipped with a computer lab, study/conference room, veterans lounge, as well as a separate office for offsite personnel to utilize for veteran specific purposes. This larger space will provide the Veterans Services staff at TMCC a greater opportunity to assist student veterans in their transition from the military to the academic environment.
- **Professional Development Initiative** – The VRC also partners with the TMCC Career Center to produce a series of veteran specific professional development workshops and job preparation classes that are open to all student veterans at TMCC. These workshops include resumes, LinkedIn, networking, mock interviews, and business cards. Each one of these workshops is designed to assist veterans in their transition to the professional environment.
- **Veteran Job and Resource Fair** – Another collaboration between the VRC and Career Center is the Veteran Resource and Job Fair held every fall and spring semester which averages 60-70 vendors and is open to all veterans in the community. We held our first event in Fall 2015 and it was such a huge success that we decided to hold one every semester for the foreseeable future.

WNC

New Initiatives

- In addition to fine tuning the practices reported upon in 2015, Western Nevada College instituted a major effort at retaining and graduating veterans by opening a new Veterans Resource Center. While the first Center accomplished a major goal of establishment of a Veterans Resource Center, it was cramped, and the small space limited the number of student veterans who could actually utilize the center from a mentoring/tutoring standpoint. The new space is over four times larger, enabling the space to be divided into a general meeting room with distinct, separate areas for mentoring, tutoring, and study areas and a separate room equipped with computers and a whiteboard for group tutoring/access to online classes. In the

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first two months since opening, VRC usage increased threefold over the old space, enabling more veterans on campus to be served.

- Student Veteran Workers, who are on duty the entire time VRC is open, are now all required to complete the Nevada Veteran Advocacy Program, administered through the Nevada Dept. of Veteran Services (NDVS). The Program consists of completing twenty modules on the State of Nevada website. The modules were developed to increase the knowledge of any individual on U.S. Veterans Administration benefits, ranging from VA home loans to burial benefits. The ability of student veteran workers to answer questions that student veterans have about their VA benefits assists student veterans get maximum utilization of benefits, which results in less lost time from classes while a student pursues a question on his or her own by traveling to the Reno VA, which is only open during normal working hours.
- A Veteran Service Officer from the Disabled American Veterans visits the VRC every Tuesday to meet with and assist student veterans who need to submit disability claims or follow up on claims already pending. Again, having this service on campus negates student veterans from having to leave campus during normal class hours to get serious disability claims taken care of.
- The Coordinator of the VRC is also the faculty advisor for all student veterans and has been given access to OnBase and Peoplesoft, which greatly assists in advising students, identifying potential problems and developing solutions before the problems become critical. The Coordinator gets a report at the end of the semester with all student veteran's grades and reviews them, calling in and meeting with all who do not attain a 2.0 GPA or who have shown a significant drop off in their GPA.
- The Coordinator of the VRC is now an ASIST trainer who conducts two day training seminars on Suicide Intervention. The Pre-Admissions advisor is also ASIST trained. All Student Veterans workers are all required to attend SafeTALK, a four hour suicide awareness seminar to combat the growing epidemic in the veteran community.
- The WNC Veterans Resource Center and student veterans were very involved with the United Veterans Legislative Council during the 2015 Nevada Legislative session as advocates for the veteran and student veteran community. As a result of these efforts, a new Nevada Revised Statute is now in effect that allows veterans who have ended active service from up to five years ago to receive in-state tuition at NSHE institutions. WNC students were active as interns and advocates during the session, learning the legislative process from the ground floor up.

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Overview of the Activities of the Council

The following showcases the efforts taken by the members and partners of the Council through the preceding calendar year. The quarterly meetings of the Council are not only to meet statutory requirements, but to develop programmatic and policy recommendations to best serve Nevada's veterans.

Presentation from Nevada's Veterans Community Councils

As a "connecting to veterans" strategy, there was an effort to establish local level versions of the ICVA. Some of the Veteran Community Councils (VCC) are formally established through City Council Resolutions, while others were formed as a gathering of local service providers. Although each of the VCC's operate differently they all formalize the coordination between organizations and service providers at the community level. They are also responsible for developing opportunities for the members of the public to interface and engage with veterans in their communities.

During the April, 2016 meeting, the Council received a presentation from six VCC's on their efforts in assisting veterans throughout Nevada.

- **Northeast Nevada Veterans Resource Group** – NNVRG is made up of various service providers and elected officials in the Elko community. Led by Jacob Park, veterans Resource Center Coordinator at Great Basin College. Elko law enforcement has been pivotal in the unfolding of NNVRG, hosting the meetings and actively participating. A veteran committed 'suicide by cop' in the past year, highlighting the mental health issues of veterans in the Elko area. Great Basin College, the local hospital, Team Rubicon and VFW are equally committed to the effort of outreach and engagement. Today, there are 60 members of NNVRG, about 25 who are regular participants. NNVRG's recent accomplishment was the Elko Veterans Fair, facilitating 40+ veterans claims for compensation and pension and free power of attorneys and wills to more than 140 veterans.
- **Carson City Veterans Community Collaborative** – Since formation of CCVCC, the result of a callout to service providers in the State Capital by Sheriff Kenny Furlong, has developed a very active and notable presence on the Carson City website. CCVCC is featured as a Veterans Services button on the city homepage. Homeless and mental health services are top of the list for CCVCC and the home page serves as a repository of federal, state and local agencies, featuring 16 pages of resources. Goal of the veterans' page is to assist any veteran who walks into any of the city's agencies.
- **Truckee Meadows Veterans Community Council** – TMVCC was established through a partnership between NDVS, the Nevada National Guard, and the United Veterans Legislative Council. Meeting are held on a quarterly basis at the Veterans Benefits Administration's Reno Office. TMVCC focuses their efforts in family counseling and education on service connected disabilities and impact on veteran and their family, issues of homelessness, efforts of the local Veterans Court, and employment partnering the Guard's Work for Warriors Project with the local Chamber of Commerce and regional economic development authorities.
- **Welcome All Veterans Everywhere** - Covering Douglas County estimated at 5,606 veterans, honorable as well as dishonorable discharges. WAVE membership stands at 103 dedicated and loyal volunteers helping veterans in the past three years. Through Douglas County Transit, teams transport veterans to doctor and dental appointments, and prescription pick-up, operating out of the Douglas County Community Center in Gardnerville. WAVE has honor guard teams and works on local funding and solicits community donations.

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- **North Las Vegas Veterans Community Commission** – The VCC’s mission is to assist local veterans with reintegration into the City of North Las Vegas community and accessing all available and applicable resources and services. The VCC is to act as an advisory committee to the Mayor and City Council on matters related to the veterans in the City of North Las Vegas in the areas of Wellness, Education, Employment Outcomes, and Relocation Specialist areas. The Commission is comprised of experts in their fields and are deeply committed to providing collaborative service to our veterans.
- **Las Vegas Veteran Services Community Group** – VSCG meets every month to share program information and service availability through collaborating on ideas to best serve the military community of the greater Las Vegas area. VSCG is a collaborative of national service organizations, such as Goodwill and United States Veterans partnering with Las Vegas’ major employers to connect veterans to employment and end the cycle of homelessness.

Creation of the SMVF BH Subcommittee

In the spring of 2016, the Service Members, Veterans, and their Families (SMVF) Technical Assistance (TA) Center, from the federal Substance Abuse and Mental Health Services Administration (SAMHSA), reached out to the Governor’s Office to invite Nevada’s relevant civilian and military leaders to participate in a leadership briefing as part of their new 2016 Policy Academy: Interagency Leadership Initiative. Governor Brian Sandoval accepted the offer of onsite technical assistance and at his recommendation the Nevada state team was established as a Subcommittee of the ICVA.

At the May, 2016 meeting, the Council established and voted on the Behavioral Health Subcommittee’s proposed members to participate in SAMHSA’s 2-day Policy Academy: Interagency Leadership Initiative. The proposed members were representatives of the Council, Nevada National Guard, Health and Human Services, Veterans Services, federal Veterans Affairs, and community partner organizations. The proposed community partner’s work with a variety of community resources that we hoped will be better able to assist those veterans that do not qualify for federal VA services and their families.

During the site visit, the SMVF TA Center provided an overview of the current national picture of the SMVF population, worked with the subcommittee to conduct a strengths, weaknesses, opportunities and threats (SWOT) analysis, and helped them to establish a strategic plan. In addition, the Subcommittee reached consensus on their priorities and committed to action steps and timeframes. Following the Subcommittee’s August presentation, the Council voted to retain the Subcommittee to fulfill the Actions established in the State Strategic Plan. A full report with recommendations from the Subcommittee is included in a following section.

Presentation on the State’s Veterans Hiring Initiatives

Doug Williams, Veteran Coordinator from the Division of Human Resource Management (DHRM), discussed state employment recruitment (community outreach, partnerships, and marketing). The goal is to increase awareness through nonprofit partnerships and marketing through weekly job flyers and JobConnect offices. Items for consideration regarding recruitment are stronger social media presence, more career fairs, and job shadowing or military internships.

Veterans maintain a 50% success rate of applications meeting minimum qualifications; however, only 15% of those applications received resulted in an interview. Training is being developed through a military crosswalk that can assist recruiters and agency HR in determining military experience and qualifications as it relates to state job classification requirements. Items for consideration regarding

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hiring is to increase interview opportunities and hiring agency consideration, explore direct hiring authority, collect feedback from agencies for hard to fill positions, and develop a better system process to effectively track veteran applications and hiring decisions within NEATS.

Regarding retention efforts, Mr. Williams briefed that there are currently 530 out of 18,496 state employees have identified themselves as a veteran, which makes 2.9% of state employee workforce (numbers reflect survey responses). Mr. Williams discussed the top 7 agencies with veteran state employees (NDOC, DOT, DWSS, P&BH, NTAX, NHP, NDIR, and other). He also discusses a veteran survey sent out to state veteran employees. 780 employees participated and results demonstrates employees being mostly satisfied with their workplace and finding their work to be meaningful and important.

As a result of Mr. Williams's presentation, the Council discussed possible recommendations regarding increasing recruitment of veterans for state employment as well as a veteran mentorship program to increase retention. At the request of the Council, Mr. Williams reappeared before the Council to provide further information as to the mechanics of a mentorship program as well as best practice examples towards expanding veteran employment in the state public sector.

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Recommendations

The recommendations below were voted and approved by the Council. They were developed through the various findings discussed during the quarterly meetings, summarized in the previous section, as well as recommendations by the Council carried over from previous reports.

Recommendation 1: Create and establish a Veteran Networking Group to spur veteran recruitment, retention, and employee engagement.

This recommendation calls for the creation of a Veteran Networking Group comprised of a Core Team, Group Advisors, Agency Representatives, and group members. This group would be open to all state employees on a voluntary basis and provide mentorship, professional development, and networking opportunities. Additionally, the group would provide advice and assistance as needed to state agencies and the Interagency Council on Veterans Affairs on recruitment and retention strategies. Voluntary veteran mentors would be identified and matched with new veteran hires to ease their transition and onboarding process. Group meetings would be held on a quarterly basis and current statute allows for employees to receive administrative leave with pay when attending activities related directly or indirectly to the employee's job or employment with the State. Finally, the group would serve as a proponent for veteran services and resources, community events, and veteran recognition.

Recommendation 2: Improve the Veteran Preference Process: *Improve veteran's access to state employment by increasing interview rates for eligible veteran applicants.*

This recommendation calls for more eligible veteran applicants, to include eligible widows and widowers of veterans and Nevada National Guard members, to be interviewed through a defined percentage or number based system. If eligible veteran applicants are comprised of disabled veterans, regardless of the disability rating percentage, hiring agencies are encouraged to give disabled veteran applicants interview priority if they are equal in experience to other qualified veteran applicants. If a ranked list is issued, eligible veteran applicants outside of the top 10 on the list may still be interviewed in addition to the minimum requirement that at least 5 applicants from the top 10 on the list are interviewed. If agencies receive a certified list without any eligible veteran applicants, they would not be required to comply with this requirement. Should this recommendation be implemented either in statute or regulation, additional time allowances and funding must be granted to make the necessary programming changes within NEATS to meet the new requirement.

Recommendation 3: Improve the Veteran Preference Process: *Improve promotional opportunities for current State of Nevada veteran employees by revising the veteran preference process as outlined in NRS 284.260.*

This recommendation calls for a revision to NRS 284.260 by entitling eligible persons the application of their preference points to all promotional examinations. NRS 284.260 currently only allows for veteran preference points to be applied once on a promotional examination, regardless of the number of years of state employment. However, the Council is concerned that if/when promotional examinations are removed preference points for veteran status will not be beneficial and a new preference will need to be evaluated.

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Veterans Data Summary

During Nevada's 78th Legislative Session, Assembly Bills 62 and 482 were signed into law establishing new requirements for the Council. Assembly Bill 62 amended NRS 417 relating to the Council by requiring that a number of state agencies and all regulatory/licensing boards submit aggregate data, pertaining to veterans, to the Council each year to be synthesized, compiled, and included in the Council's annual report.

The following pages introduce the data submitted to the Council by the various agencies identified in Assembly Bill 62. Although the data compiled and presented here is more robust than what was first submitted in the previous year, there is still some information missing. In its second year, this requirement remains in its infancy and many agencies and regulatory bodies were unable to extract the necessary information from their systems. As the agencies and regulatory bodies continue to update their systems, the Council foresees future reports will produce a valuable understanding of Nevada's veteran related data.

The reporting cycle for the majority of the veterans related data represents the state's Fiscal Year (FY) 2106, July 1, 2015 to June 30, 2016. Maintaining this reporting cycle over time will allow for accuracy, reliability, and improvement of the data so that it can be used to develop informed policy decision making.

FY 2015 to FY2016 Comparison

Although much of the information compiled here is still in its infancy, there are some notable changes/updates to the information presented in the previous report authored in February 2016 by the Veterans Policy Leadership Institute (VPLI).

- As reported by the VPLI, utilizing the American FactFinder Nevada, in 2015 Nevada's veterans made up 7.9% of the population¹³. In 2016, American FactFinder estimates that the veteran population makes up 10.4% of Nevada's total population¹⁴. New to this report, the Council has included new veterans related information submitted by the NDVS. NDVS submitted data from the federal Department of Veterans Affairs (VA), which estimates that Nevada is home to 225,073 veterans and total VA expenditures in Nevada are estimated at \$1,885,151,000.
- In 2016 the Division of Human Resource Management modified the Nevada Employee Action and Timekeeping System to begin collecting veteran status information directly from employees. As of July, 2016, there were 18,496 state employees and 530 of those employees have identified themselves as a veteran. Based on that data, veterans currently represent 2.9% of state employee workforce.
- In December, 2015, NDOC's Warm Springs Correctional Center (WSCC), began their Veterans Integration Program (VIP) with ten inmates. By May, 2016, VIP was at full capacity (50) with a wait list. Through VIP, incarcerated veterans will now receive college classes funded by an anonymous

¹³ VPLI, *Assembly Bill 62 Report to the Interagency Council on Veteran Affairs*, <http://www.veterans.nv.gov/ContentLibrary/ICVA%202016%20Annual%20Report.pdf>, (p.85, 2016)

¹⁴ American FactFinder Nevada, https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S2101&prodType=table

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donor, counseling, and Re-Entry programs to help lower the rate of veteran recidivism. Nevada's incarcerated veteran population has declined by 12.73%, from 1,225 in 2014¹⁵ to 1,069 in 2016.

- Pursuant to Executive Order 2014-2018, the Procurement Outreach Program (POP), within GOED, determines there is a total of 893 SDVOSBs and VOSBs in Nevada, 367 and 526 respectively. Although there are many SDVOSBs and VOSBs, the state's Purchasing Division continues to report that zero businesses have submitted a bid or proposal for contracts subject to the provisions of NRS 33.3361 to 33.3369, inclusive.
- DETR's Employment Security Division reported that in FY 2016 the annual average of Unemployment Insurance (UI) claims filed per week was 146; 74 less claims filed per week than in FY 2015. Subsequently, fewer claims saved \$4,465,430 in UI benefits paid to veterans, a 13% drop from the previous year.
- As of December 2016, there are 1,008 veterans certified as Emergency Medical Services providers in the State of Nevada; doubling the total number of veteran EMS providers.
- Active members of the Nevada National Guard utilized 1,495 tuition waivers; 819 more waivers in FY 2016 than in FY 2015. During the Fall 2015 and Spring 2016 semesters Guard members utilized 728 and 713 waivers, respectively.
- For FY 2016, 97,500 veterans availed themselves to the property and vehicle tax exemptions pursuant to NRS 361.090, 361.091, 361.155, 371.103 and 371.104. The totals submitted for FY 2016 show a slight decline of 656 veterans availing themselves to property tax exemptions, however, there is a significant rise of 20,878 veterans utilizing vehicle registration exemptions when compared to FY 15.

¹⁵ VPLI, *Executive Order 2014-20 Report to the Interagency Council on Veterans Affairs*, (p.7, 2015)

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Department of Veterans Services:

(a) The distribution of expenditures in this State by the United States Department of Veterans Affairs:

Each fiscal year the VA Office of Policy and Planning publishes the annual Geographic Distribution of VA Expenditures (GDX) Report for the public and all stakeholders. The GDX report provides the estimated dollar expenditures for major VA programs at the state, county, and Congressional District levels. For Federal Fiscal Year 2015, the VA's GDX report estimated that Nevada is home to **225,073** veterans and total VA expenditures for Nevada are estimated at **\$1,885,151,000**. Total expenditures represents veteran's benefits and VA operational costs: Compensation and Pension; Education and Vocational Rehabilitation and Employment; Insurance and Indemnities; Construction and Related Costs; General Operating Expenses and Related Costs; Loan Guaranty; and Medical Expenditures. Table 1 presents the distribution of Nevada's veteran population and total VA expenditures by county.

Table 1: FY15 Summary of Expenditures by County Expenditures in \$000s		
County/ Congressional District	Veteran Population*	Total Expenditure
CHURCHILL	4,198	\$31,816
CLARK	151,169	\$1,249,043
DOUGLAS	4,746	\$30,951
ELKO	4,202	\$19,623
ESMERALDA	163	\$792
EUREKA	200	\$524
HUMBOLDT	1,560	\$7,893
LANDER	602	\$1,712
LINCOLN	643	\$2,654
LYON	7,111	\$61,102
MINERAL	916	\$4,671
NYE	6,487	\$68,973
PERSHING	804	\$3,384
STOREY	640	\$4,001
WASHOE	34,619	\$349,569
WHITE PINE	1,286	\$5,521
CARSON CITY	5,729	\$42,921
NEVADA (Totals)	225,073	\$1,885,151

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(b) The number of veterans who receive care or other services at a veterans' home operated by the State:

Established in 2002, the Nevada State Veterans Home (NSVH) is state-owned and operated, Medicare/Medicaid certified, and licensed by the State of Nevada. NSVH provides personalized services for qualified veterans, veterans' spouses, and Gold Star Parents. Since inception, the facility has served more than 14,000 veterans and their spouses. The campus includes a 180-bed, 24-hour skilled nursing facility with three living units called neighborhoods, including one unit with 24 beds providing two levels of secured care living for individuals suffering from advanced cognitive impairment. From July 1, 2015 to June 30, 2016 there was a total of **289 residents** served at the Nevada State Veterans Home (NSVH). The census on July 1, 2015 was 163 and NSVH admitted 126 new residents July 1-June 30.

(c) The number of interments and other services provided by the veterans' cemeteries in this State:

Nevada is home to the Southern Nevada Veterans Memorial Cemetery and the Northern Nevada Veterans Memorial Cemetery that honor veterans, eligible family members, and Gold Star Parents with dignified burials and final resting places that commemorate their service and sacrifice to our nation. From July 1, 2015 to June 30, 2016, Nevada's Veterans Cemeteries conducted **1,777 burials**. Tables 2 and 3 present the number of veterans interred in Nevada's veterans cemeteries by gender and branch of service.

Table 2: Southern Nevada Veterans Military Cemetery

Male Veterans	1354
Female Veterans	45
Total Veterans Interred	1399
Branch of Service	
Army Air Force	28
Army Air Corps	0
Air Force	318
Air National Guard	0
Army	581
Army National Guard	0
Coast Guard	21
Marine Corps	122
Merchant Marines	2
Navy	325
Women's Army Corps	1
Philippine Army	0
Philippine Guerilla	0
Nat'l Oceanic & Atmospheric Admin	1
Total	1399

Table 3: Northern Nevada Veterans Military Cemetery

Male Veterans	368
Female Veterans	10
Total Veterans Interred	378
Branch of Service	
Army Air Corps	6
Air Force	73
Army	132
Coast Guard	6
Marine Corps	40
Merchant Marines	2
Navy	118
Naval Reserve	1
Women's Army Corps	0
Total	378

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

(d) The total number of veterans service officers who are located in this State, by zip code:

Identifying the benefits each individual veteran is entitled can be daunting, thus, the Nevada Department of Veterans Services (NDVS) as well as Veteran Service Organizations are available to help veterans fill out VA forms, instruct about VA benefits, and also provide a wide range of help for veterans and their dependents. Veteran Service Officer's (VSO) are VA accredited liaisons who conduct one on one assistance to veterans. Table 4 presents the location of Nevada's **25** VSO's by zip code. Nevada's VSO's represent NDVS, the Disabled American Veterans, Veterans of Foreign Wars, Military Order of the Purple Heart, Private Attorneys, Jewish War Veterans, Paralyzed Veterans of America, and Catholic War Veterans.

Table 4: Number of Veteran Service Officers Located in NV by Zip Code	
Zip Code	Number of VSO
89086	13
89511	7
89406	1
89522	2
89801	1
89509	1
Total	25

(e) The number of claims filed on behalf of veterans and the family members of veterans by veterans service officers in this State:

With the Assistance of VSO's Nevada's veterans and family members were able to file **4,815** disability compensation and pension claims.

Table 5: Number of Claims Filed by Veterans Service Officers			
Claims Filed	4,815	Office Visits	4,479
Appeals	633	Phone Contacts	14,086
Hearings	57	Correspondence	4,159

(f) The amount of annual payments in the form of disability compensation and pension benefits made to veterans and the family members of veterans in this State as a result of claims filed by Veterans Service Officers:

The 4,815 disability compensation and pension claims amount to **\$140,035,906.30** of annual tax-free benefits to Nevada's veterans.

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

(g) The number of persons who participate as advocates for veterans in this State in a volunteer program sponsored by the Department of Veterans Services, by zip code:

The Nevada Veterans Advocacy (NVA) Program educates and certifies Nevada Veterans Advocates (NVAs) so that they may help connect service providers with those veterans seeking support. The program is creating a network of knowledgeable advocates, ensuring that wherever a veteran lives, there is someone who can help that veteran access needed benefits. Currently there are **205** certified NVAs throughout Nevada.

Table 6: Number of Nevada Veteran Advocates by Zip Code			
Location	ZIP	#of NVAs	Total
Carlin	89822	2	2
Carson City	89701	4	8
	89703	2	
	89705	1	
	89706	1	
Dayton	89403	6	6
Elko	89801	5	5
Fallon	89406	5	5
Fernley	89408	2	2
Garnerville	89460	2	2
Henderson	89002	1	11
	89012	3	
	89014	1	
	89015	1	
	89044	1	
	89052	2	
	89074	2	
Incline		1	1
Las Vegas	89031	9	72
	89032	2	
	89081	2	
	89084	1	
	89086	9	
	89101	2	
	89103	2	
	89104	5	
	89108	1	
	89113	1	
	89115	1	
	89121	2	
	89122	3	
	89123	1	
	89128	2	
	89129	2	
	89130	1	
	89131	5	
	89134	1	
	89135	1	
	89139	1	
	89141	2	
	89143	3	
	89146	3	
	89147	1	
Las Vegas (Continued)			

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	89148	1	
	89149	2	
	89156	1	
	89170	1	
	89181	1	
	89183	1	
	89193	2	
Laughlin	89028	1	1
Lovelock	89419	1	1
Mesquite	89027	2	2
Minden	89423	2	2
Nixon	89424	1	1
Pahrump	89041	1	4
	89048	1	
	89060	1	
	89061	1	
Reno	89501	1	50
	89502	6	
	89503	3	
	89506	3	
	89508	1	
	89509	6	
	89510	1	
	89511	14	
	89512	2	
	89519	1	
	89521	6	
	89523	2	
	89557	4	
Smith Valley	89430	2	2
Sparks	89431	7	13
	89434	3	
	89436	1	
	89441	2	
Spring Creek	89815	1	1
Sun Valley	89433	4	1
Winnemucca	89445	1	1
Yerington	89447	1	1
***Area Unknown		7	7
			205

*** 3- unknown because new NVAs are still in processing

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(h) The number of employers in this State who participate in a program sponsored by the Department of Veterans Services that facilitates the employment of veterans:

The Green Zone Employer Program is currently being revamped as the Patriot Employer Program (PEP). PEP will contain an online course to be completed and posted by January 1, 2107. In January, NDVS will begin an information campaign, with support of Nevada Vet Corps, to get employers enrolled.

Goals for PEP are to:

- Improve veteran employment outcomes
- Improve veteran employment retention
- Engage employers in developing solutions for veterans
- Decrease veteran unemployment and veteran underemployment
- Make Nevada the most veteran-friendly state in the nation

(i) The number of events held in this State to provide outreach to veterans regarding benefits, claims and services, segregated by the geographical location of each event:

The mission of the Rural Outreach for Veterans Enrichment and Resources program (ROVER) is to provide veterans and their families living in rural and frontier Nevada access to or information about benefits for which they could be eligible. Table 7 presents the location of NDVS' **216** ROVER program events.

Table 7: Veterans Benefits Outreach	
ROVER Location	Outreach Events
TMCC/ UNR, Reno	24
CSN, Las Vegas	12
Warm Springs Prison CC	12
Lovelock Prison	
ADRC Reno	12
ADRC Las Vegas	24
Battle Mountain	
Beatty	12
Ely	12
Gardnerville	12
Hawthorne	12
Laughlin	12
Mesquite	24
Owyhee	
Silver Springs*	12
Tonopah	12
Wendover	12
Winnemucca	12
Total	216
*Covers: Yerington, Dayton, Fernley, Mason, Weed Heights	

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Veterans Data

Department of Administration Shall Provide:

(a) Descriptions of and the total amount of the grant dollars received for veteran-specific programs:

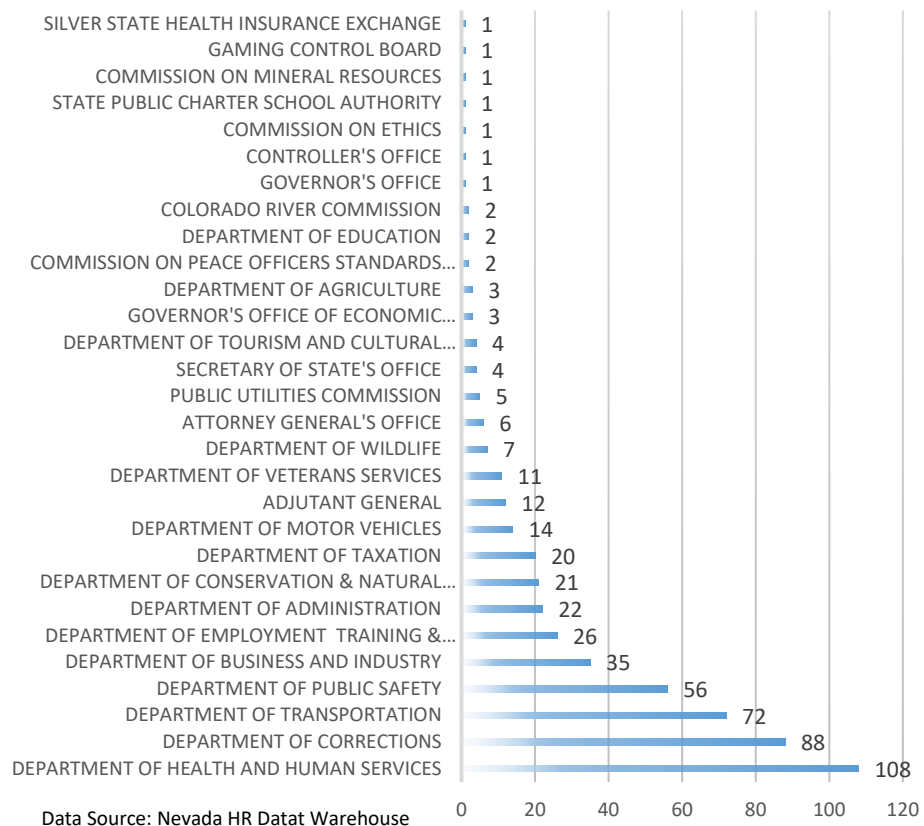
The Grants office was not able to submit information regarding grant dollars received during Fiscal Year 2016.

(b) The total number of veterans employed by each agency in the State:

The Division of Human Resource Management recently modified the Nevada Employee Action and Timekeeping System to begin collecting veteran status information directly from employees. Because the State cannot require veterans to disclose their veteran status, self-identification was the best method to collect such data. Therefore, the Data Present in Chart 1 may not reflect 100% of all of the State's veteran employees.

As of July, 2016, there were 18,496 State Employees and **530** of those employees have identified themselves as a Veteran. Based on that data, veterans currently represent **2.9%** of our employee workforce.

CHART 1: NUMBER OF VETERANS EMPLOYED BY EACH AGENCY IN THE STATE (N=530)



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(c) The total number of veterans with service-connected disabilities who are seeking preferences through the Purchasing Division and the State Public Works Division of the Department of Administration pursuant to NRS 333.3366 and 338.13844:

The Purchasing Division submitted information stating that from Oct. 1, 2015 to Sept. 30, 2016, **94** state purchasing bid contracts were subject to the provisions of NRS 333.3361 to 333.3369 inclusive. The total dollar amount awarded for such contracts was **\$84,462,927**. State Purchasing reported that **0** veteran-owned businesses and service-connected veteran-owned businesses submitted a bid or proposal to contracts subject to the provisions of NRS 333.3361 to 333.3369, inclusive.

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Veterans Data

Nevada Department of Conservation and Natural Resources

(a) Expedited certification for the grade I certification examination for wastewater treatment plant operators based on their military experience:

The Nevada Division of Environmental Protection, Bureau of Water Pollution Control is the agency within DCNR responsible for administering the Wastewater Operator Certification Program. In order to determine veteran status, the application includes a “yes/no” box for military service. For the reporting period of July 1, 2015 through June 30, 2016, **two veterans** received waste water treatment plant operator certification. The program currently has a total of 649 certified operators with **108 having military experience**. Since certification is required on a biennial basis, the majority of current operators are recertified operators rather than new applicants.

(b) Any discounted fees for access to or the use of state parks:

Nevada Division of State Parks provides a discounted fee for an annual state park permit issued to a disabled veteran who resides in Nevada and can show proof of a permanent service-connected disability of 10 percent or more and was honorably discharged from the Armed Forces of the United States (NRS 407.065 and NAC 407.050). The permit provides the holder unlimited entrance to all parks and use of camping and boat launch facilities in the parks for 12 months after the date the permit is issue. During the fiscal year 2016, State Parks sold **269 disabled veteran permits**.

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Veterans Data

Department of Corrections

(a) An annual overview of the monthly population of inmates in this State who are veterans:

The Nevada Department of Corrections (NDOC) submitted statistics with the number of incarcerated persons who either self-identified or who were identified as having served in the military by branch of service. Table 8 depicts the population of veteran offenders by type of confinement with a total of **1,069** veterans; a drop of **19** veteran from the same time in the previous year. Additionally, NDOC submitted a breakdown of veteran offenders by offense group presented in Table 9. Chart 2 presents a further breakdown of offense group by the veteran's branch of service.

**Table 8: Nevada Department of Corrections
Population of Veteran Offenders by Type of Confinement
June 30, 2016**

Military Branch*	Institutional Confinement**	Other Confinement***	Total
Air Force	144	0	144
Army	495	8	503
Army/Marine Corps	1	0	1
Army/National Guard	1	0	1
Army/Navy	1	0	1
Coast Guard	7	1	8
Marine Corps	158	2	160
National Guard	18	0	18
Navy	230	3	233
Total Veterans	1055	14	1069

*The first word in the military branch category denotes the military history from the most current NDOC prison booking. The word after the backlash denotes the military history information from a former NDOC prison booking.

**Offenders housed in a prison or camp.

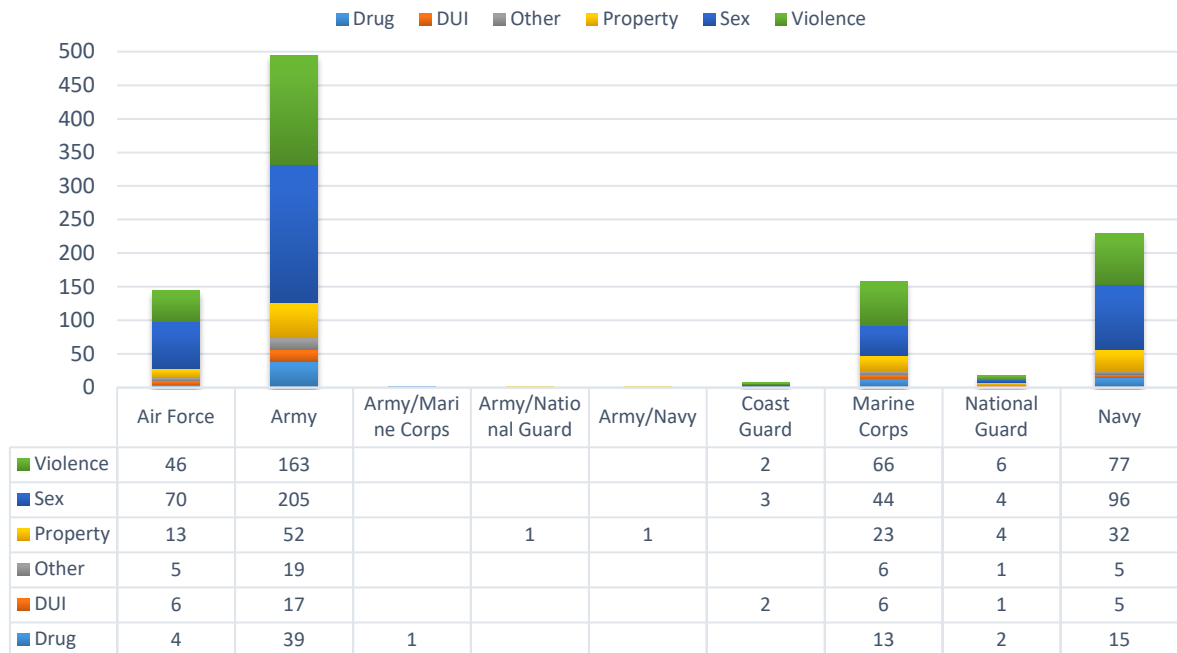
***Offenders in residential confinement or serving sentences out of the State of Nevada.

**Table 9: Nevada Department of Corrections
Population of Veteran Offenders by Offense Group
June 30, 2016**

	Drug	DUI	Other	Property	Sex	Violence	Grand Total
Total Veterans	74	35	36	126	419	358	1048
%	7.06%	3.34%	3.44%	12.02%	39.98%	34.16%	100.00%
Non Veterans	1762	367	531	2381	1919	5671	12631
%	13.95%	2.91%	4.20%	18.85%	15.19%	44.90%	100.00%
Grand Total	1836	402	567	2507	2338	6029	13679
%	13.42%	2.94%	4.15%	18.33%	17.09%	44.07%	100.00%

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Chart 2: Population of Veteran Offenders by Offence Group and Branch of Service June 30, 2016 (n=1,048)



Note: The first word in the military branch category denotes the military history from the most current NDOC prison booking. The word after the backslash denotes the military history information from a former NDOC prison booking.

(b) The success rates for any efforts developed by the Incarcerated Veterans Reintegration Council:

Based on a recommendation by the Incarcerated Veterans Reintegration Council, NDOC successfully implemented the Veterans Integration Program (VIP) at the Warm Springs Correctional Center (WMCC). VIP is a veteran specific housing dorm to assist with single-point access to veterans in order to provide direct services and outreach regarding veteran-specific programs and services. During the first half of calendar year 2016, NDOC was able to maximize the program with **50** Veterans accepted and placed in the housing program.

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Governor's Office of Economic Development

(a) The Office of Economic Development shall provide an overview of the workforce that is available statewide of veterans, organized by O*NET-SOC code from the United States Department of Labor or the trade, job title, employment status, zip code, county, highest education level and driver's license class:

The Governor's Office of Economic Development (GOED) provided an overview of Nevada's **12,213** available veteran workers with **35,678** available Skillsets/Occupations. Table 10 and Chart 3 to 6 provide a summary of the information required by NRS 417, as of November, 2016. Importantly, the data is not a row-by-row listing of veterans, but rather a listing of skills held by Nevada veterans based on the occupations defined by the United States Department of Labor. Veteran status definitions were also provided, below.

Table 10: Veteran Job Seeker Skillsets/Occupations by O*NET-SOC Major Occupations Groups		
	Frequency	Percent
Management	2,909	8.2%
Business and Financial Operations	1,125	3.2%
Computer and Mathematical	935	2.6%
Architecture and Engineering	793	2.2%
Life, Physical, and Social Science	238	0.7%
Community and Social Services	253	0.7%
Legal	72	0.2%
Education, Training, and Library	398	1.1%
Arts, Design, Entertainment, Sports, and Media	667	1.9%
Healthcare Practitioners and Technical	479	1.3%
Healthcare Support	413	1.2%
Protective Service	2,314	6.5%
Food Preparation and Serving Related	1,972	5.5%
Building and Grounds Cleaning and Maintenance	887	2.5%
Personal Care and Service	732	2.1%
Sales and Related	2,136	6.0%
Office and Administrative	5,510	15.4%
Farming, Fishing, and Forestry	88	0.2%
Construction and Extraction	4,401	12.3%
Installation, Maintenance, and Repair	2,851	8.0%
Production	1,801	5.0%
Transportation and Material Moving	4,330	12.1%
Military Specific	374	1.0%
Total	35,678	100

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Chart 3: County Distribution of Veteran Job Seeker Skillsets (n=35,678)

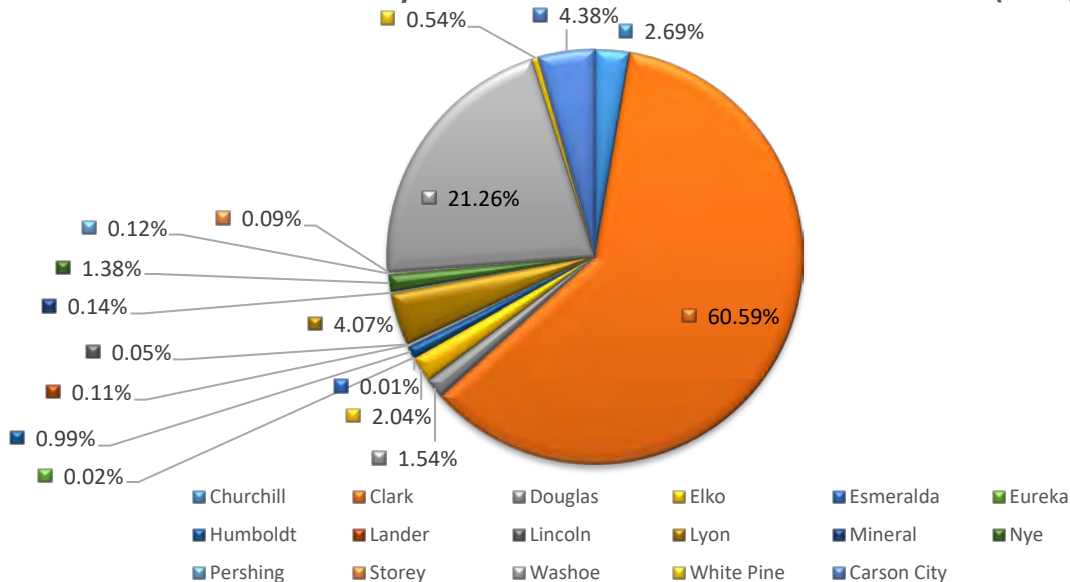


Chart 4: Veteran Job Seeker Skillsets by Highest Level of Education (n=35,678)

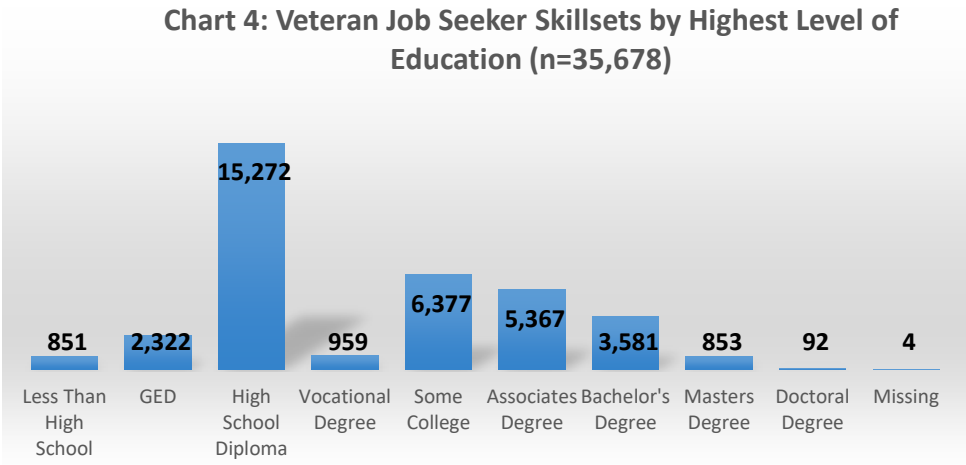


Chart 5: Percentage of Veteran Job Seekers by Eligibility Status (n=12,213)

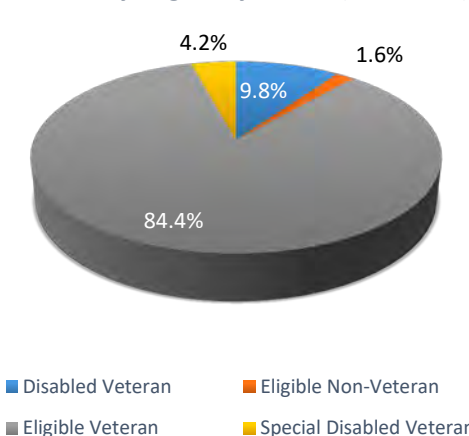
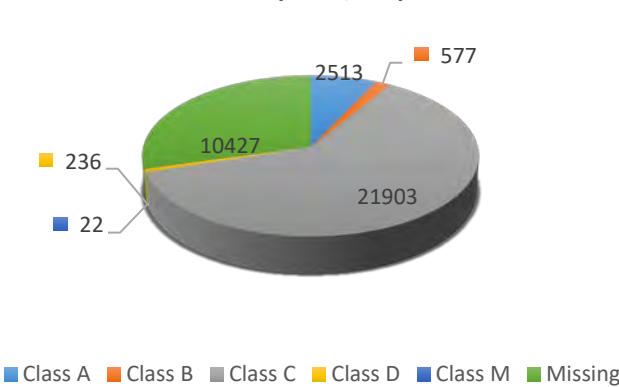


Chart 6: Veteran Job Seeker Skillsets/Occupations by Driver's License Class (n=35,678)



INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veteran Definitions

Veteran

A person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable, as specified in 38 U.S.C. 101(2). Active service includes full-time duty in the National Guard or a Reserve component, other than full-time duty for training purposes.

Eligible Veteran

A person who:

- a) served on active duty for a period of more than 180 days and was discharged or released therefrom with other than a dishonorable discharge;
- b) was discharged or released from active duty because of a service connected disability; or
- c) as a member of a reserve component under an order to active duty pursuant to section 1230 (a), (d), or (g), 12302, or 12304 of title 10, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge.

Eligible Non-Veteran

- a) the spouse of any person who died of a service-connected disability,
- b) the spouse of any member of the Armed Forces serving on active duty who, at the time of application for assistance under this chapter [38 USCS § § 4101 et seq.], is listed, pursuant to section 556 of title 37 and regulations issued thereunder, by the Secretary concerned in one or more of the following categories and has been listed for a total of more than ninety days: (i) missing in action, (ii) captured in the line of duty by a hostile force, or (iii) forcibly detained or interned in the line of duty by a foreign government or power, or
- c) the spouse of any person who has a total disability permanent in nature resulting from a service-connected disability or the spouse of a veteran who died while a disability so evaluated was in existence

Disabled Veteran

Veteran who served on active duty in the U.S. military ground, naval, or air service, and:

- a) is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to disability compensation) under laws administered by the Secretary of Veterans Affairs, or
- b) was discharged or released from active duty because of a service-connected disability.

Special Disabled Veteran

Veteran who served on active duty in the U.S. military ground, naval, or air service, and:

- a) who was discharged or released from active duty because of a service connected disability, or
- b) who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) for certain disabilities under laws administered by the Department of Veterans Affairs (i.e., disabilities rated at 30 percent or more, or at 10 or 20 percent if the veteran has been determined to have a serious employment handicap).

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

(b) Pursuant to Executive Order 2014-2018, the Procurement Outreach Program of the Governor's Office of Economic Development shall provide on a quarterly basis, an updated report to the ICVA on the number of verified service-connected disabled veteran-owned businesses and veteran-owned businesses in Nevada.

The Office evaluated known data sources in order to determine the number of verified service-disabled veteran-owned small business (SDVOSB) and veteran-owned small businesses (VOSB) in Nevada. The data presented in Table 11 depicts that there is a total of **893** SDVOSBs and VOSBs in Nevada. Data sources consist of U.S. Department of Veterans Affairs, Office of Small & Disadvantaged Business Utilization's (OSDBU) Center for Verification and Evaluation (CVE) and U.S. Small Business Administration's (SBA) Dynamic Small Business Search (DSBS). The businesses verified through CVE and therefore qualified for VA contract set-asides are a subset of the self-reported SDVOSB and VOSB businesses in the DSBS database.

Table 11: Service-Disabled Veteran-Owned Small Businesses (SDVOSB) and Veteran-Owned Small Businesses (VOSB) in Nevada

	CVE	DSBS
Nevada SDVOSB	54	367
Nevada VOSB	20	526
Total	74	893

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

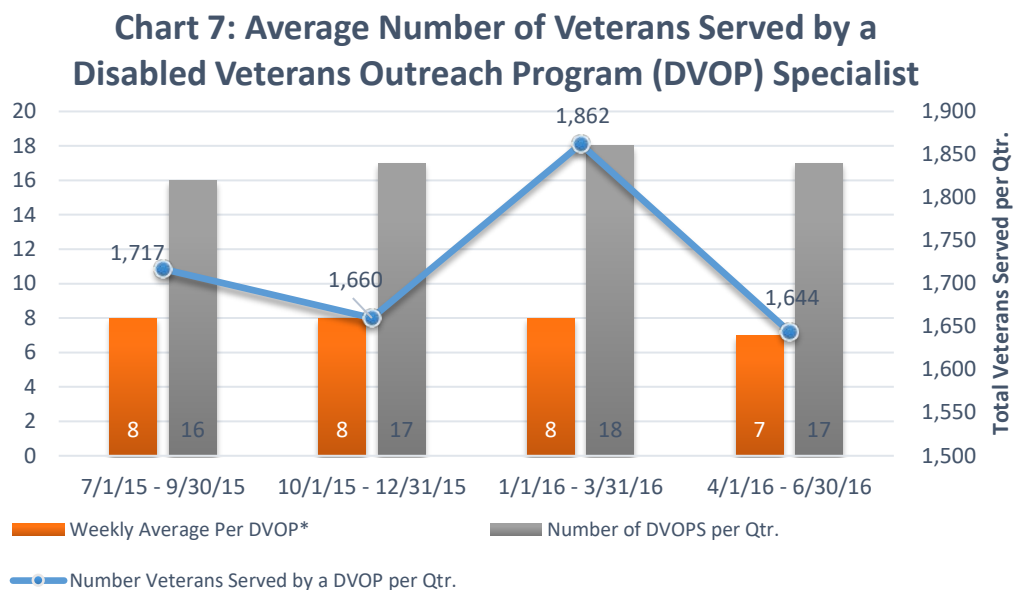
Veterans Data

Department of Employment, Training and Rehabilitation

(a) The average number of veterans served by a veteran employment specialist of the Department per week:

Nevada JobConnect veteran employment specialists are considered Disabled Veterans Outreach Program (DVOP) specialists. Veteran eligibility for service by a DVOP is one who served on active duty for a period of more than 180 days and was discharged with other than a dishonorable discharge; was discharged from active duty because of a service connect disability; or a as a member of reserve component under an order to active duty, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged from duty with other than a dishonorable discharge. Veterans must also meet the requirements of Significant Barrier to Employment to see a DVOP Specialist.

The data reported in Chart 7 depicts average numbers per quarter with a weekly average for FY 2016. On an average a DVOP specialist served **8 veterans per week**, a total of **6,883** veterans were served by all DVOP specialists for FY 2016. The numbers present in Graph 7 count a veteran by social security number during the report quarter to diminish duplicative counts.



* Count based by veteran's Social Security Number

(b) The average number of initial and continuing claims for benefits filed per week by veterans pursuant to NRS 612.455 to 612.530, inclusive:

In addition to assisting veterans attain employment, DETR also manages the Nevada Employment Security Division to process claims for Unemployment Insurance benefits. The average of new or continuing claims filed weekly by veterans, annual average for FY 2016 was **146 claims per week**.

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

(c) The average weekly benefit received by veterans receiving benefits pursuant to chapter 612 of NRS:

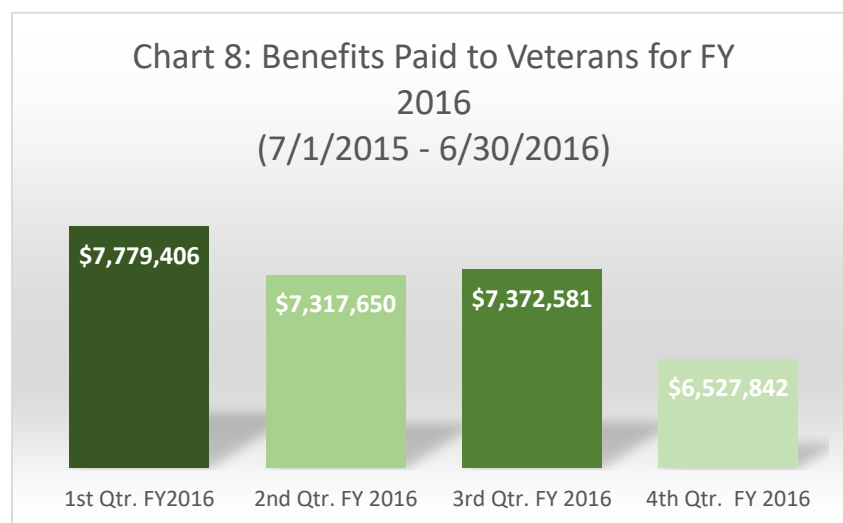
The average weekly benefits received by veterans for the FY 2016 was **\$338.85**.

(d) The average duration of a claim by claimants who are veterans receiving benefits pursuant to chapter 612 of NRS.

The average duration of a claim filed by a veteran for the FY 2016 was **12.94 weeks**.

(e) The Administrator of the Division shall, for each calendar quarter, gather aggregate unemployment data concerning veterans, including, without limitation, benefits paid to veterans, and report such data to the Interagency Council on Veterans Affairs:

The annual total of benefits paid to veterans for FY 2016 was **\$28,997,478**, which is **13% or \$4,465,430 less** than in FY 2015.



INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Department of Health and Human Services

(a) The total number of veterans who have applied for and received certification as an Emergency Medical Technician-B, Advanced Emergency Medical Technician and Paramedic through the State Emergency Medical Systems program:

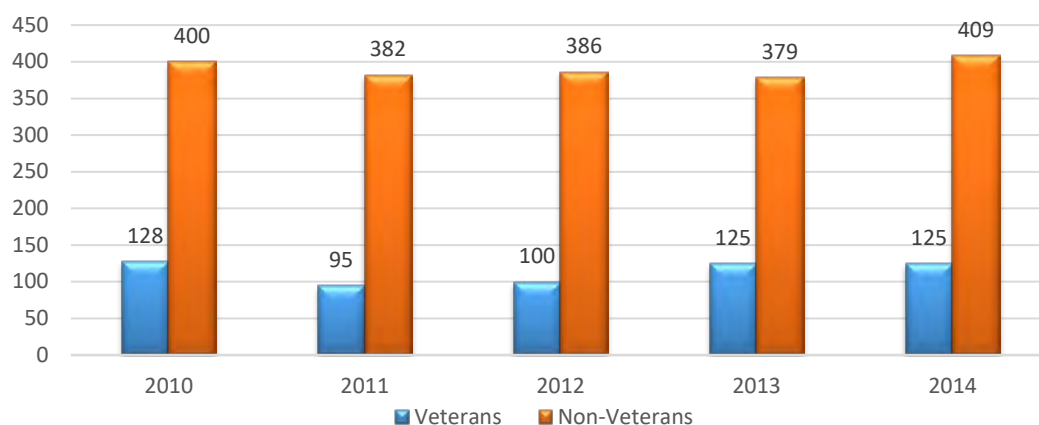
As of December 23, 2016, the Bureau of Preparedness, Assurance, Inspections and Statistics (PAIS) systems indicate there are **1,008 military veterans** certified as Emergency Medical Services (EMS) providers in the state of Nevada. The number of veterans certified as EMS providers is almost double of those certified one year prior.

The Nevada State Emergency Medical Systems (EMS) Program certifies and licenses all EMS providers in Nevada, other than Clark County. EMS system indicates they certified **638 military veterans**. The EMS program of Southern Nevada Health District (Clark County) reported to PAIS **370 of their certified EMS providers are military veterans**. This produced the total shown above.

(b) A report from the State Registrar of Vital Statistics setting forth the suicide mortality rate of veterans in this State:

The Office of Public Health Informatics and Epidemiology submitted the “Special Surveillance Report: Veterans Suicide 2010-2014,” (2016). The data and information contained in the report highlights the need for efforts to address and prevent this public health problem. Chart 9 presents the suicide death count for 2010-2014, which demonstrates that **573 or 22%** of all suicide deaths were veterans. A complete copy of the report is provided in a following section.

Chart 9: Death Counts with Cause of Death Suicide by Year and Veteran Status, Nevada Residents, 2010 - 2014



Date Source: Division of Public and Behavioral Health, Electronic Death Registry System

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Department of Motor Vehicles

(a) The total number of veterans who have declared themselves as a veteran and who applied for and received a commercial driver's license:

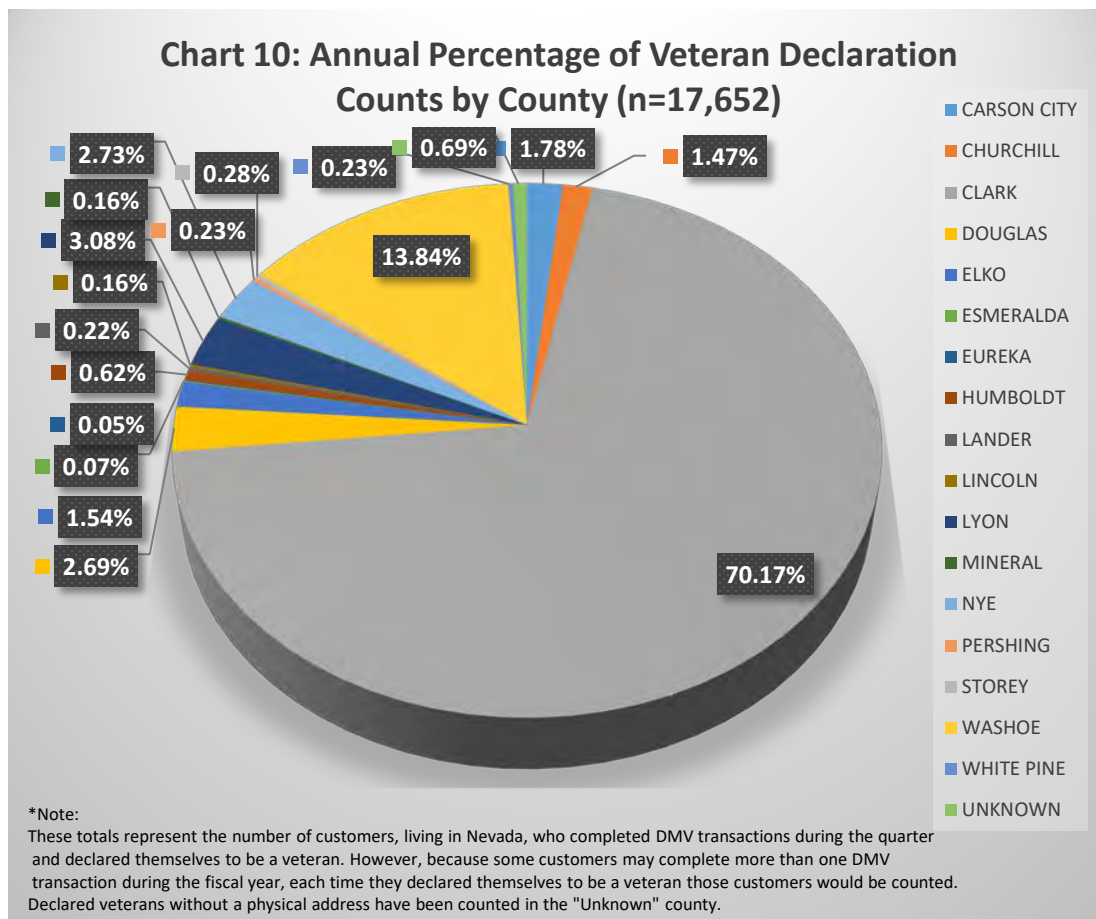
In FY16, **719** veterans who declared themselves as veterans applied for and received a commercial driver's license.

(b) The average monthly total of veteran license plates issued

In FY16, the average number of active veteran license plates in circulation was **38,570**.

(c) An overview of the data on veterans collected pursuant to NRS 483.292, 483.852 and 483.927.

In FY16, the number of persons who declared themselves as a veteran pursuant to NRS 483.292 and 483.852 was **17,652**. Those counted are individuals who completed a transaction with the DMV in FY16.



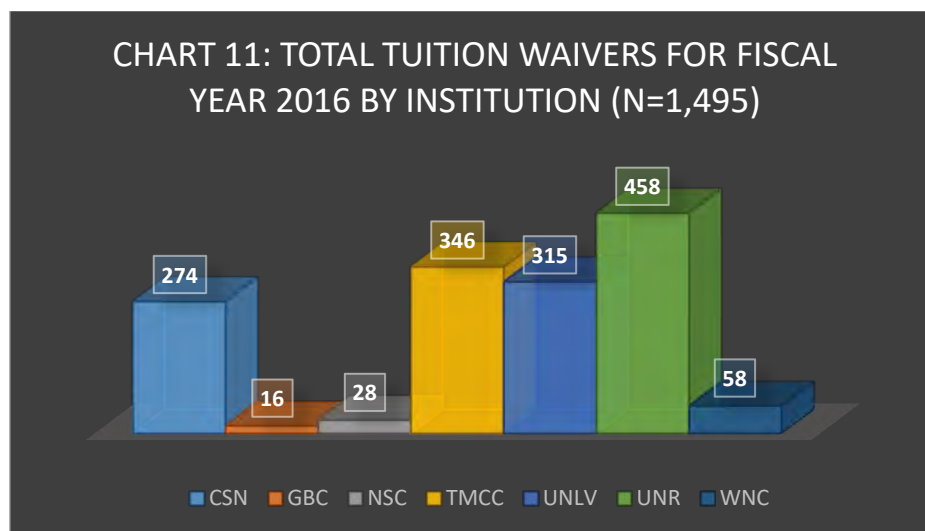
INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Office of the Adjutant General

(a) Members of the Nevada National Guard using waivers for each semester and identifying which schools accepted the waivers:

Active members of the Nevada National Guard are eligible for a fee waiver that will permit such Guard members to register for courses without a registration fee. For FY 2016, Nevada's National Guard members utilized **1,495** tuition waivers. FY 2016 is comprised of two academic semesters, Fall 2015 and Spring 2016. During these semesters Guard members utilized **728** waivers for Fall 2015 and **713** waivers for Spring 2016. Additionally, Guard members utilized **819 more** waivers in FY 2016 than in FY 2015.



(b) Members of the Nevada National Guard identified by Military Occupational Specialty and zip code:

The Nevada National Guard submitted information identifying both the Army and Air Force members by Occupational Code and zip code. Currently the Army Guard consists of **3,261** Soldiers with **162** military occupation codes (MOS) from **380** different zip codes while the Air Guard consists of **1,137** Airmen and women with **347** MOS's from 177 different zip codes. Tables presenting this information are found in **Appendix A**.

(c) Members of the Nevada National Guard employed under a grant from Beyond the Yellow Ribbon:

The Beyond Yellow Ribbon (BYR) grant supports State managed programs that are intended to provide outreach services to service members returning from deployments. The programs provided by each State varies from employment assistance, behavioral health services, and outreach information and referrals. The Nevada National Guard chose to focus a majority of the BYR funds towards an employment assistance program, Work for Warriors (WFW), to assist Nevada's service members, veterans, and their families. Table 12 to 20 presents WFW's performance from Nov. 28, 2015 to Dec. 12, 2016.

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Table 12: Total Number of Appointments				New Clients		
	M	F	Total	M	F	Total
Army NG	28	5	33	31	1	32
Air Force NG			0			0
Reserves		2	2			0
Veterans/Other	10		10	21	1	22
Family Member		2	2		1	1
Gender Total	38	9		52	3	

Grand Total Appt.	47
Grand Total New Clients	55

Table 13: Resume Completed			
	M	F	Total
Army NG	15	4	19
Air Force NG		1	1
Reserves		1	1
Veterans/Other	12	2	14
Family Member		4	4
Gender Total	27	12	

Grand Total
Resumes
Completed
39

Table 14: Job Referrals				Resumes Submitted		
	M	F	Total	M	F	Total
Army NG	28	10	38	11	1	12
Air Force NG	2	2	4	2	2	4
Reserves		2	2		1	1
Veterans/Other	18		18	9		9
Family Member	7	2	9	3	3	6
Gender Total	55	16		25	7	

Grand Total
Appt.
71
Grand Total
New Clients
32

Table 15: Hires						
	Direct Hires			Indirect Hires		
	M	F	Total	M	F	Total
Army NG	1		1	3		3
Air Force NG		1	1	1	2	3
Reserves			0			0
Veterans/Other	2		2			0
Family Member			0		1	1
Gender Total	3	1		4	3	

Grand Total Direct Hires
4
Grand Total Indirect Hires
7

Table 16: Hires by Area									
	South			North			East		
	M	F	Total	M	F	Total	M	F	Total
Army NG	3		3	3		3			0
Air Force NG			0	1	2	3			0
Reserves			0			0			0
Veterans/Other	3		3			0			0
Family Member		2	2		1	1			0
Gender Total	6	2		4	3		0	0	

Grand Total South
8
Grand Total North
7
Grand Total East
0

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Table 17: New Employers Contacted

South	3
North	3
East	
Total	6

Table 18: Career and Resource Fair

Location	#Job Seekers	#employers/ Vendors
Washoe County Armory	30	
Air Base	3	
Clark County Armory	200	5
NV MVEP	40	12
Recruit Military Job Fair, LV	300	25
Total	573	42

Table 19: Veteran Employment Coordinator Performance

VEC	Location	Placed 11/28-12/10	Total Placed for Dec	Total Placed FY 17
Toni Giddens	LVRC	1	1	6
Joseph Tucker	Plumb LN	6	5	16
Angela Ash	Plumb LN	0	0	0
Linda Lee	CCA	1	1	10
Luise Alvarez	Henderson	2	3	11
Miguel Corzo	CCA	5	5	16
Total		15	15	59

Table 20: Good News Stories

Military Status	Story
Air/Army Guard	This month we were able to assist 3 NV Guard Members in obtaining Technician positions
Army NG (M-Day)	New soldier with 221 CAV A Troop had difficulty paying bill and was experiencing financial difficulty and recently had his power shut off when he met with VEC. VEC created resume for soldier and provided job fair information with job connect. Soldier was hired with the Monorail as a security officer getting \$15/hr.
Veteran	Veteran was experiencing financial hardship and was given eviction notice when referred to WFW by Job Connect office. Client worked in the hospitality industry, but his position was dissolved through reorganization. VEC assisted client with resume and job referral by connecting with business partner Cosmopolitan. Client was offered and equal position with and his previous pay rate.

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Department of Public Safety

(a) The Department of Public Safety shall provide the percentage of veterans in each graduating class of its academy for training peace officers:

The DPS continues to actively recruit veterans to strengthen the ranks of the department's divisions. Table 21 presents statistics regarding the two Peace Officer Academy Classes held through FY 2016. The percentage of veterans for FY 2106 academy #72 and #73 were **34% and 30%**, respectively. Notably, there is an increase in the average of veterans graduating the academy from FY15 to FY16, **8** and **12**, respectively.

Table 21: Department of Public Safety FY 2016 Academy Classes		
	Academy #72 (June - Sept, 2015)	Academy #73 (January - April, 2016)
# of Cadets Starting Academy	45	21
# of Veterans Starting Academy	14	11
Percentage of Veterans in Academy	31%	52%
Cadets successfully Completing Academy	41	33
# of Veterans who Successfully Completed this Academy	14	10
Percentage of Veterans Completing Academy	34%	30%

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Department of Taxation

(a) The Department of Taxation shall provide the total number of veterans receiving tax exemptions pursuant to NRS 361.090, 361.091, 361.155, 371.103 and 371.104:

The Department of Taxation submitted the total number of veterans receiving a tax exemption during FY 16. For FY 2016, **97,500** veterans availed themselves to the exemptions pursuant to NRS 361.090, 361.091, 361.155, 371.103 and 371.104. Table 22 and 23 present a statewide total for property tax exemptions for the 2016-17 secured and unsecured roll, respectively. Table 24 presents a total of **71,391** tax exemptions for 2016-17 vehicle registrations. Table 25 presents the total number of veterans receiving tax exemptions during FY 16 by county.

The totals submitted for FY 2016 show a slight decline of **656** veterans availing themselves to property tax exemptions, however, there is a significant rise of **20,878** veterans utilizing vehicle registration exemptions when compared to FY 15.

Table 22: Property Taxes - Secured Roll 2016-17

Item	Description	Exemptions Granted
1	Veterans (NRS 361.090)	18,267
2	Veterans Home Gifts (NRS 361.0905)	209
3	Disabled Veterans (NRS 361.091)	
	A. 100%	3,912
	B. 80-99%	1,017
	C. 60-79%	1,054
	D. Surviving Spouse	719
	Total NRS 361.091 Exemptions	6,702
Secured Total		25,178

Table 23: Property Taxes - Unsecured Roll 2016-17

Item	Description	Exemptions Granted
1	Veterans (NRS 361.090)	780
2	Veterans Home Gifts (NRS 361.0905)	1
3	Disabled Veterans (NRS 361.091)	
	A. 100%	77
	B. 80-99%	19
	C. 60-79%	32
	D. Surviving Spouse	22
	Total NRS 361.091 Exemptions	150
Unsecured Total		931

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Table 24: Registered Vehicles 2016-17

Item	Description	Exemptions Granted
1	Veterans (NRS 371.103)	51,266
2	Veterans Home Gifts (NRS 371.103(2))	-
3	Disabled Veterans (NRS 371.1035)	9
4	Disabled Veterans (NRS 371.104)	
	A. 100%	11,077
	B. 80-99%	3,831
	C. 60-79%	4,335
	D. Spouses (NRS 371.104 (2))	-
	E. Surviving Spouses (NRS 371.104 (6))	873
	Total NRS 371.104 Exemptions	20,116
Registered Vehicle Total		71,391
Grand Total		97,500

**Table 25: Total Number of Veterans Receiving
Tax Exemptions During FY 16 by County**

County	Property Taxes (Secured & Unsecured)	Vehicle Registration
CARSON CITY	596	1,355
CHURCHILL	577	1,379
CLARK	15,618	54,644
DOUGLAS	631	1,676
ELKO	353	1,138
ESMERALDA	15	43
EUREKA	13	83
HUMBOLDT	220	169
LANDER	81	61
LINCOLN	88	147
LYON	937	1,495
MINERAL	196	66
NYE	1,434	2,072
PERSHING	105	141
STOREY	130	154
WASHOE	4,845	6,618
WHITE PINE	270	150
Nevada	26,109	71,391

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Department of Wildlife

(a) Veterans holding hunting or fishing licenses based on disability:

The State of Nevada Wildlife Division issues free hunting and fishing licenses to veterans residing in Nevada for six months or longer who have incurred a 50 percent or more service-connected disability. For License Year (LYR) 2016-17, **1,810** service-connected disabled veterans availed themselves to free hunting and fishing licenses.

(b) Service members holding hunting or fishing licenses who are residents of this State but are stationed outside this State:

The State of Nevada Wildlife Division also issues discounted hunting and fishing licenses for Nevada resident service members on active duty who are stationed outside of Nevada. Service members must show duty or leave papers at the time of purchase. For License Year (LYR) 2016-17, **151** service members availed themselves to discounted hunting and fishing licenses.

Table 26: Sold License, Tag, and Stamp Documents Report Sorted by License Year and Class

Description	Original			Duplicate			Total	
	License Count	License Fee	License Amount	License Count	License Fee	License Amount	License Count	License Amount
Cls 2023 Res Serviceman Hunt	9	9.00	81.00	0	10.00	-	9	81.00
Cls 2033 Res Serviceman Fish	37	9.00	333.00	0	10.00	-	37	333.00
Cls 2303 Res Disabled Vet Hunt/Fish	122	-	-	6	10.00	60.00	128	60.00
Cls 2307 Res Disabled Vet Fish	150	-	-	1	10.00	10.00	151	10.00
Cls 2308 Res Disabled Vet Hunt	16	-	-	0	10.00	-	16	-
Total for LYR 2016:	334		\$414.00	7		\$70.00	341	\$484.00
Cls 2023 Res Serviceman Hunt	19	9.00	171.00	0	10.00	-	19	171.00
Cls 2033 Res Serviceman Fish	86	9.00	774.00	0	10.00	-	86	774.00
Cls 2303 Res Disabled Vet Hunt/Fish	986	-	-	1	10.00	10.00	987	10.00
Cls 2307 Res Disabled Vet Fish	503	-	-	2	10.00	20.00	505	20.00
Cls 2308 Res Disabled Vet Hunt	33	-	-	0	10.00	-	33	-
Total for LYR 2017:	1,627		\$945.00	3		\$30.00	1,630	\$975.00
Grand Total	1,961		\$1,359.00	10		\$100.00	1,971	\$1,459.00

Note: Licenses Sold from 07/01/2015 to 06/30/2016

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

Commission on Post-Secondary Education

(a) The Commission on Postsecondary Education shall provide, by industry, the total number of schools in this State approved by the United States Department of Veterans Affairs that are serving veterans:

As the State Approving Agency (SAA) for Nevada, the Commission on Postsecondary Education has the responsibility to approve and supervise the programs of education and training for eligible veterans, dependents, National Guard members, and reservists. The SAA together with the VA manage veterans education benefits by approving each program of education or training in which a veteran or eligible person wishes to use G.I. Bill® benefits.

Tables X-X present all of the State Approved Institutions. In Nevada there is **1** Flight School, **32** Institutions of Higher Learning, **35** Non-College Degree, and **28** OJT/Apprenticeships serving veterans, service members, and their families.

Figure 1: Flight

Flite Flight Training and Management

Figure 2: Culinary

Art Institute of Las Vegas (IHL)
Le Cordon Bleu College of Culinary Arts (IHL)

Figure 3: Healthcare

Arizona College (IHL)	Milan Institute (NCD)
Asher College (IHL)	Nevada Career Institute (NCD)
Carrington College (IHL)	REMSA Training Facility (NCD)
Career College of Northern Nevada (IHL)	University of Phoenix (IHL)
Chamberlain College of Nursing (IHL)	University of Oklahoma (IHL)
Everest College (IHL)	Touro University (IHL)
Kaplan College -Brightwood College (IHL)	Roseman University of Health Sciences (IHL)
Northwest Career College (IHL)	Pima Medical Institute (IHL)

Figure 4: Information Technology

Asher College (IHL)
Career College of Northern Nevada (IHL)
DeVry University (IHL)
ITT Technical Institute (IHL)
Sanford-Brown College (IHL)
University of Phoenix (IHL)
Milan Institute (NCD)
New Horizons Center for Learning (NCD)
New Horizons Computer Learning (NCD)
The Learning Center (NCD)

Figure 5: Installation, Maintenance & Repair

Career College of Northern Nevada (IHL)
Advanced Training Institute (NCD)
American Locksmith Institute of Nevada (NCD)
Quality Technical Training Center (NCD)
John Fish Jewelry School (NCD)
Nevada Power Company (OJT)
Sierra Pacific Power Company (OJT)

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Figure 6: ALL*

College of Southern Nevada (IHL)
Great Basin College (IHL)
Nevada State College (IHL)
Truckee Meadows Community College (IHL)
University of Nevada, Las Vegas (IHL)
University of Nevada, Reno (IHL)
Western Nevada College (IHL)

*Listed ALL since Nevada System of Higher Education institutions have upwards of 150 + degrees.

Figure 8: Aeronautics

Embry Riddle Aero University (IHL)
Aviation Institute of Maintenance (NCD)

Figure 10: Education

National University (IHL)
Nova Southeastern University (IHL)
Sierra Nevada College (IHL)
Touro University (IHL)
University of Phoenix (IHL)

Figure 12: Art & Design

Art Institute of Las Vegas (IHL)
Sanford-Brown College (IHL)

Figure 14: Engineering

ITT Technical Institute (IHL)
DeVry University (IHL)

Figure 15: Legal

Northwest Career College (IHL)
Everest College (IHL)
University of Phoenix (IHL)

Figure 17: Dental

Roseman University of Health Sciences (IHL)
Institute of Professional Careers (NCD)
Milan Institute (NCD)

Figure 7: Business and Accounting

DeVry University (IHL) Sierra Nevada College (IHL)
Asher College (IHL) University of Oklahoma (IHL)
Everest College (IHL) University of Phoenix (IHL)
Milan Institute (NCD) The Learning Center (NCD)
National University (IHL)

Figure 9: Pastoral/Religious

Multnomah University (IHL)

Figure 11: Management

University of Phoenix (IHL)
DeVry University (IHL)
Embry Riddle Aero University (IHL)
Nova Southeastern University (IHL)
Sanford-Brown College (IHL)
University of Oklahoma (IHL)

Figure 13: Law Enforcements & Protective Service

Carrington College (IHL)
Kaplan College -Brightwood College (IHL)
Dept. of Public Safety Division Trng. (NCD)
Las Vegas Metropolitan Police Dept. Academy (NCD)
Nevada POST Academy (NCD)
North Las Vegas Police Dept. (OJT)
CRI Counter Terrorism Training School (NCD)

Figure 16: Veterinary

Pima Medical Institute (IHL)

Figure 18: Media - Communications

Art Institute of Las Vegas (IHL)

Figure 19: Massage

Carrington College (IHL)
Northwest Career College (IHL)
European Massage Therapy School (NCD)
Milan Institute (NCD)
Nevada School of Massage Therapy (NCD)

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Figure 20: Cosmetology

Academy of Hair Design (NCD)
Aveda Institute Las Vegas (NCD)
Euphoria Inst of Beauty Arts & Sciences (NCD)
Expertise Cosmetology Institute (NCD)
Milan Institute of Cosmetology (NCD)
The Paul Mitchell School (NCD)

Figure 21: Automotive

Advanced Training Institute NCD

Figure 22: High School

Coronado High School (NCD)
Desert Rose Adult High School (NCD)
Silverado High School (NCD)

Figure 23: Gaming & Entertainment

Crescent School of Gaming & Bartending (NCD)
L-Make Up (NCD)

Figure 24: Hospitality & Personal Services

International School of Hospitality (NCD)
Advanced Training Institute (NCD)

Figure 25: Transportation

Southwest Truck Driver Training (NCD)
FAA Las Vegas Airport Tower (OJT)
FAA Las Vegas Tracon (OJT)
FAA North Las Vegas Tower (OJT)
FAA Reno ATCT/Tracon/TWE-RNO (OJT)

Figure 26: Office & Administration & Government

The Learning Center (NCD)
Department of Veterans Affairs (OJT)
Federal Bureau of Reclamation, Lower CO (OJT)

Figure 27: Construction

ABC Inc - Sierra Nevada Chapter (OJT)	ABC of Southern Nevada (OJT)
Electrical JATC for Southern Nevada (OJT)	Heat & Frost Insulator Local 135 JATC (OJT)
Ironworkers JATC Local 416 (OJT)	Ironworkers JATC Local 433 (OJT)
Nevada Power Company (OJT)	Northern NV Ironworkers JATC (OJT)
Northern NV Laborers (OJT)	Northern NV Operating Engineers JAC (OJT)
Pipe Trades JATC for Southern Nevada (OJT)	Plasterers & Cement Masons JAC (OJT)
Plumbers & Pipefitters JAC (OJT)	Sheet Metal Workers JAC—Las Vegas (OJT)
Sheet Metal Workers JAC—Reno (OJT)	Sierra Pacific Power Company (OJT)
Southern NV Laborers JATC (OJT)	Southern NV Operating Engineers JATC
Southern NV Operating & Maintenance Engineers JATC (OJT)	
Southern NV Teamsters (OJT)	

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Veterans Data

State Licensing Boards and Regulatory Bodies

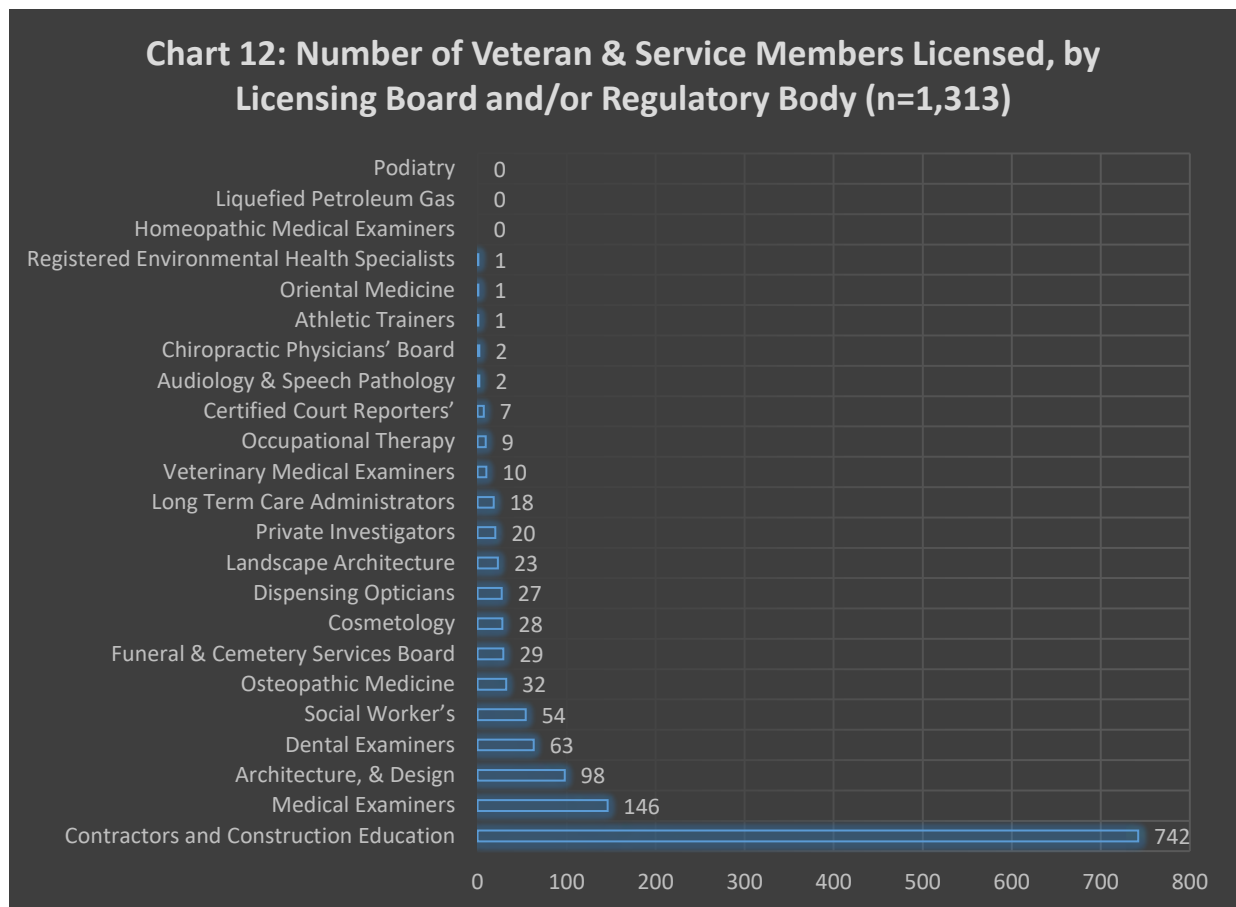
(a) Each regulatory body shall provide the total number of veterans and service members applying for licensure by the regulatory body:

23 of Nevada's State Licensing Boards and Regulatory Bodies provided data regarding the number of applicants who self-identified as a veteran and/or service member and were licensed by the regulatory body. The data provided varied with some Boards and Bodies reporting renewals or new applicants as well as some provided further information regarding branch of military service. As a whole, the 23 Licensing Boards and Regulatory Bodies reported licensing **1,313** veterans and service members. Chart 10 presents the total veterans and service members licensed by each Licensing Board and Regulatory Body.

The follow Licensing Boards and Regulatory Bodies were able to identify and report whether they had or had not licensed a veteran or service member:

- Architecture, & Design
- Athletic Trainers
- Audiology & Speech Pathology
- Certified Court Reporters'
- Chiropractic Physicians' Board
- Contractors and Construction Education
- Cosmetology
- Dental Examiners
- Dispensing Opticians
- Funeral & Cemetery Services Board
- Homeopathic Medical Examiners
- Landscape Architecture
- Liquefied Petroleum Gas
- Long Term Care Administrators
- Medical Examiners
- Occupational Therapy
- Oriental Medicine
- Osteopathic Medicine
- Podiatry
- Private Investigators
- Registered Environmental Health Specialists
- Social Worker's
- Veterinary Medical Examiners

INTERAGENCY COUNCIL ON VETERANS AFFAIRS



The following Licensing Boards and Regulatory Bodies did not have a way to extrapolate military service data from their database and/or are in the process of updating their reporting mechanisms:

- Alcohol, Drug & Gambling Counselors
- Barber's Health & Sanitation
- Marriage & Family Therapists' & Clinical Professional Counselors
- Massage Therapy
- Nursing
- Optometry
- Pharmacy
- Physical Therapy Examiners
- Professional Engineers & Land Surveyors
- Psychological Examiner's

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Appendix A: Army National Guard Members Identified by Occupational Code and Zip Code

MOS	Service Title	# of NNG Members	Zip Codes									
001A	Unqualified in Auth WO MOS	4	81301	89429	89403	89434						
003A	Student	2	89074	89701								
00A	Duties Unassigned	2	89012	89445								
00B	General Officer	3	20004	89506	89705							
00D	Newly Commissioned Officers	19	84043	89002	89005	89011 (x2)	89032	89084	89119 (x2)	89128	89142 (x2)	89179
			89503 (x2)	89511	89512	89523	93536					
00E	Student Officer	2	89148	89509								
00L		1	89703									
00Z	Command Sergeant Major	2	89084	89706								
09B	Trainee Unassigned	267	45414	83705	89002	89005	89011 (x2)	89169	89178 (x4)	89179	89183 (x2)	89301
			89014	89015	89021	89025 (x6)	89031 (x22)	89403	89406 (x2)	89408 (x2)	89410	89419
			89044	89048	89052 (x3)	89061 (x2)	89074 (x4)	89423	89431 (x7)	89433 (x5)	89434 (x2)	89436 (x3)
			89081 (x3)	89084 (x2)	89086	89101 (x3)	89102	89439	89441 (x3)	89444	89449	89501
			89103 (x3)	89104	89106 (x4)	89107 (x5)	89108 (x7)	89502 (x7)	89503 (x7)	89506 (x9)	89508	89509
			89110 (x9)	89113	89115 (x5)	89117 (x4)	89118 (x3)	89512 (x3)	89521 (x2)	89523 (x6)	89557	89701
			89119 (x2)	89121 (x3)	89122 (x3)	89123 (x2)	89128 (x5)	89705 (x2)	89706 (x2)	89801	90601	92392
			89129 (x9)	89130 (x7)	89131 (x8)	89138	89139 (x2)	89147 (x2)	89148 (x2)	89149 (x3)	89156 (x9)	89166 (x4)
			89141 (x5)	89142 (x8)	89143	89145 (x2)	89146	92886	96161			

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

09R	Simultaneous MBR Program	47	89031	89032	89108	89110	89117	89431	89436	89503 (x6)	89506 (x3)	89511 (x2)
			89119 (x3)	89120	89121	89131 (x2)	89139	89512 (x7)	89523 (x6)	89706	95610	89406
			89156	89166	89178	89183 (x2)						
09S	Commissioned Officer Candidate	2	89521	89523								
09U	Prior Service or Branch Transfer	4	89120	89123	89403	89706						
09W	Warrant Officer Candidate	2	89015	89460								
11A	Infantry Officer	5	89142	89403	89436	89523 (x2)						
11B	Infantryman	28	85541	86401	86442	89031 (x2)	89081	89433	89436	89445	89509	89512
			89107	89108	89130 (x2)	89131	89143	89523	89701 (x2)	89706	92054	89423
			89144	89166	89183 (x2)	89406						
11C	Indirect Fire Infantryman	29	89011	89014 (x3)	89015	89030	89031 (x2)	89147	89183 (x4)	89436	89447	89502
			89052	89081	89101	89108	89121	89815	89130 (x2)	89139 (x2)	89143	89129
			89128									
11Z	Infantry Senior Sergeant	2	89509	89703								
120A	Construction Engineering Technician	1	89148									
12A	Engineer Officer	15	89031	89048	89123	89130 (x2)	89149	89179	89436	89506	89511 (x2)	89521
			89523	89532	89703							
12B	Combat Engineer	59	89031	89103	89121	89123	89130	89436 (x6)	89501	89502 (x2)	89503 (x3)	89506 (x5)
			89148	89156	89318	89403 (x2)	89406 (x2)	89508 (3)	89509	89511 (x2)	89512 (x3)	89521 (x4)

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89408 (x3)	89415 (x2)	89429	89431 (x2)	89433	89523 (x2)	89701 (x3)	89706 (x2)		
12D	Diver	3	89100	89119	89706							
12H	Construction Engineering Supervisor	10	86426	89014	89052	89081	89084	89115	89145	89166	89183	
12K	Plumber	20	89031	89074	89101 (x3)	89108	89110 (x2)	89115 (x2)	89117	89122	89123	89129 (x2)
			89131	89148	89149 (x3)							
12N	Horizontal Construction Engineer	40	85340	89002	89014	89021	89030	89122	89123	89128 (x3)	89129 (x3)	89131 (x2)
			89031	89044	89045	89084 (x2)	89101	89141	89142	89166 (x2)	89178 (x2)	89318
			89102	89107	89108	89113 (x2)	89120	89406	89434	89501	89701	90249
			93551									
12R	Interior Electrician	28	83326	85086	89011	89012	89030 (x2)	89106	89108 (x2)	89110	89115 (x2)	89119
			89031	89032 (x2)	89040	89084 (x2)	89104 (x2)	89121 (x2)	89123 (x2)	89131	89146	89149
12V	Concrete and Asphalt Equipment Operator	10	89002	89012	89102	89110	89113	89118	89139	89141	89148	89149
12W	Carpentry and Masonry Specialist	54	85382	89011	89014 (x2)	89019	89031 (x2)	89115 (x2)	89117	89118	89119	89121 (x3)
			89032 (x3)	89052	89081	89084	89101	89122 (x4)	89123	89128	89129	89131
			89103	89104	89106	89108 (x3)	89110 (x5)	89135	89139	89141	89143	89144
			89147 (x3)	89149	89156 (x3)	89166						
13A	Field Artillery Officer	4	89031	89052	89123	89147						
13B	Cannon Crewmember	3	89119 (x2)	95682								
13F	Fire Support Specialist	22	85741	89012 (x2)	89014	89019	89052	89141	89147	89149	89156 (x2)	89178 (x2)

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89108	89110	89113	89115	89123	89431 (x2)	89436	89519		
13M	MLRS Crewmember	1	85019									
13P	MLRS Operational Fire Direction Specialist	1	89433									
13T	Field Artillery Surveyor/Meteorological	1	89508									
151A	Aviation Maintenance Technician	1	89436									
152H	AH-64D Attack Pilot	1	89014									
153D	UH-60 Pilot	18	89131	89423	89436 (x4)	89441	89503	89506	89508 (x2)	89509	89512	89521 (x3)
			89533	97702								
153L	UH-72A Pilot	6	85755	89012	89117	89143	89149	89178				
154C	CH-47D Pilot	12	89166	89411	89434	89436	89506	89508	89509 (x3)	89511	89701	93921
154F	CH-47F Pilot	2	89502	89523								
155E	C-12 Pilot	5	89434	89509	89521	89706	96088					
15A	Aviation Officer	4	89431	89506	89523	89704						
15B	Aviation Combined Arms Operations	9	89031	89403	89511 (x2)	89521 (x5)						
15F	Aircraft Electrician	4	89014	89021	89436	89509						
15G	Aircraft Structural Repairer	1	89142									
15N	Avionic Mechanic	7	87123	89084	89110	89441	89503	89509	89521			
15P	Aviation Operations Specialist	12	59105	89103	89120	89141	89434	89441	89506 (x2)	89509 (x2)	89521	96114
15S	OH-58D/ARH Helicopter Repairer	1	89005									
15T	UH-60 Helicopter Repairer	34	43147	89002	89074	89110	89117	89508	89509	89511	89521	89523 (x2)
			89119	89131 (x2)	89149 (x2)	89408	89423	89705	89706 (x2)	96130		
			89431 (x3)	89433	89436 (x2)	89503	89506 (x5)					

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

15U	CH-47 Helicopter Repairer	35	89117	89403	89408 (x2)	89423	89429	89502 (x2)	89503 (x2)	89506 (x2)	89508 (x2)	89511
			89431	89433 (x2)	89434	89436 (x7)	89441	89512 (x3)	89521 (x2)	89523 (x2)	89703	
15V	Observation/Scout Helicopter Repairer	1	89506									
15Z	Aircraft Maintenance Senior Sergeant	4	89408	89436	89506 (x2)							
18Z	Special Forces Senior Sergeant	1	89415									
19A	Armor, General	14	34275	76227	80831	89011	89074	89103	89460	89503 (x2)	89521 (x2)	89523 (x3)
19B	Armor Officer	1	89506									
19C	Cavalry Officer	16	28412	84010	85381	89131	89135 (x2)	89139	89146	89166 (x2)	89429	89506
			89521 (x2)	89801	94568							
19D	Cavalry Scout	162	46237	85345	86406	89002 (x5)	89003	89131 (x2)	89134 (x2)	89135	89139	89141
			89011	89012	89014 (x3)	89015	89030 (x3)	89142 (x5)	89143 (x2)	89144 (x2)	89145	89146 (x3)
			89031 (x7)	89032 (x2)	89044 (x3)	89048 (x4)	89052	89147	89148 (x5)	89149 (x4)	89166 (x3)	89178
			89074 (x2)	89081 (x6)	89084 (x2)	89085	89101 (x2)	89179 (x2)	89183 (x2)	89403	89406	89410
			89104 (x4)	89107	89108	89110 (x5)	89113 (x5)	89419 (x2)	89431 (x4)	89434 (x3)	89447	89502 (x2)
			89115 (x2)	89117 (x2)	89119	89120	89121 (x5)	89503	89506 (x3)	89508 (x4)	89511	89512 (x2)
			89122 (x2)	89123 (x5)	89128	89129 (x2)	89130 (x4)	89521 (x2)	89523 (x3)	89703	89706	92203
			92585									
19K	M1 Armor Crewman	21	89014	89084	89110	89113 (x2)	89115 (x2)	89139	89141	89147	89148 (x2)	89149

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89118	89122	89123 (x2)	89130	89134	89166	92675			
19Z	Armor/Cavalry Scout First Sergeant and Sergeant Major	9	89032	89061	89085	89434	89436	89441	89509 (x2)	89706		
255A	Information Services Technician	8	89005	89436	89441	89511	89521	89701	89705	94549		
25A	Signal Officer	32	22601	85207	89011	89015	89031	89403	89423	89434	89436 (x4)	89503 (x2)
			89052	89104	89131	89156	89183	89506 (x2)	89509 (x2)	89511	89521 (x3)	89523 (x3)
			89706	93710								
25B	Information Technology Specialist	87	89002 (x4)	89014	89031 (x2)	89081	89084	89181	89183 (x2)	89403 (x4)	89408	89431
			89101 (x3)	89102	89103	89104	89107	89433 (x4)	89434	89436	89441 (x2)	89460
			89110 (x6)	89113	89115	89117 (x2)	89123	89502	89503	89506 (x3)	89509	89511
			89130 (x4)	89131 (x3)	89135	89141 (x3)	89142	89512	89521 (x7)	89523 (x2)	89701 (x2)	89706 (x3)
			89148 (x2)	89149	89166	89169	89178 (x2)	92107	92310	95831		
25C	Radio Operator-Maintainer	1	89429									
25E	Electromagnetic Spectrum Manager	4	89011	89406	89431	89701						
25L	Cable Systems Installer-Maintainer	23	84770	89002 (x2)	89012	89031	89084	89118	89121	89122	89131	89147
			89101	89107	89110	89113	89117	89149	89166	89178	89403	89503 (x2)
			89512									
25N	Nodal Network Systems Operators-Maintainer	16	89031	89032	89131 (x2)	89148	89156 (x2)					
			89166	89178 (x2)	89419	89431	89506 (x2)					

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89512	89701								
25P	Microwave Systems Operator/Maintainer	1	89081									
25Q	Multichannel Transmission Systems Operator-Maintainer	86	37042	60018	89002 (x2)	89012 (x2)	89014	89134	89139	89141	89143	89144
			89031	89032 (x3)	89052	89052	89074	89145	89146 (x2)	89147	89148	89149
			89081 (x2)	89084	89085	89101	89103	89156 (x3)	89166	89178	89183 (x2)	89408 (x2)
			89106	89107 (x2)	89108	89110 (x5)	89115	89410	89431	89433	89436 (x4)	89506 (x2)
			89118 (x2)	89119	89120	89121	89122	89508	89509 (x2)	89511	89523	89701
			89123 (x3)	89128 (x2)	89129 (x2)	89130 (x2)	89131 (x2)	89706	89815			
25S	Satellite Communication Systems Operator-Maintainer	25	75146	89002 (x2)	89012	89044	89081 (x2)	89129	89135	89144	89147	89178 (x2)
			89084	89101	89115	89120	89121	89423	89436 (x3)	89508	89521	92373
25T	Satellite/Microwave Systems Chief	1	89506									
25U	Signal Support Systems Specialist	41	28371	89002	89011	89031 (x5)	89044	89139	89144	89147 (x3)	89148 (x2)	89403 (x2)
			89081	89104	89108	89110	89113	89408	89460	89502	89506	89510
			89119	89120	89122 (x2)	89128 (x2)	89131 (x3)	89512	89701	89706	89801	
25W	Telecommunications Operations Chief	12	33602	89081	89084	89107	89115	89121	89143	89436	89503	89506
			89508	89703								
25X	Chief Signal NCO	2	89178	89506								
27A	Judge Advocate	8	31523	89074	89166	89169	89512	89523 (x2)	96143			
27D	Paralegal Specialist	10	89011	89115	89117	89122	89129	89166	89434	89502	89503	89523
31A	Military Police Officer	20	89014	89031	89074	89117	89119	89156	89178	89434	89436 (x2)	89502

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89123	89129	89131	89141 (x2)	89149	89503	89521 (x2)	89701	92562	94403
31B	Military Police	307	55720	59701	64024	78613	89002	89301	89403 (x5)	89406 (x4)	89408 (x5)	89410 (x3)
			89011 (x3)	89012 (x2)	89014 (x7)	89015	89031 (x5)	89411	89419	89423	89431 (x7)	89433 (x8)
			89032 (x3)	89045	89048 (x2)	89052 (x7)	89060 (x2)	89434 (x8)	89436 (x15)	89441 (x5)	89445 (x2)	89447
			89061	89074 (x3)	89081 (x8)	89102	89103 (x2)	89460 (x3)	89501	89502 (x8)	89503 (x11)	89506 (x7)
			89104 (x3)	89107	89108 (x8)	89110 (x4)	89115 (x8)	89508	89509 (x3)	89511 (x8)	89512 (x3)	89519
			89117 (x2)	89118	89119	89120	89121 (x5)	89521 (x8)	89523 (x7)	89701 (x2)	89704 (x2)	89706 (x3)
			89122 (x2)	89123 (x5)	89129 (x6)	89130 (x4)	89131 (x3)	89820	92058	92252	92705	93109
			89134	89138 (x3)	89139 (x2)	89141 (x10)	89142 (x3)	95650	95991	96080	96107 (x2)	96118
			89143	89145	89146 (x2)	89147 (x2)	89148 (x4)	96706	98516	89166 (x3)	89178 (x2)	89183 (x11)
			89149 (x3)	89156 (x4)								
31E	Internment/Resettlement Specialist	3	89014	89031	89706							
35D	All Source Intelligence Officer	5	89044	89122	89141	89506	89521					
35F	Human Intelligence Officer	20	89011	89014	89032	89060	89084	89119	89129	89131	89139	89147
			89101	89103	89110	89115	89117	89156	89166	89431	89506	89509
35M	Human Intelligence Collector	2	89113	89523								
36A	Financial Manager	4	22046	89141	89431	89701						
36B	Financial Management Technician	9	89074	89429	89501	89502	89503	89523	89706	89129	89148	

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

420A	Human Resources Technician	7	89012	89423	89436	89506	89521	89701	89703			
42A	Human Resources Specialist	82	20024	22003	22314	89002 (x2)	89005	89141	89142	89143	89147 (x2)	89166 (x2)
			89015	89030	89031 (x2)	89074	89081 (x3)	89178 (x2)	89403 (x4)	89406	89408 (x2)	89431 (x30)
			89086	89102	89106	89108	89115	89433	89434	89436 (x3)	89441	89502
			89117 (x2)	89119	89121	89122	89123	89503 (x3)	89506 (x4)	89509 (x2)	89511	89512
			89128	89129	89130	89131	89139 (x2)	89521 (x2)	89523 (x2)	89701 (x5)	89705	89706 (x2)
42B	Human Resources Officer	8	89031	89136	89142	89178	89434	89436	89706	98107		
42H	Senior Human Resources Officer	3	89110	89129	89521							
46A	Public Affairs Officer	1	89508									
46Q	Public Affairs Specialist	2	89108	89521								
46R	Public Affairs Broadcast Specialist	3	89002	89143	89704							
46Z	Chief Public Affairs NCO	1	89701									
56A	Command and Unit Chaplain	6	89032	89086	89141	89429	89521	89705				
56M	Religious Affairs Specialist	6	89044	89074	89141	89143	89148	94043				
60N	Anesthesiologist	1	89511									
60P	Pediatrician	2	84790	96749								
61F	Internist	1	89002									
61J	General Surgeon	1	93720									
62A	Emergency Physician	2	49007	89441								
63A	General Dentist	5	84043	89117	89135	89166	89519					
65D	Physician Assistant	8	83646	89052	89139	89183	89521	89704	98261	99208		
66G	Obstetrics and Gyneco	1	89144									
66H	Medical-Surgical Nurse	8	89052	89118	89131	89436	89447	89503	89511	89521		
66P	Family Nurse Practitioner	1	89084									
67J	Family Nurse Practitioner	4	89501	89506	89703	89706						

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

68E	Dental Specialist	8	89103	89118	89178	89179	89406	89508	89509	94133		
68G	Patient Administration Specialist	4	84737	89129	89148	89436						
68J	Medical Logistics Specialist	1	89178									
68S	Preventive Medicine Specialist	2	89014	89156								
68W	Combat Medic Specialist	92	78251	86413	89002 (x2)	89011	89015	89139 (x2)	89141 (x3)	89145 (x3)	89146	89148 (x2)
			89030	89031 (x2)	89044	89048	89052	89149	89166 (x2)	89178 (x3)	89179	89183
			89074	89081 (x3)	89084 (x2)	89102 (x2)	89104	89406	89430	89431 (x2)	89434	89445 (x2)
			89106	89107	89108 (x7)	89113	89117 (x20)	89460	89502 (x2)	89503 (x3)	89506 (x3)	89508 (x2)
			89119 (x3)	89121	89123	89130 (x2)	89131 (x3)	89511	89521 (x4)	89523 (x3)	89703	89706
			95119	895012								
68X	Behavioral Health Specialist	3	89119	89129	89183							
70B	Health Services Administration	4	89117	89141	89521	89523						
70H	Health Services Plans, Operations, Intelligence, Security, and Training	1	89074									
70K	Health Services Materiel	1	93546									
72D	Environmental Science and Engineering	1	89081									
73A	Social Work	1	89701									
74A	Chemical Officer	4	89005	89436	89509	89521						
74D	Chemical, Biological, Radiological and Nuclear (CBRN) Specialist	30	89002	89081	89084	89104	89110	89131	89148	89166	89178 (x2)	89403 (x2)
			89117	89119	89121	89122	89129 (x2)	89433 (x2)	89436	89511 (x3)	89521 (x2)	89701 (x2)
			89705	98607								

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

79T	Recruiter/Retention	26	30909	73538	89012	89032	89081	89178 (x2)	89423	89430	89433	89434
			89121	89129	89141 (x2)	89145	89147	89436 (x2)	89506 (x2)	89701 (x2)	89704	89801
88A	Transportation Officer	10	83686	89015	89048	89074	89084	89431	89502	89503	89506	89521
88M	Motor Transport Operator	276	32578	80015	89002 (x2)	89011 (x3)	89012	89178 (x4)	89179	89183 (x5)	89318	89403 (x4)
			89014 (x8)	89015	89021	89030 (x2)	89031 (x6)	89406 (x3)	89408 (x6)	89410	89411	89419
			89032 (x3)	89048 (x5)	89060	89074	89081 (x13)	89431 (x6)	89433 (x2)	89434 (x3)	89441	89445 (x2)
			89084 (x2)	89086	89101	89103	89104	89460	89501 (x2)	89502 (x8)	89503 (x9)	89506 (x9)
			89106	89107	89108 (x6)	89110 (x9)	89113	89511 (x3)	89512 (x7)	89519	89521 (x6)	89523 (x6)
			89115 (x5)	89117 (x6)	89118	89119	89120 (x3)	89701	89705 (x2)	89706	89801 (x5)	89815 (x6)
			89121 (x8)	89122 (x5)	89128 (x6)	89129 (x5)	89130 (x4)	89822	90220	92115	93933	94513
			89131 (x4)	89138	89139 (x4)	89141 (x3)	89142	94582	95650	96118	96142	96161
			89143	89144	89145 (x2)	89146	89147 (x3)	96816	97006	89451		
			89148 (x3)	89149 (x2)	89156 (x4)	89166 (x4)	89169					
88N	Transportation Management Coordinator	9	89031	89032	89110 (x2)	89131	89436	89703	95677			
88Z	Transportation Senior Sergeant	5	89081	89113	89143	89431	89503					
890A	Ammunition Warrant Officer	1	89506									
89A	Ammunition Stock Control and Accounting Specialist	6	89032	89110	89118	89130	89156	89179				
89B	Ammunition Specialist	10	89103	89117	89123	89131	89166	89169	89183	89403	89415	89801

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

89D	Explosive Ordnance Disposal Specialist	28	22305 (x2)	35757	76542	80904 (x2)	81007	89129	89130	89131	89141 (x2)	89142
			89011	89052	89084	89108	89110	89143 (x4)	89178	89431	89503	89506
			92663 (x2)									
89E	Explosive Ordnance Disposal Officer	4	47711 (x2)	89135 (x2)								
90A	Logistics Officer	45	59715	78660	83686	84790	89012	89410	89436	89502	89506	89509
			89031	89052	89074	89085	89085	89511	89512	89521 (x6)	89523 (x5)	89701
			89121	89128	89129	89130	89131 (x2)	89801	92374	94044	99212	
			89138	89141	89144	89148	89178 (x2)					
913A	Armament Systems Maintenance	1	89139									
915A	Automotive Maintenance	10	89021	89085	89130	89131	89156	89403	89508	89521	89701 (x2)	
915E	Automotive Maintenance	2	89703	89705								
919A	Engineer Equipment Maintenance	1	89015									
91A	Materiel Maintenance and Munitions Management Officer	13	89117 (x2)	89119	89149	89178	89179	89403	89445	89502 (x2)	89508 (x3)	
91B	Wheeled Vehicle Mechanic	170	82930	89005	89011 (x3)	89014 (x5)	89015 (x2)	89142 9x5)	89145 (x2)	89146	89147 (x2)	89148
			89021	89030 (x2)	89031 (x6)	89032 (x2)	89048	89149 (x2)	89155	89156 (x3)	89166 (x2)	89169
			89052 (x2)	89060	89074 (x2)	89081 (x4)	89085	89178 (x5)	89183 (x4)	89403 (x3)	89408 (x4)	89423
			89101 (x2)	89102 (x2)	89103	89104	89106	89431 (x2)	89433 (x3)	89441	89451	89502 (x5)
			89108 (x8)	89110 (x4)	89115 (x5)	89117	89119	89503	89506 (x6)	89508 (x2)	89509 (x3)	89510

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89120 (x3)	89121 (x4)	89122 (x3)	89123 (x2)	89128 (x3)	89511	89519	89523 (x3)	89701	89706
			89129 (x8)	89130 (x2)	89131 (x5)	89139 (x4)	89141 (x2)	89815	89822	94598	95956	89447
91C	Utilities Equipment Repairer	12	89015	89031 (x2)	89074	89084	89103	89104	89147	89509	89510	89701
			89706									
91D	Power Generation Equipment Repairer	20	85212	89030	89052	89081 (x2)	89104	89436	89441	89502	89506 (x2)	89512
			89107	89130 (x2)	89131	89143	89145	89523	96122			
91E	Allied Trades Specialist	8	89130	89178	89403	89423	89431	89506	89512	89701		
91F	Small Arms/Towed Artillery Repairer	12	86429	89002	89031	89108	89109	89110	89115	89122	89139	89183
			89408	89509								
91G	Fire Control Repairer	2	89122	89512								
91H	Track Vehicle Repairer	11	89031	89060	89085	89104	89115	89121	89135	89139	89141	89142
			89147									
91J	Quartermaster and Chemical Equipment Repairer	22	89012	89032	89081 (x2)	89106	89108 (x2)	89130	89141	89142	89156	89166
			89110	89115	89117	89119	89121	89433	89436	89511	89521	89706
91L	Construction Equipment Repairer	7	89084	89101	89110	89131	89408	89447	96003			
91M	Bradley Fighting Vehicle System Maintainer	21	89002 (x2)	89032	89048	89102 (x2)	89104	89129 (x2)	89130	89139	89143	89434
			89106	89110	89115 (x2)	89120	89123	89447 (x2)				
91X	Maintenance Supervisor	16	85022	89015 (x2)	89031 (x2)	89081	89084	89117	89122	89129	89139	89460
			89508	89523	89706	89815						
91Z	Senior Maintenance Supervisor	9	59901	89002	89031	89084	89129	89130	89131	89511	89512	
920A	Property Accounting Technician	4	89084	89131	89403	89434						
920B	Supply Systems Technician	2	89403	89701								

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

922A	Food Service Technician	1	89436									
92A	Automated Logistical Specialist	78	57702	85037	89014	89015	89030	89129	89130 (x2)	89135	89139	89141
			89031 (x3)	89032 (x2)	89048	89052	89081 (x2)	89142 (x2)	89148 (x2)	89149 (x2)	89166	89169 (x2)
			89101	89102	89103	89104	89105	89178	89183 (x2)	89403	89408	89410
			89106 (x3)	89107 (x2)	89110 (x2)	89115 (x3)	89119 (x3)	89429	89431	89434 (x2)	89441	89503
			89120	89121	89122	89123 (x3)	89128	89506 (x2)	89509 (x2)	89521	89701 (x4)	89706
			91915	94080								
92F	Petroleum & Supply Specialist	38	83687	89015	89031 (x3)	89032	89052	89148 (x2)	89149	89178	89403	89406
			89103	89108 (x2)	89112	89115	89121	89408	89433	89434 (x2)	89502 (x2)	89506 (x2)
			89122	89123	89134	89141 (x2)	89147	89512 (x3)	89521	93534		
92G	Culinary Specialist	77	60636	89014 (x2)	89015	89030 (x3)	89031 (x5)	89129 (x3)	89130	89139	89141 (x2)	89142
			89032	89074	89081 (x2)	89084	89101 (x3)	89146	89169	89183	89403	89429 (x3)
			89103	89104 (x5)	89106	89107	89108	89436	89441 (x2)	89460	89502	89506 (x2)
			89109	89110 (x2)	89114	89115 (x2)	89117	89508 (x2)	89512 (x3)	89521 (x2)	89523 (x2)	89706
			89118	89119 (x2)	89122	89123	89128	89801	89815	91006		
92M	Mortuary Affairs Specialist	4	89123	89148	89523	89821						
92R	Parachute Rigger	1	89123									
92S	Shower/Laundry and Clothing Repair Specialist	2	89108	89115								
92W	Water Treatment Specialist	79	33563	84042	85339	86409	89011	89118 (x2)	89119 (x2)	89120 (x3)	89121 (x2)	89122 (x2)

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

92Y			89012	89014 (x3)	89015 (x3)	89018	89031 (x2)	89128 (x3)	89129 (x2)	89130	89131 (x3)	89134
			89032	89052	89060	89074	89074	89138	89139 (x2)	89141	89147 (x3)	89148 (x3)
			89081	89085	89101	89102	89104	89149 (x2)	89178 (x2)	89183	89815	90503
			89108 (x4)	89110 (x4)	89113 (x2)	89115 (x3)	89117 (x3)					
	Unit Supply Specialist	85	34292	84074	89002 (x2)	89015	89030	89146	89148 (x4)	89179	89183	89403
			89031 (x4)	89032 (x3)	89044	89081 (x2)	89084 (x2)	89408 (x2)	89410	89415	89431 (x3)	89433 (x2)
			89104	89107	89110	89115 (x2)	89117	89434	89436 (x3)	89441	89447	89460
			89119	89120	89121 (x2)	89122 (x3)	89123	89506 (x8)	89508	89509	89511 (x2)	89512 (x3)
			89130 (x2)	89131	89139 (x2)	89142	89145	89521	89701 (x3)	89705	89706	90631
	92Z	Senior Noncommissioned Logistician	3	89074	89130	89509						
940E	Food Service Technician	1	89049									
948B	Electronic Systems Maintenance	1	89704									
94E	Radio & Communications Security (COMSEC) Equipment Repairer	8	89031 (x2)	89074	89115	89129	89503 (x2)	89521				
94F	Computer/Detection Systems Repairer	9	89012	89081	89110	89431	89434	89502	89503	89512	89701	
94H	Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Specialist	1	89424									
94W	Electronic Maintenance Chief	1	89506									

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Air National Guard Members Identified by Occupational Code and Zip Code

MOS	Service title	#	Zip Codes				
10C0	Operation Commander	1	89511				
11M1B	Mobility Pilot, C-130E/H	5	75840	89436	89509 (x2)	92110	
11M2B		2	89506	89509			
11M3B		10	89115	89408	89436 (x2)	89501	89503
			89511	89523 (x2)	98056		
11S3G	Special Operations Pilot, MC-130H	1	89521				
11S3Z	Special Operations Pilot, Other	1	89149				
12B3E	Bomber Combat Systems Officer, B-52 Navigator/Radar Navigator	1	89441				
12M1B	Mobility Combat Systems Officer, C-130E/H	2	89503	89509			
12M3B		3	89509	89521	90502		
12M4B		1	89523				
12S3L	Special Operations Combat Systems Officer, MC-130H	1	89521				
14N2	Intelligence Officer		89521 (x2)				
14N3		7	89509 (x2)	89511	89519	89521 (x3)	
16R3	Planning & Programming	1	89511				
1A051	In-Flight Refueling	1	89436				
1A151	Flight Engineer	1	89441				
1A171		4	83706	89436	89441	89509	
1A211	Loadmaster	4	89431	89523 (x2)	92590		
1A231		2	89511	95714			
1A251		12	89431 (x2)	89434	89436	89441	89503
			89506	89509	89512	89523 (x2)	89703
1A271		8	83646	89406	89410	89503	89506
			89511 (x2)	89521			
1A951	Special Missions Aviator	1	89523				
1A971		1	89131				
1C012	Aviation Resource Management	1	89503				
1C032		3	89410	89434	89441		
1C052		2	89431	89436			
1C072		1	89509				
1C331	Command Post	1	89081				
1C351		4	89434	89503	89512	89519	
1C371		1	89130				
1C391		1	89436				
1C771	Airfield Management	3	89506	89521 (x2)			
1C791		1	89436				
1N011	All Source Intelligence Analyst	3	89512	89521	93514		
1N031		1	89509				

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

1N051		8	89166	89406	89431	89509 (x2)	89511 (x2)
			89521				
1N071		8	21742	22151	76908	89149	89436 (x2)
			89521	89701			
1N111	Geospatial Intelligence	10	89436 (x3)	89441	89503 (x2)	89506 (x2)	89511 (x2)
1N111A		4	89149	89441	89503	93514	
1N131A		7	89501	89502	89503	89506	89509
			89521	89523			
1N151A		14	20121	89123	89403	89408	89431
			89436 (x2)	89441 (x2)	89508	89512	89523 (x2)
			89703				
1N171A		24	63017	78023	86406	89129	89434 (x2)
			89436 (x5)	89441	89502	89506 (x4)	89508
			89510	89511	89521 (x2)	89521	89523
1N191	All Source Intelligence Analyst	3	89441	89521 (x2)			
1N490	Fusion Analyst	1	89503				
1P031	Aircrew Flight Equipment	1	89511				
1P051		1	89119				
1P071		7	89423	89436	89510	89512 (x2)	89521 (x2)
1S091	Safety	1	89441				
1U051	Remotely Piloted Aircraft (RPA)	2	89131	89166			
1U071	Pilot	2	89149	89166			
1W051	Weather	1	89119				
20C0	Maintenance Group Commander	2	89434	89521			
21A1	Aircraft Maintenance Officer	3	89149	89523 (x2)			
21A3		5	89434	89436	89502	89509	89523
21R1	Logistics Readiness Officer	2	89436	95747			
21R3		4	89441	89521 (x2)	89523		
2A271	Special Operations Forces/Personnel Recover	1	95833				
2A318A	Remotely Piloted Aircraft Maintenance	1	89115				
2A335C	Tactical Aircraft Maintenance	2	89012	89115			
2A357A		1	89191				
2A358B		1	89506				
2A373		1	89131				
2A375		5	89031	89084	89108	89130	89131
2A377		1	89703				
2A378		11	89031	89031	89061	89081	89085

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

			89129 (x2)	89130	89143	89166 (x2)	
2A390		1	89131				
2A500	Advanced Fighter Aircraft Integrated Avionics	2	89519	89523			
2A511		4	89103	89141	89406	93514	
2A511B		1	89701				
2A531B		5	89441	89503	89512	89519	89523
2A551B		31	72099	89032	89149	89178	89183
			89403	89406	89431	89434 (x4)	89436 (x7)
			89441	89503	89506 (x2)	89508	89509 (x2)
			89511	89523 (x2)	89706	95747	
2A571		34	33634	89108	89149	89408 (x2)	89431
			89434 (x2)	89436 (x5)	89441 (x2)	89503 (x2)	89506
			89508	89509 (x2)	89521 (x5)	89523 (x3)	89701
			89705	92656	94550	96150	
2A590	8	89429	89436 (x2)	89441 (x2)	89508	89521	
		89523					
2A600	Aerospace Propulsion	1	89436				
2A615	Aircraft Hydraulic Systems	2	89521 (x2)				
2A616	Aircraft Electrical and Environmental Systems	1	83641				
2A631C	Aircrew Egress Systems	1	89506				
2A631H		2	89084	89423			
2A632	Aerospace Ground Equipment	1	89523				
2A635	Aircraft Hydraulic Systems	1	89508				
2A636	Aircraft Electrical and Environmental Systems	1	89121				
2A651H	Aerospace Propulsion	8	89431	89436	89505	89509	89511
			89521	89523	89706		
2A652	Aerospace Ground Equipment	2	89102	89436			
2A654	Aircraft Fuel Systems	8	89015	89436	89441	89502	89503
			89506	89512	89521		
2A655	Aircraft Hydraulic Systems	7	89147	89408	89434	89436	89441
			89502	89521			
2A656	Aircraft Electrical and Environmental Systems	5	89139	89431	89436 (x2)	89512	
2A671G	Aerospace Propulsion	1	89521				
2A671H	Aerospace Propulsion	9	89178	89436 (x2)	89503	89506	89509
			89521 (x2)	89523			
2A672	Aerospace Ground Equipment	8	89406 (x2)	89441	89502	89523	89706 (x3)
2A674	Aircraft Fuel Systems	3	89502 (x2)	89508			

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

2A675	Aircraft Hydraulic Systems	4	89433	89436	89503	89705	
2A676	Aircraft Electrical and Environmental Systems	5	89436	89508	89511	89521 (x2)	
2A690	Aircraft Systems Superintendent	1	89508				
2A691	Aerospace Propulsion Superintendent	1	89506				
2A692	Aerospace Ground Equipment	1	89502				
2A712	Aircraft Metals Technology	2	89403	89506			
2A713	Aircraft Structural Maintenance	3	89431	89436	89512		
2A731	Aircraft Metals Technology	1	89521				
2A732	Nondestructive Inspection	1	89506				
2A751	Aircraft Metals Technology	1	89434				
2A753	Aircraft Structural Maintenance	4	89433	89502	89508	89523	
2A771	Aircraft Metals Technology	1	89436				
2A772	Nondestructive Inspection	2	89434	89521			
2A773	Aircraft Structural Maintenance	5	89406	89436	89502	89508	89521 (x2)
2A790		1	89436				
2A812A	Mobility Air Forces Integrated	1	89436				
2A812C	Instrument and Flight Control	2	89512	94065			
2A831C	Systems	3	89103	89501	89512		
2A851C		8	89431(x2)	89436	89503 (x2)	89511	89519
			89704				
2A852C		6	89074	89431	89502	89506	89509
			89511				
2A871E		7	20121	44256	89084	89406 (x2)	89506 (x2)
2A872E		5	87123	89408	89434	89436	89506
2A971	Bomber/Special Integrated Communication/Navigation/Mission Systems	1	89703				
2F031	Fuels	1	89148				
2F051		2	89408	89502			
2F071		4	89130	89403	89503	95677	
2F091		1	89406				
2G011	Logistic Plans	1	89521				
2G051		1	89706				
2G071		2	89434	89508			
2M053	Missile and Space Facilities	1	89084				
2M071		1	89436				
2P051	Precision Measurement Equipment	1	89123				
2P071	Laboratory	1	89434				
2R000	Maintenance Management Analysis	1	89510				
2R031		1	89701				
2R051		1	89148				
2R071		1	89002				
2R111		1	89434				
2R131		2	89131	89502			

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2R171		3	89434	89441 (x2)			
2S000	Materiel Management	1	89436				
2S031		6	89119	89123	89403	89502	89521
			89523				
2S051		10	89081	89156	89403	89431 (x2)	89433
			89434 (x2)	89506	93551		
2S071		13	89014	89434	89436	89441	89502
			89506 (x2)	89511	89521 (x2)	89706	93442
			95757				
2S091		2	89436	89704			
2T031	Traffic Management	1	92105				
2T051		3	64429	89436	89506		
2T071		4	89032	89084	89506	89519	
2T091		1	89436				
2T151	Vehicle Operations	1	89701				
2T171		6	24739	89156	89408	89521	89523
			95204				
2T231	Air Transportation	1	89503				
2T251		24	89113	89115	89142	89146	89403
			89406	89431	89433	89434	89436 (x2)
			89441	89502 (x3)	89506	89509	89511 (x3)
			89512	89521	96118	99163	
2T271		21	85335	89031	89044	89123	89406 (x3)
			89431 (x2)	89434 (x2)	89436 (x2)	89441	89506
			89508	89521	89523 (x2)	89705	95687
2T291		2	89521	94513			
2T300	Vehicle Management Manager	1	89521				
2T311	Mission Generation Vehicular	2	89406	89433			
2T311C	Equipment Maintenance	1	89406				
2T317	Fleet Management And Analysis Helper	1	89705				
2T331	Mission Generation Vehicular	1	89523				
2T351	Equipment Maintenance	4	89403	89441	89502	89512	
2T371		5	89128	89434	89441	89502	89701
2W051	Munitions Systems	3	89433	89511	94571		
2W071		8	89081	89130	89409	89436	89445
			89508	89512	89521		
2W171	Aircraft Armament Systems	2	89084	89123			
30C0	Mission Support Group Commander or Deputy Group Commander	2	89502	89509			
31P1	Security Forces	2	89436	89521			
32E1G	Civil Engineer	2	89506	89521			

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32E3G		1	89423				
35P3	Public Affairs	1	89521				
35P4		1	89701				
38P1	Force Support	3	89436	89511	89523		
38P3		2	49440	89441			
38P4		1	89523				
3A111	Administration	1	89131				
3A131		1	89704				
3A151		6	89115	89433 (x2)	89502	89506	89512
3A171		3	89441 (x2)	89506			
3D012	Cyber Systems Operations	4	89434	89506	89511	89521	
3D051	Knowledge Operations Management	1	89509				
3D052	Cyber Systems Operations	3	89149	89441	89503		
3D053		2	32566	89441			
3D072		9	89031	89131	89433	89436 (x2)	89441
			89460	89506	89508		
3D073	Cyber Surety	3	89511	89512	89523		
3D111	Client Systems	2	89509	95608			
3D132	Cyber Transport Systems	2	89431	89523			
3D133	RF Transmission Systems	1	89052				
3D151	Knowledge Operations Management	4	89014	89506 (x2)	89521		
3D152	Cyber Transport Systems	2	89052	89509			
3D153	RF Transmission Systems	5	9094	89108	89117	89508	89512
3D171	Client Systems	5	89501	89503	89509	89511	89521
3D172	Cyber Transport Systems	9	21013	33626	78418	89015	89441
			89508 (x2)	89509	89701		
3D173	RF Transmission Systems	4	89149	89403	89509	89510	
3D190	Cyberspace Support Superintendent	2	89436	89521			
3E011	Electrical Systems	1	89441				
3E032	Electrical Power Production	2	89431	89506			
3E052		3	89102	89502	89509		
3E071	Electrical Systems	6	89002	89122	89434	89503	89506
			89521				
3E072	Electrical Power Production	2	89801	95982			
3E090	Electrical Systems Superintendent	2	95628	95843			
3E111	Heating, Ventilation, AC, and Refrigeration	1	89441				
3E131		3	89074	89436	89701		
3E151		2	89431	89506			
3E171		3	89103	89122	89503		
3E231	Pavements and Construction Equipment	2	89147	95663			
3E251		4	89436	89503	89521	96130	
3E271		3	89131	89434	89436		
3E331	Structural Engineering	1	89423				
3E371		5	89085	89406	89433	89436	89523
3E431	Water and Fuel Systems	2	89408	89523			
3E471	Maintenance	2	89085	89406			

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3E473	Pest Management	1	89508				
3E551	Engineering	3	89031	89436	95993		
3E571		3	89032	89434	95833		
3E611	Operations Management	1	89502				
3E631		1	89002				
3E651		2	89142	89512			
3E671		1	89436				
3E691		1	89434				
3E711	Fire Protection	5	89436	89441	89506	89521	89704
3E731		4	89434	89436	89506	95648	
3E751		10	84041	89032	89052	89436 (x2)	89506 (x3)
			89508	96130			
3E771		10	89123	89406	89436 (x3)	89441	89503
			89506 (x2)	89509			
3E791		1	89523				
3E951	U.S. Air Force Emergency Management	3	89502	89503	89509		
3E971		5	89084	89436	89441 (x2)	89512	
3M000	Services Superintendent	1	75092				
3M031	Services	5	89081	89436	89507	89509	95757
3M051		11	89015	89031	89032	89123	89408
			89434	89436 (x2)	89503	89706	96117
3M071		5	75287	89052	89406	89521	89523
3M091		2	89029	89511			
3N015	Photojournalist	2	89511	89521			
3N055		1	89436				
3N072	Broadcast Journalist	1	89031				
3N090		1	89506				
3P000	Security Forces Superintendent	1	89431				
3P011	Security Forces	7	89106	89410	89436	89503	89509
			89512	89801			
3P031		6	89032	89129	89141	89436 (x2)	89502
3P051		31	89131	89146	89408	89411	89419
			89431	89439	89441 (x2)	89445	89460
			89501	89502 (x2)	89503	89506 (x3)	89508 (x2)
			89509	89511	89512	89521 (x2)	89523 (x2)
			89705	89706	95965		
3P051B	Combat Arms Training and Maintenance	2	89521 (x2)				
3P071	Security Forces	24	85742	89012	89014	89169	89406
			89436 (x3)	89502 (x2)	89506 (x7)	89508 (x4)	89521 (x2)
			96130				

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3P091		2	89131	89436			
3S000	Mission Support Superintendent	1	89706				
3S011	Personnel	3	89431	89503	89523		
3S051		10	89131	89149 (x2)	89434	89502	89506 (x3)
			89511 (x2)				
3S071		13	89149	89436 (x4)	89441	89506	89512
			89521 (x4)	89523			
3S091		4	89166	89506	89511 (x2)		
3S271	Equal Opportunity	4	89166	89506	89521 (x2)		
3S291		1	89408				
40C0E	Medical Commander	1	85383				
41A1	Hospital Administration, Health	1	95665				
41A3	Services Administrator and Medical Service Corps	2	85226	89436			
42G3	Physician Assistant	3	78023	89511	89521		
43E3A	Bioenvironmental Engineer	1	89519				
43P3	Pharmacist	1	85083				
44E3A	Emergency Services Physician	1	89511				
44M1	Medical Entomologist	1	84014				
45A3	Anesthesiologist	1	95687				
46A3	Nurse Administrator	1	89423				
46N1	Clinical Nurse	1	89148				
46N1E		1	89411				
46N3		3	89081	89436	89515		
46N3E		1	89460				
46N3J		2	89503	89704			
46Y3H	Privileged Advanced Practice Nurse	1	89503				
47G3A	Dentist	1	89509				
48A3	Aerospace Medicine Specialist	1	89147				
48G3	General Medical Officer (GMO), Flt Surg	1	95630				
48R1	Residency Trained Flight Surgeon	1	96002				
48R3		2	71115	89511			
4A051	Health Services Management	2	89431	89433			
4A071		3	89408	89503	89521		
4A151	Medical Material	1	89434				
4A171		2	40511	93245			
4A251	Biomedical Equipment	1	89512				
4A271		1	89512				
4B031	Bioenvironmental Engineering	1	89408				
4B051		2	89441	89445			
4B071		1	89030				
4E011	Public Health	1	89436				
4E071		2	89506	89521			
4H031	Cardiopulmonary Laboratory	2	89031	89084			
4H051		1	89031				

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4H091		1	89434				
4N011	Aerospace Medical Service	4	89179	89433	89523 (x2)		
4N031		8	89431	89450	89506 (x4)	89509	89523
4N051		22	89081	89084	89103	89131	89406
			89441 (x2)	89503	89506	89508	89509 (x2)
			89511 (x2)	89512	89521 (x4)	89523 (x3)	
4N071		8	89134	89433	89436	89441	89503
			89519	89523	95628		
4N091		1	89701				
4R071	Diagnostic Imaging	1	95747				
4T051	Medical Laboratory	2	95604	89141			
4Y071	Dental Assistant	1	89123				
51J3	Judge Advocate	3	89435	89509	97306		
51J4		1	89135				
52R3	Chaplain	2	89434	89508			
5R071	Chaplain Assistant	2	89511	89701			
64P3	Contracting Officer	1	89509				
65F3	Auditor Officer	2	89509	89521			
6C091	Contracting	1	89436				
6F011	Financial Management & Comptroller	1	89503				
6F051		1	48213				
6F071		5	89434	89441	89506	89521 (x2)	
6F091		1	89434				
87G0	Installation Inspector General	2	89511 (x2)				
87I0	Wing Inspections Director	1	89502				
8F000	First Sergeant	4	89506	89509	89704	94583	
8I000	IG Superintendent, Inspections	1	89506				
8R000	Enlisted Accessions Recruiter	4	89436	89436	89521 (x2)		
8R200	Second-Tier Recruiter	2	89436	89506			
8R300	Third-Tier Recruiter	1	89436				
8U000	Unit Deployment Manager	1	89503				
90G0	General Officer	2	89441	89511			
91W0	Wing Commander	2	89509	89521			
92T0	Pilot Trainee	2	85704	92662			
92T1	Navigator/Combat Systems Officer Trainee	5	22401	89014	89436 (x2)	89521	
92T3	Remotely Piloted Aircraft (RPA) Pilot Trainee	1	89149				
97E0	Executive Officer	2	89508	89703			
9E000	Command Chief Master Sergeant	3	89436	89521	89523		
9G100	Group Superintendent	2	89436	89506			
9T100	Officer Trainee	1	89122				
B12U3Y		1	89149				
C11M3B		2	30269	89511			

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<i>C65F3</i>		1	89523				
<i>K11M3B</i>		5	89408	89436	89511	89523 (x2)	
<i>K12M3B</i>		6	72007	89436	89503	89511	89521 (x2)
<i>K18A3B</i>		1	89144				
<i>K1A171</i>		4	89403	89436	89511 (x2)		
<i>K1A191</i>		1	89521				
<i>K1A251</i>		1	89506				
<i>K1A271</i>		3	89436	89502	94558		
<i>M42E3</i>		1	89408				
<i>NONE</i>		11	73703	78251	84049	89436 (x4)	89506
			89701 (x2)	95687			
<i>Q11K3F</i>		1	85396				
<i>Q11M3B</i>		3	89436	89503	89509		
<i>Q11R3C</i>		1	85086				
<i>Q12M3B</i>		1	89441	89523			
<i>Q18S3B</i>		1	89149				
<i>Q1A171</i>		1	89509				
<i>Q1A191</i>		3	89511	89523 (x2)			
<i>Q1A251</i>		1	89503				
<i>Q1A271</i>		2	89521	89523			
<i>Q1A291</i>		3	89436 (x2)	89521			
<i>Q1U071</i>		1	89131				
<i>R21R3</i>		1	89703				
<i>R41A3</i>		1	89523				
<i>S11M3B</i>		3	89503	89521	89523		
<i>S12M3B</i>		1	89166				
<i>T11U3A</i>		1	89084				
<i>T14N3</i>		1	89131				
<i>T1U071</i>		2	84720	89115			
<i>T2A374</i>		1	84056				
<i>W11M3B</i>		1	89511				
<i>W12M3B</i>		2	89501	89521			
<i>W14N3</i>		1	89441				

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Appendix B: Member Biographies for the Interagency Council on Veterans Affairs

Chair— Cesar Melgarejo is Governor Brian Sandoval’s Veteran Policy Analyst. Prior to joining the Governor’s staff, Cesar Melgarejo served as a Program Administrator for the Governor’s Office of Economic Development (GOED). He previously worked as an Outreach Specialist at the local VA Hospital, where he provided transition assistance services and outreach services to veterans, active military, reserve, and National Guard members. Cesar is also a veteran of the U.S. Army, where he served two combat tours in Iraq and Afghanistan. Cesar graduated from the University of Nevada, Reno with a bachelor’s in Criminal Justice and a Masters of Public Administration.

Co-Chair— Colonel (Retired) Katherine Miller was raised in Reno and served 34 years in the U.S. Army. Starting as an enlisted soldier, she culminated her military service with assignments as a military police brigade commander serving in the United States and in Afghanistan and as the Commander of the Department of Defense’s largest correctional organization. After retiring she taught college at the University of Maryland and the University of Nevada, Reno. She served as the Deputy Director for the Nevada Department of Veterans Services prior to accepting appointment from Governor Brian Sandoval as the agency’s Director.

Member— Brigadier General William R. Burks is the Adjutant General for the State of Nevada. As Adjutant General, he is the senior uniformed Nevada National Guard officer responsible for formulating, developing and coordinating all policies, programs and plans affecting more than 4,000 Nevada Army and Air National Guard personnel. Appointed by Governor Brian Sandoval, General Burks serves as his principal adviser on all National Guard issues.

Member— Bruce Breslow was appointed by Governor Brian Sandoval as the Director of the Department of Business & Industry in November 2012. Business & Industry (B&I) oversees 14 diverse State regulatory and administrative divisions: Athletic Commission, Dairy Commission, Insurance, Employee Management Relations Board, Manufactured Housing, Financial Institutions, Mortgage Lending, Housing, Labor, Industrial Relations, Transportation Authority, Injured Workers, Business Finance and Planning, Real Estate Division and the Taxicab Authority. Prior to his appointment to B&I, Breslow served as the Director of the Department of Motor Vehicles where he pioneered innovative solutions which led to an improved customer experience. Previously, he served as the Executive Director of the Nevada Agency for Nuclear Projects and as Commissioner and administrative law judge for the Transportation Services Agency under former Governor Kenny Guinn.

Member— James Dzurenda brings nearly three decades of corrections experience including service with the State of Connecticut Department of Correction and New York City Department of Correction. Dzurenda started his career as a correctional officer in Connecticut where he worked his way up and held several positions including Correctional Warden, South District Administrator, Deputy Commissioner and ultimately Commissioner. As Commissioner, he managed all custody and operations for the state’s incarcerated population which included 18 facilities and 7,000 staff members. He also supervised business management, policy development and the department’s legislative agenda. Dzurenda ensured the safe and secure supervision of more than 19,000 inmates and more than \$350 million in state appropriated funding. As First Deputy Commissioner in New York, Dzurenda managed operations of the nine city jail facilities which included 14,000 staff, 9,000 inmates and a \$2.75 billion budget. This experience included oversight of procedures addressing mental health, court appearances and programs addressing homelessness. James Dzurenda received a Bachelor of Science in

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biochemistry from Southern Connecticut State University in New Haven, CT and a Master's Degree in Business Administration from the University of New Haven in Connecticut.

Member— Don Soderberg serves as the Director of the Nevada Department of Employment, Training and Rehabilitation (DETR). Soderberg previously served as the Industrial Relations Administrator, and appointed position within the Department of Business and Industry. He has more than 25 years of legal and regulatory experience which includes eight years as the Chairman of the Nevada Public Utilities Commission. He also served terms as Commissioner on the Public Utilities Commission and Nevada Transportation Services Authority. Soderberg was the Vice President of Risk Management and Corporate Compliance at Southwest Gas. He holds a bachelor's degree in Communication Studies from the University of Nevada Las Vegas and a juris doctor degree from the University Of San Diego School Of Law.

Member— Julie Kotchevar was appointed as the Deputy Administrator of the Aging and Disability Services Division in 2014. Julie has a B.S. in Special Education, an MA in Human Services Management, and is a fourth year PhD student in Human Services Policy, Planning, and Analysis. She has worked nationally and internationally in children's and adult programs; developing services in several U.S. states, Asia, and Africa. She has published works on Autism treatment for special education and the impacts of evidence based treatments on families and caregivers. She has over 17 years of experience in program development and management for seniors, children, and adults with special needs.

Member— A native Nevadan, Crystal Abba was appointed by Chancellor Daniel Klaich as the Vice Chancellor for Academic and Student Affairs in January 2012. Prior to her appointment, Ms. Abba was the Associate Vice Chancellor for Academic and Student Affairs. She began her career with Nevada System of Higher Education (NSHE) in 2002 and has served in multiple positions including Assistant Vice Chancellor and Director of Public Policy. In her previous NSHE roles she worked closely with Nevada postsecondary leadership to identify and develop higher education policies and practices that meet the challenges of a changing state and the needs of its residents.

Member— James Wright's 39-year public safety career includes experience in law enforcement, fire protection, emergency management, homeland security, and emergency medical services. Before Wright's appointment as Director of the Nevada Department of Public Safety in 2013, he served as the DPS Deputy Director from 2011. Wright also served as the interim Chief of the Division of Emergency Management and Homeland Security in 2011 and served as the Nevada State Fire Marshal from 2006. Prior to coming to Nevada, Wright enjoyed a lengthy and successful career with the California Department of Forestry and Fire Protection (CDF) where he retired as the Deputy Director for Fire Protection. Wright is also a veteran, with service in the U.S. Air Force.

Member— Thomas Wilczek possesses greater than 25 years of experience in defense, energy, environmental, aerospace, and construction law, management, and engineering matters. He supported numerous mission-critical programs for the U.S. Department of Energy, U.S. Department of Defense, National Nuclear Security Administration, and regional and local governments throughout the American West. He managed select federal characterization and remediation programs at the Nevada Test Site, Nellis Air Force Base, Tonopah Test Range, and the Hanford Nuclear Reservation. He represented the Nevada State Office of Energy in the advancement of renewable energy bills in the Nevada legislature and was registered lobbyist in previous legislative sessions.

Member— Sherry Rupert is the Executive Director of the State of Nevada Indian Commission, appointed by Governor Kenny Guinn September of 2005. On October 10, 2013, Sherry was sworn in by

INTERAGENCY COUNCIL ON VETERANS AFFAIRS

Governor Brian Sandoval as the first American Indian woman to be appointed a member of his cabinet. With over 20 years of tribal, public and private business experience, she possesses a strong background in accounting, finance, business administration, tribal tourism and Indian Affairs. Mrs. Rupert is a graduate of the University of Nevada, Reno with a Bachelor's Degree in Business Administration and is past President of the Native American Chapter of the University of Nevada, Reno Alumni Association.

Member— Terri Albertson has more than 30 years in administrative and managerial leadership which includes almost 10 years at the Nevada Department of Motor Vehicles. Prior to serving as the Director, Albertson served as the Vehicle Programs Manager and Administrator for the Management Services and Programs Division. Albertson earned her Associates Degree from Reedley College and a Bachelor of Arts from Fresno Pacific University. She is also a Certified Public Manager from the State of Nevada and is a graduate of the American Association of Motor Vehicle Administrator Leadership Academy.

Member— Lisa Howard was appointed to the position of Director, VA Sierra Nevada Health Care System (VASNHCS), on June 14, 2015. As Director, Ms. Howard is the chief executive officer, responsible for leading and guiding an integrated system providing health care across a large geographical area that includes 20 counties in northern Nevada and northeastern California. VASNHCS has an operating budget of more than \$250m and employs over 1,400 employees, providing a broad array of inpatient care and outpatient services. Ms. Howard has worked for VA for 29 years, serving at VISN 21, Reno, Las Vegas, Phoenix, San Diego, New Orleans, and North Chicago VAs. She received a Bachelor of Science in Business Management (BS/BM), University of Phoenix, in 2006.

Member— James Oscarson was first elected in 2012 and has served in two Legislative sessions, currently he is serving as chairman of Health and Human services, a member of the interim finance committee, Chairman of the Committee on Industrial Relations and was recently appointed By Governor Sandoval to the Energy Industry Task force. Assemblyman Oscarson represents Assembly district 36 that covers approximately 26,000 square miles of rural Nevada. Mr. Oscarson and his wife Rebecca are over 30 year residents of Nevada living in Pahrump Nevada. They have 3 children all living in Nevada and 7 grandchildren.

Member- Zack Totans was born in Reno, Nevada. He proudly served four and half years in the United States Army with the 25th Infantry Division in Schofield Barracks, Hawaii as an infantry team leader. While in the service, Zack served two combat tours in Iraq for a total of 27 months. After the military he began attending school at Truckee Meadows Community College (TMCC) where he obtained an Associate Degree in Business. Zack then moved on to the University of Nevada, Reno (UNR) where he obtained a Bachelor of Science in Business Administration with majors in Economics and Finance. While at UNR, Zack served as president of the Wolf Pack Veterans, the Student Veteran of America (SVA) chapter on campus for two years. He also had the opportunity serve as a representative on the Student Veteran Advisory Council for the state of Nevada, under Governor Brian Sandoval. He is currently employed as the veterans coordinator at TMCC and is working on his Master of Business Administration at UNR.

Report and Recommendations for Nevada's Veterans

Prepared by the Service Members, Veterans, and their Families Behavioral Health Subcommittee

February 15, 2017

Introduction

In the spring of 2016, the Service Members, Veterans, and their Families (SMVF) Technical Assistance (TA) Center, from the federal Substance Abuse and Mental Health Services Administration (SAMHSA), reached out to the Governor's Office to invite Nevada's relevant civilian and military leaders to participate in a leadership briefing as part of their new 2016 Policy Academy: Interagency Leadership Initiative. Nevada Governor Brian Sandoval accepted the offer of onsite technical assistance and at his request the Nevada state team was established as a Subcommittee of the ICVA.

During the May, 2016 meeting, the Council discussed and voted on the Behavioral Health Subcommittee's proposed members to participate in SAMHSA's 2-day Policy Academy: Interagency Leadership Initiative. The proposed members were representatives of the Council, Nevada National Guard, Health and Human Services, Veterans Services, federal Veterans Affairs, and community partner organization. The proposed community partner's work with a variety of community resources that we hoped will be better able to assist those veterans that do not qualify for federal VA services and their families.

Since 2012, Nevada has worked to strengthen the behavioral health systems serving SMVF in partnership with SAMHSA's SMVF TA Center. The Subcommittee's efforts are based on the successes of the previous Veterans Suicide Prevention Council and a less formal group that worked together to develop a Substance Abuse Prevention action plan. The newly expanded state team of high-level participants are very engaged and committed to moving the action items forward.

Overview

The subcommittee Chair, Mr. Melgarejo, and the former team co-lead, Misty Vaughn Allen, provided an overview of the Nevada SMVF Policy Academy's work to date. The subcommittee's priorities have centered on suicide prevention, substance use disorders, and peer-to-peer supports. Following Nevada's participation in the 2015 Substance Use Disorders Implementation Academy, the Subcommittee obtained commitments from schools to track military children who are identified by their parents. In recent months incidents relating to prescription drug misuse and abuse have led to increased attention and commitment to addressing this issue.

Green Zone Network/Nevada VetNet

Mr. Melgarejo updated the group on the Green Zone Network (GZN). The GZN was recently renamed Nevada VetNet in order to appeal to a broader age group of veterans. It is designed to serve as a one-stop online shop where veterans and providers can connect and link up. The initiative's newly redesigned portal went live at the end of July, 2016. The subcommittee decided to utilize the portal as a means to publicize their interagency work on addressing the needs of SMVF and to reach their target population. In the future, the subcommittee would like to explore creating a mobile app for Nevada VetNet.

SMVF BEHAVIORAL HEALTH SUBCOMMITTEE

Suicide Prevention

Nevada has a suicide rate consistent with the national average. The state has successfully implemented many initiatives around suicide prevention that have caused the rate to plateau, but not decline. The female suicide rate has dropped from initial reports, but has not declined further. The rate of suicide among elderly SMVF is higher in Nevada than in other states. Four conferences around suicide prevention have been convened since the state participated in the 2014 suicide implementation academy. Nevada has passed legislation AB93, from the 78th Legislative Session that requires all mental health providers to participate in 2 hours of suicide training. The mandate is currently not extended to medical providers, but is being reviewed on how the training can be expanded. As of July 1, mental health providers will be required to provide proof of suicide awareness training.

Substance Use Disorders

Nevada has faced a recent challenge in the over-prescription and sale of prescription drugs within its medical community. New legislation, SB459, has been passed with the following three main requirements:

- A Good Samaritan provision
- Naloxone will be made available to the general public
- Prescribers will be required to participate in an education program pertaining to narcotics addictions.

Additional Discussion

Following the briefings, the group discussed the SMVF work taking place in other agencies and organizations. Throughout discussion and planning, the team explored opportunities to build on existing partnerships, add to the team, and expand interagency collaboration. Participants included Adjutant General William Burks, Nevada Air National Guard; Chief of Mental Health Reno, U.S. Department of Veterans Affairs, Dr. Roslein Everett; and Chief of Staff, Southern Nevada Health Care System, U.S. Department of Veterans Affairs, Dr. Ramu Komanduri, all of whom took part in all aspects of the planning over the course of the 2 days. In addition to the representatives from the National Guard and the U.S. VA, other agencies and organizations represented included the following:

- Nevada Aging and Disability Services Division, Department of Health and Human Services
- Nevada Division of Public and Behavioral Health, Department of Health and Human Services
- Nevada Statewide Coalition Partnership
- Nevada Department of Veterans Services
- Veterans of Foreign Wars Department of Nevada
- Reno Veterans' Center
- Nevada Office of Suicide Prevention
- Nevada Primary Care Association
- Truckee Meadows Community College

Priority Areas

The subcommittee talked about and achieved consensus concerning their core priorities and the strategic plan. Detailed strategies and actions for the priority areas are presented in Appendix A in tables 1 to 4. The subcommittee discussed the following priorities:

- Needs Assessment
 - Gather data about Nevada SMVF and the systems that they are connected with
 - Keep spotlight on SMVF behavioral health needs

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- Increase outreach efforts
- Service System Development
 - Grow the collaboration between federal, state, county, political, private, and consumer entities
 - Support justice-involved veterans
 - Standardize care for public and private providers among SMVF
 - Connect with current organizations that are doing or exploring tele-mental health and bridging the gap to SMVF
 - Explore peer-to-peer approaches to SMVF
- Workforce Development
 - Recruit and retain quality providers
- Financing and Sustainability
 - Develop public/private funding ventures to develop services outside of the VA for SMVF and non-service-connected veterans
 - Establish veterans as a priority population to drive funding from existing grant II

Additional Priorities

During the discussions that took place over the 2 days, team members identified additional priorities that they would like to commit to addressing. These included:

- Increasing caregiver support resources
- Increasing data coordination to strengthen requests for resources and support
- Addressing the extreme void in qualified and quality behavioral health providers (Nevada is currently ranked 50th in the country in availability of psychologists)
- Increasing military cultural competency among community providers

Summary of the Subcommittees Continuing Work

During the site visit, the SMVF TA Center provided an overview of the current national picture of the SMVF population, worked with the subcommittee to conduct a strengths, weaknesses, opportunities and threats (SWOT) analysis, and helped them to establish a strategic plan. In addition, the participants reached consensus on their priorities and committed to action steps and timeframes. Following the October presentation to the ICVA the subcommittee will have clarity on which workgroups they will establish. Potential workgroups include Suicide Prevention, Workforce Development, Substance Use Disorders, Family/Caregiver, and Peers.

Since participating in the SMVF TA Center's 2 day policy academy, the Subcommittee has been meeting on a monthly basis. Some of the major tasks the subcommittee has been working on is overall enforcement and continued collaboration of making Nevada VetNet a one-stop shop for SMVF resources by having all participating parties share information regarding community events and training. All flyers and event information can be shared with NDVS and the information can be distributed and posted. The subcommittee is pursuing a training event for local medical and behavioral health providers. The goal is to hold such an event sometime in the spring of 2017 and will also consist of military culture awareness training. This will help providers be aware of what to say or not to say to SMVF and how to better relate to them. Other work is exploring the peer-to-peer approach towards SMVF. There are many opportunities for peer-to-peer support within agencies and coordination needs to be improved.

Additionally, the subcommittee identifies the importance of keeping the spotlight on the needs of veterans. Subcommittee members propose creating a public service announcement on the needs of

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veterans, specifically, focusing on the resilience of veterans who may have been suffering from mental health issues in the community. The following Tables outline the subcommittee's State Action Plan as well as specific strategies and action items to fulfill the proposed priorities.

Recommendations

Based on the discussions and priorities set forth during the two day SMVF TA Center Policy Academy as well as subsequent meetings, the subcommittee has developed the following recommendations.

Recommendation 1: Require state departments and agencies to submit all information regarding programs, events, and services relating to service members, veterans, and their families to Nevada VetNet.

Expanding awareness of services, family support services, developing awareness with multiple agencies is the intention of this recommendation which will need to be ongoing. All information on services should be posted on the website making NV VetNet a true virtual one-stop-hub.

Recommendation 2: Encourage the ICVA to establish a Master Service Agreement between participating departments and agencies within the ICVA, detailing roles and responsibilities for information sharing, programmatic collaboration as well as utilization of facilities for special outreach events.

The subcommittee recognizes there is great collaboration between state departments and Agencies. However, a Master Service Agreement between all ICVA participating agencies can outline individual roles and responsibilities for outreach and services provided to veterans.

Recommendation 3: Encourage the Nevada National Guard (NNG) to establish a data sharing agreement with the Nevada Division of Public and Behavioral Health (DPBH) to allow DPBH to synthesis survey data and conduct an analysis of suicide ideology among NNG service members.

Unfortunately, in 2016, three Nevada National Guard members died by suicide. Suicide is preventable, prevention is everyone's responsibility, and responsible solutions are always data-driven. Therefore the subcommittee believes that DPBH and the NNG should produce a joint analysis of the current suicide problem within the NNG ranks. If suicide ideology is discovered and addressed this could prevent more members of the military community from attempting or taking their lives.

Recommendation 4: Require Nevada Department of Corrections to work with the Nevada Department of Veteran Services and the US Department of Veteran Affairs to develop intake/exit questionnaires to identify eligibility and services available to incarcerated veterans while serving and upon release.

Currently NDOC does gather information regarding veteran status and branch of military service. However, the subcommittee recommends that additional questions should be given to those who identify themselves as veterans. Proposed questions should help identify VA eligibility, such as dates served, identifying compensation claim existence/status, and whether they have been treated at a VA hospital. These additional questions will assist with identifying VA eligibility for services after release as well as if the inmate is placed in transitional/half-way housing. Together, NDVS and NDOC, should also develop a resource guide to provide incarcerated veterans upon their release.

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This information is also important for VSOs as they meet on-on-one with incarcerated veterans who are eligible to submit a compensation claim as well as those eligible for education benefits. Federal law mandates that effective the 61st day of incarceration, VBA must reduce compensation benefits for veterans convicted of a felony and discontinue pension benefits for veterans convicted of a felony or misdemeanor. Although there are systems in place to identify those receiving compensation and pension, VBA has experienced a large backlog where the veteran continues to receive payment and is later susceptible to federal debt and possible garnishment of future payments. Due to the constant changing of benefits/services available to veterans, the subcommittee recommends that NDOC establish a partnership with NDVS to ensure that information remains current.

A Sample of proposed questions can be found in Appendix B of this report.

Recommendation 5: Support and promote military culture and veteran awareness training to medical providers and service providers, when eligible this training should be awarded continuing education credits by the respective licensing boards.

Recognized as SAMHSA's best practices, military culture and awareness training can help civilian behavioral health providers understand military culture and help reduce discrimination associated with mental illness and substance use disorders in military and veteran populations. The Center for the Application of Substance Abuse Technologies (CASAT), located at the University of Nevada, Reno (UNR), has performed this training in the past and is willing to coordinate and provide the training along with Project Echo, also with in UNR. There is also additional resources within the NSHE system that can and should be leveraged to produce worthwhile training, such as the Medical Schools.

Recommendation 6: Create a public service announcement on the needs of veterans, specifically, focusing on the resilience of veterans who may have been suffering from mental health issues in the community.

The subcommittee believes there is still a large stigmatism which prevents a veteran to seek help when suffering from a possible behavioral health diagnosis. Keeping a spotlight on SMVF behavioral needs and sharing local personal stories could encourage SMVF to seek the help they need. The goal of the subcommittee is to produce the PSA for the month of May, which is nationally recognized as Mental Health Awareness Month.

Recommendation 7: Increase awareness on the Standardized Care of SMVF for Public and Private Providers as provided by the U.S. Dept. of Veterans Affairs.

During the Governor's 2016 Opioid Summit the Southern Nevada Healthcare System (VA) provided information as to how the VA has implemented new standards of care regarding veterans and prescription of opioids. Many of the participating local medical providers reported the information as very useful and expressed interest in continued education in the community of what standards of care are throughout the VA.

Recently, Nevada received a demonstration grant to develop Certified Community Behavioral Health Clinics (CCBHC), which are designed to provide a comprehensive range of mental health and substance use disorder services, particularly to vulnerable individuals with the most complex needs. Veterans have been identified as a special population for CCBHC's. As a result, care provided to veterans is required to be consistent with minimum clinical mental health guidelines established by the Veterans Health Administration (VHA). As CCBHC's begin to implement these standards the subcommittee

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believes all other medical providers should be aware of the standards of care to increase the opportunity for implementation.

Recommendation 8: Explore peer-to-peer approaches to Service Members, Veterans and their Families.

Through the subcommittee's research we have found there are several existing peer-to-peer groups, some formally trained and certified while others are informal. Appendix C provides an example of how peer-to-peer groups could be viewed in three different tiers: Tier 1 can be a mentor or buddy, these mentors may be linked with organizations and may go through some training, but not formally certified; Tier 2 can be an advocate/navigator which could receive training and a certification to assist with navigating resources and guidance; Tier 3 are more formal peers that are trained to deal and assist with behavioral health concerns, these can be certified and could be employed in their peer-to-peer purview.

The subcommittee also believes there is a strong need for a "leadership home." The leadership home could provide an avenue to register the tiered levels and provide referrals to the peer's/veteran's level of interest and need. The leadership home could then assist connecting possible peers. The subcommittee recommends NDVS should be a "virtual leadership home" by registering and identifying the tiered peers on NV VetNet. The intention of registering peers is to make veterans and those who wish to help veterans aware of the opportunities to connect and possible support groups.

However, it should be noted that Tier 3 peers that could be providing a service should also be housed within a secondary leadership home attributed to the peer's services, such as peers who provide a service relating to behavioral health should be housed under DPBH.

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Appendix A: State Action Plan

TABLE 1 PRIORITIES: SERVICE SYSTEM

Strategy (ies)	Action (s)	Responsible Person Primary/Secondary	Measurement/ Outcome	Timeline Scheduled/ Completed
Purposeful collaboration between federal, state, county, city, political, private entities and consumers	<ul style="list-style-type: none"> Support and integrate NVVetNet as a virtual hub for all of the different SMVF resources <ul style="list-style-type: none"> Develop an NVVetNet app and coordinate with other states (NY & TX) Governor PSA – of APP Send information for service inclusion in NVVetNet Coordinate with 211 to share information with NVVetNet on SMVF services Oversight of services on 211 & NVVetNet Track and report usage to ICVA Expand family support services statewide <ul style="list-style-type: none"> Leverage existing programs for SMVF and facilities Expand awareness of existing programs for family supports services / Build relationships with agencies including <ul style="list-style-type: none"> Guard Centers/ Armories Senior Centers Family Resource Centers College Veteran Services Use HUD-VASH for homelessness Vet groups VBA/VHA partners NDVS <ul style="list-style-type: none"> Each member of subcommittee provide information on existing programs and potential service partners including POC (public & private) Work with ICVA to develop a master agreement for service coordination/information sharing (no wrong door) Convene subcommittee meeting to brainstorm 	<ul style="list-style-type: none"> Wendy Simons et al. (NDVS/PIO) SMVF TA Center Cesar & Wendy Julie Kotchevar will coordinate Wendy & Dr. Woodard Julie & Wendy to follow up Julie & MAJ Hales Each member of subcommittee Each member of subcommittee Cesar 	<ul style="list-style-type: none"> Site goes live App is completed Information is compiled- Completed Connection is made w/ 211 	<ul style="list-style-type: none"> Mid July-Went live 7/15/16 http://www.veterans.nv.gov/ http://www.veterans.nv.gov/login?ReturnUrl=/nvvetnet 11/11/2017 07/17/2016 (info rec'd) 07/25/2016 (compiled) 07/29/2016 Ongoing 09/15/2016 Ongoing

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	<ul style="list-style-type: none"> ▪ Create agenda item for ICVA approval 			
Supporting justice-involved veterans	<ul style="list-style-type: none"> • Environmental scan of services such as courts and facilities • Expand the use of EBP in corrections and re-entry <ul style="list-style-type: none"> ○ Develop evaluation of the veterans' dorm that is already in existence ○ Survey scan of incarcerated SMV 	<ul style="list-style-type: none"> • Troy & Cesar • Cesar & Dr. Woodard 		<ul style="list-style-type: none"> • 09/15/2016 • 06/29/2017
Standardize care for public and private providers among SMVF	<ul style="list-style-type: none"> • Education in the community of what standards of care are through the VA • Engage TriWest/United Healthcare and the Choice Program in some sort of oversight to ensure providers are adhering to standard of care <ul style="list-style-type: none"> ○ Identify local VA contact for Choice Program • Education for providers in the community on military culture and standards of care, regardless of network <ul style="list-style-type: none"> ○ Engage Professional Associations and Licensing Boards ○ Coordinate with CASAT Completed • Military culture training for medical and behavioral health providers 	<ul style="list-style-type: none"> • Elicia, Cesar • Dr. Everett • Elicia, Dr. Woodard • Linda 		<ul style="list-style-type: none"> • Ongoing • 07/05/2016 • 01/30/2017 (Planning Meeting for spring event) • 07/15/2016 • Spring 2017
Connect with current organization that are doing or exploring tele-mental health and bridging gap to SMVF	<ul style="list-style-type: none"> • Follow-up with current state group on tele-mental health <ul style="list-style-type: none"> ○ VA Telehealth Coordinator- Leslie Bennett ○ Completed 	<ul style="list-style-type: none"> • Cesar 	<ul style="list-style-type: none"> • Update group and invited Telehealth partners to meeting 	<ul style="list-style-type: none"> • 09/15/2016
Explore peer-to-peer approaches to SMVF	<ul style="list-style-type: none"> • Convene information sharing meeting regarding current status of peer-to-peer services throughout state <ul style="list-style-type: none"> ○ Report back to group ○ Coordinate presentation on VA peer model ○ Engage NAMI ○ Analyze gaps 	<ul style="list-style-type: none"> • Dr. Woodard • Linda • Misty • Lt. Trapp (NG) • Dr. Everett (VA) • Misty 		<ul style="list-style-type: none"> • 09/15/2016 • 09/15/2016

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TABLE 2 PRIORITIES: POLICY				
Strategy (ies)	Action (s)	Responsible Person Primary/Secondary	Measurement/Outcome	Timeline Scheduled/Completed
Gather data about NV SMVF and systems that they are connected with	<ul style="list-style-type: none"> Establish a data workgroup <ul style="list-style-type: none"> Establish an intergovernmental/agency data sharing agreements Explore data sources regarding BH, suicide and justice involvement 	<ul style="list-style-type: none"> Misty, Dr. Ritch, Julia Peek 		<ul style="list-style-type: none"> 08/15/2016
Establish veterans as a priority population to drive funding from existing grants	<ul style="list-style-type: none"> Compile necessary data Explore pertinent funding sources Develop a benchmark of funding from past 2 years that have gone to SMVF, evaluate utilization, develop acceptable benchmark Explore possibility of making SMVF a targeted group under Medicaid 	<ul style="list-style-type: none"> Dr. Woodard, Dr. Ritch, Julia Peek Julie 		<ul style="list-style-type: none"> 06/30/2018
Recruit and retain quality providers	<ul style="list-style-type: none"> Professional licensing reciprocity <ul style="list-style-type: none"> Collect information from Laura Hale Update legislation Disseminate information about loan repayment programs <ul style="list-style-type: none"> Engage Laura Hale Explore pay differential for rural areas Develop professional pathways (e.g. residencies, post-docs, etc) <ul style="list-style-type: none"> Collect information on Pipeline study Coordinate with VA & School of Medicine 	<ul style="list-style-type: none"> Dr. Woodard David Dr. Woodard Cesar Dr. Woodward Dr. Everett (Northern) Dr. Komanduri (Southern) 		<ul style="list-style-type: none"> 07/25/2016 07/25/2016 09/01/2016

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TABLE 3 PRIORITIES: FINANCING

Strategy (ies)	Action (s)	Responsible Person Primary/Secondary	Measurement/Outcome	Timeline Scheduled/Completed
Develop public/private funding ventures to develop services outside of the VA for SMVF and non-service connected veterans	<ul style="list-style-type: none"> Consolidate a list of workforce development opportunities for SMVF <ul style="list-style-type: none"> Coordinate GOED/VA/ Work for Warriors Explore opportunities for resources to support SMVF, such as transportation, childcare 	<ul style="list-style-type: none"> Cesar, Maj. Hales Maj. Hales, Troy, David 		<ul style="list-style-type: none"> 09/15/2016 Ongoing

TABLE 4 PRIORITIES: OUTREACH & ENGAGEMENT

Strategy (ies)	Action (s)	Responsible Person Primary/Secondary	Measurement/Outcome	Timeline Scheduled/Completed
Keep spotlight on SMVF BH needs	<ul style="list-style-type: none"> Increasing attention to resiliency <ul style="list-style-type: none"> Explore the use of personal stories to increase attention to resiliency and mental well-being (consider tying to Governor's PSA) Promote VA MH Summit 	<ul style="list-style-type: none"> Wendy, Zach Dr. Everett 	<ul style="list-style-type: none"> Reduce stigma 	
Increase outreach efforts	<ul style="list-style-type: none"> Coordinate with Councils and NDVS to explore a tailored approach to different veteran groups <ul style="list-style-type: none"> Older veterans <i>VIC program</i> Younger veterans- Female veterans –Tribal veterans- Reserve veterans- NG veterans- 	<ul style="list-style-type: none"> Wendy w/ NDVS PIOs <i>Community collaborative-Building/supporting 7.</i> <i>Ameristate veteran volunteers.</i> 		<ul style="list-style-type: none"> 06/30/2017

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Appendix B: VA Eligibility Questions

- 1) Military Component:
 - a. Active Duty
 - b. Reserve
 - c. National Guard
- 2) Dates of Active Service, month/year: From: ____ / ____ To: ____ / ____
- 3) Status of Discharge
 - a. Honorable discharge
 - b. General discharge under honorable conditions
 - c. Other than honorable (OTH) discharge
 - d. Bad conduct discharge
 - e. Dishonorable discharge
 - f. Entry-level separation
- 4) Have you ever been enrolled at a VA Hospital (seen a doctor for examination)
 - a. Yes
 - b. No
- 5) Have you served in a combat zone
 - a. Yes
 - b. No
- 6) Have you ever filed a claim for service-connected compensation benefits
 - a. Yes
 - b. No
 - i. If yes
 1. Denied
 2. Claim is pending
 3. 10-30
 4. 30-50
 5. 50-70
 6. 70-100
- 7) Do you have an injury or illness or experience a harmful exposure during your service? (if yes briefly explain)
 - a. Yes
 - b. No
- 8) _____
What was your gross household income last calendar year (please consider spouse income if applicable):
- 9) _____
Were you stationed at Camp Lejeune for more than 30 consecutive days between January 1st 1957 and January 1st 1987?
 - a. Yes
 - b. No
- 10) While serving in the military did you experience sexual trauma?
 - a. Yes
 - b. No

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Appendix C: Launching Pad for Peer-to-Peer Discussion

<u>Tier I</u>	<u>Tier II</u>	<u>Tier III</u>
Act as Peer Mentors	Act as Peer Advocates/Navigators	Act as Peer Specialists
Address agency specific needs	Provide connectivity to benefits and programs	Provide broad range of peer services
Linked within agency	Linked through an agency that may or may not require a specific certification	Linked through an agency that requires minimum standards and certification
Training may occur at agency level	A minimum level of training is required	A minimum level of training is required
Can be provided individually or in a group	Not trained to assist with behavioral health issues	Trained to assist with behavioral health issues
Ex: Wounded Warriors Peer Support Groups	Ex: NDVS – Nevada Veterans Advocates	Ex: DVA – Peer Specialists
		Ex: NV IC&RC Peer Specialists
		Ex: Vet to Vet

Leadership Home

Would register/promote all tiers

Would provide referrals to appropriate tier level based on interest

Would link peers to training opportunities

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Appendix D: Member Biographies for the SMVF BH Subcommittee

Chair- Cesar Melgarejo is Governor Brian Sandoval's Veteran Policy Analyst. Prior to joining the Governor's staff, Cesar Melgarejo served as a Program Administrator for the Governor's Office of Economic Development (GOED). He previously worked as an Outreach Specialist at the local VA Hospital, where he provided transition assistance services and outreach services to veterans, active military, reserve, and National Guard members. Cesar is also a veteran of the U.S. Army, where he served two combat tours in Iraq and Afghanistan. Cesar graduated from the University of Nevada, Reno with a bachelor's in Criminal Justice and a Masters of Public Administration.

Co-chair- Julie Kotchevar was appointed as the Deputy Administrator of the Aging and Disability Services Division in 2014. Julie has a B.S. in Special Education, an MA in Human Services Management, and is a fourth year PhD student in Human Services Policy, Planning, and Analysis. She has worked nationally and internationally in children's and adult programs; developing services in several U.S. states, Asia, and Africa. She has published works on Autism treatment for special education and the impacts of evidence based treatments on families and caregivers. She has over 17 years of experience in program development and management for seniors, children, and adults with special needs.

Member- Linda Lang, Director of Nevada Statewide Coalition Partnership. Linda Lang has worked in the prevention field for over 30 years with the last 17 years dedicated to working statewide with community coalitions. She directs the Nevada Statewide Coalition Partnership, a collaborative of 12 coalitions serving Nevada's 17 counties. The Partnership addresses substance abuse and wellness issues through advocacy, education, policy development, and changes in practice. She also provides training and technical assistance to various states and communities specific to coalition development and bringing key stakeholders together to affect change. The Partnership has been nationally recognized as a best practice specific to prevention planning and collaboration. Linda sits on the Attorney General's Substance Abuse Working Group; the Service Members, Veterans, and their Families Behavioral Health Committee, and is a part of the Governor's Prescription Drug Abuse Policy Academy. She is committed to building partnerships to better serve communities at a grass roots level and bridging the gap between federal, state and local entities.

Member- Misty Vaughan Allen, MA is the Coordinator for the Nevada Office of Suicide Prevention in the Division of Public and Behavioral Health. She works together with local advisory groups and community coalitions, providing oversight and leadership to launch new suicide prevention programs in communities across Nevada. As the Suicide Prevention Coordinator, she facilitated the development of Nevada's first Suicide Prevention plan consistent with the National Strategy for Suicide Prevention. Ms. Allen graduated with her Master's Degree in counseling from the University of Nevada, Reno. She began her journey to prevent suicide as the coordinator for the Suicide Prevention Hotline of Nevada, a program of the Crisis Call Center in Reno. Ms. Allen advocates for suicide prevention resources to help create change for Nevadans. She is the proud mother of Luke and Madelynne who assist her with suicide prevention events across the state.

Member- David A. Sousa served as the Veterans of Foreign Wars Nevada Department Commander on 2014-2015 and was awarded the All-American Department Commander status for his dedication to the members of the VFW. David is a 20 year veteran of the United States Army and retired on November 1, 2016. During his service in the Army, he served in support of "Operation Provide Relief" and "Operation Provide Comfort" humanitarian missions in Somalia from October 1993 to December 1993. He went on to serve in "Operation Iraqi Freedom" in Abu Ghraib, Iraq as a member of the 72nd Military Police Company as well as served again in "Operation Enduring Freedom" Kandahar, Afghanistan as a member of the 422d Expeditionary Signal Battalion. David was awarded the Combat

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Action Badge, the Bronze Star Medal, two Meritorious Service Medals, four Army Commendation Medals, seven Army Achievement Medals, the National Defense Service Medal with two Bronze Stars, the Afghanistan Campaign Medal with three Combat Stars, Iraq Campaign Ribbon and the Military Outstanding Volunteer Service Medal. He has served the VFW as the Junior, Senior and Commander for the Department of Nevada in 2014-2015, he served on the District level, was honored to serve as the VFW National Certified Recruiter from 2006 to 2009, and served on the National Legislative Committee in 2006. David is a Gold Legacy Life Member of the VFW, a member of the American Legion, a life member of The Association of United States Army – General Westmoreland Chapter, a life member for the Disabled American Veterans Association, a Life Member of Signal Corps Regimental Association, member of the Enlisted Association of the National Guard, and in 2014 was appointed by the Governor of Nevada Brian Sandoval to the Veterans Suicide Prevention and Awareness Council. He dedicates much of his time with Suicide Prevention working with several groups to include Change Direction and the Livingworks Program which he is a certified trainer in the SAFETALK program.

Member—Troy Stormoen currently serves as the Veteran Outreach Coordinator for the Department of Veteran Affairs, Reno Vet Center. In this position, he provides support and information for returning combat veterans and their families as they transition back into civilian life. Troy is familiar with the issues that confront veterans upon their return home because he has experienced firsthand the difficulties faced during readjustment. He deployed to both Afghanistan and Iraq as an Army infantryman with the 101st Airborne (Air Assault) in 2002 and 2003-04, respectively. Due to this experience he is committed to supporting veterans on their journey home.

Member- Zack Totans was born in Reno, Nevada. He proudly served four and half years in the United States Army with the 25th Infantry Division in Schofield Barracks, Hawaii as an infantry team leader. While in the service, Zack served two combat tours in Iraq for a total of 27 months. After the military he began attending school at Truckee Meadows Community College (TMCC) where he obtained an Associate Degree in Business. Zack then moved on to the University of Nevada, Reno (UNR) where he obtained a Bachelor of Science in Business Administration with majors in Economics and Finance. While at UNR, Zack served as president of the Wolf Pack Veterans, the Student Veteran of America (SVA) chapter on campus for two years. He also had the opportunity serve as a representative on the Student Veteran Advisory Council for the state of Nevada, under Governor Brian Sandoval. He is currently employed as the veterans coordinator at TMCC and is working on his Master of Business Administration at UNR.

Member- Wendy Simons serves as the Deputy Director of Wellness for the Nevada Department of Veterans Services. Her lifelong career in the health care industry includes time as an owner/administrator of assisted living facilities, and spans several decades of service to seniors, state agencies, academia and volunteer organizations. She is the former Chief of the state regulatory agency of the Bureau of Health Care Quality and Compliance, under the auspices of the Department of Public and Behavioral Health. After a short semi-retirement, Simons joined the Nevada Department of Veterans Services as the Deputy Director of Wellness, a position created in 2015. She oversees development of the upcoming Northern Nevada Veterans Home, as well as the Nevada State Veterans Home in Boulder City and several other health related programs. Simons holds a Bachelor's degree in Health Education. She has served as adjunct faculty for the UNR School of Medicine's Geriatric Education Center, in addition to being a member of numerous boards and commissions.

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Member— James Oscarson was first elected in 2012 and has served in two Legislative sessions, currently he is serving as chairman of Health and Human services, a member of the interim finance committee, Chairman of the Committee on Industrial Relations and was recently appointed By Governor Sandoval to the Energy Industry Task force. Assemblyman Oscarson represents Assembly district 36 that covers approximately 26,000 square miles of rural Nevada. Mr. Oscarson and his wife Rebecca are over 30 year residents of Nevada living in Pahrump Nevada. They have 3 children all living in Nevada and 7 grandchildren.

Member- Ramu Komanduri, M.D. is the Chief of Staff at the VA Southern Nevada Health Care System. Prior to his current roles he served as the Unit Chief of the Addictive Disorders Treatment Program. Dr. Komanduri was born in India and raised in Chicago from the age of eleven. He studied medicine at the UCLA School of Medicine and completed an Honors thesis in Psychiatry. He completed a transitional internship at Harbor-UCLA Medical Center. Dr. Komanduri served as a resident and chief resident in Psychiatry at UCLA School of Medicine. Dr. Komanduri is board certified in Psychiatry. Dr. Komanduri has held various clinical and academic appointments. After residency he participated in various activities including solo private practice in Los Angeles. He also served on the clinical faculty at the UCLA School of Medicine. He has been actively involved in medical student and resident teaching. He has participated in multiple clinical research activities. His current academic appointment is Clinical Associate Professor at the University Of Nevada School Of Medicine. Dr. Komanduri engages in direct patient care and conducts clinical research. He is also involved in various patient and staff teaching activities. Dr. Komanduri has been involved in various community activities including AIDS and cancer support groups. He currently participates in Tar Wars; a program designed to discourage youth from smoking. He has received multiple awards including congressional recognition for distinguished public service and the Leadership VA “Elmo” award.

Member- Stephanie Woodard, Psy.D., Nevada Division of Public and Behavioral Health, CCBHC Project Director

Member - Roslein Everett, DO., Chief of Mental Health, VA Sierra Nevada Health Care System

Member - Elicia Torres, Program Manager, Nevada Primary Care Association

Special Surveillance Report Veterans Suicide

June 2016



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Introduction

Suicide is defined as an act of intentional self-harm resulting in death, and is a pressing public health concern in Nevada. The state of Nevada has consistently ranked in the top five for the highest suicide rates in the nation. Nevada's perennially high rates of suicide can result in public complacency, diminishing discussion and community action. The consequence can be a lack of preparedness for preventing these deaths and the secondary harm they cause.

Suicide is an action often taken by individuals who feel isolated and hopeless, with high levels of emotional pain, physical pain, family and personal problems, and financial stress. Nevada's military veterans, particularly younger veterans, are dying from suicide at alarming rates above the state's already high rate.

A veteran who is recently released from active duty, reserve, or National Guard is often one who has experienced wars of the last decade. Veterans may have endured deployments that disrupt life with family and friends, even considering the unprecedented access to technology that enhances communication with loved ones. Deployments bring exposure to long periods of numbing routine with time to worry about crises occurring at home, interspersed with moments of extreme violence and death.

Individuals in uniform yet not deployed into actual war zones may experience continuous training for performing a wartime mission, longer assignments to other hot regions, delayed discharges, emotional turmoil of friends who are injured or killed, and guilt for "not being there to help." The stress of being in military service can include feeling cut off and isolated from "the real world" where birthdays and holidays are observed along with weddings, funerals, and the arrival of new babies. Deployment brings concern for family back home who deal with everyday emergencies such as car or home repairs and school activities.

The paradox of military service during wartime is that even though exposure to trauma, violence, and isolation from loved ones occurs, the service member often feels a tremendous sense of pride, belonging, purpose, and accomplishment. The dynamics of belonging to a unit with support structures and certainty enhances the resilience of the individual. However, discharge or return to reserve status can strip away these supports, plunging an individual into a struggling economy characterized by loss of jobs, homes, and friends. This confluence of circumstance and experience can result in feelings of loss and hopelessness that for some leads to thoughts of suicide.

The data and information contained in this report highlight the need for efforts to address and prevent this public health problem. This document is intended to be a brief examination of suicide, not a full discussion or action plan.

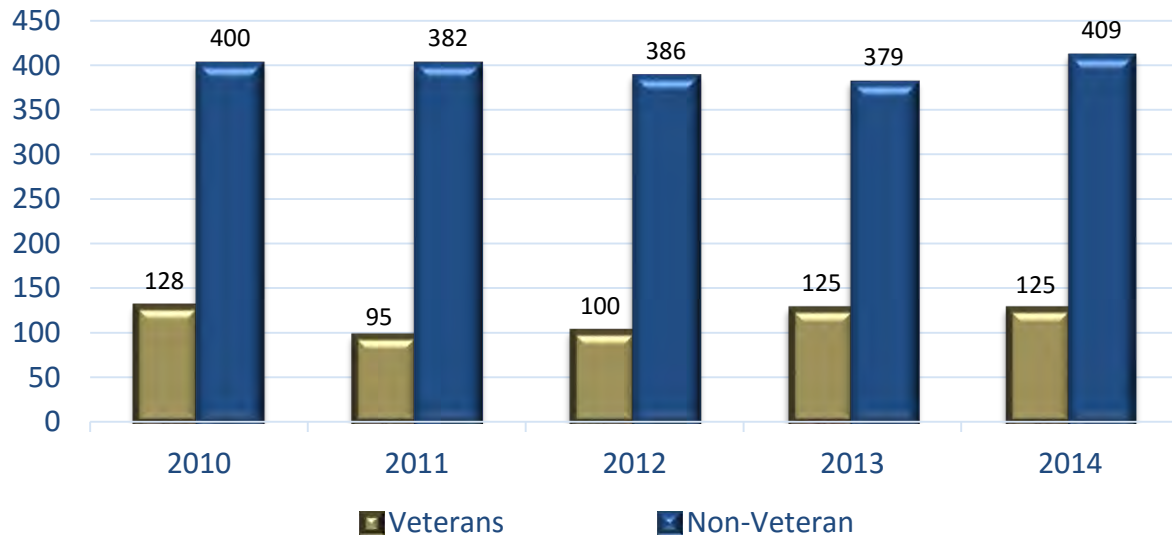
(Selected Suicide Indicators for Nevada's Military Community & Veterans, 2008 – 2013)

Mortality

This section of the report will focus on deaths in Nevada as they relate to suicide and veteran status of Nevada residents. In preparing this section of the report it was determined to compare the Nevada veteran population to Nevada's non-veteran population. This determination was made to ensure a person's veteran status was clearly identified through an individual's death certificate, and no assumptions were made to the status. The Nevada Death Certificate inquires on veteran status, but this is not always completed. Due to this limitation care should be taken in comparing total number of deaths, percentages and rates reported within this report to other topical reports, as well as the total number of deceased Nevada residents in any given year.

Between 2010 and 2014, there were a total of 101,714 resident deaths in Nevada. Of these deaths, 3,125 had an unknown veteran status and thus have been excluded from the remainder of this report. Of the 98,589 deaths included within this report between 2010 and 2014, 2,529 died due to suicide, and 573 or 22% of those suicide deaths were veterans. When the number of veteran suicides is examined by year the highest number of reported veteran suicides occurred in 2010 (N=128) with the lowest number reported the following year (N=95). After an increase in reported numbers of veteran suicides in 2012 (N=100) and 2013 (N=125), the number of reported suicides maintained year over year with 125 reported in 2014. During the reporting period of 2010 – 2014, 97% of veteran suicides (N=573) were by males (N=557).

Chart 1: Death Counts with Cause of Death Suicide by Year and Veteran Status, Nevada Residents, 2010 - 2014



Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

**Table 1: Total Death Counts by Veteran Status and Age Group,
Nevada Residents, 2010 – 2014**

Year of Death	Veteran Status	Age Group								Total
		18-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	
2010	Veteran	9	20	56	214	749	1,264	1,899	1,346	5,557
	Non-Veterans	234	374	646	1,434	2,183	2,565	2,986	2,951	13,373
2011	Veteran	6	25	43	219	697	1,263	1,861	1,464	5,578
	Non-Veterans	230	383	673	1,487	2,254	2,728	3,078	3,104	13,937
2012	Veteran	7	18	45	182	649	1,285	1,800	1,488	5,474
	Non-Veteran	172	352	617	1,401	2,345	2,833	3,150	3,211	14,081
2013	Veteran	8	37	47	168	613	1,306	1,810	1,537	5,526
	Non-Veteran	175	403	599	1,436	2,457	3,006	3,309	3,220	14,605
2014	Veteran	6	39	46	152	597	1,404	1,888	1,538	5,670
	Non-Veteran	205	395	641	1,448	2,509	3,239	3,214	3,137	14,788
Total	Veteran	36	139	237	935	3,305	6,522	9,258	7,373	27,805
	Non-Veteran	1,016	1,907	3,176	7,206	11,748	14,371	15,737	15,623	70,784

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

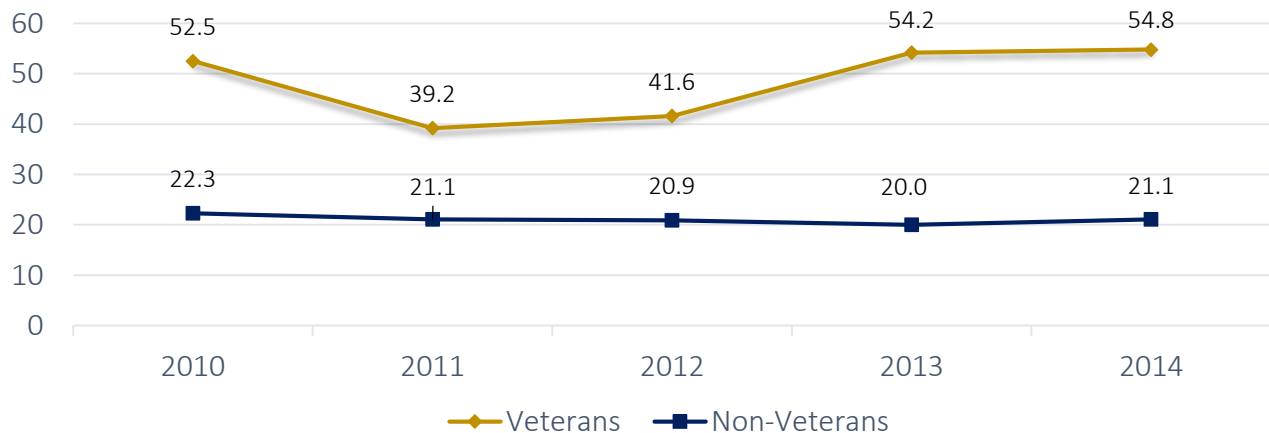
**Table 2: Death Count of Suicides by Veteran Status and Age Group,
Nevada Residents, 2010 – 2014**

Year of Death	Veteran Status	Age Group								Total
		18-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	
2010	Veteran	3	9	13	17	34	19	25	8	128
	Non-Veterans	38	67	90	83	76	36	9	1	400
2011	Veteran	2	7	5	17	21	17	19	7	95
	Non-Veterans	44	52	71	93	76	31	13	2	382
2012	Veteran	3	8	9	18	23	21	10	8	100
	Non-Veteran	29	64	77	94	79	31	9	3	386
2013	Veteran	3	18	9	25	20	24	14	12	125
	Non-Veteran	32	76	52	95	66	39	14	5	379
2014	Veteran	1	16	9	18	19	27	20	15	125
	Non-Veteran	41	71	74	85	72	35	23	8	409
Total	Veteran	12	58	45	95	117	108	88	50	573
	Non-Veteran	184	330	364	450	369	172	68	19	1,956

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

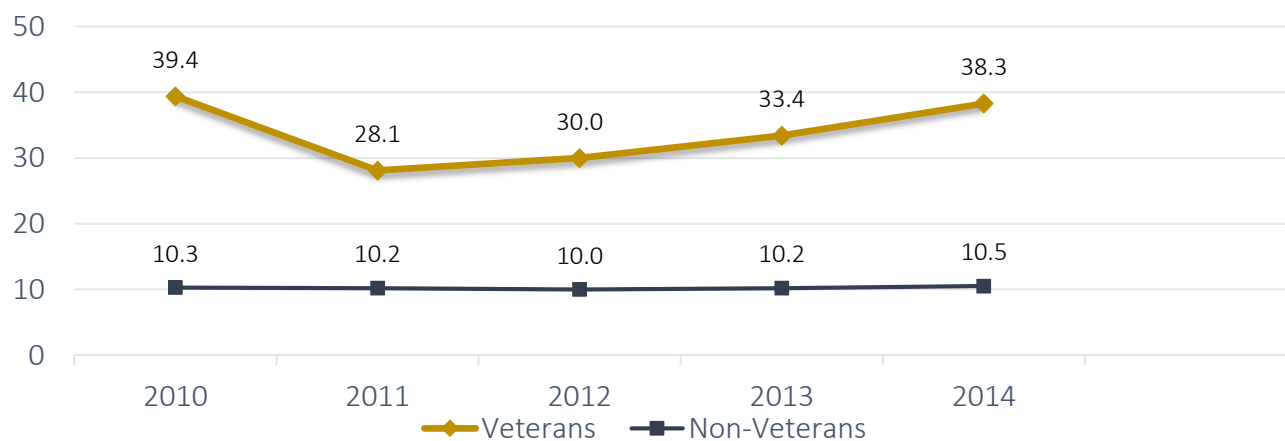
Veteran suicide rates (per 100,000) have varied between 2010 and 2014 with a peak rate of 54.8 per 100,000 veteran population in 2014 compared to the lowest rate of 39.2 per 100,000 veteran population in 2011. This is in contrast to the rate per 100,000 of non-veteran suicides with rates continually between 20.0 and 22.3 per 100,000 non-veterans. These rates demonstrate a significant increased risk for a veteran to complete suicide compared to the non-veteran population of Nevada residents. The rates (per 100,000) at which firearms were used as the method of suicide was greater in the veteran population from 2010 and 2014. Of the 573 veteran suicides between 2010 and 2014, nearly 70% (N=400) had a reported method of suicide as firearms/explosions. When broken down by gender a firearm was the method of suicide in over 98% of veteran suicides completed by males (N=393).

Chart 2: Nevada Suicide Rates (per 100,000) by Year and Veteran Status, Nevada Residents, 2010-2014



Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Chart 3: Firearms/Explosives Method of Suicide Rates (per 100,000) by Year and Veteran Status, Nevada Residents, 2010 – 2014



Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Table 3: Death Counts of Suicides by Year, Veteran Status, Gender and Method of Suicide, Nevada Residents, 2010 - 2014

Year	Poisoning by Solid, Liquid or Gaseous Substance	Hanging/ Strangulation/ Suffocation	Drowning/ Submersion	Firearms/ Explosives	Cutting/ Stabbing	Jumped from Height	Other	Total
2010	Veteran							
	Male	13	12	0	93	2	1	122
	Female	2	1	0	3	0	0	6
	Total	15	13	0	96	2	1	128
	Non-Veteran							
	Male	45	68	0	151	6	8	284
	Female	52	21	0	34	3	2	116
	Total	97	89	0	185	9	10	400
2011	Veteran							
	Male	12	14	0	68	0	0	94
	Female	1	0	0	0	0	0	1
	Total	13	14	0	68	0	0	95
	Non-Veteran							
	Male	46	65	1	148	2	2	271
	Female	45	19	3	37	1	3	111
	Total	91	84	4	185	3	5	382
2012	Veteran							
	Male	15	7	1	71	1	1	98
	Female	0	0	0	1	0	0	2
	Total	15	7	1	72	1	3	100
	Non-Veteran							
	Male	46	54	0	138	5	2	254
	Female	62	18	0	47	1	0	132
	Total	108	72	0	185	6	2	386
2013	Veteran							
	Male	20	20	0	77	4	1	124
	Female	0	1	0	0	0	0	1
	Total	20	21	0	77	4	1	125
	Non-Veteran							
	Male	39	50	0	157	5	10	264
	Female	49	19	1	37	4	2	115
	Total	88	69	1	194	9	12	379
2014	Veteran							
	Male	13	15	1	84	3	1	119
	Female	1	2	0	3	0	0	6
	Total	14	17	1	87	3	1	125
	Non-Veteran							
	Male	41	85	1	159	6	3	299
	Female	39	18	1	45	0	3	110
	Total	80	103	2	204	6	6	409

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

**Table 4: Total Counts and Rates (per 100,000)
by Method of Suicide by Veteran Status,
Nevada Residents, 2010**

Method of Suicide	Veteran Status													
	Veteran	Non-Veteran	Veteran			Non-Veteran			Veteran			Non-Veteran		
	Count		Crude Rate	CI Lower	CI Upper	Crude Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper
Poisoning by Solid, Liquid or Gaseous Substances	15	97	6.2	3.0	9.3	5.4	4.3	6.5	5.1	2.5	7.7	5.4	4.3	6.5
Hanging/ Strangulation/ Suffocation	13	89	5.3	2.4	8.2	5.0	3.9	6.0	5.6	2.5	8.6	5.0	3.9	6.0
Drowning/ Submersion	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Firearms/ Explosives	96	185	39.4	31.5	47.2	10.3	8.8	11.8	47.8	38.2	57.3	10.3	8.8	11.8
Cutting/ Stabbing	2	9	0.8	0.0	2.0	0.5	0.2	0.8	0.5	0.0	1.3	0.5	0.2	0.8
Jumped from Height	1	10	0.4	0.0	1.2	0.6	0.2	0.9	0.2	0.0	0.7	0.6	0.2	0.9
Others	1	10	0.4	0.0	1.2	0.6	0.2	0.9	0.7	0.0	2.1	0.6	0.2	0.9
Total	128	400	52.5	37.0	69.1	22.3	17.7	26.9	59.9	43.3	77.7	22.3	17.7	26.9

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Note: Regardless of significance, caution is warranted when interpreting and comparing rates based on relatively few cases and/or relatively wide confidence intervals

**Table 5: Total Counts and Rates (per 100,000)
by Method of Suicide by Veteran Status,
Nevada Residents, 2011**

Method of Suicide	Veteran Status													
	Veteran	Non-Veterans	Veteran			Non-Veterans			Veteran			Non-Veterans		
	Count		Crude Rate	CI Lower	CI Upper	Crude Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper
Poisoning by Solid, Liquid or Gaseous Substances	13	91	5.4	2.4	8.3	5.0	4.0	6.0	5.8	2.7	9.0	5.0	4.0	6.0
Hanging/ Strangulation/ Suffocation	14	84	5.8	2.8	8.8	4.6	3.6	5.6	10.6	5.0	16.1	4.6	3.7	5.6
Drowning/ Submersion	0	4	0.0	0.0	0.0	0.2	0.0	0.4	0.0	0.0	0.0	0.2	0.0	0.4
Firearms/ Explosives	68	185	28.1	21.4	34.7	10.2	8.7	11.7	25.7	19.6	31.8	10.2	8.7	11.6
Cutting/ Stabbing	0	3	0.0	0.0	0.0	0.2	0.0	0.4	0.0	0.0	0.0	0.2	0.0	0.4
Jumped from Height	0	10	0.0	0.0	0.0	0.6	0.2	0.9	0.0	0.0	0.0	0.6	0.2	0.9
Others	0	5	0.0	0.0	0.0	0.3	0.0	0.5	0.0	0.0	0.0	0.3	0.0	0.5
Total	95	382	39.2	26.6	51.8	21.1	16.6	25.5	42.1	27.3	56.9	21.0	16.6	25.5

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Note: Regardless of significance, caution is warranted when interpreting and comparing rates based on relatively few cases and/or relatively wide confidence intervals

**Table 6: Total Counts and Rates (per 100,000)
by Method of Suicide by Veteran Status, Nevada
Residents, 2012**

Method of Suicide	Veteran Status													
	Veteran	Non-Veteran	Veteran			Non-Veteran			Veteran			Non-Veteran		
	Count		Crude Rate	CI Lower	CI Upper	Crude Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper
Poisoning by Solid, Liquid or Gaseous Substances	15	108	6.2	3.1	9.4	5.9	4.8	7.0	4.7	2.3	7.1	5.8	4.7	6.9
Hanging/ Strangulation/ Suffocation	7	72	2.9	0.8	5.1	3.9	3.0	4.8	3.0	0.8	5.2	3.9	3.0	4.8
Drowning/ Submersion	1	0	0.4	0.0	1.2	0.0	0.0	0.0	0.3	0.0	0.8	0.0	0.0	0.0
Firearms/ Explosives	72	185	30.0	23.1	36.9	10.0	8.6	11.5	44.5	34.2	54.7	10.0	8.6	11.5
Cutting/ Stabbing	1	6	0.4	0.0	1.2	0.3	0.1	0.6	0.2	0.0	0.5	0.3	0.1	0.6
Jumped from Height	3	13	1.2	0.0	2.7	0.7	0.3	1.1	0.8	0.0	1.7	0.7	0.3	1.1
Others	1	2	0.4	0.0	1.2	0.1	0.0	0.3	0.2	0.0	0.5	0.1	0.0	0.2
Total	100	386	41.6	26.9	57.7	20.9	16.7	25.2	53.5	37.3	70.4	20.9	16.7	25.1

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Note: Regardless of significance, caution is warranted when interpreting and comparing rates based on relatively few cases and/or relatively wide confidence intervals

**Table 7: Total Counts and Rates (per 100,000)
by Method of Suicide by Veteran Status, Nevada
Residents, 2013**

Method of Suicide	Veteran Status													
	Veteran	Non-Veteran	Veteran			Non-Veteran			Veteran			Non-Veteran		
	Count		Crude Rate	CI Lower	CI Upper	Crude Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper
Poisoning by Solid, Liquid or Gaseous Substances	20	88	8.7	4.9	12.5	4.6	3.7	5.6	8.5	4.8	12.2	4.6	3.6	5.6
Hanging/ Strangulation/ Suffocation	21	69	9.1	5.2	13.0	3.6	2.8	4.5	10.3	5.9	14.7	3.7	2.8	4.5
Drowning/ Submersion	0	1	0.0	0.0	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.1
Firearms/ Explosives	77	194	33.4	25.9	40.8	10.2	8.8	11.7	45.2	35.1	55.3	10.2	8.7	11.6
Cutting/ Stabbing	4	9	1.7	0.0	3.4	0.5	0.2	0.8	1.7	0.0	3.3	0.5	0.2	0.8
Jumped from Height	2	6	0.9	0.0	2.1	0.3	0.1	0.6	1.0	0.0	2.4	0.3	0.1	0.6
Others	1	12	0.4	0.0	1.3	0.6	0.3	1.0	0.5	0.0	1.5	0.7	0.3	1.0
Total	125	379	54.2	36.0	73.1	20.0	15.7	24.3	67.1	45.8	89.3	19.9	15.7	24.2

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Note: Regardless of significance, caution is warranted when interpreting and comparing rates based on relatively few cases and/or relatively wide confidence intervals

**Table 8: Total Counts and Rates (per 100,000)
by Method of Suicide by Veteran Status, Nevada
Residents, 2014**

Method of Suicide	Veteran Status													
	Veteran	Non-Veteran	Veteran			Non-Veteran			Veteran			Non-Veteran		
	Count		Crude Rate	CI Lower	CI Upper	Crude Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper	Age-Adjusted Rate	CI Lower	CI Upper
Poisoning by Solid, Liquid or Gaseous Substances	14	80	6.1	2.9	9.4	4.1	3.2	5.0	6.0	2.9	9.2	4.1	3.2	5.0
Hanging/ Strangulation/ Suffocation	17	103	7.5	3.9	11.0	5.3	4.3	6.4	5.3	2.8	7.8	5.4	4.3	6.4
Drowning/ Submersion	1	2	0.4	0.0	1.3	0.1	0.0	0.2	0.3	0.0	1.0	0.1	0.0	0.2
Firearms/ Explosives	87	204	38.2	30.1	46.2	10.5	9.1	12.0	38.6	30.5	46.7	10.4	9.0	11.8
Cutting/ Stabbing	3	6	1.3	0.0	2.8	0.3	0.1	0.6	1.1	0.0	2.4	0.3	0.1	0.5
Jumped from Height	2	8	0.9	0.0	2.1	0.4	0.1	0.7	2.3	0.0	5.4	0.4	0.1	0.7
Others	1	6	0.4	0.0	1.3	0.3	0.1	0.6	0.3	0.0	1.0	0.3	0.1	0.6
Total	125	409	54.8	37.0	74.0	21.1	16.9	25.4	54.0	36.2	73.5	21.0	16.8	25.3

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Note: Regardless of significance, caution is warranted when interpreting and comparing rates based on relatively few cases and/or relatively wide confidence intervals

When identifying the cause of death for the veteran population between 2010 and 2014 the majority (94%) of deaths were due to *All Other Causes of Death* (N=26,348). This category includes disease and natural causes. Suicides were the second leading cause of death (N=573) accounting for 2% of the total veteran deaths between 2010 and 2014 (N= 27,805), followed by accidents (N=137).

Table 9: Age Distribution of Suicide Related Deaths by Veteran Status, Nevada Residents, 2010 - 2014

Year of Death	Veteran Status	Age Group								Total
		18-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	
2010	Veterans (*N=128)	2%	7%	10%	13%	27%	15%	20%	6%	100%
	Non-Veterans (*N=400)	10%	17%	23%	21%	19%	9%	2%	0%	100%
2011	Veterans (*N=95)	2%	7%	5%	18%	22%	18%	20%	7%	100%
	Non-Veterans (*N=382)	10%	17%	23%	21%	19%	9%	2%	0%	100%
2012	Veterans (*N=100)	3%	8%	9%	18%	23%	21%	10%	8%	100%
	Non-Veterans (*N=386)	8%	17%	20%	24%	20%	8%	2%	1%	100%
2013	Veterans (*N=125)	2%	14%	7%	20%	16%	19%	11%	10%	100%
	Non-Veterans (*N=379)	8%	20%	14%	25%	17%	10%	4%	1%	100%
2014	Veterans (*N=125)	1%	13%	7%	14%	15%	22%	16%	12%	100%
	Non-Veterans (*N=409)	10%	17%	18%	21%	18%	9%	6%	2%	100%

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

*Note: The N represented in this table is the total number of suicide-related deaths by year.

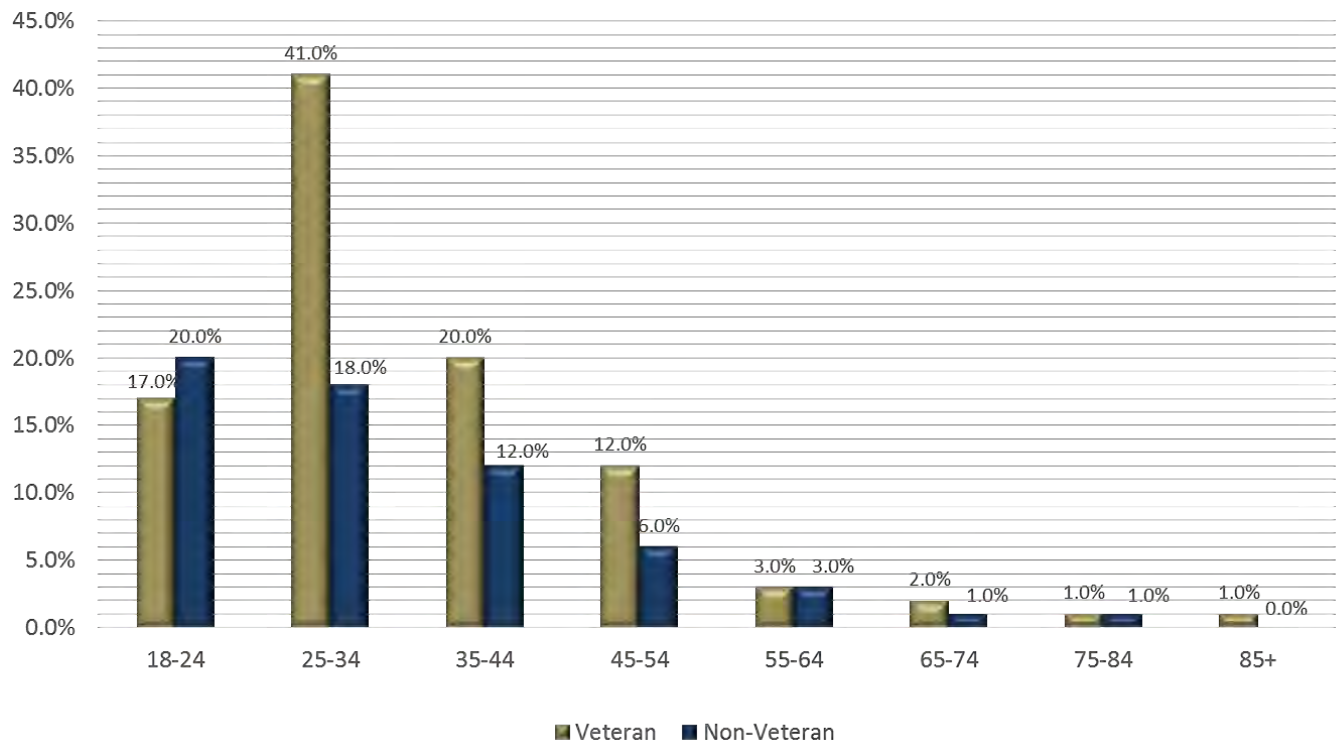
Table 10: Percentage of Total Deaths that had a Cause of Death Indicated as Suicide by Veteran Status and Age Group, Nevada Residents, 2010 – 2014

Year of Death	Veteran Status	Age Group																Total	*Total N
		18-24	*N	25-34	*N	35-44	*N	45-54	*N	55-64	*N	65-74	*N	75-84	*N	85+	*N		
2010	Veteran	33%	9	45%	20	23%	56	8%	214	5%	749	2%	1,264	1%	1,899	1%	1,346	2%	5,557
	Non-Veterans	16%	234	18%	374	14%	646	6%	1,434	3%	2,183	1%	2,565	0%	2,986	0%	2,951	3%	13,373
2011	Veteran	33%	6	28%	25	12%	43	8%	219	3%	697	1%	1,263	1%	1,861	0%	1,464	2%	5,578
	Non-Veterans	16%	230	18%	383	14%	673	6%	1,487	3%	2,254	1%	2,728	0%	3,078	0%	3,104	3%	13,937
2012	Veteran	43%	7	44%	18	20%	45	10%	182	4%	649	2%	1,285	1%	1,800	1%	1,488	2%	5,474
	Non-Veteran	17%	172	18%	352	12%	617	7%	1,401	3%	2,345	1%	2,833	0%	3,150	0%	3,211	3%	14,081
2013	Veteran	38%	8	49%	37	19%	47	15%	168	3%	613	2%	1,306	1%	1,810	1%	1,537	2%	5,526
	Non-Veteran	18%	175	19%	403	9%	599	7%	1,436	3%	2,457	1%	3,006	0%	3,309	0%	3,220	3%	14,605
2014	Veteran	17%	6	41%	39	20%	46	12%	152	3%	597	2%	1,404	1%	1,888	1%	1,538	2%	5,670
	Non-Veteran	20%	205	18%	395	12%	641	6%	1,448	3%	2,509	1%	3,239	1%	3,214	0%	3,137	3%	14,788

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

*Note: The N represented in this table is the total number of veteran deaths for each age group by year.

Chart 4: Percentage of Total Deaths that had a Cause of Death Indicated as Suicide by Veteran Status by Age Group, Nevada Residents, 2014



Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

When broken down by age group between 2010 and 2014 nearly 50% of the veteran deaths of Nevada residents aged 25-34 (N= 139) were due to suicide (N=58). This is not reflective of the non-veteran population in the same age group with 18% of deaths in this age group (N=1,898) due to suicide (N=345). When examining percentages the reader should take into consideration that most 25-34 year olds are less likely to pass away due to disease and natural causes compared to older adults. In 2014, for the first time since 2008, the veteran age group 18-24 saw a drop in suicide deaths (N=1), and percentage of total death that had a cause of death indicated as suicide reflect similarly to the non-veteran population in the same age group (17% and 20%, respectively). When only looking at suicide deaths by age group from 2010 to 2012 (N= 323) the highest percentage of deaths were the 55 – 64 year olds accounting for 24% or 78 veteran suicide deaths. Since 2012, the 45 -54 age group has a growing number of veteran suicide deaths accounting for 17% of the 250 total veteran suicides during the time period.

When veteran deaths are broken down by Race/Ethnicity, Whites accounted for over 88% of the total deaths (N= 24,542) followed by Blacks accounting for nearly 6% of total veteran deaths (N= 1,647) between 2010 and 2014. This race/ethnicity breakdown of deaths is representative of the Nevada population as a whole.

**Table 11: Veteran Death Counts by Cause of Death and Age Group,
Nevada Residents, 2010 - 2014**

Cause of Death	Year of Death	Age Group								Total
		18-24	25-34	35-44	45-54	55-64	65-74	75-84	85+	
All Other Causes of Death	2010	1	7	30	178	674	1,218	1,843	1,310	5,261
Accidents	2010	5	1	11	17	38	27	30	28	157
Intentional Self-harm (Suicide)	2010	3	9	13	17	34	19	25	8	128
Assault (Homicide) & Legal Intervention	2010	0	3	2	2	3	0	1	0	11
All Other Causes of Death	2011	1	9	23	167	646	1,224	1,808	1,433	5,311
Accidents	2011	3	6	11	32	27	22	33	24	158
Intentional Self-harm (Suicide)	2011	2	7	5	17	21	17	19	7	95
Assault (Homicide) & Legal Intervention	2011	0	3	4	3	3	0	1	0	14
All Other Causes of Death	2012	0	2	25	129	586	1,240	1,761	1,449	5,192
Accidents	2012	4	8	11	34	39	24	28	31	179
Intentional Self-harm (Suicide)	2012	3	8	9	18	23	21	10	8	100
Assault (Homicide) & Legal Intervention	2012	0	0	0	1	1	0	1	0	3
All Other Causes of Death	2013	2	5	26	117	568	1,253	1,755	1,497	5,223
Accidents	2013	3	11	12	21	23	27	39	28	164
Intentional Self-harm (Suicide)	2013	3	18	9	25	20	24	14	12	125
Assault (Homicide) & Legal Intervention	2013	0	3	0	5	2	2	2	0	14
All Other Causes of Death	2014	2	7	21	119	532	1,357	1,827	1,496	5,361
Accidents	2014	2	13	13	13	42	19	41	26	169
Intentional Self-harm (Suicide)	2014	1	16	9	18	19	27	20	15	125
Assault (Homicide) & Legal Intervention	2014	1	3	3	2	4	1	0	1	15
Total		36	139	237	935	3,305	6,522	9,258	7,373	27,805

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Table 12: Veteran Death Counts by Cause of Death and Race/Ethnicity, Nevada Residents, 2010 – 2014

Cause of Death	Year of Death	Race/Ethnicity						Total
		White	Black	Native American	Asian	Hispanic	Other/Unknown	
All Other Causes of Death	2010	4,700	290	33	75	154	9	5,261
Accidents	2010	143	6	2	5	1	0	157
Intentional Self-harm (Suicide)	2010	120	6	0	0	2	0	128
Assault (Homicide) & Legal Intervention	2010	8	1	0	1	1	0	11
All Other Causes of Death	2011	4,712	317	40	96	138	8	5,311
Accidents	2011	142	8	4	2	2	0	158
Intentional Self-harm (Suicide)	2011	87	2	1	1	4	0	95
Assault (Homicide) & Legal Intervention	2011	10	4	0	0	0	0	14
All Other Causes of Death	2012	4,617	318	18	91	133	15	5,192
Accidents	2012	153	14	2	2	7	1	179
Intentional Self-harm (Suicide)	2012	90	3	3	2	2	0	100
Assault (Homicide) & Legal Intervention	2012	3	0	0	0	0	0	3
All Other Causes of Death	2013	4,561	319	40	106	157	40	5,223
Accidents	2013	138	16	0	2	5	3	164
Intentional Self-harm (Suicide)	2013	104	8	1	2	5	5	125
Assault (Homicide) & Legal Intervention	2013	11	1	0	0	0	2	14
All Other Causes of Death	2014	4,678	317	35	117	140	74	5,361
Accidents	2014	142	9	3	4	11	0	169
Intentional Self-harm (Suicide)	2014	112	6	0	1	6	0	125
Assault (Homicide) & Legal Intervention	2014	11	2	0	0	2	0	15
Total		24,542	1,647	182	507	770	157	27,805

Data Source: Division of Public and Behavioral Health, Electronic Death Registry System

Hospital Inpatient Billing (HIB) Data

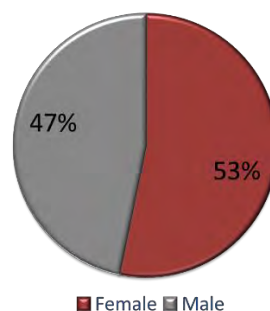
When looking at suicides it is important to identify, when possible, suicide attempts. The Center for Health Information Analysis (CHIA) is a research center at the University of Nevada Las Vegas (UNLV) which collects certain billing records from all inpatient hospital admissions. These data are collected to provide patterns and health status. Identifying veteran status within hospital data is reliant (with limitations) to a payer code of CHAMPUS or CHAMPVA. Suicide attempts are coded with an External Code of Injury (E-Codes). Data limitations should be noted by reader, including identifying dependents and service members/veterans. Individuals under the age of 18 are most likely children of military members. Some individuals 17 years of age may be members of a reserve component and awaiting entering active duty for training. Individuals over the age of 17 may be dependents, veterans or currently serving on active duty.

When breaking down deaths due to suicide it is noted more males die due to suicide, and more frequently than females by method of firearms. When breaking down suicide attempts through inpatient hospitalizations (N=139) between 2010 and 2014 more females were admitted to a facility with a suicide attempt (N= 74) compared to males (N= 65) within the same time period. The highest reported method of attempted suicide resulting in hospitalizations is poisonings, and the 15 -24 age-group had the highest number of hospitalizations between 2010 and 2014. Of the 139 inpatient hospitalizations only three patients expired from the attempt, 97% were treated and released. It is unclear if they received mental and behavioral health services after the attempts.

Table 13: Military Community Suicide Attempt Hospitalizations by Gender, Nevada Residents, 2010 – 2014

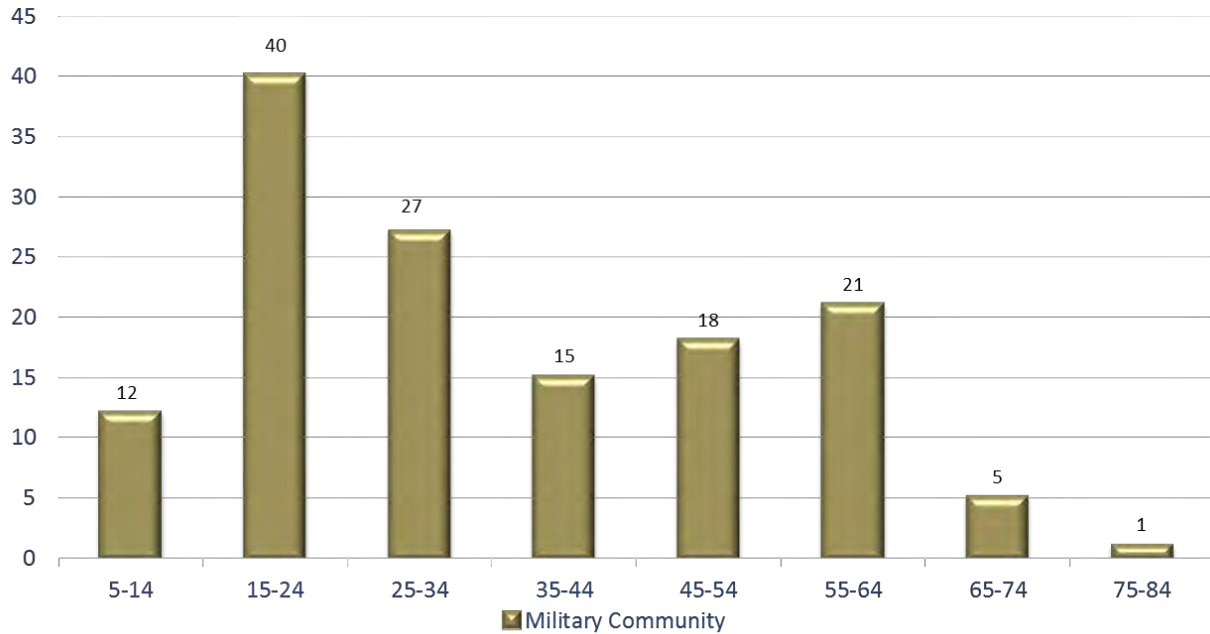
Gender	Total	Percentage
Female	74	53.2%
Male	65	46.8%
Total	139	100.0%
Data Source: CHIA Hospital Inpatient Billing (HIB) Data		

Chart 5: Percentage of Military Community Suicide Attempt Hospitalizations by Gender, Nevada Residents, 2010 - 2014



Data Source: CHIA Hospital Inpatient Billing (HIB) Data

Chart 6: Total Counts of Military Community Suicide Attempt Hospitalizations by Age-Group, Nevada Residents, 2010 - 2014



Data Source: CHIA Hospital Inpatient Billing (HIB) Data

Table 14: Total Counts of Military Community Suicide Attempt Hospitalizations by Age-Group, Nevada Residents, 2010 - 2014

Age-Group	Total	Percentage
5-14	12	8.6%
15-24	40	28.8%
25-34	27	19.4%
35-44	15	10.8%
45-54	18	12.9%
55-64	21	15.1%
65-74	5	3.6%
75-84	1	0.7%
Total	139	100.0%

Data Source: CHIA Hospital Inpatient Billing (HIB) Data

Table 15: Military Community Suicide Attempt Hospitalizations by Method of Attempts and Year, Nevada Residents, 2010 – 2014

Method of Suicide Attempt	Year					Total	Percentage
	2010	2011	2012	2013	2014		
Suicide & self-inflicted poisoning by solid or liquid substances	16	12	18	26	21	93	66.9%
Suicide & self-inflicted poisoning by hanging, strangulation, & suffocation	2	0	0	1	0	3	2.2%
Suicide & self-inflicted poisoning by firearms, air guns, & explosives	0	0	1	0	0	1	0.7%
Suicide & self-inflicted poisoning by cutting & piercing instrument	0	2	13	17	1	33	23.7%
Suicide & self-inflicted poisoning by jumping from a high place	0	0	0	1	1	2	1.4%
Suicide & self-inflicted poisoning by other and unspecified means	0	2	1	1	0	4	2.9%
Late effects of self-inflicted injury	0	2	1	0	0	3	2.2%
Total	18	18	34	46	23	139	100.0%

Data Source: CHIA Hospital Inpatient Billing (HIB) Data

Behavioral Risk Factor Surveillance System (BRFSS)

BRFSS is the nation's premier system of health-related telephone surveys collecting state data about U.S. residents, 18 years and older, regarding their health-related risk behaviors, chronic health conditions, and use of preventative services. First established in 1984 with 15 states, BRFSS information is now collected in all 50 states, District of Columbia and three U.S. territories.

The BRFSS inquires on each participant's veteran status, and between 2011 and 2013 BRFSS participants were asked 'During the past 12 months have you ever seriously considered attempting suicide?' Survey results are limited, and are not available for further break down beyond what is provided below.

In regards to percentage of participants who reported seriously considering attempting suicide during the past 12 months of taking the BRFSS survey there is not a noted disparity between veteran and non-veteran populations. Both populations reported around 2% within the given time period.

Table 16: Percentage who Reported Suicide Ideology by Veteran Status and Year, Nevada Residents, 2011 – 2013

Survey Year	Veteran Status	Nevada Surveys Completed	Reported Suicide Ideology in Past 12 Months	Percentage of Reported Suicide Ideology
2011	Veteran	859	18	2.1%
	Non-Veterans	5,403	117	2.2%
2012	Veteran	719	9	1.3%
	Non-Veteran	4,769	91	1.9%
2013	Veteran	774	14	1.8%
	Non-Veteran	5,048	87	1.7%

Data Source: Behavioral Risk Factor Surveillance System (BRFSS)

Conclusion

This report demonstrates the need for continued monitoring of veteran and military suicide deaths and continued efforts of prevention for this population.

The aging veteran population of Nevada residents seems in particular risk, and need for prevention services including access to means. There is a demonstrated access to firearms, and use of firearms as lethal means within the veteran population not demonstrated in the non-veteran population when it comes to method of suicide resulting in suicide deaths.

Efforts to prevent drug overdose and poisonings could assist in lowering the number of inpatient hospitalizations due to suicide attempts. Wrap around services for veterans and military families to ensure identification of suicide ideology. If suicide ideology is discovered and addressed this could prevent more members of the military community from attempting or taking their lives.

The reported 2014 decrease of veteran suicide within the 18-24 age group could be an indicator prevention and support efforts targeting young veterans is having a positive impact, and should be examined in future years.

**Annual Report and Recommendations to the
Governor and the Nevada Legislature
Prepared by the Veterans Services Commission (VSC)
November 1, 2016**

1. Executive Summary:

a. Assembly Bill (AB) 482, passed during Nevada's 78th Legislative Session, requires the Veterans Services Commission (VSC) to prepare and submit a report, on or before November 1 of each year, to the Interagency Council on Veterans Affairs. The report must, without limitation:

- Summarize the activities of the Commission during the preceding fiscal year.
- Make recommendations to the Governor, the Nevada Legislature, the Nevada Department of Veterans Services (NDVS) Director and the Deputy Director regarding issues relating to veterans.

b. The report that follows provides an overview of the VSC's duties and responsibilities, an overview of its meetings held in 2016 in form of its recorded minutes, its membership, and detailed recommendations. Although the VSC considers the entire report to be a significant contribution, it believes that its most important aspect is the prioritized recommendations. The recommendations include proposals recommended by the VSC in its December 11, 2014 report to the Governor and the Nevada Legislature that were not adopted during the 78th Legislative session.

c. These proposals cover important topics such as continuing activities in support of reducing homelessness and suicide among Nevada's veterans, supporting the construction of a second State Veterans Home in northern Nevada, the development or support of innovative solutions for irrigation needs at Nevada's Veteran Memorial Cemeteries, Veterans Court Programs, increased quality and capacity of Veteran Service Officer support, increasing veteran caregiver support, and expanding VSC membership.

2. VSC's Duties and Responsibilities:

a. NRS 417.150 creates the Veterans Services Commission, establishes the composition of its members, its duties, and outlines requirements for its meetings. As the primary advisory body for state-funded veterans services in Nevada, the VSC brings together a diverse group of representatives from various veteran service organizations and includes State Legislators and members of the Northern and Southern Nevada Veteran Memorial Cemetery Advisory Committees. According to NRS 417.190, the current duties of the Veterans Services Commission include the following:

- Advise the NDVS Director and Deputy Director.

- Prepare and submit a report, on or before November 1 of each year, to the Interagency Council on Veterans Affairs. The report must, without limitation: (a) Summarize the activities of the Commission during the preceding fiscal year. (b) Make recommendations to the Governor, the Nevada Legislature, the NDVS Director and the Deputy Director regarding [aid or benefits] issues relating to veterans.

b. Biographies for each member are provided in Appendix A of this report.

3. 2016 VSC Recommendations Resulting in Changes to NDVS Operating

Procedures: In 2016 the VSC made several important recommendations that improved recognition programs and will lead to improved public participation in VSC meetings. They include:

a. The VSC supported the establishment of a new recognition program, the “Veteran Supporter of the Month Program.” The Veteran Supporter of the Month Award recognizes both active organizations and non-veteran Nevada community members that provide exceptional support to military stationed in Nevada, Nevada veterans, and their families. This program expands the Nevada Veteran of the Month Award (VOM) by shining a bright light on individuals who, while not serving in uniform, help veterans with no expectation of recognition or award. It also serves to recognize the contributions of organizations who donate their time and energy to improve the life of our veterans. Submissions are reviewed by the VSC and forwarded to the Governor for decision.

b. The VSC established a procedure and criterion for the naming of buildings after fallen Nevadans as authorized under AB62 during the 78th Legislative Session. The new procedure requires that NDVS contact the Nevada Department of Transportation (DOT), the Nevada State Public Works Division (SPWD), and the Nevada Division of State Parks (NDSP) quarterly to determine new or existing properties which could be named for deceased members of the Armed Forces. When a new property becomes available for naming consideration, NDVS then solicits public recommendations for naming the project using the NDVS website, Nevada VetNet, and the NDVS monthly newsletter for a period of 30 days. NDVS will also contact all known State Veterans Services Organizations (departmental level) to seek nominations. Deceased veterans considered must have been honorably discharged and meet the same criteria as established by the VSC for the Battle Born Monument for the Fallen; a serving member of the military who becomes a casualty "in action," as a direct result of action, or is the victim of a terrorist activity (see Battle Born Monument criteria for complete list of criteria).

c. Finally, the VSC changed its policy that required meetings to be held at the state cemeteries and Nevada State Veterans Home, which are located over 20 miles from city centers. Allowing the Commission more flexibility in choosing meeting location should increase public participation.

4. 2016 VSC Activities:

a. In 2016 the VSC met quarterly as required by NRS 417.170. Attached to this report at Appendix B are the meeting minutes for Fiscal Year 2016. These minutes demonstrate the seriousness with which the VSC approaches its task of advising the Governor, Nevada Legislature, and Director and Deputy Director of NDVS. Second, these meetings also provided an important opportunity to the Commissioners to identify many of the findings addressed by each of the recommendations outlined in paragraph five below.

b. In 2016 the VSC assumed a more significant role in representing the Governor in ceremonies and events across the state. The VSC Chairman and VSC members attended and make remarks or presented recognition on behalf of the commission at events to include:

- The launch of the Nevada Vet Corps at the Governor's Mansion
- Monthly presentations in partnership with the Governor at Veteran of the Month/ Veteran Supporter of the Month ceremonies around the state
- Nevada Veteran Advocate workshops

c. The VSC also continued the practice of personal review of Nevada State Veterans Cemeteries and Nevada State Veterans Home operations. The VSC conducted walkthroughs of the Nevada State Veterans Cemeteries to review appearance and operations. They also dined with residents at the NSVH to evaluate food quality and to directly hear resident input on quality of care and quality of life at the home.

5. 2016 VSC Recommendations to the Governor and o the Legislature: The recommendations below were discussed and approved by the VSC during the 2016 meetings. They also include recommendations carried over from the VSC's December 11, 2014 report to the Governor and the Nevada Legislature that were not adopted during the 78th Legislative session.

Recommendation 1: Concurrent Resolution to honor Nevada's Fallen. The Nevada State Legislature should develop a Concurrent Resolution to honor Nevada's Fallen during the 79th Legislative Session. For over a decade, Nevada has honored those who have fallen in Iraq and Afghanistan since the attacks of September 11, 2001. The VSC believes that while the latest generation of Nevada heroes should continue to be honored, a resolution should be created to recognize the sacrifice of all Nevadans who have fallen in defense of our nation. Special emphasis in the resolution should be made to those who died in Vietnam in recognition of the 50th Anniversary of the Vietnam War, and to those who died during WWI as 2017 will be the 100 Anniversary of the beginning of America's engagement in WWI.

Recommendation 2: Supports the construction of a Northern Nevada Veterans Home.

The VSC fully endorses Governor Sandoval's priority for the construction of a second Nevada State Veterans Home in Northern Nevada. This project has been a major priority for the veteran community since the establishment of the Nevada State Veterans Home in Boulder City, and the VSC is pleased with current progress. Recent progress includes an appropriation during the 78th Legislative Session for the \$14.1 million dollar Nevada State Match needed to secure the federal matching dollars for Home construction. While the state match is good through SFY 2019, if federal funding is not approved before the 80th Legislative session, the VSC believes that the Legislature should again approve the required state 1/3 funds match necessary to continue to compete for federal new home construction grant funding.

Recommendation 3: Add a member of the Women Veterans Advisory Committee (WVAC) to the VSC.

During the 78th Legislative Session, the Women Veterans Advisory Committee (WVAC) was established by AB 241. The VSC recommends that the WVAC be established as a subcommittee of the VSC and that VSC membership be increased to include a member of the WVAC.

Recommendation 4: Create a permanent Student Veterans Committee and add a member of this to the VSC.

In 2013, the Governor established a Student Veterans Advisory Council by Executive Order 2013-09. This Council focused on improving veteran success on Nevada Campuses and was tasked with providing specific policy recommendations to the Governor, the Board of Regents, and the Nevada Legislature. The report prepared by the Council development several important recommendations that helped shape legislation during the 78th Legislative Session. The VSC anticipates issues affecting student veterans will continue to need attention and merit an established student veterans committee. By adding a member of this proposed committee to the VSC, along with a member of the WVAC, the VSC will be better able to address the issues of these important veteran populations.

Recommendation 5: Change VSC membership to allow members of state veterans service organizations to be selected to the commission.

Currently, three members of the VSC must be representatives of "nationally recognized veterans service organizations." Nevada has many superb state veterans organizations, such as the Nevada Veterans Assistance League in Southern Nevada, the Nevada Veterans Coalition in Northern Nevada, and the Women Veterans in Nevada. Changing NRS 417 to allow both national *and* state veterans service organization representatives to serve on the VSC will open participation to Nevada's great "home-grown" veterans service organizations.

Recommendation 6: NDVS should continue to pursue activities in support of reducing suicide and homelessness among Nevada's veterans.

Over the last two years, NDVS and other state agencies have worked to address Nevada's veteran suicide rate, and has achieved significant reductions. More recently, NDVS convened statewide service providers at all levels of government and community services to

identify challenges and opportunities with respect to veteran homelessness in Nevada. The VSC highly encourages that these activities continue in 2016 so that improved outcomes can be attained. Recommend the State of Nevada create/enhance a dedicated around-the-clock suicide prevention hotline for veterans as soon as possible, but no later than July 1, 2017.

Recommendation 7: NDVS should continue to pursue water-wise options at State Veterans Cemeteries. During the 78th Legislative Session, NDVS received approval to pursue xeriscape areas immediately above and surrounding the interred remains of a veteran at a veterans' cemetery when requested as an option by a veteran or their family. While an important start, the VSC recommends that NDVS continue to explore alternative solutions, to include surface water options, for resourcing the water needs of the Northern and Southern Nevada Veteran Memorial Cemeteries in Fernley and Boulder City.

Recommendation 8: NDVS should continue to pursue solutions for adequate Veteran Service Officer support throughout Nevada. NDVS operates the statewide Veteran Advocacy and Support Team (VAST), which provides advocacy services for veterans seeking to file a disability claim against the federal Department of Veterans Affairs. In recent years, NDVS has developed three important innovations: first, the Rural Outreach for Veterans Enrichment and Resources (ROVER) Program, which provides traveling Veteran Services Officers to rural areas; second, the Nevada Veteran Advocate Program, which provides training and certification for volunteer Veteran Services Officers, and third, a partnership with Great Basin Community College which leverages NSHE resources for video-teleconferencing appointments. Additionally, NDVS has begun state-wide annual training for VSOs and NVAs to improve claims management outcomes. While these programs have increased benefit counseling capacity and quality, wait times for services remain very high. The VSC recommends that NDVS continue to pursue solutions to providing adequate VSO training and coverage for all of Nevada's veterans, to include those in rural and frontier areas.

Recommendation 9: The State of Nevada should pursue options to improve support to caregiver's of Nevada's veterans. Family caregivers provide crucial support in caring for Veterans. Under the "Caregivers and Veterans Omnibus Health Services Act of 2010," VA services are available to seriously injured post-9/11 Veterans and their Family Caregivers through a program of Comprehensive Assistance for Family Caregivers. This service can include a monthly stipend, medical care travel expenses, access to health care insurance, training, and counseling. Unfortunately, caregivers of earlier era veterans are not eligible for these benefits. Caregivers, who bear the brunt of the responsibility for veterans who supported their nation, should be supported as possible. At a minimum this support should include counseling and training.

Recommendation 10: The Nevada State Legislature should seek opportunities to support Veterans Court programs in the State's judicial districts. Assembly Bill 304 during the 77th Legislative Session called for an appropriation that would support the

Veterans Court program already underway in Nevada's 8th Judicial District. However, the bill did not pass. Recognizing the importance of veteran diversion court programs, and their effectiveness across the country, the VSC recommends that the Nevada Legislature continue to seek ways of supporting these court programs in the future. During the 78th Legislative Session Assembly Bill 327 was proposed to provide funding for the Eight Judicial District Court of the State of Nevada for the salary of a Veterans Court Coordinator, but did not pass. The VSC recommends that it be reintroduced during the next Legislative Session.

Recommendation 10: Reduce VSC required reporting from annually to biennially.

The VSC and other veterans committees should only provide reports to the ICVA, the Legislature, and to the Governor biennially in even-numbered years on February 15th. A biennial report would provide timely recommendations to law makers in advance of a legislative session without over-encumbering the VSC and other veteran committees with frequent reporting requirements.

Recommendation 11: Create a Nevada Veterans Registry to help reduce practices that exploit community good will on behalf of veterans.

There have been several highly publicized cases of unethical or irresponsible organizations seeking donations for veterans programs. Because of this, many business and individuals seek information regarding the legitimacy of those who seek donations or other support on behalf of veterans. Creating such a registry might reduce fraudulent practices of those who would exploit community good will.

Conclusion: The preceding report and recommendation aligns with the VSC's duty to advise the Governor, Nevada Legislature, and the NDVS Director and Deputy Director. The VSC believes that through reports such as this, it can continue to make important contributions to improving service to Nevada's service members, veterans, and their families. It is in the pursuit of this goal that the VSC submits this report for consideration ahead of the next Legislative Session.

Appendix A: Member Biographies for the Veterans Services Commission

Chairman Bill Baumann - Bill Baumann represents the Disabled American Veterans (DAV) on the Commission. He is originally from Des Moines, IA, and is a 15-year resident of Nevada. He has a broad and diverse educational background, including training in federal mediation and conflict resolution management, FAA air traffic systems, defense contractor program management, and marketing. He retired from the United States Air Force in 1971, where he served in both the aircraft maintenance and flight operations fields and completed his career with the Strategic Air Command as Noncommissioned Officer In charge of Training in 22 specialist career fields. He served in both the Korean Conflict and Southeast Asia, where he was B52 Bomber and KC135 Tanker launch control NCOIC at U-Tapio Air Base in Thailand. He also trained Ethiopian Air Force technicians and flight crews on select aircraft given to the Ethiopian government by the US. This was done in country during the Cuban Missile Crisis. He also served as a logistics engineer on the Western Space Shuttle Program Ground Support Systems and MX-Missile Program. Mr. Baumann is a Life Member of the Disabled American Veterans, and provides oversight to the day-to-day operations of the DAV Transportation System throughout the State of Nevada. He is also the National Deputy VAVS Representative for the DAV where he provides oversight to all DAV assigned VA Volunteers throughout the US.

Vice Chairman Michael Musgrove - Michael Musgrove represents the Veterans of Foreign Wars on the Commission. He was born in San Diego, California, and is a 40-year resident of Nevada, currently residing in Spring Creek. He served in the United States Air Force from 1968 to 1976 and attended Clark County Community College and Great Basin College. Mr. Musgrove is a member of the Veterans of Foreign Wars, the American Legion, and the Military Order of the Cootie. He was reappointed to his second term on the Commission in January of 2010, and was elected Vice Chairman in January of 2011.

The Honorable Chris Edwards - Chris Edwards was born in historic Sleepy Hollow, NY. He graduated from the University of Notre Dame with a BA in Government and later earned a Masters in Public Administration from The George Washington University. Chris retired from the Navy Reserve last year as a Commander after more than 25 years of service (active and reserve). Chris was first elected to the Nevada State Assembly in Nov 2014 representing District 19. He serves on the Ways and Means, Education and Natural Resources committees and is the Chairman of the Ways and Means Subcommittee for Public Safety.

Jerry Finley – Jerry represents the Northern Nevada Veterans Memorial Cemetery on the Commission. He was born in Detroit, Michigan and has made his home in Fernley for a decade and a half. He retired from the United States Navy as a Master Chief Petty Officer (MCPO) with 23 years of service. He has served as Commander for The American Legion Department of Nevada, Vice President of the Northern Nevada

Veterans Coalition and is a member of the Navy Fleet Reserve Association, MOA and VFW.

The Honorable Pete Goicoechea - Peter J. "Pete" was born September 8, 1949 and is a Republican member of the Nevada Senate. Goicoechea was born in Salt Lake City. He studied at Utah State University. He has owned a ranch since 1970 and also worked for many years for the Eureka County, Nevada road department. He served on the Eureka County Commission from 1987 to 2002 and then was elected to the Nevada State Assembly where he has served since. He has also served as a member of the Nevada State Land Use Planning Advisory Council, the Nevada Grazing Board, and he has been the Director of the Nevada Water Resource Association. He is affiliated with the Eureka Volunteer Fire Department, E Clampus Vitus, the Humboldt River Authority, and the Nevada Rural Health Center. He and his wife Gladys are the parents of two children.

Jeanette Rae-Evans, CPM, MSGT (Retired) - Jeanette has served her country and her country's veterans for more than thirty years. She served in the Air Force both on Active Duty and in the Reserves retiring in 2002 culminating in almost 24 years of military service. Jeanette was one of the first women in the Air Force to complete training and serve as an Explosive Ordnance Disposal Technician (EOD). Later in her career, she served as a Career Counselor in the Air Force Reserve. Jeanette's Military decorations include the Air Force Commendation & Meritorious Service Medals. She has continued to serve Nevada's veterans as an Accredited Veterans Service Officer. As a Certified Public Manager she served as the State of Nevada Veterans Services Program Manager where led State Service Officers throughout Nevada who act as advocates assisting veterans with the complex task of completing and filing claims for disability and medical benefits. She retired from State service in 2011 and accepted a position with the VA Medical Center Reno as Chief, Eligibility and Enrollment and fully retired at the end of 2014. In retirement, Jeanette now volunteers to assist veterans through her membership in the American Legion, where she has held positions as Post Commander, State Commander and National Vice-Commander and currently serves as a member of the Veteran Affairs and Rehabilitation Commission, Health Administration Committee. She also serves locally as Chairman, on Senator Heller's Northern Nevada Veteran's Advisory Council; is a member of the VA Sierra Nevada Health Care System, Reno facility Veteran and Family Advisory Council; and is a member of the United Veterans Legislative Coalition where she helps shape both Federal and State policies that affects veterans. Jeanette grew up in Auburn, California and currently resides in Fallon, Nevada with her husband David. She enjoys Country-Western dancing and Yoga. She has two sons who live in California and Idaho with their wives and children.

Sherry Rupert - Sherry Rupert represents the General Public on the Commission. She is the Executive Director of the State of Nevada Indian Commission, appointed by Governor Guinn September of 2005. With over 20 years of tribal, public and private business experience, she possesses a strong background in accounting, finance, business administration, tribal tourism, and Indian Affairs. Mrs. Rupert is a graduate of

the University of Nevada, Reno, with a Bachelor of Science Degree in Business Administration and is past President of the Native American Chapter of the University of Nevada, Reno Alumni Association. She has presented at numerous tribal, state, regional and national conferences and served two terms as President of the Governors' Interstate Indian Council, and was formerly the Treasurer for two terms. The Governors' Interstate Indian Council is a national organization promoting and protecting the various interests, welfare and well-being of American Indian people of the United States and in particular those American Indian residents within the various participating states of the Governors' Interstate Indian Council. Sherry is an American Indian of Paiute and Washoe heritage. She is also a proud Native Nevadan, born in Carson City and raised on the Washoe Reservation in Gardnerville, Nevada. Now residing in Carson City, she is a wife and mother of two, with her eldest son proudly serving in the United States Navy.

Felicia Tate - Felicia Tate represents the Southern Nevada Veterans Memorial Cemetery on the Commission. As a native of Los Angeles, California, she graduated from George Washington Preparatory High School in June 1992. She joined the Navy at the Naval and Marine Corps Reserve Center located at Naval Station Long Beach on August 30, 2001 and reported to Recruit Training Command, Great Lakes, Chicago, Illinois for Non Prior Service Accession Training on April 04, 2002. Upon completion of Boot Camp and Accession Training, she returned to the Reserve Center where she remained a drilling reservist until her move to Las Vegas in June 2003. After affiliating with the Reserve Center located at Nellis Air Force Base, Las Vegas, Nevada, she was assigned to the Naval Coastal Warfare Group One, Detachment Delta unit. This assignment led to her being asked to provide administrative support for their 34th Squadron, which was comprised of the Mobile Inshore Undersea Warfare and Inshore Boat Unit's. Tate has been awarded the Navy and Marine Corps Achievement Medal (fifth award), Good Conduct, Naval Reserve Meritorious Medal (second award), Global War on Terrorism Service Medal, Armed Forces Reserve Medal (with "M" Device), Military Outstanding Volunteer Service Medal, and the Navy Expert Rifleman Medal.

Sally Wiley - Sally Wiley represents the General Public on the Commission. Sally has lived in Garnerville, Nevada for fifteen years. She attended Merritt College in Oakland, CA and retired from Charles Schwab as a registered stock broker, working in the Mutual Funds Department in 2001. She was appointed in 2009, by Governor Jim Gibbons as a Nevada Department of Veterans Services General Public Commissioner. She is a member of Carson Valley SERTOMA, American Gold Star Mothers of America, Douglas County Republican Women, Sierra Nevada Republican Women, Douglas County Republican Central Committee, and St. Gall Catholic Church, where she serves as a Greeter. She raises funds for Nevada Honor Flight and has had the privilege of going on a NHF Trip to Washington DC with Korean and World War II Veterans in 2015. She is also a Voter Registrar for Douglas County. Since 2009, her husband Michael Wiley, and with help from friends, have sent over two thousand Troop Care Packages to those serving overseas. She is also a member of the Crystal Angels who raise money all year and then use the funds to buy Christmas Gifts for needy families in Douglas County.

For 2010-2011, she received from the Tahoe Douglas Elks Lodge #2690 the Distinguished Citizen Award and their Citizen of the Year Award. Her son, SSG Sean Derrel Diamond, on his third tour of duty, was killed by an IED on February 15, 2009. Her way of honoring Sean is to work with the Nevada Department of Veterans Services, to volunteer with Honor Flight Nevada, and to keep sending Troop Care Packages overseas.

BRIAN SANDOVAL
Governor



STATE OF NEVADA
Women Veterans Advisory Committee
6880 N. McCarran Blvd., Bldg. A – Suite 12
Reno, Nevada 89509
(775) 688-1653 • Fax (775) 688-1656

SUBJECT: Report for the Governor from the Nevada Women Veterans Advisory Committee (WVAC) as Required by NRS 417
DATE: FEBRUARY 15, 2017

Introduction and Executive Summary:

The Women Veterans Advisory Committee (hereafter referred to as the "WVAC") was established by Assembly Bill 241 on 1 July 2015 to support and assist the Nevada Department of Veterans Services (NDVS) in: (1) locating, educating and advocating for women veterans; (2) informing women veterans about available programs and benefits; (3) determining the unique needs of women veterans; (4) making recommendations on an annual basis to the Governor, the Nevada Legislature and the Director of the Department of Veterans Services; and (5) working cooperatively with the Interagency Council on Veterans Affairs.

This report fulfills the WVAC's responsibility to submit an annual report to the Governor on or before 15 February of each year. The report sets forth (1) the activities of the WVAC during the preceding calendar year; (2) recommendations of the WVAC to the Governor; and (3) information pertaining to:

- The demographics of women veterans
- The contributions that women veterans have made on behalf of the United States and the State of Nevada
- The unique needs of the populations of women veterans
- Steps taken to reduce misinformation and improve support for programs for women veterans

Section I: Activities of the Committee

Biographies for each of the Governor's appointees (four members, one vacancy) to the WVAC can be found in Appendix A of this report.

In accordance with Nevada Open Meeting Law, meeting dates, agendas, and minutes of these meetings are available through the NDVS website and are attached in this report (Appendices B and C).

Section II: Recommendations to the Governor

Women Veterans Advisory Committee Recommendations

1. Recommend that the Women Veterans Advisory Committee be codified in statute as a sub-committee of the Veterans Services Committee (VSC) with the WVAC Chair or Vice Chair to serve as a member of the VSC and attend meetings. Appropriate funding for the VSC required.
2. Recommend that Nevada Department of Veterans Services continue efforts to develop a Veterans Information System to identify where Veterans are located throughout the state so that Veterans (to include Women Veterans) are informed about benefits and opportunities for which they may be eligible. The WVAC supports the use of resources for the sustainment and expansion of all efforts to identify Veterans including linking to relevant national databases.
3. Recommend that State of Nevada agencies who collect Veteran data add the data collection question, "Have you ever served in the Military?" to their forms/applications (during the next programmed update) in place of the question "Are you a Veteran?" Studies have shown that many Women Veterans do not self-identify as Veterans and asking if they have served will help ensure that their status as a Veteran is identified.
4. Recommend that Nevada Department of Veterans Services develop a white paper in collaboration with the WVAC that informs legislators and State Agencies of facts regarding Nevada's Women Veterans, to include demographics, their contributions to national and state security, and unique needs of this population. This information may help reduce misinformation and improve Women Veteran programming support. Information in the 2016 Annual Report should be incorporated into the white paper but the white paper should be expanded beyond what is in the annual report.
5. Recommend that Nevada Department of Veterans Services develop a Women Veterans training module to be included in the training for Nevada Veterans Advocates and the Nevada Veterans Service Officers. WVAC will make recommendations to NDVS on what should be included in the module.
6. As of September 30, 2014, the U.S. Department of Veterans Affairs estimated the Women Veteran population within the state of Nevada to be 24,000. To date, the

Nevada Department of Veterans Services has identified approximately 3,000 Women Veterans or only 12.5% of the estimated total. This indicates that Nevada could do a better job of identifying and recognizing its Women Veteran population. To do this, Governor Sandoval should provide funding and direct the NDVS to conduct a campaign to identify Women Veterans through a message to be distributed through a variety of means. The recommended message is as follows: Attention women in the State of Nevada: If you have ever served in the United States military, you may be eligible for benefits. Please call 123-456-7890 or go to this website <http://www.veterans.nv.gov/> to get further information. NDVS should establish a telephone line/number solely for reaching Women Veterans. This telephone line should have voicemail with a message established telling the caller to leave their name and phone number so that they can be contacted. The NDVS Women Veterans Coordinator would then be responsible for returning the phone calls. All reasonable means should be used to publicize this message. The most effective and least costly should be the first means to publicize this message. One of the best ways to reach veterans is through the state veterans organizations' newsletters. The second means to be used should be a public service announcement via radio, television, and newspaper inserts focused on veterans. Once a phone line has been established, NDVS should then contact each Veteran organization and request they publish the message in their upcoming newsletters. Other possible means of distributing the message include the Chamber of Commerce, women's networking organizations, local newspapers, and television stations. Every effort should be made to reach the rural and frontier communities. This recommendation may require funding.

7. NVVetNet should be a one-stop shop for Veterans seeking employment assistance. Additional staffing is needed for NVVetNet to assist with the employee side of the employment assistance. This should include connecting Veterans with organizations that can provide assistance with writing resumes and translating military skills to civilian jobs. While NVVetNet website allows employers to post job opportunities, an additional staff member could reach out to other potential employers to expand and enhance the opportunities available.

8. WVAC endorses Patriot Paws as an effective program serving incarcerated veterans. Patriot Paws is a non-profit agency that is training service K9s in prisons. The goal of the program is to train prison inmates to train service dogs for disabled Veterans. Patriot Paws is intended to provide service dogs for disabled Veterans, and opportunities for inmates to work while serving their sentence, learning a career trade, and giving back to the community.

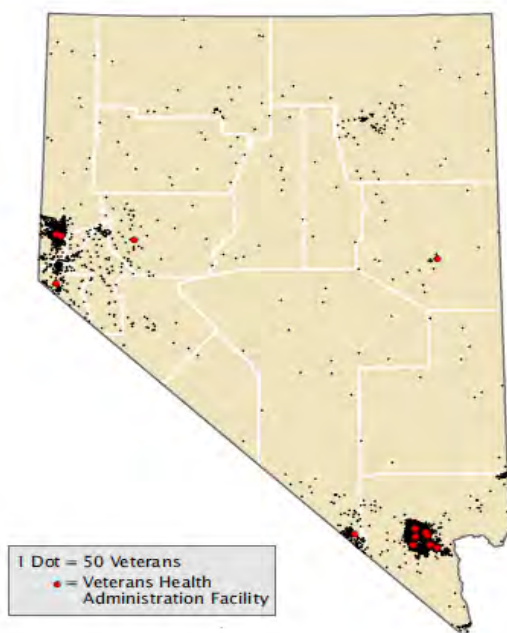
9. WVAC has identified a need for additional people to become certified Correctional Counselors. The cost for training is approximately \$500-\$600 per person. The WVAC recommends the State of Nevada make funding available to support this program to increase by at least one counselor wherever Women Veteran prisoners are housed in Nevada so that support groups can be established in the prison. Support groups can address military sexual trauma and other emotional problems that Women Veterans face.

10. WVAC endorses NDVS request for a budget enhancement to support two 2-Day MST Conferences in Las Vegas in 2018 and Reno in 2019.

Section III.I Demographics:

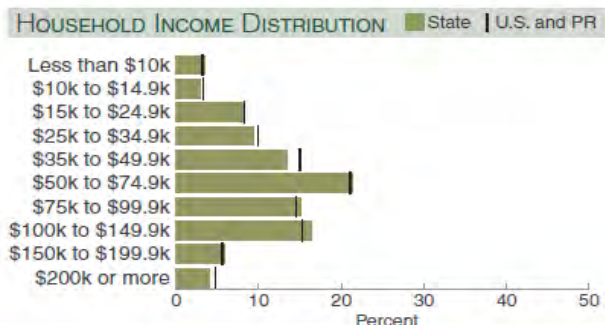
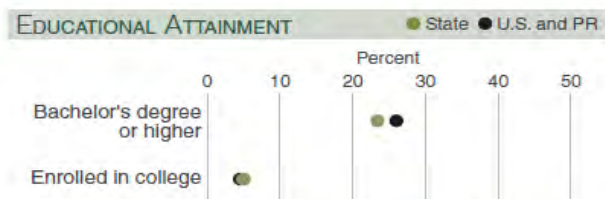
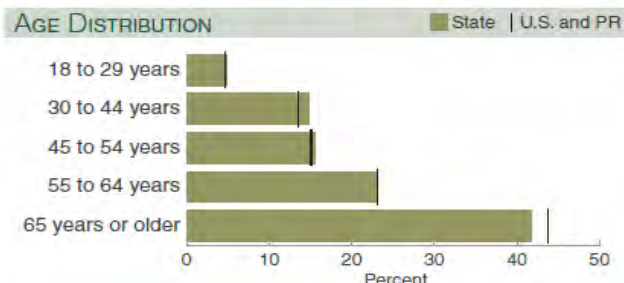
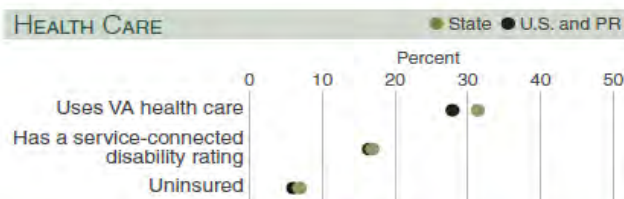
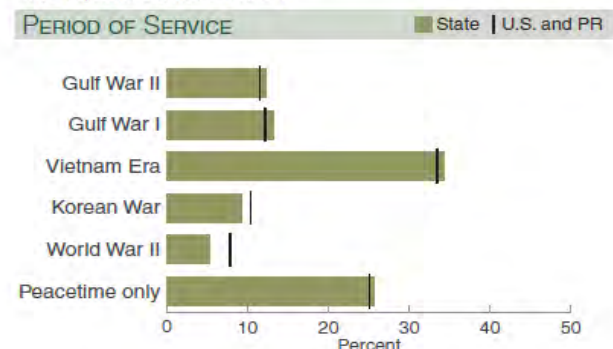
As of September 30, 2015, the U.S. Department of Veterans Affairs estimated the female veteran population within the state of Nevada to be 17,444. NDVS has included approximately 3,000 female veterans in the Department's outreach database or about 17% of the estimated total. Below is the most recent U.S. Department of Veterans Affairs Fact Sheet detailing what they believe to be Nevada's Women Veteran Population.

Veteran Statistics | Nevada



	Nevada	United States
Veteran Population	226,555	21,369,602
Percent female	7.7	7.3
Unemployment rate for veterans	7.1	5.3
Number of homeless veterans	1,369	49,865
Median household income (In 2014 inflation-adjusted dollars)	\$64,198	\$61,884
Number of VA* facilities	14	1,356
Number of veteran-owned businesses	23,342	2,540,706

* VA = Department of Veterans Affairs



Section III.II Contributions:

The House of Representatives recognized the contributions of servicewomen during the 111th U.S. Congress 1st Session on October 23, 2009. The resolution provided examples of the courage, dedication and patriotism that this nation's women have exhibited since this country's inception.

Throughout the declaration, Congress acknowledged that:

- 34,000 women served in World War I
- 400,000 served in World War II
- 120,000 served in the Korean War
- over 7,000 served in the Vietnam War
- 41,000 served in the first Gulf War
- 185,000 women have been deployed in support of Operation Enduring Freedom, Operation Iraqi Freedom, and other missions since 2001
- 350 servicewomen have given their lives for the Nation in combat zones since World War I, and more than 85 have been held as prisoners of war
- Over 350,000 women serving in the Armed Forces make up approximately 15 percent of active duty personnel, 15 percent of Reserves, and 17 percent of the National Guard

Recent Highlights in the History of Military Women

- 2016: Brigadier General Jeannie M. Leavitt. Brigadier General Leavitt is the 57th Wing Commander, Nellis Air Force Base, Nevada, responsible for 34 squadrons at 13 installations constituting the Air Force's most diverse flying wing. She became the United States Air Force's first female fighter pilot in 1993, and was the first woman to command a USAF combat fighter wing.
- 2016: Nevada Women Veterans service was recognized with the dedication of a memorial garden on the grounds of the VA Sierra Nevada Health Care System in Reno, NV
- 2015: The first two women to graduate from the Army's Ranger School
- 2006: The Coast Guard appoints the first woman Vice Commandant of the Coast Guard, making her the first woman in history to serve as a deputy service chief in any of the US Armed Forces
- 2008: For the first time in US military history, a woman is promoted to the rank of four-star general. She is promoted by the US Army
- 2007: The first woman in US Naval history takes command of a fighter squadron

Women Veterans in Nevada

As NDVS finalizes the Nevada's Women Veterans Program, clarity of mission, purpose, and objectives are outlined for statewide outreach, programming, services, and the honoring of the women veterans legacy across the Silver State.

The purpose of the Nevada Department of Veterans Services Women Veterans Program is to ensure that Women Veterans understand and have access to benefits

and opportunities that improve their lives while addressing the unique needs of Women Veterans across the State of Nevada.

Women Veterans represent a growing population of America's veterans. Of the post 9/11 veterans, 20 percent are women; the largest minority group in today's military. Nevada's numbers mirror this trend. As one of the fastest growing subgroups, Women Veterans are signing up for U.S. Veterans Affairs (VA) health care and other benefits at higher rates than ever in history. This increase in growth of female military and veteran populations will continue, VA studies indicate. By 2043, Women Veterans will account for 16 percent, a more-than 50 percent increase in all veterans in the U.S.

To keep pace with the growth of the Women Veteran population, the U.S. Department of Veterans Affairs (DVA) has developed new programs and services, but it will take time for them to change a decades-old system. In the meantime, Women Veterans face challenges and barriers to services and care to women. Of the estimated 21,000 Women Veterans in Nevada, only about 6,500 – or 31 percent -- have sought VA benefits and services. NDVS has only identified the names and contact information for about 3,000 of Nevada's Women Veterans.

Section III.III Unique Needs of Women Veterans

Women Veterans are a unique segment of the veterans culture whose roles and needs are different from their male comrades.

Women Veterans are generally younger, are more often single Heads of Household concerned with employment opportunities. Women Veterans are more likely to seek immediate employment while juggling single-parent responsibilities. For this reason, they are less likely or unable to enroll in school or training programs – and utilization of the GI Bill – that can lead to better employment opportunities, higher pay, greater opportunity for advancement, and upward mobility. *Recommendations 1, 2, 3, 6, 7, 10 address these issues.*

Furthermore, Women Veterans often do not self-identify as having served once discharged from their service, discounting the very culture of veterans' service networks designed to provide support and resource services undermines reintegration back into civilian life. *Recommendations 1, 2, 3 address these issues.*

Women Veterans also are at an estimated 10 times higher risk of military sexual assault and resulting mental health issues than male Veterans, but there is evident that MST is underreported by both women and men. *Recommendations 2, 3, 10 address these issues.*

The WVAC is dedicated to initiating and cultivating this culture shift and providing the support that Women Veterans need to live full and healthy lives. The WVAC will investigate employment and educational programs, opportunities regarding housing, finances, healthcare, mental health providers, and health and wellness issues to ensure Women Veterans' needs are being met. In particular, the WVAC intends to place special emphasis on the needs of Women Veterans affected by Military Sexual Trauma (MST). *All recommendations address these issues.*

Section III.IV Steps taken to reduce misinformation and improve support:

The WVAC is collectively working towards techniques and strategies to modify the collection of data throughout the state to ensure that every Women Veteran is accounted for, represented, and receive the benefits and services that she has earned. *Recommendations 2, 3, 5, 6 address these issues.*

Social media has a vital role in disseminating real-time, accurate information. The NDVS website-based NV VetNet is an interactive tool for use by Veterans, Service Providers, Family Support, and the General Public. In 2016, Nevada Women Veterans Facebook page actively posted news and events, both specific to Nevada and national Women Veterans (and all veterans) issues. Posting is managed on a daily basis and readership continues to grow. *Recommendations 2, 3, 4, 6, 7 address these issues.*

Women Veterans social media includes online newsletters as an effective outreach tool to targeted groups. The Nevada Women Veterans program produces bi-monthly newsletter – *Nevada Women Veterans Informer* distributed to 3,200. *Recommendations 2,3,4,6 address these issues.*

Further, with assistance from the WVAC members, NDVS and its Women Veteran Coordinator is working on a strategic plan and budget with goals, objectives, and measures of effectiveness to better serve Women Veterans. It is expected to be finalized and implemented in early 2017. *Recommendations 1, 2, 3, 6 address these issues.*

WVAC is involved in the United Veterans Legislative Council (UVLC), which defines itself as "...a voice for Veterans in Nevada to provide an opportunity to discuss, prioritize, and put forth proposed legislation to the Assembly and Senate..." helps provide guidance, clarity, and support in regards to Women Veteran-related legislation. *Recommendations 1, 2, 3, 6, 7, 8, 9, 10 address these issues.*

Ongoing liaison work with Women Veterans organizations in the state provides real-time information and program support. These include, but are not limited to, Women Veterans of Nevada (Las Vegas), Lady Veterans of Reno, VVA Post 989's president Linda Dickinson, Vita Lopez, VFW Department of Nevada Women Veterans Advocate; VAMC Women's program coordinators in Las Vegas and Reno, to assist in co-sponsoring of joint events. Collaboration with these and other organizations, including Reno Vet Center and Veterans Transition Resource Center in Las Vegas, and the Veterans Community Councils, statewide, touches a variety of Veterans organizations. Also, public displays of Women Veterans are planned, including the upcoming 2016 Veterans & Military Day at the Legislature. *Recommendations 3, 4, 5, 6, 10 address these issues.*

Appendix A

Women Veterans Advisory Committee Biographies

Chair of WVAC

Dr. Anne Davis – Retired Army Colonel/Reno

Dr. Anne Davis is a native of Michigan. She graduated from the United States Military Academy in 1982 earning a Bachelor of Science degree and a commission as a second lieutenant in the Ordnance Corps. She served in the Army for 29 years in various locations and positions. She commanded the Hawthorne Army Depot from 2000-2002, a government-owned, contractor-operated (GOCO) ammunition depot located in Hawthorne, Nevada.

Anne Davis earned an MBA from Harvard Business School in 1991 and her Ph.D. in Business from The City University of New York in 2005. She is currently a member of the faculty for Walden University's Doctor of Business Administration Program.

WVAC Vice- Chair

Bobbi Pike-Oates – Retired Air Force Senior Master Sergeant/Las Vegas

Roberta Pike Oates (Bobbi) U. S. Air Force, retired aircraft maintenance Senior Master Sergeant, 23 years of service. She was handpicked as one of four individuals to stand up the Air Force first Remote Piloted Aircraft Predator Squadron at Creech AFB. As Production Superintendent for the 11th Reconnaissance Squadron she led the initial Air Force Cadre of Maintenance personnel through training at the UAV training center at Fort Huachuca, AZ, then on to Taszér, Hungary for the first Air Force Deployment in support of Operation Joint Endeavor. During her Air Force career she served at several overseas and stateside bases in various Aircraft Maintenance positions. She also deployed to Incirlik Air Base, Turkey in support of Operation Provide Comfort. After retiring from the Air Force she was a Branch Manager for Armed Forces Bank at Nellis AFB. Bobbi has lived in Nevada for 22 years.

Bobbi received her certification as a Nevada Advocate from the Nevada Department of Veterans Services on July 26, 2015. She served on the Governor's Women Veterans Advisory Committee 2014-2015 and was reappointed for another term till January 2018 and elected as Vice Chairwoman. Bobbi is a Board Member of the newly-formed Veterans Administration's Southern Nevada Community Engagement Board.

She is a member of the Women Veterans of Nevada Ceremonial team, and a board member. A life member of the Air Forces Association; a Charter Member of the Women in Military Service for America; Air Force Sergeants Association; American Legion; life member of the Veterans of Foreign Wars; and a life member of the Disabled American Veterans.

Bobbi holds a BS in Business Management, AA in Aircraft Maintenance, AS in Law Enforcement, Certificates in Paralegal Studies and Banking. Her awards include Senior Noncommissioned Officer of the Year, 57th Wing, Nellis AFB and Resource Advisor of the Year Air Warfare Center, Nellis AFB and Resource Advisor of the Year Air Warfare

Center, Nellis AFB. She was selected as the Nevada Veteran of the Month for December, 2015.

WVAC Member

Sharlee "Charley" W. Smith – Retired Army Lieutenant Colonel/Reno

Charley enlisted in the US Army as a Private First Class on 19 Dec 1981; and retired as a Lieutenant Colonel on 31 May 2006.

Her education includes a Bachelor's Degree, a Master's Degree, and completion of the US Army Command & General Staff College. Her highest military award is the Legion of Merit. Charley is an avid volunteer for Veterans and serves in the following organizations and volunteer programs – current Sixth Region President and life member of the of the Association of the United States Army (AUSA); Charter Member of the Women In Military Service for America (WIMSA); life member of the Reserve Officers Association (ROA); life member of the National Guard Association (NGAUS); life member of the Disabled American Veterans (DAV); life member of the Military Officers Association of America (MOAA); only Veteran volunteer for the VA Sierra Nevada Health Care System Women Veterans Health Committee; appointed in 2010 by the Nevada Governor for the Northern Nevada Veterans Memorial Cemetery Committee (Fernley), and appointed in 2014 by the Nevada Governor for the Women Veterans Advisory Committee.

Her chosen passion is ballroom dancing and is her current profession, where she teaches and performs in the Northern Nevada area.

WVAC Member

Vita Lopez – Army/Las Vegas

Vita Lopez joined the Army in 1995 as an Aviation Operations Specialist. In 1996, while stationed in Germany, she deployed to Bosnia-Herzegovina with 1st Armored Division in support of Operation Joint Endeavor as a part of Implementation Force or IFOR. During her five years on Active Duty, she was assigned to Aviation units in 1st Armored Division in Hanau Germany, 101st Airborne Division in Fort Campbell, Kentucky and 2nd Infantry Division in Korea. In April 2001, she became an Army Reservist as a member of 6252 United States Army Hospital as an Animal Care Specialist. In January 2003, she was mobilized as a part of Operation Noble Eagle and served at Beale AFB, California. She separated the Army Reserves as an Animal Care Sergeant in April 2004.

Since 2012, Miss Lopez has been volunteering her time at various Veteran Service Organizations. In 2012, she became a Life Member of the Veterans of Foreign Wars where she has become an active member working with the Veteran Community in Las Vegas while holding appointed and elected positions within the organization, including being a VFW National Committee Member representing the State of Nevada for National Bylaws and Manual of Procedures Committee and Post Commander of VFW Post 1753 in 2014. In 2013, she became a member of Women Veterans of Nevada. From 2013 to 2014, she volunteered as a peer facilitator with Vet to Vet of Southern Nevada, which is a peer to peer support group for Veterans who are living with mental health issues and working on rebuilding their lives. During that same time, she served on Congressman Steven Horsford Veteran Advisory Board

where she advocated for Women Veterans issues including Mental Health Care that fits the unique needs of Women Veterans and timely access to healthcare. Currently, Miss Lopez is appointed as VFW Department of Nevada Women Veterans Advocate and a VFW National Committee Member representing the State of Nevada for General Resolutions Committee. In addition, she was elected as VFW District Five Jr. Vice Commander and VFW Post 12101 Sr. Vice Commander.

In 1994, Miss Lopez graduated from Eldorado High School in Las Vegas, Nevada. In May 2004, she graduated from the University of Nevada, Las Vegas in Las Vegas, Nevada with a Bachelor of Arts in Criminal Justice making the Dean's List in Spring 2002 and Fall 2003. Miss Lopez has three children ages 18, 12, and 9. Surprisingly, it is her children that tell everyone they meet that their mom is a Veteran and how proud they are of her.

WVAC Member

Carola Smith – Retired Army Sergeant First Class/Elko

Carola Smith was born in West Germany and became a US citizen at the age of 10. She joined the Nevada Army National Guard in 1976 during her senior of high school under the delayed enlistment program. She worked full time for the National Guard of Nevada, Colorado, and Wyoming in a variety of fields including personnel, inspector general and legal. She left the National Guard after Desert Storm in 1992 to home-school her children. During her time away from the military, she was self-employed and became a registered nurse. She joined the Army Reserves in 2010 and was medically retired in April 2015. She was a postal supervisor in the Reserves, and served one tour in Afghanistan.

She has been working on a Master's degree in Nursing Informatics and recently put her education on hold to care for her ailing parents. She spent the last two and a half years of her military career in a Warrior Transition Unit. During that time, she worked in an internship at a local Veteran's Administration clinic. As part of her recovery, she is involved with Ride to Recovery and rides a recumbent bicycle.

WVAC Member – Rural Nevada

Position Open

Veterans Legislative Symposia Report
Hosted by the Nevada Department of Veterans Services
April 21, 2016

Background: The Nevada Department of Veterans Services (NDVS) partnered with Nevada's United Veterans Legislative Council (UVLC) to host Veterans Legislative Symposia on March 26, 2016 in Reno and on April 16, 2016 in Las Vegas. The biannual event serves as an opportunity to bring together various perspectives from the veteran community and to develop legislative recommendations for the upcoming legislative session.

The initiative, which started over a decade ago, provides an opportunity for all veterans across Nevada to develop their agenda and prioritize their goals ahead of the upcoming session. While the Symposium is held in the even years between sessions, a Veterans Legislative Summit is held immediately before the Session to update the veteran community on progress. Finally, NDVS partners with the Nevada National Guard to hold Veterans and Military Day at the Legislature during the Legislative Session to bring awareness to the issues that affect the veteran community most.

The aim of this Symposium was to bring together the veteran community and highlight the ideas and issues for the upcoming 79th Legislative Session in 2016. It also provided an opportunity to engage directly with veterans on issues, encourage them to work with legislators, and otherwise become or remain involved in the legislative process. Over the years, these events have been crucial to encouraging members of the veteran community to collaborate and make their voices heard to the State Legislature.

This year, for the first time, two symposia were held; one in Las Vegas and one in Reno. Additionally, travel grants were issued to several rural veterans representing veterans organizations in Elko to ensure issues identified were reflective of the rural areas. There were over a hundred veterans present in Reno and over eighty in Las Vegas. As in past years, the perspectives ranged from World War II up through veterans of the wars in Iraq and Afghanistan.

The 2016 symposium began with the opening ceremonies, followed by remarks from NDVS Director Kat Miller and from the UVLC President, Mr. Kevin Burns and the UVLC Legislative Chair, Mr. Tony Yarborough. Next, members of Nevada's Legislature briefed attendees about how Nevada's legislative process works. These legislative members provided invaluable insight as to how the veterans who attended the symposium could contribute and be most effective during the upcoming Session. Presenting in Reno were Assemblywoman Dickman, Assemblyman O'Neil, and Assemblyman Sprinkle and presenting in Las Vegas were Senators Hardy and Manendo, and Assemblywoman Irene Bustamante-Adams and Assemblywoman Neal. Additionally, Congresswoman Titus presented information to the Las Vegas Symposium regarding citizen participation in the federal process along with an update of veterans issues currently being considered by the United State Congress.

Following the opening ceremonies and presentations, the floor was opened to veterans to address the symposia with their individual or organizational priorities for the 79th Legislative

Session. After all participants who wished to raise an item had been given the opportunity to speak, each participant was given the opportunity to vote for the legislative items they would like to see addressed. The votes allowed NDVS to develop a prioritized list of policy changes and recommendations from the veteran community. Also developed was a list of 27 items suggested for Congressional consideration; these issues were not prioritized and were sent to Nevada's congressional delegation for their information.

The Las Vegas Symposium resulted in 20 issues, while the Reno Symposium resulted in 17 issues. Several issues received the same number of votes as shown in the ranking below. There were three common themes that ran through recommendations made at both symposia. These themes were:

- **Take action to prevent veteran suicide**
- **Take care of family survivors (especially children) and caregivers of veterans**
- **Improve the state's ability to connect veterans to benefits, focusing on rural, student, Native American, women and elder veterans.**

While generally specific items differed in each region, these themes clearly illustrated shared concerns among Nevada veterans and their families. It is also worth noting that while most items were region-specific, there were five items that were common to both symposia. They were:

STATE-WIDE PRIORITY 1:

Mandate suicide prevention/awareness training for those who most commonly might come in contact with at-risk veterans (medical professionals, first responders, veteran service officers, etc.).

STATE-WIDE PRIORITY 2:

Create a Veterans Service Organization Registry to help veterans connect to helpful veterans support organizations providing benefits and services.

STATE-WIDE PRIORITY 3:

Extend the eligibility period for the Fry Scholarship to ensure all children of those killed in combat are able to use these benefits.

STATE-WIDE PRIORITY 4:

Increase the number of Veterans Service Officers in Rural Nevada.

STATE-WIDE PRIORITY 5:

Increase presence and support of Nevada veterans courts

Finally, some of the lower priority items did not have broad support by the event participants, but they might be representative of issues or concerns of veterans not present. Attached to this report are the individual symposia reports and the list of federal issues that will be forwarded to Nevada's Congressional Delegation.

RENO VETERANS LEGISLATIVE SYMPOSIUM
MARCH 26, 2016

PRIORITY 1. Support/Training for Spouses of Veterans affected by PTSD

During public discussion the wife of a veteran who committed suicide made a passionate plea for training to help family members better understand PTSD in order to intervene and support their loved ones. Her plea struck a chord with the symposium participants who strongly agreed that we need to do more to help provide training and support for families living with a veteran suffering from PTSD and other mental health disorders.

PRIORITY 2. Mandate Suicide Prevention Training for Medical Personal

The UVLC and many other participants felt that legislation unsuccessfully proposed under AB 294 during the 78th Legislative Session that would require certain providers of health care to receive training relating to suicide assessment should be reconsidered. Proposers commented that veteran suicide has become a national epidemic, with 22 veterans a day committing suicide. In Nevada, according to the Nevada Office of Suicide Prevention one veteran kills him or herself every 2.75 days. The original AB 294 language read:

“Each person licensed, certified or registered pursuant to chapter 630, 630A, 633, 640A, 641, 641A, 641B or 641C of NRS shall complete a course of instruction, within 2 years after initial licensure, certification or registration, as applicable, relating to suicide assessment, screening and referral. The course must provide at least 3 hours of instruction relating to suicide assessment, screening and referral and be approved by the appropriate health care licensing board.”

The 2015 Legislature did pass a bill that included suicide prevention training requirements for the mental health community (AB 93), the concern was that veterans in distress are more likely to see a medical health provider than a mental health provider; 64% of people who attempt suicide visit a doctor in the month before their attempt, and 38% in the week before.

PRIORITY 3. Hire State Veterans Service Officers for Native American Communities

As a people, Native Americans are the smallest ethnic group of the American population, and yet on a per capita basis they provide more members to the Armed Forces than any other population sector. Native American Veterans however, utilize their Veteran Benefits the least of any population sector. Nevada’s tribal members live throughout the state, some in urban and other in rural areas.

According to the National Native American Veterans Association, the primary reason Native American Veterans do not use their VA benefits is that they are not aware of the benefits they have earned through military service. Secondly, for the Native American Veteran, it is much easier to obtain benefits from their individual Tribe or Nation rather than having to navigate the Veterans Administration.

Unfortunately, few tribal and nation representatives are familiar with the complex and confusing veterans benefits system. The Nevada Department of Veterans Services is planning a 2017 State-Wide training conference to create Nevada Veterans Advocates (NVAs) who are

members of tribal communities, but while these NVAs provide invaluable support directing veterans to existing services, they are not accredited with the US Department of Veterans Affairs and cannot file compensation, pension, education, loan, insurance and other veteran's claims.

PRIORITY 4. Funding for Student Veteran Centers at the Nevada System of Higher Education (NSHE)

While both universities within the Nevada System of Higher Education (NSHE) have established Student Veterans Resource Centers (VRCs), the Community Colleges have not. These centers not only assist veterans access education and other VA benefits, they provide the support necessary to ensure successful matriculation and later job placement. In 2014, the U.S. Department of Labor issued a TAACCCT grant to the State of Nevada with funding for establishing Veterans Resource Centers at the Community Colleges. That funding runs out on 30 September, 2017. The proposed solution was for NSHE to fund staff to operate the centers after the grant expires.

PRIORITY 5. "Individual Unemployability" Considered the Same as 100% Disability for State Purposes

Nevada offers a property tax exemption to combat veterans. Further, it offers increased exemptions for veterans with a service-connected disability of 60% or more. The amount of exemptions that are or will be available to disabled veterans varies from \$6,250 to \$20,000 of assessed valuation, depending on the percentage of disability and the year filed. To qualify, the veteran must have an honorable separation from the service and be a resident of Nevada. The widow or widower of a disabled veteran who was eligible for this exemption at the time of his or her death may also be eligible to receive this exemption, which can either be applied to a veteran's vehicle tax or personal property tax.

"Individual Unemployability" is a part of federal VA's disability compensation program that allows VA to pay certain veterans compensation at the 100% rate, even though VA has not rated their service-connected disabilities at the total level. A veteran must be unable to maintain gainful employment as a result of his or her service-connected disabilities. Additionally, a veteran must have one service-connected disability ratable at 60% or more, or two or more service-connected disabilities, at least one disability ratable at 40% or more with a combined rating of greater than 70%.

This proposed legislation aims to apply the same tax exemptions for those who fall under the Individual Unemployability program as those who are 100% disabled. This recommendation is based on the argument that those designated through the Individual Unemployability program are recognized as 100% disabled by the federal government and should therefore be recognized as 100% disabled by the State of Nevada. This legislative change would have an impact on Nevada counties, where the revenues are collected.

PRIORITY 6. Hire State Veteran Service Officers to Support Veterans Living in Rural Nevada

This recommendation, raised by members from rural counties and supported by participants at large, would increase the number of VSOs available to support rural veterans. Of Nevada's 28 VSOs (11 state VSOs and 17 from veterans service organizations such as the VFW and DAV),

only two live in rural areas. While NDVS has expanded outreach to rural veterans by the use of video conferencing and traveling VSO support, there are still insufficient VSO to serve the over 20,000 veterans who call rural and frontier Nevada home.

PRIORITY 7. Support for Caregivers

Caring for veterans with medical or physical disabilities can be a stressful and all-consuming mission. Many caregivers neglect their own health and well-being and the burden of care giving can put them at increased risk for significant health problems. Some caregivers of seriously injured post-9/11 veterans are eligible for assistance (monthly stipend, travel, counseling, etc) under the Caregivers and Veterans Omnibus Health Services Act of 2010 but most veterans caregivers are not eligible for these programs. Participants felt that this inequity should be addressed by Congress, and also that Nevada needs to develop programs to address the needs of those who care for our seriously disabled veterans.

PRIORITY 8. Create a Veteran Support Organization Registry

There are many federal, state, local, and nonprofit veterans service and support organizations are working with the goal of empowering our veterans and their families lead high-quality lives with respect and dignity. Unfortunately, there are also individuals and organizations who have taken advantage of veterans and those who would support veterans. Because of this, there is a common request for assistance from veterans and their families to validate the purpose and legitimacy of veterans service organizations that they are either turning to for assistance or being asked to support financially with donations. A state-led registry and certification could benefit both veterans (and other members of the public) seeking information regarding the identity and legitimacy of veterans service organizations, and it will benefit veterans service organizations who seek to establish their legitimacy.

PRIORITY 9. Improve State of Nevada Veterans Education Benefits

This recommendation was a multi-part proposal that included charging in-state (versus out-of-state) tuition rates for all veterans and for active duty service member's dependents and extending the eligibility period for the FRY Scholarship.

- 15 Year In-state (versus out-of-state) tuition rates for all veterans.

Last Session, AB 76 changed NSHE policy regarding out of state tuition charges for veterans. The new NRS states that any veteran who has separated within five years of date of application will not be charged out of state tuition rates. The proposal is to expand in-state tuition rates to 15 years which is the time frame in which a veteran can generally claim this federal benefit.

- In-state (versus out-of-state) tuition rates for all dependents of active duty service members serving in Nevada

Dependents of active duty service members have little to say about where they are stationed while their sponsor is serving in the military. Some of these dependents (spouses and adult students are paying out of state college tuition. Participants supported a change to the NSHE rates to allow dependents of active duty members to pay in-state tuition rates.

- In-state (versus out-of-state) tuition rates for all Fry Scholarship Beneficiaries

The Marine Gunnery Sergeant John David Fry Scholarship is a federal scholarship that provides Post-9/11 GI Bill benefits to the children and surviving spouses of service members who died in the line of duty while on active duty after September 10, 2001. Children are eligible as of their 18th birthday (unless they have already graduated high school). A child may be married or over 23 and still be eligible, although their eligibility ends on their 33rd birthday. A spouse will lose eligibility to this benefit upon remarriage. A spouse has 15 years from the date of death of the Service member to use the benefit. Eligible beneficiaries attending school may receive up to 36 months of benefits, to include full tuition and fees, a monthly housing allowance, and a book / supply stipend.

NSHE grants in-state tuition to any individual using benefits under the Fry Scholarship and is enrolling within three years of the service members' death in the line of duty following a period of active-duty service of 90 days or more. Dependents can be very young when the benefit is bequeathed to them and often are not within three years of college age when their parent is killed; therefore they cannot use the benefit. Participants felt strongly that we should not disadvantage children who are already facing the loss of a parent and that parent's income. The recommendation is that this benefit be extended for the life of the student.

PRIORITY 10. All Fees for Veterans License Plates Should Go to the Veterans License Plate Gift Fund

Currently, only about half of the fees paid by veterans for license plates go to the Veterans License Plate Gift fund. (The Nevada Veterans License Plate Gift Fund is used to pay for veterans services and programs.) For example, the first time fee for Veterans license plates (non personalized version) is \$61.50 with an annual renewal fee of \$30.00. \$25.00 of the first-time fee and \$20.00 of the renewal fee is for the support for programs and services for Veterans and their families. Participants recommended that all proceeds from sales are used for veterans programs and services.

PRIORITY 11(1). Veterans Courts in Every County

The veteran's court model is based on drug treatment and/or mental health treatment courts. Substance abuse or mental health treatment is offered as an alternative to incarceration. Typically, veteran mentors assist with the programs. Currently, the state of Nevada has veterans Court in Clark county and Washoe County. The veteran's community believes the success of these courts necessitates expansion of the program though out the state. A two year study of the Minnesota Judicial branch's Fourth District revealed that most Veterans Court participants are charged with fewer offenses post-entry compared to pre-entry. When looking at charged cases within twenty-four months of entering Veterans Court compared to the twenty-four months just prior to entering, nearly three-fourths (72%) are charged with fewer cases after entering, while 14% are charged with the same number of offenses and 14% are charged with more offenses. It was also suggested that a "traveling" veterans court could be considered for rural counties.

PRIORITY 11(2). Programs to Connect Survivors to Benefits

This recommendation was within the same general theme of other recommendations that supported improving outreach to veterans and their families but focused specifically on the needs of survivors who may not be aware of the benefits they are entitled to.

PRIORITY 12. All Nevada Hospitals Must Maintain/Staff Mental Health Wards.

This recommendation grew from a participant concern that hospitals are not all capable of responding to a mental health / potential suicide crisis. A general discussion ensued regarding the need for medical services in areas not supported by VA hospitals and clinics.

PRIORITY 13. Renewable Energy for NDVS Facilities

It was recommended that State of Nevada Veterans Facilities consider the use of renewable energy sources where possible to save costs and to demonstrate good stewardship of the environment.

PRIORITY 14. Increase Veteran Owned Business and Disabled Veteran Owned Business Contracting and Purchasing Preferences to 10%

Currently, a business owned and operated by a veteran with a service-connected disability can apply for a 5% preference for a bid or proposal for a contract for which the estimated cost is \$100,000 or less. In addition, a business owned and operated by a veteran with a 50% or greater service-connected disability can apply for a 5% preference for a bid or proposal for a contract for which the estimated cost is more than \$100,000 but less than \$250,000. This proposal would move both thresholds up to 10%.

PRIORITY 15. Certification for Veteran Owned Businesses

This proposal would create a certification system for veterans owned businesses that would create awareness and help inform prospective clients who wished to support these businesses.

PRIORITY 16. Expand NRS 412.606 to Define Discrimination; allow attorney fees & Attorney General Enforcement

NRS 412.606, Discrimination against member of National Guard; penalty, states that:

- No person, firm, association, corporation or state or local governmental entity may, by any constitution, rule, bylaw, resolution, vote, regulation, order or other action, discriminate against any member of the Nevada National Guard because of his or her membership therein.
- Any person who willfully aids in enforcing any such constitution, rule, bylaw, resolution, vote, regulation, order or other action against any member of the Nevada National Guard is guilty of a misdemeanor.

The participants suggested that the word discriminate needs further definition to ensure compliance. Further, if a Guardsman feels he or she is discriminated against, the costs of fighting that discrimination should be borne by the State of Nevada and the Attorney General's Office should be the primary point of contact for the Guardsman to ensure state level oversight.

LAS VEGAS VETERANS LEGISLATIVE SYMPOSIUM
APRIL 16, 2016

PRIORITY 1. Mandate Suicide Prevention Training for Medical Personnel, Veterans Service Officers, and Other Service Providers Who May Come in Contact with Veterans At-Risk of Suicide

The UVLC and many other participants felt that health care providers and service officers who routinely come in contact with veterans should receive training relating to suicide assessment. They recommended that legislation unsuccessfully proposed under AB 294 during the 78th Legislative Session requiring certain providers of health care to receive training should be reconsidered and expanded to include veterans service officers and other service providers. Proposers commented that veteran suicide has become a national epidemic, with 22 veterans a day committing suicide. In Nevada, according to the Nevada Office of Suicide Prevention one veteran kills him or herself every 2.75 days. The original AB 294 language read:

The UVLC and many other participants felt that legislation unsuccessfully proposed under AB 294 during the 78th Legislative Session that would require certain providers of health care to receive training relating to suicide assessment should be reconsidered. Proposers commented that veteran suicide has become a national epidemic, with 22 veterans a day committing suicide. In Nevada, according to the Nevada Office of Suicide Prevention one veteran kills him or herself every 2.75 days. The original AB 294 language read:

“Each person licensed, certified or registered pursuant to chapter 630, 630A, 633, 640A, 641, 641A, 641B or 641C of NRS shall complete a course of instruction, within 2 years after initial licensure, certification or registration, as applicable, relating to suicide assessment, screening and referral. The course must provide at least 3 hours of instruction relating to suicide assessment, screening and referral and be approved by the appropriate health care licensing board.”

The 2015 Legislature did pass a bill that included suicide prevention training requirements for the mental health community (AB 93), the concern was that veterans in distress are more likely to see a medical health provider than a mental health provider; 64% of people who attempt suicide visit a doctor in the month before their attempt, and 38% in the week before.

PRIORITY 2. Veteran Organization Registry

There are many federal, state, local, and nonprofit veterans service and support organizations are working with the goal of empowering our veterans and their families lead high-quality lives with respect and dignity. Unfortunately, there are also individuals and organizations who have taken advantage of veterans and those who would support veterans. Because of this, there is a common request for assistance from veterans and their families to validate the purpose and legitimacy of veterans service organizations that they are either turning to for assistance or being asked to support financially with donations. A state-led registry and certification could benefit both veterans (and other members of the public) seeking information regarding the identity and legitimacy of veterans service organizations, and it will benefit veterans service organizations who seek to establish their legitimacy.

PRIORITY 3. In-State (Versus Out-of-State) Tuition Rates for All Fry Scholarship Beneficiaries

The Marine Gunnery Sergeant John David Fry Scholarship is a federal scholarship that provides Post-9/11 GI Bill benefits to the children and surviving spouses of service members who died in the line of duty while on active duty after September 10, 2001. Children are eligible as of their 18th birthday (unless they have already graduated high school). A child may be married or over 23 and still be eligible, although their eligibility ends on their 33rd birthday. A spouse will lose eligibility to this benefit upon remarriage. A spouse has 15 years from the date of death of the Service member to use the benefit. Eligible beneficiaries attending school may receive up to 36 months of benefits, to include full tuition and fees, a monthly housing allowance, and a book / supply stipend.

NSHE grants in-state tuition to any individual using benefits under the Fry Scholarship and is enrolling within three years of the service members' death in the line of duty following a period of active-duty service of 90 days or more. Dependents can be very young when the benefit is bequeathed to them and often are not within three years of college age when their parent is killed; therefore they cannot use the benefit. Participants felt strongly that we should not disadvantage children who are already facing the loss of a parent and that parent's income. The recommendation is that this benefit be extended for the life of the student.

PRIORITY 4. Lower or Delete Car Registration Fees for Active Duty Members

The person making this proposal was serving on active duty at Nellis Air Force Base. Mentioned was that many other states waive these registration fees and that Nevada, one of the Nation's most military and Veteran friendly states, should adopt this practice. Active Duty and veterans alike strongly supported this recommendation.

PRIORITY 5(1). Make Nevada an Open Primary State

This issue was not raised as a veteran-specific issue but as an issue of perceived fairness in representation during elections.

PRIORITY 5(2). Access to Free Public Transportation (Especially Bus Transportation) for Veterans

The participants did not propose free transportation for all veterans, but those veterans who needed financial support that were experiencing challenges travelling job interviews and places of employment, essential medical appointments, and other social services.

PRIORITY 6. Mandate Veteran Suicide Prevention Training for Law Enforcement

This recommendation was similar to Priority 1, "Mandate Suicide Prevention Training for Medical Personnel, Veterans Service Officers, and Other Service Providers Who May Come in Contact with Veterans At-Risk of Suicide." Participants believed that some veterans react differently to stressful situations where they perceive themselves to be under threat, and that there are veterans who might actively seek to commit suicide by engaging with police in a confrontational way. While it was believed that all law enforcement needed this training, discussed in detail was the need for Crisis Intervention Teams (CIT) and Mobile Outreach Safety Teams (MOST) to be trained. Participants believed that these teams should have suicide awareness training in the event that a distraught veteran becomes involved in a hostage/crisis situation in order to preclude the death of the veteran who sees no way out of the situation.

PRIORITY 7. Ensure Younger Veterans are Aware of Benefits they are Eligible for and Encourage Their Participation in Veterans Service Organizations

Younger veterans often do not join veterans service organizations or participate in event sponsored by these organizations. These younger veterans are usually still working and raising families and it was suggested that the “business of Life” keeps them from connecting with organizations that can help them access services and benefits that will improve their lives. Participants felt that more should be done to help connect these younger veterans with support organizations.

PRIORITY 8. Hire State Veteran Service Officers to Support Veterans Living in Rural Nevada

This recommendation, raised by members from rural counties and supported by participants at large, would increase the number of VSOs available to support rural veterans. Of Nevada’s 28 VSOs (11 state VSOs and 17 from veterans service organizations such as the VFW and DAV), only two live in rural areas. While NDVS has expanded outreach to rural veterans by the use of video teleconferencing and traveling VSO support, there are still insufficient VSO to serve the over 20,000 veterans who call rural and frontier Nevada home.

PRIORITY 9. Legislation to Prevent Dishonor to the American Flag

Participants recommended that Nevada create Legislation to prevent dishonor of and to the American Flag. Research after the symposium revealed that NRS 201.290 addresses this issue. It states:

“Any person who, in any manner, for exhibition or display, puts or causes to be placed any inscription, design, device, symbol, portrait, name, advertisement, words, character, marks or notice, or sets or places any goods, wares and merchandise whatever upon any flag or ensign of the United States, or state flag of this State, or ensign, evidently purporting to be either of the flags or ensign, or who in any manner appends, annexes, or affixes to any such flag or ensign any inscription, design, device, symbol, portrait, name, advertisement, words, marks, notice or token whatever, or who displays or exhibits or causes to be displayed or exhibited any flag or ensign, evidently purporting to be either of the flags, upon which shall in any manner be put, attached, annexed or affixed any inscription, design, device, symbol, portrait, name, advertisement, words, marks, notice or token whatever, or who publicly or willfully mutilates, tramples upon, or who tears down or willfully and maliciously removes while owned by others, or defames, slanders, or speaks evilly or in a contemptuous manner of or otherwise defaces or defiles any of the flags, or ensign, which are public or private property, shall be deemed guilty of a misdemeanor.”

According to the UVLC, however, the challenge has been that the US Supreme Court found in 1990 (US v. Eichman) that the prosecution of an individual for burning a flag in violation of the act was inconsistent with the First Amendment. The Court held that, despite the absence of the explicit restriction of particular messages found in Johnson, the government's declared interest in protecting the "physical integrity" of the flag "rests upon a perceived need to preserve the flag's status as a symbol of our Nation and certain national ideals."

PRIORITY 10. Increase Nevada Veterans Court Programs

The veteran's court model is based on drug treatment and/or mental health treatment courts. Substance abuse or mental health treatment is offered as an alternative to incarceration. Typically, veteran mentors assist with the programs. Currently, the state of Nevada has veterans Court in Clark county and Washoe County. The veteran's community believes the success of these courts necessitates expansion of the program though out the state. A two year study of the Minnesota Judicial branch's Fourth District revealed that most Veterans Court participants are charged with fewer offenses post-entry compared to pre-entry. When looking at charged cases within twenty-four months of entering Veterans Court compared to the twenty-four months just prior to entering, nearly three-fourths (72%) are charged with fewer cases after entering, while 14% are charged with the same number of offenses and 14% are charged with more offenses. It was also suggested that a "traveling" veterans court could be considered for rural counties.

PRIORITY 11. Create Veterans Centers in Rural Areas

Veterans and their families find it challenging identifying and accessing veterans benefits that they may be eligible for. This becomes even more challenging when the veteran lives in rural Nevada. This recommendation suggests that veterans centers be established throughout rural Nevada. While many participants agreed that this would be a great initiative, the challenge was finding services in rural areas that might be consolidated into a center; that the shortage of services was as much a part of the challenge as the consolidation of such services.

PRIORITY 12. Incentives for Hiring Older Veterans

Many of Southern Nevada's at-risk veterans are over 55 years of age want to work but find it difficult to gain employment. There are currently no programs that specifically target the employment needs of older veterans and there was a desire by participants to capitalize on the experience of these veterans and to help them regain their sense of self through meaningful employment.

PRIORITY 13. Make Nevada a Purple Heart State

Many State Legislatures have passed concurrent resolutions declaring their state to be a "Purple Heart State." Other states have become a "Purple Heart State" through executive order. While largely symbolic, being a Purple Heart state acknowledges the efforts made across the state (Purple Heart license plates, named facilities and roads, and Governor's proclamations) to honor and acknowledge the sacrifices of our veterans who were wounded or killed in action.

PRIORITY 14. Change Forms from "Are You A Veteran?" to "Have You Ever Served in the Military?" Several studies and reports have pointed out that not all veterans identify with the word "veterans." For example, some veterans believe the term refers only to those who served in combat and many women from earlier era conflicts also do not self identify as a veteran. Participants recommended that State of Nevada agencies who collect veteran data add the data collection question, "Have you ever served in the United States Military?" to their forms/applications (during the next programmed update) in place of the question "Are you a veteran?" Asking if people have served in the military will help ensure that their status as a veteran is identified.

PRIORITY 15. Create a State System to Train and Certify Veterans Service officers (VSOs)

There are currently 28 VSOs in Nevada who are accredited with the VA and are actively working. VA Accreditation permits the VSO to represent a veteran in the federal claims process under a power of attorney. 12 of these VSOs are state employees and the other 16 work for nonprofit organizations, such as the Veterans of Foreign Wars. While most VSOs are dedicated, caring veteran supporters, not all are trained to the same standard and many lack formal training or internal certification and oversight systems. Requiring the State of Nevada expand their training and certification program to all VSOs will ensure consistency in training standards and may improve claims outcomes.

PRIORITY 16(1). Increase State funding for Veteran Outreach

This recommendation was more general than, but within the same general theme of, other recommendations that supported improving outreach to ensure that veterans and their families understand and have access to benefits that will help our veterans and their families lead high-quality lives.

PRIORITY 16(2). Allow State Employers to Select Veterans without Competition for Jobs

Presently, the State of Nevada provides veterans hiring preferences by adding 5 points to state hiring examinations for all veterans and 10 points for veterans with disabilities. This recommendation would allow state employers to select a veteran for a job without requiring that they compete for the position under current state policies.

PRIORITY 17. Program to Help Prevent Veteran Homelessness

While Nevada has made significant strides in ending veteran homelessness, there are still veterans who are homeless or living in substandard housing. Also noted was that there were fewer resources to address the issue of homelessness in rural Nevada. The recommendation was made that efforts to end homelessness, with a focus on single males who may have fewer resources.

PRIORITY 18. Extend the Expiration on Marijuana Medical Cards from One to Four Years

This recommendation came from a participant who stated that the short renewal period causes extra, unneeded administration and may prevent people who would benefit from medical marijuana from seeking this treatment.

ITEMS FOR CONGRESSIONAL CONSIDERATION

THE FOLLOWING ITEMS WERE IDENTIFIED for Congressional consideration; these issues were not prioritized and will be sent to Nevada's congressional delegation for their information.

Reno:

1. Increase suicide prevention training
2. Offer automatic citizenship for those who complete military service with an Honorable Discharge
3. Tact-4 Grant continuation
4. Funding support for VSOs to support Native American Veterans
5. Improve Choice Act referral and billing systems
6. Improve Native American Healthcare Options
7. Offer VA Caregiver Support (at hospitals and off-campus sites)
8. VA – re-evaluate hiring process for Rurals
9. HR 3016 – keep housing stipend from changing
10. Offer fertility treatment for wounded veterans

Las Vegas:

1. VA should strive to provide consistent PTSD services and ensure PTSD treatment programs continue
2. Create a Unified Military Medical Command
3. Full pay from retirement and disability will not be prorated
4. Make MST its own entity for the compensation exam
5. Change “Are you a veteran?” to “Have you ever served in the military?”
6. VA should authorize the use of Medical Marijuana
7. Expand VSO participation in DoD transition programs (TAP, etc)
8. Funding rural veterans centers
9. Create a resource Center at the VA Hospital for veterans; copying/print/phone access to veterans
10. Expand treatment and compensation for issues associated with environmental exposure
11. Pursue more federal grants for housing/disable access available
12. Offer onsite child care in federal facilities (i.e. hospitals)
13. Prevent Homelessness (with focus on single males)
14. Congress needs to appropriate the federal match for the Northern NV veterans' home
15. Prevent dishonor to the American flag
16. Expand Choice Act to include all medical services (especially dental)
17. Educate more on VA benefits

Veterans and Military Services Agenda for the 79th Legislative Session

Legislative Overview: We have identified a total of 23 non-budgetary veterans or military Bills or Bill Draft Reviews (BDR) for the 79th Session, three of which come from the Governor's Office, two from the Office of the Military, and three from NDVS. The BDR's cover various topics to include education, suicide prevention, Veterans Treatment Courts, additions to veterans related boards and commissions, assistance to veteran-owned businesses, financial assistance, and foreclosure protections.

Governor Sandoval's Veterans and Military Legislative Agenda

Assembly Bill 2: Revises provisions governing the Patriot Relief Account

- Removes the requirement that monetary relief may be paid for economic hardship only to those members called into active service, expanding eligibility to all members experiencing economic hardship.

Assembly Bill 19: Standardizes reporting time frequency and information collected for submission to the Governor, the Legislature and the ICVA by certain boards, commissions, and agencies.

- Changes ICVA, VSC, and WVAC reporting requirement from every year to every two years, requiring that the report be submitted in February of an even year.
- Changes veterans aggregate data submitted to the ICVA, to include data submitted by the NDVS as well as establishes the type of the data to be submitted by Nevada's Licensing Boards.

Assembly bill 22: Revises duties and responsibilities established in NRS 417.

- Removes legacy language discussing responsibility of Guardianship.
- Removes all language referring to deputy Directors
- Removes requirement for the Director to reside in the same city as the Veterans Benefits Administration Office (Reno).
- Expands Responsibilities to include maintaining a database of Nevada veterans, ensure every generation of veterans is recognized annually, and maintain a registry of organizations that provide services and resources to veterans.

Assembly Bill 24: Expands exemptions from tuition charges for attending a campus of the Nevada System of Higher Education for certain members of the Armed Services of the United States and their families.

- Codifies in-state tuition rates for all active duty service members, and their dependents, serving in Nevada as well as service members at the Marine Corps Mountain Warfare Training Center and their dependents.
- Expands in-state tuition eligibility to all individuals who are recipients of the Fry Scholarship.
- Adds previously deleted language stating that a veteran of the Armed Forces who was honorably discharged from active duty while stationed in Nevada, or Pickel Meadow, is eligible for in-state tuition.

Senate Bill 7: Revises provisions of the Nevada Code of Military Justice

- Removes the requirement that an offense must be committed while the person was on duty status to be eligible for UCMJ.
- This request is an adjustment to the NRS to provide for jurisdictional update on military justice actions. Currently, the NRS states that the punitive articles of the Nevada Military Code only apply to members in a duty status. This is in conflict with the jurisdictional piece stated above

the punitive article section. Taking the "duty status" piece out will allow us to incorporate the jurisdiction over members appropriately.

Senate Bill 33: Prohibits the foreclosure of real property owned by certain members of the military or their dependents while on active duty status or deployment.

- The federal Servicemembers Civil Relief Act, provides for temporary suspension of certain judicial and administrative proceedings and transactions that could affect the civil rights of a servicemember during military service. Current protections are due to expire on December 31, 2017.
- These protections state that in a legal action to enforce a debt against a residential mortgage loan that is filed during, or within 1 year after the service member's military service, a court may stop the proceedings for a period of time, or adjust the debt.
- In addition, the sale, foreclosure, or seizure of a residential mortgage loan shall not be valid if it occurs during, or within 1 year after the service member's active military service unless the creditor has obtained a valid court order approving the sale, foreclosure, or seizure of the real estate.

Senate Bill 58: Revises provisions governing the membership of veterans related boards and commissions.

- Expands membership on the ICVA and VSC, such as adds Dept. of Human Resources to the ICVA, Adds a member of the WVAC and a student veteran to the VSC
- Changes language to acknowledge NDVS responsibility to cooperate with both national and state veterans service organizations
- Expands membership in the Nevada's veterans commissions and committees to include both national and state veterans service organizations.

Senate Bill 70: Revises provisions governing transfers of abandoned or unclaimed artifacts or other property with military value by the Director of the Department of Veterans Services.

- Expands NRS 417.090 (9) to allow NDVS to transfer property to the Nevada State Museum or the Nevada Historical Society, or any other suitable state, federal, or non-profit entity.
- Additionally, language adds protections to NDVS against action for transfer, disposal, or destruction of any property.

***Other Veteran and Military Bills for the 79th Legislative Session
As of February 1, 2017***

1. **ASSEMBLY BILL 105 (Assemblyman Thompson):** Enacts provisions relating to suicide prevention for veterans.
2. **SENATE BILL 148 (Senator Spearman):** Revises provisions relating to veterans.
3. **SENATE BILL 137 (Senator Woodhouse):** Revises provisions relating to veterans.
4. **BILL DRAFT REQUEST S-147 (Legislative Committee on Senior Citizens, Veterans and Adults With Special Needs):** Makes an appropriation to the Department of Veterans Services to support certain dental programs for veterans.
5. **BILL DRAFT REQUEST S-148 (Legislative Committee on Senior Citizens, Veterans and Adults With Special Needs):** Makes an appropriation to the Eighth Judicial District Court for a Veterans Court Coordinator.
6. **BILL DRAFT REQUEST 14-150 (Legislative Committee on Senior Citizens, Veterans and Adults With Special Needs):** Makes changes relating to programs for the treatment of veterans and members of the military.
7. **ASSEMBLY BILL 56 (Attorney General):** Revises provisions governing the establishment and assignment of defendants to a program for the treatment of veterans and members of the military by Justice Courts and Municipal Courts.
8. **ASSEMBLY BILL 67 (State Treasurer):** Requires State Treasurer to form an independent corporation for public benefit to provide access to emergency capital for Nevada's educators, veterans and active duty military families.
9. **ASSEMBLY BILL 44 (Secretary of State):** AN ACT relating to business; waiving the annual fee for a state business registration for certain veteran-owned businesses; waiving the minimum fee for filing original articles of incorporation and initial and annual lists for certain veteran-owned corporations; waiving the fee for filing original articles of organization and initial and annual lists for certain veteran-owned limited-liability companies; authorizing the Secretary of State to adopt regulations; and providing other matters properly relating thereto.
10. **BILL DRAFT REQUEST 625 (Assemblyman Anderson):** Revises provisions governing benefits and protections for service members.
11. **SENATE BILL 141 (Senator Hardy):** Revises provisions relating to specialty license plates for veterans with a disability.
12. **BILL DRAFT REQUEST R-654 (Assemblyman Oscarson):** ACR: Encourages the honoring and recognition of Nevada residents who have been awarded the Purple Heart.
13. **BILL DRAFT REQUEST 730 (Assembly Committee on Government Affairs):** Revises provisions relating to veterans' benefits.
14. **BILL DRAFT REQUEST 762 (Assemblywoman Cohen):** Revises provisions relating to veterans.
15. **BILL DRAFT REQUEST 803 (Senator Cannizzaro):** Revises provisions relating to veterans.
16. **ASSEMBLY BILL 118 (Assemblyman Daly):** Revises provisions governing the issuance of permits to carry concealed firearms

BRIAN SANDOVAL
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2016 Review of the Report of Preferences for Local Businesses Owned by Veterans with Service Connected Disabilities

Pursuant to NRS 417.105 and NRS 333.3366 and NRS 338.13843

Background: Nevada Revised Statutes (NRS) 417.105 requires that the Nevada Department of Veterans Services (NDVS) review the "report of preferences for local businesses owned by veterans with service-connected disabilities." This section refers to the reports provided by the Purchasing Division of the Department of Administration and the State Public Works Division of the Department of Administration outlining the number of veterans who have sought to do business with the State of Nevada using the veterans preferences outlined in NRS.

Further, NDVS is to reach out to organizations in Nevada to develop recommendations for the Legislative Commission regarding the "continuation, modification, promotion or expansion of the preferences for local businesses owned by veterans with service-connected disabilities as described in NRS 333.3366 and 338.13844."

NRS 333.3366: This statute outlines the preference for veterans with service-connected disabilities who are bidding on or submitting a proposal to provide a service to the State through the State Purchasing Division. It stipulates that:

- "A local business owned and operated by a veteran with a service-connected disability submits a bid or proposal for a contract for which the estimated cost is more than \$50,000 but not more than \$250,000 and is a responsive and responsible bidder, the bid or proposal shall be deemed to be 5 percent lower than the bid or proposal actually submitted."
- "A local business owned and operated by a veteran with a service-connected disability which is determined to be 50 percent or more by the United States Department of Veterans Affairs submits a bid or proposal for a contract for which the estimated cost is more than \$250,000 but less than \$500,000 and is a responsive and responsible bidder, the bid or proposal shall be deemed to be 5 percent lower than the bid or proposal actually submitted."

NRS 338.13844: This statute outlines the preference for veterans with service-connected disabilities who submit a bid to the State Public Works Division (SPWD). It stipulates that:

- "For the purpose of awarding a contract for a public work of this State for which the estimated cost is \$100,000 or less, as governed by NRS 338.13862, if a local business owned and operated by a veteran with a service-connected disability submits a bid, the bid shall be deemed to be 5 percent lower than the bid actually submitted."

- "For the purpose of awarding a contract for a public work of this State for which the estimated cost is more than \$100,000 but less than \$250,000, if a local business owned and operated by a veteran with a service-connected disability that has been determined to be 50 percent or more by the United States Department of Veterans Affairs submits a bid and is a responsive and responsible bidder, the bid shall be deemed to be 5 percent lower than the bid actually submitted."

Recommendations:

A review of reports submitted by SPWD reveal that only four have qualified for Public Works preferences since the inception of the program and further that there is no recent record of contracts awarded to any business owned by Veteran with a service related disability under preference programs established by NRS 338. A review of the report submitted by the State Purchasing Division reveal that no state purchasing contracts were awarded to local businesses owned by veterans with service-connected disabilities under the provisions of NRS 333.

Preferences were established by the Nevada State Legislature to assist veterans whose time away from their communities may create barriers to participation in the State of Nevada contracting and purchasing systems. Because these preferences are not being used in significant numbers we recommend that:

- Nevada veteran-owned businesses are surveyed to determine why they are not submitting bids or proposals for formal contracts pursuant to NRS 333.300 in anticipated numbers.
- State Purchasing and SPWD review and report reasons that veteran-owned business and disabled veteran owned business who do submit bids and proposals are not qualifying, and provide this information to NDVS for inclusion in the next annual submission of this report.
- NDVS, SPWD, State Purchasing, and the Governor's Office of Economic Development develop an information campaign to ensure Nevada Veteran owned and operated business men and women are aware of these preferences.
- While the subject statutes establish veteran preferences, they do not establish goals. SPWD and State Purchasing should consider establishing goals to award a specific percentage of its total dollar amount of awarded bid contracts to local businesses owned by a veteran with a service-connected disability. Doing so might motivate staff to seek out such businesses and include them on distribution lists for solicitations for certain requirements or take other actions to increase awareness of and participation in these veteran preference programs.

As discussed above, changes to NRS 333 and 338 adopted during the 78th Legislative Session may increase opportunities for veteran owned and operated businesses who wish to submit bids and proposals. Rather than wait to determine the impact of this

legislation, it would be prudent to adopt the recommendations above for a positive cumulative effect.

"Serving Nevada's Heroes,"



Kat Miller
Director

Enclosed:

- 1: State Purchasing Division Report of Bids or Proposals Submitted Under the Veterans Preference Program for SFY 2016
- 2: SPWD Report of Bids or Proposals for SFY 2016

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Department of Administration/Purchasing Division

owned by veteran with service-connected disability: Duty of Purchasing Division to report to Legislature. The Purchasing Division shall report every 6 months to the Legislature, if it is in session, or to the Interim Finance Committee, if the Legislature is not in session. The report must contain, for the period since the last report:

	October 1, 2009 to Sept. 30, 2014 TOTALS	October 1, 2014 to March 31, 2015 TOTALS	April 1, 2015 to Sept. 30, 2015 TOTALS	October 1, 2015 to March 31, 2016 TOTALS	April 1, 2016 to Sept. 30, 2016 TOTALS
1. Number of state purchasing bid contracts that were subject to the provisions of NRS 333.3361 to 333.3369, inclusive.	526	39	49	45	49
2. Total dollar amount of awarded bid contracts that were subject to the provisions of NRS 333.3361 to 333.3369, inclusive	\$350,443,355.18	\$32,751,932.60	\$45,779,521.23	\$21,710,264.23	\$62,752,662.97
3. (a) The number of local business owned and operated* by veterans with service-connected disabilities that submitted a bid or proposal for a contract for which the estimated cost is more than \$50,000 but not more than \$250,000 and is a responsive & responsible bidder, the bid or proposal shall be deemed to be 5 percent lower than the bid or proposal actually submitted on a state purchasing contract.	3	0	0	0	0

ENCL 1-2

(b) A local business owned and operated by a veteran with a service-connected disability which is determined to be 50 percent or more by the United States Department of Veterans Affairs submits a bid or proposal for a contract for which the estimated cost is more than \$250,000 but less than \$500,000 and is a responsive & responsible bidder, the bid or proposal shall be deemed to be 5 percent lower than the bid or proposal actually submitted. *

4. The number of state purchasing contracts that were awarded to local businesses owned **and operated*** by veterans with service-connected disabilities.

5. The total number of dollars worth of state purchasing contracts that were awarded to local businesses owned **and operated*** by veterans with service-connected disabilities.

	0	0	0	0
1	0	0	0	0
\$134,998.50	\$0.00	\$0.00	\$0.00	\$0.00

*language changed per AB62, effective July 1, 2015

ENCL 2

Department of Administration / State Public Works Division

NRS 338.13846 Preference for bid or proposal submitted by local business owned by veteran with service-connected disability: Duty of Public Works Division to report to Legislature. The Public Works Division shall report every 6 months to the Legislature, if it is in session, or to the Interim Finance Committee, if the Legislature is not in session. The report must contain, for the period since the last report:

	July 1, 2014 to December 31, 2014 TOTALS	January 1, 2015 to June 30, 2015 TOTALS	July 1, 2015 to December 31, 2015 TOTALS	January 1, 2016 to June 30, 2016 TOTALS
1. Number of Public Works contracts that were subject to the provisions of NRS 338.1384 to 338.13847, inclusive.	59	56	31	30
2. Total dollar amount of awarded bid contracts that were subject to the provisions of NRS 338.1384 to 338.13847, inclusive.	\$1,285,903.24	\$1,365,189.82	\$905,399.65	\$346,193.46
3. The number of local businesses owned by veterans with service-connected disabilities that submitted a bid or proposal on Public Works contracts.	0	0	0	0
4. The number of Public Works contracts that were awarded to local businesses owned by veterans with service-connected disabilities.	0	0	0	0
5. The total number of dollars worth of Public Works contracts that were awarded to local businesses owned by veterans with service-connected disabilities.	\$0.00	\$0.00	\$0.00	\$0.00